

Carolin Baur

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Biography

Carolin Baur is currently a PhD fellow at the Bremen International Graduate School of Social Sciences (BIGSSS), which is an inter-university institute of the University of Bremen and Jacobs University Bremen and is funded by the Excellence Initiative of the German Federal and State Governments. Her research interests include ethical decision making and behavioral business ethics. More specifically, the aim of her work is to gain new insights on the psychological factors that promote or inhibit unethical pro organizational behavior. In addition to her PhD fellowship at BIGSSS, she has been awarded a doctoral scholarship at Evangelisches Studienwerk, which is funded by the German Federal Ministry of Education and Research, in 2012, and a graduate student scholarship from Jacobs University Bremen (2011 – 2012).

She graduated in social sciences with majors in work and organizational psychology, business economics, and sociology at the Friedrich-Alexander-University Erlangen-Nuremberg at the top of her class in December 2010. Already before the completion of her thesis, she started to work as a research assistant at the Institute of Socio-Economics of the Leibniz Centre for Agricultural Landscape Research (ZALF). As a member of the junior research group CIVILand her emphasis was on qualitative and quantitative research methods, environmental decision making, and research on the crowding-out effect. In addition to her diploma in social sciences, she graduated from Hull University with a first class honors degree in Management in June 2008 within the scope of an international university partnership. From June 2005 to August 2006 she worked as a teaching assistant under Prof. Dr. Henrik Kreutz at the Department of Sociology and Social Anthropology of the Friedrich-Alexander-Universität Erlangen-Nürnberg. Through her work in several internships and student jobs (e.g. Siemens AG, SEMIKRON Elektronik GmbH & Co. KG, etc.) she gained further practical experiences in the organizations of the public as well as private sector.

Her work and her studies in Germany and the United Kingdom have given her many opportunities for empirical research. Most notably her diploma thesis on escalating commitment and ethical decision making furthered her knowledge and interest in research on behavioral business ethics. Building on these insights, her current work is concerned with specific psychological and situational factors that influence unethical pro-organizational behavior. Within the last three years she conducted several studies on this topic, including a series of experiments. In addition to her PhD project, she assisted in the organization of the European Conference on Data Analysis 2014 at Jacobs University Bremen. She collaborated together with her advisor Prof. Guido Möllering on a citation analysis, which served as introduction to a special issue on trust and calculativeness, and the arguments put forward by Oliver Williamson in 1993. In 2013, her book review of “The Oxford Handbook of Organizational Decision Making” has been published in *Organization Studies*. Since the beginning of 2013 she is a member of the Equal Opportunity, Dual Career, and Family Friendliness Committee and in this function a representative of the graduate students at Jacobs University Bremen.