

# BENITA COMBET

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## 1. GENERAL INFORMATION

### PERSONAL INFORMATION

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Date and place of birth	March 9, 1984, Schlieren, Switzerland
Nationality	Swiss
ORCID / ResearcherID	0000-0003-3711-4215 / M-9984-2017
Languages	German (native), English (C2), French (B2)
Computer programs	Stata, LaTeX, ATLAS.ti, MS Office
Memberships	Research Committee 28, International Sociological Association, Swiss Sociological Association

### CAREER

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10/2023 - 04/2024	Interim Professor for Prof. Dr. Thomas Hinz, Chair for Empirical Social Research Fach Soziologie, Geisteswissenschaftliche Sektion, Universität Konstanz
07/2021 ongoing	SNSF Ambizione fellowship holder Institut für Soziologie, Universität Zürich
03/2022 - 05/2022 04/2023 - 05/2023	Visiting Scholar at Wissenschaftszentrum Berlin (WZB) with Prof. Dr. Lena Hipp
04/2021 - 06/2021	Postdoctoral fellowship holder Cluster of Excellence - The Politics of Inequality, Universität Konstanz
11/2020 - 03/2021	Interim Professor for Prof. Dr. Thomas Hinz, Chair for Empirical Social Research Fach Soziologie, Geisteswissenschaftliche Sektion, Universität Konstanz
09/2018 - 10/2020	Postdoctoral Researcher ( <i>SNSF Postdoc.Mobility grant</i> ) with Prof. Dr. Katrin Auspurg Institut für Soziologie, Ludwigs-Maximilians-Universität München
02/2018 - 05/2018	Visiting Scholar at Sciences Po Paris with Prof. Dr. Louis-André Vallet and Prof. Dr. Carlo Barone
09/2016 - 08/2018	Postdoctoral Researcher with Prof. Dr. Daniel Oesch Institut des sciences sociales, Université de Lausanne, LIVES, Swiss National Centre of Competence in Research
03/2016 - 08/2016	Postdoctoral Researcher with Prof. Dr. Ben Jann Institut für Soziologie, Universität Bern
03/2014 - 06/2014	Visiting Scholar at University of Luxembourg with Prof. Dr. Andreas Hadjar
09/2011 - 02/2016	Research Assistant ( <i>SNSF Doc.CH grant</i> ) with Prof. Dr. Ben Jann Institut für Soziologie, Universität Bern
08/2010 - 08/2011	Student Assistant with Prof. Dr. Ben Jann Institut für Soziologie, Universität Bern
01/2009 - 06/2009	Interviewer (guided interviews) for the NRP 58 ( <i>Individual religiosity in times of social change</i> ) conducted under Prof. Dr. Jörg Stolz, Université de Lausanne

## EDUCATION

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11/2022	Workshops: Supervision training for postdocs & project management for postdocs Graduate Campus, University of Zurich
10/2018	Workshop Behavioral genetics in social science research GESIS training week, Cologne
09/2011 – 02/2016	Graduate Student at University of Bern Supervisor: Prof. Dr. Ben Jann Co-Supervisor: Prof. a.D. Dr. Dres. h.c. Walter Müller Subject: „Soziale Mobilität und Bildungsungleichheit in der Schweiz. Deskriptive und analytische Beiträge zur soziologischen Ungleichheitsforschung.“ (Social mobility and educational inequality in Switzerland. Descriptive and analytical contributions)
05/2013 – 11/2015	CAS in Teaching in Higher Education (20.5 ECTS) University of Bern
02/2010 – 08/2011	Master Major in Sociology University of Bern Master thesis: „Chancengleichheit oder Statusvererbung? Die temporale Veränderung sozialer Mobilität in der Schweiz.“ (Equal chances or inheritance of advantages? On the temporal change of intergenerational mobility in Switzerland)
02/2008 – 06/2010	Bachelor Minor in Sociology University of Bern
10/2004 – 12/2008	Bachelor Major in Science of Religion University of Bern Bachelor thesis: „Die Religiosität der Studierenden der Theologie, der Religionswissenschaft und der Religious Studies an der Universität Bern. Eine empirische Untersuchung zur Fachhabitusstheorie.“ (How does the religiosity of students in the fields of theology, science of religion and Religious Studies differ? An empirical investigation on the subject habitus of students at the University of Bern)
10/2004 – 02/2009	Bachelor Minor in Islamic and Middle Eastern Studies University of Bern

## 2. LIST OF PUBLICATIONS

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### JOURNAL ARTICLES (ALL PEER-REVIEWED)

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Under review	Do employers react differently to men and women's personality? The role of preferences and personality traits for unequal remuneration by gender at the beginning of the career. (with Barbara Zimmermann, I am the main contributor)
2023	Women's aversion to fields of study that (seemingly) require analytical skills causes gendered field of study choice. <b>European Sociological Review</b> . <ul style="list-style-type: none"><li>◦ <u>Media coverage</u>: Tagesanzeiger, ORF, Deutschlandfunk (Radiointerview), Forschung&amp;Lehre, phys.org, Le Matin, 20 Minutes.</li></ul>
2021	The social-origin gap in university completion among youth with the same school abilities. Evidence from a Swiss cohort study. <b>Longitudinal and life course studies</b> , 12(2): 119–146. (with Daniel Oesch, equal contribution) <ul style="list-style-type: none"><li>◦ <u>Media coverage</u>: NZZ, ilCaffè</li></ul>
2020	Educational aspirations and decision-making in a context of poverty. A test of rational choice models in El Salvador. <b>Research in Social Stratification and Mobility</b> , 69: 100545. (with Martina Jakob, equal contribution)
2019	The institutional dimension of class-based educational decision-making. Evidence from regional variation in Switzerland. <b>Zeitschrift für Soziologie</b> , 48(4): 301-320. <ul style="list-style-type: none"><li>◦ <u>Media coverage</u>: Tagesanzeiger</li></ul>

- 2019 The gender wage gap opens long before motherhood. Panel evidence on early careers in Switzerland. **European Sociological Review**, 35(3): 332-345. (with Daniel Oesch, equal contribution)
- ESR Best Article Prize 2020 (runner-up)
  - Media coverage: Tagesanzeiger, Der Bund, Le Temps, Swissinfo, La Liberté, Tribune de Genève, Le Nouvelliste, 24heures, RTN, Radio Lac, Reiso
- 2017 Late School Tracking, Less Class Bias in Educational Decision-Making? The Uncertainty Reduction Mechanism and Its Experimental Testing. **European Sociological Review**, 33(1): 124-136. (with Joël Berger, equal contribution)
- Winner Best Student Paper Award 2017 (ISA RC45)
- 2013 Zum Einfluss von primären und sekundären Effekten der sozialen Herkunft beim zweiten schulischen Übergang in der Schweiz. Ein Vergleich unterschiedlicher Dekompositions- und Operationalisierungsmethoden. **Schweizerische Zeitschrift für Bildungswissenschaften**, 35(3): 447-471.
- 2012 Zur Entwicklung der intergenerationalen Mobilität in der Schweiz. **Swiss Journal of Sociology**, 38(2): 177-199. (with Ben Jann)

## MANUSCRIPTS IN PREPARATION

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- 1) Unobserved effects in teacher's decisions – anticipation of parental support? An experimental analysis. (with Ulf Liebe, University of Warwick)
- 2) Gender discrimination in hiring decisions. Biases and expectations of HR managers in Germany. (with Basha Vicari and Britta Matthes, IAB)
- 3) Feedback on abilities is key. Explaining gendered preferences for subject characteristics associated with systemizing skills
- 4) Gendered interests in tasks and scientific approaches explain gender differences in field of study aspirations. (with Noël Werthmüller, EHB)

## CURRENT PROJECTS

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- 1) Why women choose 'female' professions. Analyzing mechanisms explaining horizontal gender segregation in medical students. (with Katrin Auspurg, LMU Munich)
- 2) Are entry barriers to university deterring lower social background students? A choice experiment. (with Florian Hertel, University of Hamburg)
- 3) Social class-based field of study choice. An examination of potential mechanisms with a choice experiment.
- 4) Investigating the paradox of specialization within fields of study. On the reasons why women prefer astrophysics over nuclear physics.
- 5) Choice of demanding subjects and the role of psychological well-being. (with Jacqueline Kroh, LfBi Bamberg)
- 6) The role of gender and social background in attaining a professor position at Swiss Universities. (with Jörg Rösset, University of Zurich)
- 7) What explains gendered field of study choice within STEM fields? (with Jule Hauf, European University Institute)

### 3. AWARDS AND THIRD PARTY FUNDING

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#### AWARDS

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07/2020	Best Article Prize (runner-up) for the article "The gender wage gap opens long before motherhood. Panel evidence on early careers in Switzerland." European Sociological Review 2020 Best Article Prize
10/2019	Teaching award for my seminar „Genetik in den Sozialwissenschaften" (Genetics in Social Science) University of Bern
07/2016	Best Student Paper Award: „Late School Tracking, Less Class Bias in Educational Decision-Making? The Uncertainty Reduction Mechanism and Its Experimental Testing" (with Joël Berger) Research Committee on Rational Choice (ISA RC 45)

#### THIRD PARTY FUNDING

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09/2021 - 08/2025	Awardee of an Ambizione grant (CHF 830'861, around € 776'000) Funding Scheme by SNSF (Swiss National Science Foundation) Sole principal investigator  Topic: Preferences or institutional constraints? Explanations for the persisting impact of gender and social background on field of study choice
04/2021 – 08/2021	Awardee of a fellowship at the Cluster of Excellence "The Politics of Inequality" (€ 63'000) University of Konstanz
Funded, I declined	Awardee of a return grant (CHF 112'383, around € 105'000) Funding Scheme by SNSF (Swiss National Science Foundation) Sole principal investigator  Topic: Preferences, plans, and choice. Social class dimensions of study segregation by field
09/2018 - 08/2020	Awardee of a Postdoc.Mobility grant (CHF 97'400, around € 86'000 ) Funding Scheme by SNSF (Swiss National Science Foundation) Sole principal investigator
2017	Travel grant from the <i>Schweizerische Akademie der Geistes- und Sozialwissenschaften</i> to participate at the RC28 conference in New York City. (CHF 1000.-; around € 900)
08/2013 - 07/2015	Awardee of a Doc.CH grant (CHF 151'400; around € 135'000) Excellent Young Scholar Funding Scheme by SNSF (Swiss National Science Foundation) Sole principal investigator  Topic: Explaining Educational Inequalities. Analyses of Primary and Secondary Effects of Social Origin and their Dependence on Institutional Arrangements

## 4. LIST OF SCIENTIFIC TALKS

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### INVITED TALKS

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- 01/2023 "Hiring discrimination in gender-segregated occupations".  
Colloquium, Institute for Economic Research and Policy, Bremen.
- 11/2022 "The role of preferences and stereotypes in gendered STEM field choice".  
NCCR LIVES International Conference, Geneva.
- 07/2021 "Women's aversion to fields of study that (seemingly) require analytical skills causes gendered field of study choice".  
Colloquium, Cluster of Excellence – The Politics of Inequality, Universität Konstanz.
- 06/2021 "Investigating supply-side mechanisms of field of gendered field of study choice".  
Colloquium, Leibniz-Institut für Bildungsverläufe, Bamberg.
- 05/2020 "Women's analytical skills are just not as good as men's." Why many explanations for the lack of women in STEM fields are wrong". Minorities and Philosophy chapter Munich.
- 10/2019 „The value of the TREE dataset for exploring gender inequality“.  
TREE colloquium 2019, Bern.
- 09/2019 „Can gender differences in personality explain the gender wage gap in the early career? Evidence from a youth cohort in Switzerland“.  
Plenary "School-to-work transitions and labour market integration". Congrès de la société suisse de sociologie, Neuchâtel.
- 07/2019 „Which preferences cause horizontal sex segregation in fields of studies? Some experimental evidence“.  
Munich Inequality Workshop, ifo – Institut, Leibniz Institut für Wirtschaftsforschung an der Universität München, München.
- 06/2019 „Which preferences cause horizontal sex segregation in fields of studies? Some experimental evidence“.  
Colloquium, Deutsches Institut für Wirtschaftsforschung (DIW), Berlin.
- 06/2018 „Are values and personality traits to blame? Non-cognitive skills' influence on the gender wage gap at the career entry“.  
Colloquium, Institut für Arbeitsmarkt- und Berufsforschung (IAB), Nürnberg.
- 11/2017 „Unobserved effects in teacher decisions at educational transitions – bias or anticipation of future performance? An experimental analysis“.  
Colloquium, Mannheim Centre for European Social Research (MZES).
- 07/2017 „Wiederverwendung von Bildungsdaten. Ein Erfahrungsbericht“.  
Session: Wiederverwendung von Forschungsdaten in den Bildungswissenschaften. Congrès SSRE, Fribourg.
- 06/2013 „Relative Risk Aversion, Information Asymmetry, and Tracking. An Experimental Investigation of Educational Inequalities“.  
Colloquium, Institute for Education and Society, University of Luxembourg, Luxembourg.

### TALKS AT INTERNATIONAL CONFERENCES

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- 2023 Research Committee on Social Stratification and Mobility (RC28), Paris.  
Akademie der Soziologie, Bern.  
European Consortium for Sociological Research, Prag.
- 2022 Analytische Soziologie: Theorie und empirische Anwendungen, Venice.  
European Consortium for Sociological Research, Amsterdam.
- 2021 TREE conference 2021, Bern.  
Analytische Soziologie: Theorie und empirische Anwendungen, Venice.
- 2020 Analytische Soziologie: Theorie und empirische Anwendungen, Online

2019	Workshop: Experimental Methods in Social Stratification in Research. Sciences Po, Paris. European Consortium for Sociological Research, Lausanne. Research Committee on Social Stratification and Mobility (RC28), Frankfurt. Gesellschaft für empirische Bildungsforschung, Köln
2018	Analytische Soziologie: Theorie und empirische Anwendungen, Venice. European Consortium for Sociological Research, Paris. AMCIS Conference on Educational Inequality: Mechanisms and Institutions, Amsterdam. Research Committee on Social Stratification and Mobility (RC28), Seoul.
2017	Analytische Soziologie: Theorie und empirische Anwendungen, Venice. TREE congress 2017, Bern. European Consortium for Sociological Research, Milano. Research Committee on Social Stratification and Mobility (RC28), New York City.
2016	Research Committee on Social Stratification and Mobility (RC28), Bern. International Sociological Association. Third ISA Forum of Sociology, Vienna.
2015	Rational Choice Sociology Workshop at Venice International University, Venice. (Persistent) Inequalities Reconsidered: Education and Social Mobility, Monte Verità. Research Committee on Social Stratification and Mobility (RC28), Tilburg.
2014	Rational Choice Sociology Workshop at Venice International University, Venice. How do educational systems shape educational inequalities?, Luxembourg.
2013	TREE congress 2013, Basel. Rational Choice Sociology Workshop at Venice International University, Venice.
2012	Rational Choice Sociology Workshop at Venice International University, Venice. Schweizerische Gesellschaft für Bildungsforschung-Kongress 2012, Bern.
2011	Rational Choice Sociology Workshop at Venice International University, Venice. 6 <sup>th</sup> International Conference of Panel Data Users in Switzerland, Lausanne.

## 5. PUBLIC OUTREACH

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### INTERVIEWS IN TV / RADIO / NEWSPAPERS / PODCASTS

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04/2023	Interview about my article on gender segregation in fields of study. Deutschlandfunk.
03/2022	Interview on educational mobility in Switzerland. Radio Svizzera Italiana, Seidiserà.
01/2023	Interview on educational mobility in Switzerland with Nora Meuli. Schweizerischer Rundfunk, Echo der Zeit.
04/2021	Interview on science communication with Sabine Gysi. SciComm Palaver.
01/2021	TV interview and scientific expert for the TV show "Fast Forward" on the question of educational inequality in Switzerland. Schweizerischer Rundfunk. 17.1.2021
01/2021	Interview for the article "Gelernte Rollenbilder zementieren die Lohnlücke" by Jonas Raab. Die Wirtschaftszeitung.
03/2020	Expert in TV show "Abendschau". Topic: Gender pay gap and the role of negotiations. Bayerischer Rundfunk, 17.3.2020

### KEYNOTES, PRESENTATIONS, PLENARY DISCUSSIONS

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06/2023	Participation in the plenary discussion on diversity in Academia. University of Zurich.
06/2023	Keynote on the gender stereotypes. UZH Law.
02/2023	Keynote on the gender stereotypes. women@wv, Wenger Vieli AG, Zurich.
02/2022	Keynote on the gender wage gap. Public lectures series by the Center for Equality Zurich.
04/2021	"Wer hat, dem wird gegeben? Eine kritische Betrachtung der Chancengerechtigkeit im deutschen Bildungssystem". Keynote for a seminar on elite promotion in Germany. Konrad-Adenauer Foundation, Munich

04/2021	"Social inequality in tertiary education Taking a closer look at the dimension social class and gender" Keynote. 2 <sup>nd</sup> interdisciplinary Swiss students' conference.
03/2020	"Zu viel Gefühl, zu wenig Biss? Zu Mythos und Wirklichkeit beim Thema Frauen in Gehaltsverhandlungen". Opening keynote for the Bavarian Equal Pay Day and participation in the panel discussion. Bavarian Ministry of Social Affairs and Catholic German Women's Association (KDFB)
11/2019	"Zu viel Gefühl, zu wenig Biss? Zu Mythos und Wirklichkeit beim Thema Frauen in Gehaltsverhandlungen". Opening keynote for the German Equal Pay Day Forum. International Federation of Business and Professional Women (BPW) Germany e.V. on behalf of the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth

## EXPERT FOR NEWSPAPER ARTICLES

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12/2022	"Grosse Autos und viel Fleisch – sind Männer schlechter fürs Klima?" by Michelle Ineichen and Thomas Obrecht. 20 Minuten.
09/2021	"Eltern wehren sich gegen den Schul-Algorithmus." by Claudia Weiss. Sonntagszeitung.
01/2021	"Gesucht: Gesamtlösungen statt Einzelpflasterchen" by Claudia Weiss. Curaviva.
09/2020	"Gemütliches Beisammensein im Elfenbeinturm" by Diana Frei. Surprise.
07/2020	"In Zürich ist das Gerangel um Gymiplätze am härtesten." by Simone Luchetta and Edgar Schuler. Tagesanzeiger.

## ARTICLES FOR THE GENERAL PUBLIC

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2020	"Zu viel Gefühl, zu wenig Biss? Mythen und tatsächliche Ursachen des Gender Pay Gaps". Journal zum Equal Pay Day 2020: 8 – 9.
2019	"Die Lohnungleichheit zwischen Männern und Frauen beginnt lange vor der Familiengründung / L'inégalité salariale entre hommes et femmes commence bien avant la fondation d'une famille". Social Change in Switzerland, Number 18, June 2019. (with Daniel Oesch)
2019	"Lohnungleichheit startet lange vor der Mutterschaft / L'inégalité salariale entre les sexes commence bien avant la maternité". Tagesanzeiger / Der Bund, Le Temps. Edition from June 7 <sup>th</sup> , 2019. (with Daniel Oesch)

## SUPPORT OF NGOs AND ASSOCIATIONS AS AN EXPERT

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- 1) Allianz Chance Plus. Für gerechte Bildungschancen im Jugendalter.  
<https://chanceplus.ch/>
- 2) digitalswitzerland. Education, Professionals, and Diversity Committee.  
<https://digitalswitzerland.com>

# 6. TEACHING

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## TEACHING EXPERIENCE

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Fall 2020 Fall 2023	Vorlesung „Empirie. Quantitative Methoden“ inkl. Tutoratsaufsicht Universität Konstanz (Lecture in quantitative methods) Evaluation score: 1.64 out of 6 (1 = best grade)
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Fall 2020	MA-Seminar „Soziale Ungleichheit in der Coronakrise“, with Prof. Dr. Andreas Diekmann Universität Konstanz and Universität Leipzig ( <i>Social inequality during the Corona crisis</i> ) Evaluation score: 1.8 out of 6 (1 = best grade)
Fall 2019 Fall 2018 Fall 2017	Übung „Arbeitstechniken der Sozialwissenschaft“ Universität Bern ( <i>Working techniques in Social Science</i> ) Evaluation score (average): 4.6 out of 5
Spring 2019	Blockseminar „Genetik in den Sozialwissenschaften“ Universität Bern ( <i>Genetics in Social Science</i> ) Evaluation score (average): 4.9 out of 5, won a teaching award by the University of Bern
Spring 2016	BA-Seminar „Workshop empirische Arbeiten schreiben“ Universität Bern ( <i>Workshop on how to write an essay</i> ) Evaluation score (average): 4.9 out of 5
Fall 2015 Fall 2011	BA-/MA-Seminar „Einführung in die empirische Religionssoziologie“ Universität Bern ( <i>Introduction to the field of sociology of religion</i> ) Evaluation score (average): 4.7 out of 5
Spring 2015 Spring 2013	BA-/MA-Seminar „Empirische Studien zu Geschlechterungleichheit“ Universität Bern ( <i>Introduction to the field of gender inequality</i> ) Evaluation score (average): 4.6 out of 5
Fall 2014 Fall 2012	BA-/MA-Seminar „Ungleichheit und soziale Gerechtigkeit“, with Prof. Dr. Ben Jann Universität Bern ( <i>Inequality and social justice</i> ) Evaluation score (average): 4.7 out of 5
Fall 2013	BA-/MA-Seminar „Arbeitsmarktsoziologie“, with Prof. Dr. Ben Jann Universität Bern ( <i>Labour market sociology</i> ) Evaluation score (average): 4.4 out of 5
Spring 2012	BA-/MA-Seminar „Abweichendes Verhalten“, with Prof. Dr. Ben Jann Universität Bern ( <i>Deviant behavior</i> ) Evaluation score (average): 3.9 out of 5
Spring 2012	Proseminar „Einführung in die Soziologie“, with Prof. Dr. Ben Jann Universität Bern ( <i>Introduction to sociology</i> ) Evaluation score (average): 4.0 out of 5

## SUPERVISION OF YOUNG RESEARCHERS

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### BA-Thesis:

06/2014	Daniela Flurina Sutter: Geschlechterungleichheit hausgemacht. Die Aufteilung der Hausarbeit zwischen Mann und Frau in der Schweiz. Eine Analyse des SHPs 2011.
09/2015	Simon Bühler: Christliche Religiosität in der Schweiz und deren Einflussfaktoren. Eine empirische Untersuchung der Jahre 1998 und 2008.
09/2016	Marc Dojtschinov: Schulleistungsdifferenzen und Motivation. Die Motivation als Ursache schulischer Geschlechterdifferenzen in der Schweiz?

### MA-Thesis

06/2016	Samuel Steiner: Homosexualität: Ablehnung, Toleranz, Akzeptanz. Womit hängen Einstellungen gegenüber Homosexualität zusammen?
11/2022	Noël Werthmüller: Zum geschlechterstereotypischen Phänomen des Informatikstudenten und der Pflegestudentin. Dekomposition von Erklärungsfaktoren der horizontalen Geschlechtersegregation bei der Studienfachaspiration.
06/2023	Sarah Berkinshaw: tbd.



## 7. PROFESSIONAL SERVICES

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### REVIEWING ACTIVITIES

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Deutsche Forschungsgemeinschaft, European Journal of Sociology, European Research Consortium, European Sociological Review, International Journal of Comparative Sociology, Journal for Labor Market Research, Quality and Quantity, Schweizerische Zeitschrift für Politik, Schweizerische Zeitschrift für Soziologie, Social Inclusion, Social Politics, Social Stratification and Mobility, Sociology of Education

### MENTORING

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Dr. Jacqueline Kroh    LifBi Universität Bamberg

## 8. REFERENCES

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Observatoire sociologique du changement  
Sciences Po Paris  
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Wissenschaftszentrum Berlin und  
Universität Potsdam  
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