

Martin Sievert, M.Sc.

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Academic Positions

Research Assistant & Doctoral Student

Prof. Dr. Bernd Helmig

Since Aug. 2018

Chair of Business Administration, Public & Nonprofit Management, University of Mannheim

Student Employee

WISO Research Laboratory, University of Hamburg

Sep. 2015 - Jun. 2018

Student Assistant

Chair for Public Management, University of Hamburg

Mar. 2015 - Sep. 2015

Educational Background

Ph.D. Business Administration (Pending)

University of Mannheim - Business School

Since Aug. 2018

Visiting Scholar

Rutgers University, USA - School of Public Affairs and Administration

Sep. 2021 - Nov. 2021

M.Sc. Interdisciplinary Public & Nonprofit Studies (GPA: 1.04)

University of Hamburg - Department of Socioeconomics

Oct. 2016 - Jul. 2018

Exchange Student

Saint Petersburg State University, Russia - Business School

Sep. 2017 - Feb. 2018

B.A. Socioeconomics (GPA: 1.3)

University of Hamburg - Department of Socioeconomics

Apr. 2013 - Sep. 2016

Professional Experience

Internship

Ministry of Science, Research, and Equal Rights Hamburg

Feb. 2017 - Mar. 2017

Internship

Hamburg State Parliament

May. 2014 - Jun. 2014





Research

Peer-Reviewed Publications

Martin Sievert, Dominik Vogel, and Mary K. Feeney (2022). Formalization and Administrative Burden as Obstacles to Employee Recruitment? Consequences for the Public Sector, in *Review of Public Personnel Administration*, 42(1), 3-30. <https://doi.org/10.1177/0734371X20932997>

Open Repository: <https://osf.io/3b59h/>    

Martin Sievert (2021). A Replication of "Representative Bureaucracy and the Willingness to Coproduce", in *Public Administration*, 99(3), 616-632. <https://doi.org/10.1111/padm.12743>

Open Repository: <https://osf.io/xyjbd/>    

Martin Sievert, Dominik Vogel, Tim Reinders, and Waqar Ahmed (2020). The Power of Conformity in Citizens' Blame: Evidence from a Survey Experiment, in *Public Performance & Management Review*, 43(1), 53-80. <https://doi.org/10.1080/15309576.2019.1660189>

Open Repository: <https://osf.io/4ad5m/>    

Active Work in Progress

The formation of propriety beliefs: Experimental evidence regarding the effects of prototype alignment, validity, and consensus. (with Julia Thaler and Alexander Pinz). *Revise & Resubmit (Journal of Management Studies)*

The Incongruity of Misfit: A Systematic Literature Review and Research Agenda. (with Benedikt Englert, Bernd Helmig, and Karen Jansen). *Revise & Resubmit (Human Relations)*

Symbolic Gender Representation of Coproduction Supervisors and Coproducers Does Not Affect Citizens' Willingness to Coproduce. *Revise & Resubmit (Public Administration Review)*

Increasing COVID-19 Vaccination Intentions Through a Local Government Vaccination Campaign: A Field Experiment on Psychological Ownership. (with Florian Keppeler and Sebastian Jilke). *Under Review (Behavioral Public Policy)*

Effects of Corporate Environmental Activities on Evaluators' Propriety Beliefs: Experimental Evidence on Individual Legitimacy Judgments. (with Julia Herzum and Bernd Helmig). *Under Review (Journal of Business Ethics)*

The Formation of Evaluators' Legitimacy Judgments: Experimental Evidence on Horizontal Legitimacy Spillover in Collaborations. (with Alexander Pinz and Bernd Helmig). In preparation for *Journal of Management Studies*

Motivational Signaling in Public Sector Job Advertisements and Its Effect on Attraction and Hiring. (with Dominik Vogel and Matthias Döring). In preparation for *Public Administration Review*

The Influence of Vertical Attribute Substitution on Perceptions of Collaborative Partnerships' Legitimacy. (with Bernd Helmig). *Working Paper*

Of Saints and Scroungers: Experimental Evidence on The Effects of Administrative Burden on Citizens' Policy Perceptions. (with Susan Miller and Jonas Bruder). *Working Paper*

Conference Presentations

Julia Herzum, **Martin Sievert**, Bernd Helmig. (2022). Examining How Corporate Environmental Activities Affect Evaluators' Propriety Beliefs: Experimental Evidence on Individual Legitimacy Judgments. *38th EGOS Colloquium 2022*. Accepted Short Paper

Benedikt Englert, **Martin Sievert**, Bernd Helmig, and Karen Jansen. (2021). The Incongruity of Misfit: A Systematic Literature Review and Research Agenda. *81th Academy of Management*.

Martin Sievert, and Jonas Bruder. (2021). Of Saints and Scroungers: Experimental Evidence on The Effects of Administrative Burden on Citizens' Policy Perception. *81th Academy of Management*.

Julia Thaler, Alexander Pinz, **Martin Sievert**. (2021). Legitimacy judgment formation – Experimental evidence from citizen participation settings. *37th EGOS Colloquium 2021*.

Dominik Vogel, Matthias Döring, and **Martin Sievert**. (2021). Motivational Signaling in Job Advertisements and their effects on Attraction and Hiring. *PMRC Conference 2021*.

Martin Sievert, and Jonas Bruder. (2021). Of Saints and Scroungers: Experimental Evidence on The Effects of Administrative Burden on Citizens' Policy Perception. *IRSPM Conference 2021*.

Martin Sievert. (2020). Representative Bureaucracy and Citizens Willingness to Coproduce – An Empirical Generalization and Extension. *VHB Workshop Public Business Administration*.

Martin Sievert. (2020). The Influence of Affect-Based Vertical Spillover on Perceptions of Collaborative Partnerships' Legitimacy *EGPA Annual Conference 2020*.

Martin Sievert. (2020). Representative Bureaucracy and Citizens Willingness to Coproduce – An Empirical Generalization and Extension. *EGPA Annual Conference 2020*.

Martin Sievert, Alexander Pinz, and Bernd Helmig. (2020). Cross-sector Collaboration to Tackle Grand Challenges? *80th Academy of Management*.

Martin Sievert, Alexander Pinz, and Bernd Helmig. (2020). The Formation of Evaluators' Legitimacy Judgments: Experimental Evidence on Horizontal Legitimacy Spillover in Collaborations. *36th EGOS Colloquium 2020*.

Martin Sievert, Alexander Pinz, and Bernd Helmig. (2019). Citizen's Perspectives on Public Service Delivery: A Survey Experiment on Public-Private Partnerships in Germany. *EGPA Annual Conference*.

Martin Sievert, Dominik Vogel, and Mary K. Feeney. (2019). Formalization and administrative burden as obstacles to employee recruitment? Consequences for the public sector. *VHB Workshop Public Business Administration*.

Martin Sievert. (2018). Public service motivation in third-sector research. *PhD-Seminar "Public Service Motivation"*.

Martin Sievert and Dominik Vogel. (2018). Red tape and administrative burden as obstacles to employee recruitment? *PAR BPA Symposium*.

Scholarships & Awards

2021 - Add-on Fellowship, Joachim-Herz-Foundation

2021 - Scholarship, German Academic Exchange Service

2021 - Outstanding Reviewer Award, Academy of Management (OMT Division)

2021 - Outstanding Reviewer Award, Academy of Management (PNP Division)

2019 - IDEUM Scholarship, University of Mannheim Travel Grant

2018 - Scholarship, University of Hamburg Travel Grant

2017 - Fritz-Prosiegel Scholarship, University of Hamburg

2017 - Hamburgglobal Scholarship, University of Hamburg Travel Grant

2017 - GDFFF Award for Interdisciplinary Bachelor Thesis

Teaching Experience

University of Mannheim (Germany)

MAN 710 Research Seminar Public & Nonprofit Management. (Seminar - Master)
Spring 2020

MAN 679 Scientific Introduction to Public & Nonprofit Management. (TA - Master)
Fall 2018, Fall 2019, Fall 2020

MAN 676 Behavioral Public Administration. (Seminar - Master)
Spring 2021, Spring 2022

Master Thesis Colloquium. (Colloquium - Master)
Spring 2021

MAN 452 Introduction to Public Management. (Lecture - Bachelor)
Spring 2019, Spring 2020, Spring 2021, Spring 2022

Introduction to Management. (TA - Bachelor)
Spring 2019, Spring 2020

Master Thesis Supervision. (9 Theses)
Since Spring 2019

Bachelor Thesis Supervision. (5 Theses)
Spring 2019

University of Hamburg (Germany)

Introduction to Empirical Research Methods. (TA - Bachelor)
Fall 2016, Spring 2017

Academic Service

Article Manuscript Reviewer (Publons-ID: AAL-6589-2020)

Academy of Management Conference
Journal of Public Administration Research & Theory
Public Administration Review
Public Management Review
Public Administration
Review of Public Personnel Administration
Journal of Behavioral Public Administration
Administration & Society
Public Performance & Management Review
Nonprofit & Voluntary Sector Quarterly
Nonprofit Management & Leadership
Social Influence

Memberships

Academy of Management
European Group for Organizational Studies
International Research Society for Public Management
German Academic Association of Business Research (VHB)

Languages & Software Skills

Language Skills

German (Native), English (C1), Russian (A2)

Software Skills

MS Office, L^AT_EX
R Statistical Environment, SPSS Statistics, STATA, Python, MAXQDA
Mendeley, Zotero, Citavi

Media Coverage

KGSt (2022). *Effektivität von Stellenanzeigen im öffentlichen Sektor*, online article about Vogel, Döring, Sievert (2021).

WirtschaftsWoche (2021). *Die Kosten von Corona — und wie "Nudging" helfen kann*, print article about Keppeler, Sievert, Gilke (2021) in German weekly business magazine.

Süddeutsche Zeitung Magazin (2021). *Was mein ist, ist fein*, print article about Keppeler, Sievert, Gilke (2021) in one of the largest German daily newspapers.

Frankfurter Allgemeine Zeitung (2021). *Die Ansprache macht den Unterschied*, print article about Keppeler, Sievert, Gilke (2021) in one of the largest German daily newspapers.

Open Science Magazin (2021). *Replications are the most direct way to join a discourse*, online interview with Leibniz Information Center for Economics.

Hitech-Campus (2020). *Öffentlicher Dienst unter der Lupe*, online article in German magazine for STEM graduates.