

Dr. Eva Zschirnt

CURRICULUM VITAE, incl. PUBLICATIONS

CONTACT INFORMATION

BERGISCHE UNIVERSITÄT WUPPERTAL

School of Human and Social Sciences

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CURRENT POSITION(S)

Since 09/2020	BERGISCHE UNIVERSITÄT WUPPERTAL Postdoctoral Fellow (<i>Wissenschaftliche Mitarbeiterin/Postdoc</i>) Chair for Migration and Family Sociology (<i>Lehrstuhl Soziologie: Migration und Familie</i>), Prof. Reinhard Schunck
Since 09/2020	EUROPEAN UNIVERSITY INSTITUTE Visiting Max Weber Fellow

PREVIOUS POSITION

09/2018 – 08/2020	EUROPEAN UNIVERSITY INSTITUTE, FLORENCE, ITALY Department of Political and Social Sciences Max Weber Fellow, Mentor: Klarita Gërxhani
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ACADEMIC EDUCATION

07/2014 - 08/2018	Doctorat en science humaines et sociales – migrations (PhD), summa cum laude Swiss Forum for Migration and Population Studies UNIVERSITY OF NEUCHÂTEL, SWITZERLAND PhD Thesis: “Ethnic discrimination in the Swiss labour market – Ethnic hierarchies in correspondence test results”, funded by the Swiss National Science Foundation (SNSF) Committee: Gianni D’Amato, Giuliano Bonoli, Arnfinn H. Midtboen and Judith Rich
10/2009 – 11/2010	Master of Arts in Migration and Law (with Distinction) QUEEN MARY UNIVERSITY OF LONDON, UNITED KINGDOM Master Thesis: “Does migration status trump the best interest of the child? Unaccompanied minors in the EU Asylum system”
09/2005 – 07/2009	Bachelor of Arts in European Studies UNIVERSITY OF MAASTRICHT, THE NETHERLANDS Bachelor Thesis Part 1: “Self-Interest vs. Altruism – The Motivations behind EU Development Policy”, Bachelor Thesis Part 2: “EU Electoral Observation Missions – The EU’s Response to Criticism on Electoral Observation Missions”
09/2007 – 01/2008	ERASMUS Semester UNIVERSITÉ PIERRE MENDES FRANCE, GRENOBLE, FRANCE Institut d’Études Politiques, UNIVERSITÉ PIERRE MENDES FRANCE, GRENOBLE, FRANCE

FUNDING

2021	Funding from the European University Institute for the Project “Gendered Networks and their Role in Hiring Discrimination for Jobs in Gender-segregated Occupations: Experimental Evidence”, with Klarita Gërxhani and Stephanie Steinmetz (15.800 EUR)
12/2017 – 12/2018	Funding from the Swiss Bundesamt für Wohnungswesen (BWO), the NCCR on the move and the Swiss Forum for Migration and Population Studies (SFM) for the project “Ethnic Discrimination in the Swiss Housing Market”, with Daniel Auer, Julie Lacroix and Didier Ruedin (30 000 CHF)
06/2016	Funding from the NCCR on the move for the conference “Discrimination in the context of migration and mobility”, co-organiser with Carolin Fischer and Stefanie Kurt (7500CHF)
06/2016	Grant from the NCCR on the move External Education Fund for the participation in the Essex Summer School in Social Science Data Analysis (1000 CHF)

AWARDS AND FELLOWSHIPS

2020	Juan de la Cierva Postdoctoral Fellowship, Universidad Carlos III de Madrid (with Prof. Javier Polavieja, two year postdoctoral fellowship, declined)
2018	Max Weber Fellowship, European University Institute (EUI), Florence, Italy (two-year postdoctoral fellowship)
07/2018	Second place in the RC31 Best Article Award for the paper “Ethnic discrimination in hiring decisions: a meta-analysis of correspondence tests from 1990-2015” (co-authored with Didier Ruedin)
06/2015	Second place in the Rinus Penninx Best Paper Award at the IMISCOE Conference 2015 in Geneva for the paper “Ethnic discrimination in hiring decisions: a meta-analysis of correspondence tests from 1990-2015” (co-authored with Didier Ruedin)

TEACHING

PLANNED	“Introduction to Experimental Methods in Social Sciences”, 2-day workshop at the Graduate Academy, University of Lucerne (Date to be determined, originally scheduled for May 2020)
SCHEDULED	Seminar “Rassismus, Xenophobie und Diskriminierung” (Racism, Xenophobia and Discrimination), Summer Semester 2021 BA Sociology, Bergische Universität Wuppertal
SCHEDULED	Kolloquium “ Techniken des sozialwissenschaftlichen Arbeiten und Präsentieren“ (Techniques of working and presenting in the social sciences), Summer Semester 2021 BA Sociology, Bergische Universität Wuppertal
2020/21	Seminar “Migration und Arbeitsmarkt” (Migration and the Labour Market) BA Sociology, Bergische Universität Wuppertal
2020/21	Kolloquium „Sozialstrukturanalyse“ (Socio-structural analysis) BA Sociology, Bergische Universität Wuppertal
01-03/2020	“Gender and Ethnicity in the Labour Market”, co-taught with Klarita Gërxhani, Department of Political and Social Sciences, EUI
2018/2019	Max Weber Programme Teaching Certificate
05/2019	“Introduction to discrimination research” at the Humboldt University in Berlin (2 times) in the framework of the Max Weber Teaching Certificate

- 01/2019 "Audit/Correspondence designs: gender, race, ethnicity", in the Seminar "Experimental Methodology" with Klarita Gërxhani, Department of Political and Social Sciences, EUI
- 01/2019 "Factorial/Vignette designs: labor market", in the Seminar "Experimental Methodology" with Klarita Gërxhani, Department of Political and Social Sciences, EUI

REFEREE SERVICES

American Political Science Review, Ethnic and Racial Studies, International Journal of Comparative Sociology, International Migration Review, Journal of Ethnic and Migration Studies, Journal of Immigrant and Minority Health, Journal of International Migration and Integration, Labour Economics, Race and Social Problems, Research in Social Stratification and Mobility, Social Forces, Swiss Journal of Sociology

PUBLICATIONS

Peer-reviewed journals

- Zschirnt, E. (2019) "Equal Outcomes, but Different Treatment – Subtle Discrimination in Email Responses from a Correspondence Test in Switzerland", *Swiss Journal of Sociology*.45(2) 143-160.
- Zschirnt, E. (2019) "Evidence of Hiring Discrimination against the Second Generation: Results from a Correspondence Test in the Swiss Labour Market", *Journal of International Migration and Integration* (Online first) 1-23.
- Zschirnt, E. (2019) "Research Ethics in Correspondence Testing: An Update", *Research Ethics*. 15(2) 1-21.
- Zschirnt, E. and Ruedin, D. (2016) "Ethnic Discrimination in Hiring: A Meta-Analysis of Correspondence Tests 1990-2015", *Journal of Ethnic and Migration Studies*. 42(7) 1115-1134
- Zschirnt, E. (2011) "Does migration status trump the best interest of the child? Unaccompanied minors in the EU Asylum System", *Journal for Immigration, Asylum and Nationality Law* Vol. 25(1) (2011) 34-55.

Non-peer-reviewed publications

- Zschirnt, E., Bononli, G. and Fossati, F. (2020) "Why do employers sometimes prefer minority candidates? Results from correspondence testing in Switzerland" *NCCR Working Papers*, 28. 1-27.
- Auer, D., Lacroix, J., Ruedin, D., and Zschirnt, E. (2019). 'Ethnische Diskriminierung auf dem Schweizer Wohnungsmarkt'. Grenchen: *Bundesamt für Wohnungswesen*. February 2019, available at <https://www.bwo.admin.ch/bwo/de/home/Wohnungsmarkt/studien-und-publikationen/diskriminierung-auf-der-schweizer-wohnungsmarkt.html>
- Zschirnt, E. and Fibbi, R. (2019) "Do Swiss citizens of immigrant origin face hiring discrimination in the labour market?" *NCCR Working Papers*, 20. 1-38.
- Zschirnt, E. (2016) "Revisiting Ethics in Correspondence Testing ». *NCCR Working Papers*, 8. 1-26.
- Zschirnt, E. (2016) "Measuring Hiring Discrimination – A History of Field Experiments in Discrimination Research". *NCCR Working Papers*, 7, 1-32.
- Zschirnt, E. and Jungjohann, A., "Transatlantic Tar Sand Storms" *Heinrich Böll Stiftung*, February 2012 available at <http://boell.org/web/52-918.html>
- Zschirnt, E. (2011) "Is irregular migration a one-generation phenomenon? The case of Germany" *Open Citizenship* Vol. 3 (2011) 53-73.

Thesis

- Zschirnt, E. (2018). *Ethnic discrimination in the Swiss labour market - Ethnic hierarchies in correspondence test results* (PhD), Université de Neuchâtel, Neuchâtel. Retrieved from <http://doc.rero.ch/record/323279>

Work in progress

- "The ethical challenge in correspondence testing – Experiences from field experiments on labour market discrimination" (with Rosita Fibbi, Université de Neuchâtel)

- “Discrimination based on skin colour? The case of Cameroonians in the Swiss labour market” (with Rosita Fibbi, Robin Stünzi and Didier Ruedin, Université de Neuchâtel)
- “Field Experiment on Discrimination in the Swiss Housing Market” (with Daniel Auer (WZB Berlin), Julie Lacroix (Université de Genève), and Didier Ruedin (Université de Neuchâtel))
- “Ethnic and racial discrimination in hiring decisions – A new meta-analysis of correspondence tests” (with Didier Ruedin, University of Neuchâtel)
- “Hiring Same-Gender Applicants for Jobs in Gender-Segregated Occupations: Experimental Evidence” (with Klarita Gërkhani (EUI) and Stephanie Steinmetz (University of Lausanne))
- “Pretty Integrated – Perceptions of immigrants’ physical attractiveness and consequences for integration outcomes” with Johanna Gereke (Mannheimer Zentrum für Sozialforschung, MZES) and Reinhard Schunck (University of Wuppertal)
- “Wage Fairness for Immigrants” with Johanna Gereke (Mannheimer Zentrum für Sozialforschung, MZES) Carsten Sauer (Zepplin University), Susanne Veit (DeZIM-Institut) and Reinhard Schunck (University of Wuppertal)

CONFERENCE, WORKSHOP AND PANEL ORGANISATION

09/2018 - 08/2020	Coordinator of the EUI Experimental Working Group led by Klarita Gërkhani and Michèle Belot
2019/2020	Co-organizers of the workshops “Gender Equality in Academia” (9 March 2020 – <i>cancelled due to Covid19 outbreak</i>), “Lifecycle of intergroup conflict” (17 April 2020), “Inequality and Discrimination” (11-12 May 2020) and the Max Weber Conference (17-19 June 2020) at the EUI, Florence, (IT)
09/2018	Co-organiser of the panel: “Clear and Convincing Evidence? Measuring Discrimination in Different Social Domains in Switzerland” with Daniel Auer and discussant at the Neuchâtel Graduate Conference on Migration and Mobility Studies, 13-14 September 2018, Université de Neuchâtel (CH)
07/2018	Co-organiser of the IMISCOE PhD Workshops “Academic Publications”, “Research Funding”, “Critical Thinking and Interdisciplinarity” at the 2018 IMISCOE Conference, 02-04 July 2018, Universitat Pompeu Fabra, Barcelona (ES)
06/2017	Co-organiser of the IMISCOE PhD Workshops “Academic Publications”, “Research Funding”, “Networking at Academic Conferences” at the 2017 IMISCOE Conference, 28-30 June 2017, Erasmus University Rotterdam (NL)
06/2017	Co-organiser of the panel: “Labour Market Discrimination” with Daniel Auer and discussant at the Neuchâtel Graduate Conference on Migration and Mobility Studies, 22-23 June 2017, Université de Neuchâtel (CH)
03/2017	Co-organiser of the NCCR Conference “Interdisciplinary Perspectives on Discrimination in the Context of Migration and Mobility” with Carolin Fischer and Stefanie Kurt, 23-24 March 2017, University of Neuchâtel (CH)

MEMBERSHIPS IN PANELS AND BOARDS

09/2019 – 08/2020	Elected representative of the Max Weber Fellows at the Department for Political and Social Science (EUI, Florence)
2017-2018	Member of the NCCR “Gender Working Group”
2016-2018	Member of the IMISCOE PhD Soundboard and representative of the PhD Workshop Organisation Committee
2015-2018	Co-leader of the Peer Mentoring Group for Women of the NCCR “Women on the move”
10/2015	Member of the organisational team and tutor during the Study Week “Schweizer Jugend Forscht/La Science Appelle les Jeunes”, Project on Refugee Policy in Europe

2014-2018 PhD Representative to the NCCR Knowledge Transfer Committee
 2006-2008 Member of the Excursion Committee of the European Studies Student Organization *Concordantia*, Organization of study trips to the EU Institutions in Brussels and to Slovenia and Croatia

MEMBERSHIPS IN SCIENTIFIC ORGANIZATIONS

Since 08/2020 D-LAB (Universidad Carlos III de Madrid, Department of Social Sciences)
 Associate Fellow

Council for European Studies (CES), European Consortium for Sociological Research (ECSR), International Migration, Integration and Social Cohesion (IMISCOE), National Center of Competence in Research (NCCR) – The Migration Mobility Nexus (NCCR on the move) (2014-2018), Swiss Network of young Migration Scholars” (SNyMS), Schweizer Netzwerk für Diskriminierungsforschung / Réseau Suisse de recherche sur les discriminations / Swiss Network for Discrimination Research (SNDF/RSRD)

ADDITIONAL TRAINING

Summer/Winter Schools

09/2020 GESIS Methodenseminar: “Einführung in die Regressionsanalyse mit Stata”(1 Week), GESIS Leibnitz-Institut für Sozialwissenschaften, Köln (DE) [online course]
 07/2018 GESIS Methodenseminar: “Basismodul: Uni- und bivariate Statistik” (1 Week) und „Aufbaumodul I: Faktorenanalyse und Clusteranalyse mit Stata“ (1 Week), GESIS Leibnitz-Institut für Sozialwissenschaften, Köln (DE)
 08/2016 NCCR on the move Summer School “Measuring Discrimination” (1 Week), University of Neuchâtel (CH)
 08/2016 IMISCOE PhD Summer School “Immigration and the Redefinition of the Mainstream” (1 Week), Princeton University (US)
 06-07/2016 “Quantitative Data Analysis with R” and “Mathematics for Social Scientists” (2 Weeks), Essex Summer School in Social Science Data Analysis, University of Essex (UK)
 01/2015 IMISCOE Winterschool “Changing Europe – Changing Migration: Europe in the World on the Move, Transnationalism, Integration and Citizenship” (1 Week), Erasmus University Rotterdam (NL)

Workshops

01/2020 MWP/ACO Conference: National and European Research Funding Opportunities in the Social Sciences for Young Researchers, EUI Florence
 05/2019 “Running Experiments”, 2-day workshop, EUI Florence
 01-03/2019 “From Draft to Submission; Writing your journal article in 8 weeks”, weekly workshop, EUI Florence
 12/2018 MWP/ACO Conference: National and European Research Funding Opportunities in the Social Sciences for Young Researchers, EUI Florence
 06/2018 Media Training “My research in 180 Seconds” NCCR Workshop, University of Neuchâtel
 03/2018 Workshop “Attitudes to Foreigners and Discrimination in the Labor Market”, University of Geneva
 03/2018 Introduction to quantitative methods for qualitative researchers, University of Neuchâtel
 03/2018 Career Development on academic paths, NCCR Workshop, University of Neuchâtel
 12/2017 Career Development on non-academic paths, NCCR Workshop, University of Neuchâtel

10/2017 Giving, Using and Receiving Test Feedback, CUSO Workshop, University of Neuchâtel
09/2017 Using Experimental Methods in the Social Sciences, Amsterdam Centre for Inequality Studies, University of Amsterdam (NL)
05/2017 Editing and Revising One's Own and Other's Texts for Publication: Academic Writing 3, CUSO Workshop, University of Neuchâtel
03/2017 Interdisciplinary Perspectives on Discrimination in the Context of Migration and Mobility, NCCR Conference, University of Neuchâtel
02/2017 How to write a convincing CV, NCCR Workshop, University of Neuchâtel
02/2017 Getting the writing done, CUSO Workshop, University of Neuchâtel
11/2016 Workshop Factorial Designs in Recruiter Surveys, NCCR Workshop, University of Bern
10/2016 The messenger is the message – Communication Workshop, NCCR Peer Mentoring Group Workshop, University of Basel
10/2016 How to publish an Article in a Peer Reviewed Journal?, NCCR Workshop, University of Neuchâtel
09/2016 Fit for third-party research funding, NCCR Workshop, University of Neuchâtel
05/2016 Experimentelle Methoden in den Sozialwissenschaften, Gesis/Leibniz Institute for the Social Sciences, Mannheim, Germany
03/2016 Research Data Management, NCCR Workshop, University of Neuchâtel
03/2016 Research Ethics, NCCR Workshop, University of Neuchâtel
11/2015 Introduction to R, NCCR Workshop, University of Neuchâtel
08/2015 Effective Poster Presentations, NCCR Workshop, University of Neuchâtel
05/2015 Vignette Studies, NCCR Workshop, University of Lausanne
04/2015 Project Management for Research, NCCR Workshop, University of Neuchâtel
03/2015 Scientific Communication: Writing Titles and Abstracts for a Global Audience, CUSO Workshop, University of Geneva

PROFESSIONAL EXPERIENCE

12/2013 – **GERMAN INVESTMENT AND DEVELOPMENT COMPANY, Cologne (D)**
01/2014 Consultant to the Competitive African Cotton Initiative (COMPACI) & the Coffee Partnership for Tanzania (CPT)

- Conducting an analysis of M&E Data for Cotton Farming in Benin and Cote d'Ivoire, and on Coffee Farming in Tanzania

09/2011 – **HEINRICH BOELL FOUNDATION, Washington DC, USA**
02/2012 Internship in the department "Foreign and Security Policy"

- Conducting research and writing an article on Canadian tar sands
- Supporting program directors in the planning of conferences and events

04– 06/2011 **GERMAN INVESTMENT AND DEVELOPMENT COMPANY, Cologne (D)**
Consultant to the COMPACI Program (Competitive African Cotton Initiative)

- Conducting a comparative analysis of baselines studies on cotton farming
- Preparing national socioeconomic data for comparison

04–07/2009 **FEDERAL OFFICE FOR MIGRATION AND REFUGEES, Nuremberg (D)**
Internship in the department "European Law"

- Writing policy briefs and articles for the monthly newsletter, especially on the European Asylum Package
- Researching EU Asylum and Migration Policy

12/2008 – **BISCHOEFLICHES HILFSWERK MISEREOR E.V., Aachen (D)**

- 03/2009 Internship in the department “Africa and the Middle East”
- Conducting research on European and German development policy and policy developments in African countries, focus: DR Congo, Rwanda, Burundi
 - Administration of project proposals
- 09 – 11/2008 **GERMAN CHAMBER OF COMMERCE (AHK) Casablanca, Morocco**
Internship in the department “Export promotion”
- Conducting market studies and research, writing economic articles

INVITED TALKS

- 01/2020 “Ethnic Discrimination in the Swiss Labour Market – Ethnic Hierarchies in Correspondence Test Results”, Presentation in the Seminar Series at the Institute for Public Goods and Policies (CSIC), 22.1.2020, Madrid (ES)
- 01/2020 “Ethnic Discrimination in the Swiss Labour Market – Ethnic Hierarchies in Correspondence Test Results”, Presentation in the D-Lab Seminar Series at Carlos III University, 21.1.2020, Madrid (ES)
- 10/2019 Participant in the Roundtable “Diskriminierung im öffentlichen Raum“, Expert Exchange Roundtable: “Diskriminierung: eine alltägliche Erfahrung für Angehörige von “sichtbaren“ Minderheiten?“, 30.10.2019, Berne (CH)
- 04/2019 “Ethnic Discrimination in the Swiss Labour Market – Ethnic Hierarchies in Correspondence Test Results”, Presentation at the SPS Departmental Seminar, 17.04.2019, EUI Florence (IT)
- 11/2018 “Ethnic discrimination in the Swiss labour market”, Presentation at the CAS Migration and Diversity, 13.11.2018, University of Neuchâtel (CH)
- 11/2018 “Ethnic discrimination in the Swiss labour market”, Presentation at the Seminar “Discrimination” taught by Marco Pecoraro, 13.11.2018, University of Neuchâtel (CH)
- 06/2018 “Diskriminierung von Ausländerinnen und Ausländern auf dem Schweizer Arbeitsmarkt: Ergebnisse eines Feldexperiments“, Presentation at the Swiss State Secretariat for Migration (SEM) Research Lunch Series, 12 June 2018, Bern (CH)
- 03/2018 Participation in the Roundtable „An die Arbeit! Chancengleichheit zahlt sich aus (Diskriminierung am Arbeitsplatz)“, Fachdiskussion im Rahmen der 9. Walliser Woche gegen Rassismus 2018, 21 March 2018, Brig (CH)
- 10/2017 “Ethnic Discrimination in the Swiss Labour Market – First Experiences from a Correspondence Test”, Paper presented at the Research and Publication Colloquium “Challenges in post-industrial labour markets”, 10 October 2017, IDHEAP, Université de Lausanne (CH)
- 06/2017 “Migration in Europa“, Weiterbildungsstudiengang CAS Migrationsrecht/Formation continue CAS Droit de Migration, Modul 3: Europäisches Freizügigkeits- und Ausländerrecht, 8 June 2017, University of Bern (CH)

CONFERENCE AND WORKSHOP PRESENTATIONS

- SCHEDULED “Geography of Discrimination: A Nationwide Field Experiment on the Swiss Housing Market”, presentation planned for the RC21 Conference at the University of Antwerp, scheduled 06-08 July 2020 (*postponed to 14-16 July 2021 due to Covid19 outbreak*)
- SCHEDULED “Hiring same-gender applicants for jobs in gender-segregated occupations: experimental evidence”, Presentation planned for the 3rd Annual Conference on Experimental Sociology at the Institute for Public Goods and Policies (CSIC), Madrid (ES), scheduled 03-04 September 2020 (*postponed due to Covid19 outbreak*)

- SCHEDULED “Ethnic and racial discrimination in hiring decisions – A new meta-analysis of correspondence tests”, Presentation planned for the 17th Annual Conference of IMISCOE, at the University of Luxembourg (LU), scheduled 30 June – 02 July 2020 (*postponed due to Covid19 outbreak*)
- 01/2021 “Gendered networks and their role in hiring discrimination for jobs in gender-segregated occupations: experimental evidence”, Presentation during the “Online Workshop on Survey Experiments in Migration and Integration”, 8 and 29 January, 2021, IDHEAP, University of Lausanne (CH) (via Zoom)
- 01/2021 “Ethische Diskriminierung auf dem Schweizer Arbeitsmarkt: Ergebnisse eines Feldexperiments”, Presentation during the Institute of Sociology Department Meeting, 27 January 2021, Bergische Universität Wuppertal (DE) (via Zoom)
- 05/2020 “Experimental evidence on the spatial variation in ethnic discrimination occurrence”; Presentation during the Multidisciplinary Max Weber Workshop “Inequality and Discrimination”, 11-12 May 2020, EUI (IT) (via Zoom)
- 04/2020 “Hiring same-gender applicants for jobs in gender-segregated occupations: experimental evidence”, Presentation during the EUI Interdisciplinary Experimental Working Group, 22 April 2020, EUI (IT), (via Zoom)
- 04/2020 “Experimental evidence on the spatial variation in ethnic discrimination occurrence”; Presentation during the Multidisciplinary Max Weber Workshop “The Lifecycle of Intergroup Conflict”, 16-17 April 2020, EUI (IT) (via Zoom)
- 09/2019 “Discrimination in the Market Place”, Presentation during the September Presentations of the Max Weber Programme, 18 September 2019, EUI (IT)
- 09/2019 “Why do employers sometimes prefer minority candidates? Results from correspondence testing in Switzerland”, Neuchâtel Graduate Conference on Migration and Mobility Studies, 11-13 September, University of Neuchâtel (CH)
- 09/2019 “Why do employers sometimes prefer minority candidates? Results from correspondence testing in Switzerland” (presented with Giuliano Bonoli), ECSR Conference, 12-14 September, University of Lausanne (CH)
- 06/2019 “Why do employers sometimes prefer minority candidates? Results from correspondence testing in Switzerland”, 16th IMISCOE Annual Conference, 26–28 June 2019, Malmö (SE)
- 06/2019 “The ethical challenge in correspondence testing – Experiences from field experiments on labour market discrimination” (presented with Rosita Fibbi), 16th IMISCOE Annual Conference, 26–28 June 2019, Malmö (SE)
- 06/2019 “Why do employers sometimes prefer minority candidates? Results from correspondence testing in Switzerland” (presented with Giuliano Bonoli), 26th International Conference of Europeanists (CES), 20-22 June 2019, Madrid (ES)
- 06/2019 “Geography of Discrimination: A Nationwide Field Experiment on the Swiss Housing Market”, 13th Max Weber Fellows June Conference, 12-14 June 2019, EUI (IT)
- 05/2019 “Conservatism or Xenophobia? Ethnic Discrimination in Context”, Presentation during the Workshop “Public Opinion and how it matters”, 15.-16.05.2019, EUI (IT)
- 09/2018 “Researching Ethnic Discrimination in the Labour Market”, Presentation during the September Presentations of the Max Weber Programme, 27.09.2018, EUI (IT)
- 09/2018 “Equal Outcomes, but Different Treatment - Analyzing Email Responses from a Correspondence Test in Switzerland”, Paper presented at the 2018 Neuchâtel

- Graduate Conference of Migration and Mobility Studies, 13-14 September 2018, Université de Neuchâtel (CH)
- 07/2018 "Ethnic discrimination in the Swiss labour market – Results from a correspondence test", Paper presented at the 2018 IMISCOE Conference, 02-04 July 2018, Universitat Pompeu Fabra, Barcelona (ES)
- 06/2018 "Our Ideal Candidate has a ... Swiss name: Ethnic Discrimination in the Labour Market", My research in 180 seconds, at "Balade dans la Paysage Migratoire Suisse, 29 June 2018, Université de Neuchâtel (CH)
- 04/2018 „Hiring Decisions in the Swiss Labour Market“, Paper presented at the NCCR Spring Retreat, Université de Neuchâtel (CH)
- 11/2017 "Ethnic Discrimination in Hiring: A Meta-Analysis of Correspondence Tests 1990-2015" Poster Presentation, „Tagung Interdisziplinäre Diskriminierungsforschung in der Schweiz: Wozu und wie?“, 3 November 2017, Universität Bern (CH)
- 09/2017 "Ethnic Discrimination in the Swiss Labour Market – First Experiences from a Correspondence Test", Paper presented at the Conference "Ethnic inequality in the labour market: Cross-national perspectives and causal analysis", 28-29 September 2017, Amsterdam Centre for Inequality Studies, University of Amsterdam (NL)
- 06/2017 "Obstacles to immigrant integration in the labour market – ethnic and racial discrimination in the US and Europe", Paper presented at the 2017 IMISCOE Conference, 28-30 June 2017, Erasmus University Rotterdam (NL)
- 06/2017 "Ethnic Discrimination in the Swiss Labour Market – First Experiences from a Correspondence Test", Paper presented at the Neuchâtel Graduate Conference on Migration and Mobility Studies, 22-23 June 2017, Université de Neuchâtel (CH)
- 10/2016 "Ethnic discrimination in the Swiss labour market - Research Design for a Correspondence Test", Paper presented at the NCCR on the Move Research Colloquium, 7 & 14 October 2016, Université de Neuchâtel (CH)
- 08/2016 "Ethnic discrimination in the Swiss labour market – Research Design for a Correspondence Test", Paper presented at the NCCR on the Move Summer School "Measuring Discrimination", 22-26 August 2016, Université de Neuchâtel (CH)
- 08/2016 "Obstacles to Immigrant Integration in the Labour market – Ethnic and Racial Discrimination in the US and Europe", Paper Presented at the 2016 IMISCOE PhD Summer School, 7-13 August 2016, Princeton University (US)
- 07/2016 "Revisiting Ethics in Correspondence Testing", Paper presented at the 2016 IMISCOE Conference, 30 June - 02 July 2016, Charles University in Prague (CZ)
- 06/2016 "Ethnic discrimination in the Swiss labour market – Research Design for a Correspondence Test", Paper presented at the 2nd Annual Conference of the NCCR on the Move, 23-24 June 2016, Université de Neuchâtel (CH)
- 05/2016 "Ethnic Discrimination in Hiring Decisions in the Swiss Labour Market - Research Design" presented at the Workshop "Experimentelle Methoden in den Sozialwissenschaften", 18-19 May 2016, Gesis/Leibniz Institute for the Social Sciences, Mannheim (DE)
- 05/2016 "Ethnic Discrimination in Hiring Decisions in the Swiss Labour Market" Poster Presentation at the NCCR Site Visit, Université de Neuchâtel, Neuchâtel (CH)
- 04/2016 "Ethnic Discrimination in Hiring: A Meta-Analysis of Correspondence Tests 1990-2015" Paper presented at the NCCR Friday Session, Université de Neuchâtel, Neuchâtel (CH)

- 10/2015 "Ethnic Discrimination in Hiring: A Meta-Analysis of Correspondence Tests 1990-2015"
Paper presented at the NCCR Labour Market Colloquium, Université de Neuchâtel, Neuchâtel (CH)
- 10/2015 "Ethnic Discrimination in hiring decisions in the Swiss labour market" PhD Proposal
presented at the NCCR Research Colloquium, Université de Neuchâtel, Neuchâtel (CH)
- 08/2015 "Ethnic Discrimination in Hiring: A Meta-Analysis of Correspondence Tests 1990-2015"
Poster Presentation at the Conference on Discrimination and Labour Market Research,
25-26 August 2015, Linnaeus University Centre for Labour Market and Discrimination
Studies, Kalmar (SE)
- 06/2015 "Ethnic Discrimination in Hiring: A Meta-Analysis of Correspondence Tests 1990-2015"
Paper presented at the 2015 IMISCOE Conference, 25-27 July 2015, Geneva (CH)
- 01/2015 "Measuring Discrimination – A Literature Review of the Use of Field Experiments."
Paper presented at the 2015 IMISCOE PhD WinterSchool, 12-16 January 2015,
Erasmus University Rotterdam, Rotterdam (NL)

SKILLS

- Languages German (native)
English (speaking, reading, writing: excellent)
French (speaking, reading, writing: very good command)
Dutch (speaking, writing: basic communication skills; reading: fluent)
Italian (speaking, reading, writing: basic communication skills)
- Qualifications Certificate as Foreign Language Correspondent for English as a Foreign Language
awarded by the Chamber of Commerce in Cologne, Germany, January 2006
- IT Skills Internet research, MS Office, Mac OS and Windows,
Basic knowledge: Adobe Photoshop and InDesign, SPSS, STATA and R

Last Updated: 3 February 2021