

CURRICULUM VITAE

Dr. Rebekka Steiner

Maître assistante
University of Neuchâtel
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ACADEMIC POSITIONS

Present positions

- Since 2021/09 **Maître assistante** (50%)
University of Neuchâtel, Department of Psychology; Laurenz Meier
- Since 2017/02 **Postdoctoral Researcher** (20%-80%; currently 20%)
Project: “Development of work orientations at the beginning of working life: Exploring antecedents and processes”
University of Bern, Department of Work and Organizational Psychology, Prof. A. Hirschi

Previous positions

- 2016/03 – **Scientific collaborator** (mandate basis)
2016/08 Evaluation of a female-only mentoring program at the French-speaking Universities in Switzerland
University of Lausanne, Equality office
- 2015/09 – **Lecturer** (fixed-term contract for one semester)
2016/03 University of Lausanne, Department of Organizational Behavior
- 2010/07 – **PhD student**
2015/08 Project: “Co-Development of Personality: Longitudinal Approaches to Personality Development in Dyads Across the Lifespan”
University of Lausanne, Department of Organizational Behavior, Prof. F. Krings
- 2009/03 – **Student assistant**
2010/05 University of Bern, Department of Experimental Social and Developmental Psychology, Prof. C. Morf
- 2008/02 – **Research internship**
2008/06 University of Bern, Department of Experimental Social and Developmental Psychology, Prof. C. Morf

EDUCATION

- 2015/08 **PhD in Economics, subject area “Management”**
“The work-family interface from a crossover perspective and a gender perspective”
University of Lausanne
- 2012/10 **Visiting research stay** (3 weeks)
University of South Florida with Prof. T. Allen
- 2010/09 – **Doctoral Program in Management**
2011/09 Classes: Applied Econometrics, Structural Equation Modeling, Theories of Organizations, Philosophy of Social Science
University of Lausanne, Faculty of Business and Economics (HEC)
- 2012/02 – **Visiting Fellow in the doctoral program of the Interdisciplinary Center for Gender Studies**
2015/06 University of Bern, Interdisciplinary Center for Gender Studies (IZFG)

2003/09 –	Licentiate in Psychology
2010/03	Graduation with summa cum laude Major: social psychology Minors: developmental psychology, clinical psychology, psychopathology University of Bern
2007/02 –	Student exchange
2007/08	University Paris X, Nanterre
1996/08 –	High school diploma
2001/07	Gymnasium Neufeld, Bern

STATISTICAL COURSES AND FURTHER EDUCATION

2019/05	Meta-Analysis and Systematic Reviews Workshop (2 days), University of Zurich, with Ernest O'Boyle
2018/03	Essentials for Teaching in Higher Education Workshop (2 days), University of Bern, Centre for University Continuing Education (ZUW)
2017/05	Multilevel Analyses for Longitudinal Data with R Workshop (3 days), University of Bern, with Jan Böhnke
2016/05	Academic Writing in English Workshop (3 days), University of Lausanne
2015/11	Times are A-Changing but Men's Roles are Slow to Change: Developing a Research Agenda on the Underrepresentation of Men in Communal Roles Workshop (2 days), University of Leuven
2012/03	Longitudinal Dyadic Models Workshop (1 day), University of Zurich
2011/08	Modern Methods for the Analysis of Change in Dyadic Data Workshop (3 days), University of Basel, with Paolo Ghisletta
2011/06	Introduction to the German Socioeconomic Panel Workshop (2 days), University of Basel
2011/03	Dyadic Data Analysis Workshop (3 days), University of Basel, with David Kenny
2010/09	Panel Data Analysis Summer school (5 days), University of Lugano
2009/04	Interpersonal Sensitivity, Empathic Accuracy, Interpersonal Emotion Regulation and Statistical Analysis of Social Interaction Workshop (5 days), University of Freiburg, with William Cook, Marc Schulz, and William Ickes

GRANTS AND AWARDS

2021	Grant for postdoctoral researchers, University of Bern (17'000)
2018	Grant for emerging scientists, University of Bern (SFr 8'500)
2013	Best Poster Award, 13th Conference of the Swiss Psychological Society, University of Basel
2012	Research grant for doctoral and postdoctoral students, faculty of Business and Economics (HEC), University of Lausanne (SFr 5'200)

PROFESSIONAL AFFILIATION

Academy of Management (AOM)
European Association of Work and Organizational Psychology (EAWOP)
Schweizerische Gesellschaft für Psychologie (SGP)
Deutsche Gesellschaft für Psychologie (DGP)

TEACHING EXPERIENCE

Master Level

Digitalization and the work-family interface: Opportunities and challenges, 2021

Seminar, University of Neuchâtel

Diary studies and experience-based sampling research, 2020 (co-teaching with Dr. Ivana Igic)

Methodology seminar, University of Bern

Work commitment, 2018

Seminar, University of Bern

Courses where I gave a lecture or contributed to as a teaching assistant:

Advanced lecture in industrial and organizational psychology, 2018

Lecture by Prof. A. Hirschi, University of Bern

I gave a lecture on “work-family balance”

Group processes, 2012

Seminar by Prof. N. Roulin, University of Lausanne

Teaching assistant

Bachelor Level

Human resources management, 2015

Lecture, University of Lausanne

Courses where I gave a lecture or contributed to as a teaching assistant:

Human resources management, 2011 & 2012

Lecture by Dr. G. Bollmann, University of Lausanne

I gave lectures on career development from a work-family perspective

Organizational behavior, 2010 – 2013

Lecture by Prof. F. Krings, Ecole Polytechnique Fédérale de Lausanne

Teaching assistant

SUPERVISING EXPERIENCE

2020/2021

Dogan Inik und Adrian Kirsch (Tandem): Teilen von Informationen aus dem Privatleben am Arbeitsplatz (Master)

Raphaëla Zwimpfer: Das Teilen von Informationen aus dem Privatleben am Arbeitsplatz und die Konflikte sowie die Bereicherung zwischen Privatleben und Arbeit: Die Rolle von familienbezogener sozialer Unterstützung am Arbeitsplatz (Master)

Lisa Revelin: Geteiltes Leid ist halbes Leid, geteilte Freude ist doppelte Freude? Teilen von Wissen und Erfahrungen aus dem Privatleben im Arbeitskontext (Bachelor)

2018/2019

Günes Kahraman: Family-to-work crossover: Der Effekt von Neurotizismus auf das Verhalten am Arbeitsplatz in Paaren und die medierende Rolle von Beziehungszufriedenheit und Arbeits-Familien Konflikten (Master)

Simona Ingold: Arbeits-Familien Konflikte und Zufriedenheit: die medierende Rolle der wahrgenommenen Zielerreichungswahrscheinlichkeit (Master)

Nicole Bucher: Nachhaltige berufliche Laufbahn mit den Big Five als Prädiktoren (Bachelor)

Barbara Ivankovic: Der Einfluss des work-to-family conflicts von Eltern auf das Wohlbefinden junger Erwachsener (Bachelor)

Janina Ogi: Arbeit-Familien-Konflikte und Wohlbefinden – welche Rolle spielt das Selbstwertgefühl? (Bachelor)

2017/2018

Francisco Wilhelm (University of Marburg): Family of origin and work values in adolescence: The mediating role of occupational self-efficacy (Master)

Gianna Itten: Einfluss des Familien-Arbeits-Konflikts auf die jugendlichen affektiven Erwartungen und die Selbstwirksamkeit im Arbeitskontext (Bachelor)

ACADEMIC SERVICE

Since 2018	Editorial Board member of <i>Journal of Vocational Behavior</i> Ad-Hoc Reviewer for: <i>European Journal of Work and Organizational Psychology</i> <i>Journal of Career Development</i> <i>Journal of Adolescence</i> <i>Zeitschrift für Arbeits- und Organisationspsychologie</i>
2019	Guest editor for the <i>Journal of Career Development</i> together with Prof. A. Hirschi and Prof. J. Akkermans, for the special issue “There is More Than one Way to Skin a Cat: Researching Antecedents and Outcomes of Contemporary School-to-Work Transitions”

COLLABORATIONS

Andreas Hirschi, University of Bern
Franciska Krings, University of Lausanne
Laurenz Meier, University of Neuchâtel
Mo Wang, University of Florida
Tammy Allen, University of South Florida
Ivana Igetic, University of Bern
Anne Burmeister, University of Rotterdam
Bettina Wiese, RWTH Aachen
Mina Westman, emeritus, Tel Aviv University
Celia Chui, Boston University

ICT SKILLS

Mplus, SPSS/AMOS, Stata
Microsoft office and windows products

LANGUAGES

Swiss German/German (first language)
French (fluent)
English (fluent)

PUBLICATIONS

Peer-reviewed journal articles

1. Marciniak, J., Johnston, C. S., Steiner, R. S., & Hirschi, A. (2020). Career preparedness among adolescents: A review of key components and directions for future research. *Journal of Career Development*. doi: 10.1177/0894845320943951
2. Hirschi, A., Steiner, R. S., Burmeister, A., Johnston, C. S. (2020). A whole-life perspective of sustainable careers: The nature and consequences of nonwork orientations. *Journal of Vocational Behavior*, 117, 103-319. doi: 10.1016/j.jvb.2019.103319
3. Steiner, R. S., Hirschi, A., & Wang, M. (2019). Predictors of a protean career orientation and vocational education and training enrollment in the post-school transition. *Journal of Vocational Behavior*, 112, 216-228. doi: 10.1016/j.jvb.2019.03.002
4. Steiner, R. S., Krings, F., & Wiese, B. (2019). Remember the children, honey! Spouses' gender-role attitudes and working mothers' work-to-family conflict. *Applied Psychology: An International Review*, 68, 250-275. doi: 10.1111/apps.12160

5. Steiner, R. S., & Krings, F. (2017). How was your day, darling? A literature review of negative and positive crossover at the work-family interface in couples. *European Psychologist*, 21, 296-315. doi: 10.1027/1016-9040/a000275

Book chapters

1. Steiner, R. S., & Spurk, D. (2019) Career wellbeing from a whole-life perspective: Implications from work-nonwork spillover and crossover research. In I. L. Potgieter, N. Ferreira, & M. Coetsee (Eds.), *Theory, Research and Dynamics of Career Wellbeing* (pp. 163-182). Springer, Cham. doi: 10.1007/978-3-030-28180-9_8
2. Steiner, R. S., Marciniak, J., Johnston, C. S., & Hirschi, A. (2019). Career preparedness in adolescence: An overview of empirical research and implications for practice. In J. A. Athanasou, & H. Perera (Eds.), *International Handbook of Career Guidance* (2nd edition) (pp. 305-323). Springer, Cham. doi: 10.1007/978-3-030-25153-6_14
3. Steiner, R. S., & Krings, F. (2015). Les conflits au travail: toujours néfastes? In J.-P. Dunand, & Mahon, P. (Eds.), *Conflits au travail* (pp. 1-26). Neuchâtel, Switzerland: Schulthess.

Applied reports

1. Marciniak, J., Steiner, R. S., & Hirschi, A. (2019). Berufswahlbereitschaft bei Jugendlichen – Welche Faktoren sind für eine erfolgreiche Berufswahl wichtig? *Berufsbildung in Wissenschaft und Praxis*, 1, 6-9. doi: 10.7892/BORIS.141007

Conference presentations

1. Steiner, R. S., Igic, I., Wilhelm, F., Meier, L., & Semmer N. (2021, September). Führt mangelnde Wertschätzung am Arbeitsplatz zu mangelnder Wertschätzung zuhause? Spillover- und Crossover-Effekte von illegitimen Arbeitsaufgaben basierend auf einer Tagebuchstudie mit Paaren. Oral presentation at the *12th congress of the DGP's department of Work, Organizational and Economic Psychology and Human Factors*, Chemnitz, Germany
2. Steiner, R. S., Hirschi, A., & Wang, M. (2019, May). Intergenerational transmission of work centrality from parents to their children: The mediating role of work-to-family spillover. Oral presentation at the *19th Conference of the European Association of Work and Organizational Psychology*, Turin, Italy
3. Krings, F., & Steiner, R. S. (2019, May). Not up to the task? Men and women with work-family conflicts between disrespect and admiration. Oral presentation at the *19th Conference of the European Association of Work and Organizational Psychology*, Turin, Italy
4. Steiner, R. S., Hirschi, A., & Wang, M. (2018, August). Vocational identity clarity in the school-to-work transition. Oral presentation at the *78th annual meeting of the Academy of Management*, Chicago, US
5. Chui, C., & Steiner, R. S. (2018, August). Effects of female applicant body language on male interviewer perceptions. Oral presentation at the *78th annual meeting of the Academy of Management*, Chicago, US
6. Steiner, R. S., Krings, F. & Allen, T. (2017, September). Wie werden Personen mit Arbeits-Familien Konflikten von anderen wahrgenommen? Empirische Evidenz aus vier experimentellen Vignetten Studien. Oral presentation at the *10th Conference of the Section Work-, Organizational-, and Business Psychology of the German Psychology Society*, Dresden, Germany
7. Steiner, R. S. (2017, May). The development of work orientations at the beginning of working life. *Interdisciplinary colloquium on the school-to-work transition*, University of Applied Sciences and Arts, Northwestern Switzerland, Solothurn, Switzerland
8. Steiner, R. S., Krings, F., & Allen, T. (2015, September). Perceptions of conflicts between work and family – does target gender and type of conflict matter? Oral presentation at the *14th Conference of the Swiss Psychological Society*, Geneva, Switzerland
9. Steiner, R. S., Krings, F., & Wiese, B. (2015, June). Remember the children, honey. Spouses' gender-role attitudes and working mothers' work-to-family conflict. Oral presentation at the *8th International Conference of Panel Data Users in Switzerland*, Lausanne, Switzerland

10. Steiner, R. S., Krings, F., & Allen, T. (2015, May). Perceptions of parents who experience a work-family conflict: Does target gender and conflict type matter? Symposium organized and paper presented at the *17th Conference of the European Association of Work and Organizational Psychology*, Oslo, Norway
11. Chui, C., & Steiner, R. S. (2015, April). The effects of female non-verbal flirting on male interviewer impressions. Poster presented at the *30th Annual Conference of the Society for Industrial and Organizational Psychology*, Philadelphia, United States
12. Steiner, R. S., Mouton, A., Krings, F., Lalive, R., Carvalho, C., & Brander, S. (2014, September). Evaluating the impact of a woman only mentoring program in a context of an increased offer of structural doctoral programs. Oral presentation at the *8th European Conference on Gender Equality in Higher Education*, Vienna, Austria
13. Krings, F., & Steiner, R. S. (2014, July). Gender-norm congruent goal pursuit in mothers and fathers. Oral presentation at the *17th European Conference on Personality*, Lausanne, Switzerland
14. Steiner, R. S., Krings, F., & Wiese, B. (2014, July). Remember the children, honey! Spouses' gender-role attitudes and working mothers' work-to-family conflict. Oral presentation at the *17th General Meeting of the European Association of Social Psychology*, Amsterdam, Netherlands
15. Steiner, R. S., & Krings, F. (2013, October). Work and family goal importance and well-being in couples: What makes him happy, makes her happy? Oral presentation at the *EAWOP Small Group Meeting "gender equality in organizations"*, Frankfurt, Germany
16. Steiner, R. S., Krings, F., & Wiese, B. (2013, September). Work and family goal importance and well-being in couples: What makes him happy, makes her happy? Poster presented at the *13th Conference of the Swiss Psychological Society*, Basel, Switzerland
17. Krings, F., & Steiner, R. S. (2013, May). Work and family goal importance and well-being in couples: What makes him happy, makes her happy? Oral presentation at the *16th Conference of the European Association of Work and Organizational Psychology*, Münster, Germany
18. Steiner, R. S., & Krings, F. (2012, September). Konflikt ist nicht gleich Konflikt. Oral presentation at the *48th Congress of the German Psychological Society*, Bielefeld, Germany
19. Steiner, R. S., & Krings, F. (2012, September). Denk doch an die Kinder, Schatz! Oral presentation at the *48th Congress of the German Psychological Society*, Bielefeld, Germany
20. Steiner, R. S., Krings, F., & Wiese, B. (2011, September). Gender-role attitudes as determinants of work-to-family conflict in couples. Oral presentation at the *12th Congress of the Swiss Psychological Society*, Fribourg, Switzerland
21. Torchetti, L., Steiner, R. S., Morf, C. C., Kumashiro, M., & Coolsen, M. (2011, July). Do narcissists' relationships benefit from commitment? Poster presented at the *13th Annual Meeting of the Society for Personality and Social Psychology*, San Diego, United States
22. Steiner, R. S., & Krings, F. (2011, May). Co-evolutions of work-to-family conflict in couples. Oral presentation at the *14th Conference of the European Association of Work and Organizational Psychology*, Maastricht, Netherlands

Invited presentations / Talks for non-scientific public

1. Steiner, R. S., & Ghetta, A. (2018, November). Geschlechterforschung aus einer arbeits- und organisationspsychologischen Sicht. Invited oral presentation for the *lecture series on Gender Research, organized by the Interdisciplinary Center for Gender Studies (IZFG)*, University of Bern, Bern
2. Steiner, R. S. (2019, June). Positive Laufbahnorientierungen bei Jugendlichen und deren Entwicklung. Oral presentation at the *Continuing Education Day of the Swiss Service Center for Vocational Education and Training*, Bern
3. Steiner, R. S. (2018, September). Berufswahlbereitschaft vs. Berufswahlreife und mögliche Messmethoden. Invited talk at the *Vocational Information Center (BIZ) Kloten*

4. Steiner, R. S. (2018, June). Einfluss der Eltern auf die berufliche Entwicklung von Jugendlichen. Oral presentation at the *Continuing Education Day of the Swiss Service Center for Vocational Education and Training*, Bern
5. Steiner, R. S. (2017, July). Entwicklung von Berufsorientierungen bei Jugendlichen. Oral presentation at the *Continuing Education Day of the Swiss Service Center for Vocational Education and Training*, Bern
6. Steiner, R. S., & Kaufmann, M. (2012, October). Unconscious bias. Invited talk at the *Accenture Cross-Gender Networking Event*, Zürich