

Curriculum Vitae

Susanne Veit



RESEARCH INTERESTS: ETHNIC DIVERSITY & SOCIAL COHESION; INTEGRATION & INTERGROUP RELATIONS; POPULISM; STEREOTYPES, PREJUDICE, & DISCRIMINATION; CORRESPONDENCE TESTS, MULTILEVEL MODELING, (FIELD) EXPERIMENTS

ACADEMIC POSITIONS

- since 2017** Head of WZB Bridging Project "Against Elites, Against Others" (together with Heiko Giebler, Directors: Ruud Koopmans, and Wolfgang Merkel)
PhD candidates: Magdalena Hirsch, Benjamin Schürmann
- since 2016** Head of Thematic Area „Migration and Good Work“ of the Doctoral Program „Good Work“ (funded by Hans Böckler Foundation)
PhD candidates: Esther Kroll, Franziska Kößler
- since 2014** Post-doctoral researcher, WZB
Research unit: Migration, Integration, Transnationalization
- 2009 – 2014** Pre-doctoral researcher, WZB
Research unit: Migration, Integration, Transnationalization
2012: parental leave
- 2008** Pre-doctoral researcher, FU Berlin
Department for School Pedagogy and School Improvement Research
- 2007 – 2008** Scientific research assistant, University of Potsdam
Psychological-psychotherapeutic health care center (dyslexia training)

EDUCATION

- 2014** **Doctor of Psychology** (FU Berlin, "*summa cum laude*")
 Dissertation: "Ethnic Diversity and Cooperation: Causality, Linking Mechanisms, and Contexts"
 Supervisors: Bettina Hannover (FU Berlin) & Ruud Koopmans (WZB, HU Berlin)
- 2007** **Diploma in Psychologie** (University of Potsdam, "*with distinction*")
 Diploma thesis: "Duale Identität - Ausweg oder Irrweg? Ein Modellvergleich am Beispiel der Volksgruppe der Bosniaken in Bosnien und Herzegowina"
 Supervisor: Babara Krahe (University of Potsdam)
- Study of psychology at Friedrich Schiller University of Jena, Universidad Complutense de Madrid & University of Potsdam

HONORS, AWARDS, AND GRANTS

- 2018** Grant for participation at Turkish-German Frontiers of Social Science Symposium (TUGFOSS/ Humboldt Foundation)
- 2017** Grant for online survey on populism (Co- Applicant: Heiko Giebler; WZB: €17.000)
- 2017** Bridging Project Grant (Co- Applicant: Heiko Giebler; WZB: €330.000)
- 2016** Transfer Project of Doctoral Program „Good Work“ (Co-Applicants: Jutta Allmendinger, Martin Krzywdzinski, Lena Hipp, Martin Ehlert, Sigurt Vitolis; Funding by HBS: €271.488)
- 2016** Doctoral Program „Good Work“: Approaches to Shaping Tomorrow’s World of Work (Co-Applicants: Jutta Allmendinger, Martin Krzywdzinski, Lena Hipp, Martin Ehlert, Sigurt Vitolis; Funding by HBS: €555.300)
- 2015** Best Dissertation Honorable Mention, International Society for Political Psychology (ISPP)
- 2013** WZB grant for completing dissertation (WZB: 3 month research position)
- 2012** DAAD travel grant for presenting at SPSSI-EASP Small Group Conference, Port Jefferson, USA (DAAD: €934)
- 2009** Grant for participation at IGC Summer School: Conflict and Cooperation in Intergroup Relations
- 2002** Erasmus grant (Semester abroad at Universidad Complutense de Madrid, Spain)

PROJECTS

Stereotypes about immigrants: Warmth and Competence or Agency and Progressive Beliefs?

Heads: Dr. Susanne Veit, Ruta Yemane
 Duration: since 2017
 Funding: WZB

Against Elites, Against Outsiders: Sources of Democracy Critique, Immigration Critique, and Right-Wing Populism (DIR)

Heads: Dr. Heiko Giebler (Director: Prof. Dr. Wolfgang Merkel) and Dr. Susanne Veit (Director: Prof. Dr. Ruud Koopmans)
 Duration: 2017-2020
 Funding: WZB

Doctoral Program „Good Work“: Approaches to Shaping Tomorrow’s World of Work

Head: Jutta Allmendinger, Martin Ehlert, Lena Hipp, Martin Krzywdzinski, Susanne Veit, Sigurt Vitolis
 Duration: 2016-2019
 Funding: Hans Böckler Foundation

Growth, Equal Opportunities, Migration, and Markets (GEMM)

Heads: Prof. Dr. Ruud Koopmans, Dr. Susanne Veit
 Researcher: Ruta Yemane
 Duration: 2015-2018
 Funding: Horizon 2020 of the European Commission

German Public Opinion and the Refugee Crisis: Mechanisms of Support and Opposition

Head: Prof. Dr. Ruud Koopmans, Prof. Jutta Allmendinger Ph.D.
 Researcher: Dr. Ines Michalowski, Ruth Katharina Dittmann, Ph.D., Dr. Susanne Veit, Anselm Rink
 Duration: since 2015
 Funding: WZB

Ethnic Discrimination on the German Labor Market in Comparative Perspective

Head: Prof. Dr. Ruud Koopmans, Dr. Susanne Veit
 Researcher: Ruta Yemane
 Duration: since 2013
 Funding: WZB

Ethnic Diversity, Social Trust and Civic Engagement

Head: Prof. Dr. Ruud Koopmans
 Researcher: Anna Ute Dunkel , Prof. Dr. Merlin Schaeffer, Dr. Susanne Veit
 Duration: 2008-2012
 Funding: BMFSFJ

INTERNATIONAL NETWORKS AND EXPERIENCES

2015 - 2018	Growth, Equal Opportunities, Migration, and Markets (Horizon 2020 project)
since 2014	IMISCOE Research Network “Diversity, Migration and Social Cohesion”
2005	Research stay for data collection in Bosnia and Herzegovina
2002 – 2003	Semester abroad at Universidad Complutense de Madrid, Spain (Erasmus)
1998 – 1999	12 month voluntary social service in Minsk, Belarus (FSJ, ICE e.V.)

SERVICE

Since 2018	Advisory board for research cluster „Arbeitszeiten im Lebenslauf“ (Hans Böckler Foundation)
2018	Postdoctoral Member of the WZB Committee for Flexible Funding
2015-2016	Deputy Member of the Academic Council of the WZB
2015-2016	Post-doc representative at the WZB
2014-2016	Coordinator of the „Migration and Diversity“ colloquia at WZB

TEACHING

WS 2017-18	2 SWS	"Inequality and social change: barriers and solutions" (Seminar, HU Berlin, Master students in Psychology)
July 2017	1 day	Lecturer at Berlin Summer School in Social Sciences: Citizenship, Migration, and Identities (Summer School, HU Berlin, PhD candidates)
SS 2017	1 sess.	"Ethnic inequalities in the labor market: human capital, culture and discrimination" (Seminar, HU Berlin, Master students in Social Sciences) together with Ruta Yemane
WS 2015-16	4 SWS	Soziale Wahrnehmung und Intergruppeneinstellungen (Compact course, 2 groups, University of Potsdam, Teacher Training students) together with Jan-Hinrich Wagner
	2 SWS	Ethnic Discrimination in the Labor Market (Seminar, HU Berlin, Master students in Social Sciences) together with Ruta Yemane & Ruud Koopmans
July 2016	1 day	Lecturer at Berlin Summer School in Social Sciences: Citizenship, Migration, and Social Inequalities (Summer School, HU Berlin, PhD candidates)
SS 2015	4 SWS	Ethnische Vielfalt in der Schule aus sozialpsychologischer Sicht (Seminar, 2 groups, University of Potsdam, Teacher Training students)
SS 2008	4 SWS	Entwicklung, Anwendung und Evaluation eines Lehrmoduls (Seminar, 2 groups, FU Berlin, Bachelor students in Educational Science)

(CO)SUPERVISION

since 2017	PhD candidate Angelina Springer (University of Mannheim)
since 2017	PhD candidate Magdalena Hirsch (Bridging Project DIR / WZB)
since 2017	PhD candidate Esther Kroll (Doctoral Program „Good Work & HU Berlin)
since 2016	PhD candidate Franziska Kößler (Doctoral Program „Good Work & HU Berlin)
2019	Master Thesis by Luisa Nietsch (HU Berlin): Solidarität zwischen Minderheiten. Auswirkungen von Diskriminierungserfahrungen und wahrgenommener Ähnlichkeit auf die Einstellungen gegenüber einer Fremdgruppe
2019	Bachelor Thesis Lydia Mosner (HU Berlin): Soziales Umfeld am Arbeitsplatz: Moderieren soziale Faktoren die Beziehung zwischen Zeitdruck und Work Engagement?
2018	Master Thesis by Narin Akay (FU Berlin): Diskriminierung auf dem Wohnungsmarkt
2017	Guest supervision (International Student Mobility Program, FU Berlin) of PhD project by von Brian Sanchez (University of California, Riverside, USA)
2015	Master Thesis by Anna Wiegand (FU Berlin): Fremdenfeindlichkeit und Ablehnung von Zuwanderung

REVIEWS

American Political Science Review, Ethnic and Racial Studies, European Sociological Review, Social Psychology, Social Science Research, Journal of Ethnic and Migration Studies, Personality and Social Psychology Bulletin, Political Psychology, Social Indicators Research, Social Psychology, Social Science Research, The Social Science Journal, International Perspectives in Psychology: Research, Practice, Consultation

PUBLICATIONS

* shared first authorship - alphabetical order among first authors

- Giebler, H., Hirsch, M., Schürmann, B., Stoll, N., & Veit, S. (2019). Nicht ich, sondern wir! Gruppenbezogene Unzufriedenheit als zentrales Bindeglied zwischen populistischen Einstellungen und Wahlpotenzial für die AfD. In W. Schroeder & B. Weßels (Eds.), *Smarte Spalter: Die AfD zwischen Bewegung und Parlament* (pp. 81–104). Bonn: Dietz.*
- Koopmans, R., Veit, S. & Yemane, R. (2019). Taste or Statistics? A Correspondence Study of Ethnic, Racial and Religious Labour-Market Discrimination in Germany. *Ethnic and Racial Studies*, 42(16), S. 233-252.*
- Hager, A. & Veit, S. (2019). Attitudes towards Asylum-Seekers: Evidence from Germany. *Public Opinion Quarterly*, nfz023, <https://doi.org/10.1093/poq/nfz023>*
- Giebler, H., Hirsch, M., Schürmann, B., Stolle, D., & Veit, S. (2019). Populistisch wählen? Elitenkritik, Nostalgie und Krisenstimmung in den USA und Deutschland. *WZB-Mitteilungen*, 164, S. 19-22. *
- Veit, S. & Thijsen, L. (2019). Almost Identical But Still Treated Differently: Hiring discrimination against foreign-born and domestic-born minorities. *Journal of Ethnic and Migration Studies*. DOI:10.1080/1369183X.2019.1622825
- Thijsen, L., Lancee B., Veit, S., & Yemane, R. (2019). Discrimination against Turkish Minorities in Germany and the Netherlands: Field experimental evidence on the effect of diagnostic information on labour market outcomes. *Journal of Ethnic and Migration Studies*. DOI:10.1080/1369183X.2019.1622793
- Di Stasio, V., Lancee B., Veit S. & Yemane R. (2019). Muslim by default or religious discrimination? Results from a set of harmonized field experiments. *Journal of Ethnic and Migration Studies*. DOI:10.1080/1369183X.2019.1622826
- Lancee, B., Birkelund, G., Coenders, M., Di Stasio, V., Fernández Reino, M., Heath, A., Koopmans, R., Larsen, E., Polavieja, J., Ramos, M., Thijssen, L., Veit, S., Yemane, R., & Zwier, D. (2019). The GEMM study: A cross-national harmonized field experiment on labour market discrimination: Technical report.
- Lancee, B., Birkelund, G., Coenders, M., Di Stasio, V., Fernández Reino, M., Heath, A., Koopmans, R., Larsen, E., Polavieja, J., Ramos, M., Soiné, H., Thijssen, L., Veit, S., & Yemane, R. (2019). The GEMM study: A cross-national harmonized field experiment on labour market discrimination – Codebook.
- Koopmans, R., Veit, S. & Yemane, R. (2018). Andere Werte, weniger Chancen: Kulturelle Distanz erklärt Diskriminierung auf dem Arbeitsmarkt. *WZB-Mitteilungen*, 160, S. 10-13.*
- Koopmans, R., Veit, S. & Yemane, R. (2018). Ethnische Hierarchien in der Bewerberauswahl: Ein Feldexperiment zu den Ursachen von Arbeitsmarktdiskriminierung . *WZB Discussion Paper, SP IV 2018-104*. Berlin: WZB.*
- Veit, S. & Yemane, R. (2018). The ADIS study: A large-scale correspondence test on labor market discrimination in Germany - Technical Report. *WZB Discussion Paper, SP IV 2018-103*. Berlin: WZB.*
- Lancee, B., Soiné, H., Reino, M., & Veit, S. (2017). *Cultural distance and ethnic discrimination in hiring behaviour. Results from a cross-national field experiment*. GEMM Project Report. *
- Ditlmann, R., Koopmans; R., Michalowski, I., Rink, A. & Veit, S. (2016). Verfolgung vor Armut: Ausschlaggebend für die Offenheit der Deutschen ist der Fluchtgrund. *WZB-Mitteilungen*, 151, 24-27.*

- Veit, S. (2015). Thinking about Ethnic Diversity. Experimental Evidence on the Causal Role of Ethnic Diversity in German Neighborhoods and Schools. In R. Koopmans, B. Lancee, & M. Schaeffer (Eds.). *Immigration and Social Cohesion in Europe and North America. Mechanisms, Conditions and Causality* (p.167-186). London/New York: Routledge.
- Veit, S. (2015). *Ethnic diversity and cooperation: Causality, Linking Mechanisms, and Contexts*. Dissertation: FU Berlin [Microfiche].
- Koopmans, R. & Veit, S. (2014). Cooperation in Ethnically Diverse Neighborhoods. A Lost-letter Experiment. *Political Psychology, 35*(3), 379–400.*
- Koopmans, R. & Veit, S. (2014). Ethnic Diversity, Trust, and the Mediating Role of Positive and Negative Interethnic Contact. A Priming Experiment. *Social Science Research, 47*, 91-107.*
- Veit, S. (2012). Fremdeln in der Vielfalt. In ethnisch bunten Gesellschaften nimmt das Vertrauen ab. *WZB-Mitteilungen, 135*, 9-12.
- Koopmans, R., Dunkel, A., Schaeffer, M., & Veit, S. (2011). Ethnische Diversität, soziales Vertrauen und Zivilengagement. Projektbericht - Im Auftrag des Bundesministeriums für Familie, Senioren, Frauen und Jugend. *WZB Discussion Paper, SP IV 2011–703*. Berlin: WZB.
- Schaeffer, M., Koopmans, R., Veit, S., Wagner, M., & Wiedner, Jonas (2011): The Ethnic Diversity and Collective Action Survey (EDCAS). Technical Report. *WZB Discussion Paper, SP IV 2011-701*. Berlin: WZB.
- Blüthmann, I., Lepa, S., Veit, S. & Thiel, F. (2008). *Ergebnisse der Befragung der Studierenden in den Bachelorstudiengängen an der Freien Universität Berlin - Sommersemester 2008*. FU Berlin*

PRESENTATIONS (SELECTION)

- 16.09.2019: "Turks are poorly educated and very conservative ... right? On the correlates and consequences of ethnic stereotypes about immigrant groups in Germany" (Fachgruppentagung Sozialpsychologie, Cologne, Germany)
- 12.07.2019: "Anti-elitist but rather conservative: On the drivers of populist attitudes and support for right-winged populist movements" (ISPP, Lisbon, Portugal)
- 14.07.2019: "Not competent enough, too cold or rather too traditional? Stereotypes about different immigrant groups in Germany and their impact on hiring decisions" (ISPP, Lisbon, Portugal)
- 14.03.2019: "Quellen des Rechtspopulismus" (Junge Wissenschaft trifft Bundespräsident Frank-Walter Steinmeier, WZB, Berlin, Germany)
- 21.11.2018: "Faul und schlechter gebildet – oder zu traditionell und konservativ? Über den Einfluss von Stereotypen auf die Diskriminierung von Bewerberinnen mit Migrationshintergrund" (2nd Expert Talk "Brandenburger Bündnis für Gute Arbeit" & WZB Graduate School "Gute Arbeit", Potsdam, Germany)
- 26.10.2018: "Signals of 'otherness' and the (non) impact of adding information in resumes" (GEMM-Final Conference, Paris, France), together with Lex Thijssen
- 28.09.2018: "The populism formula: Inducing a sense of crisis, idealizing 'the people', and blaming out-groups" (4th Turkish-German Frontiers of Social Sciences Symposium 2018/Humboldt Foundation, Potsdam, Germany)
- 20.09.2018: "Not agentic enough or too conservative? Applying the ABC model of stereotype content to explain ethnic hierarchies in hiring discrimination" (DGPS, Frankfurt, Germany)

- 06.07.2018: "Populist attitudes, economic crisis, and anti-immigrant sentiments: an experiment on the control-restoring function of out-group blaming" (ISPP, San Antonio, USA)
- 13.06.2018: "Embedding populist attitudes: bridging the gap between views of life, views on society and populist attitudes (Workshop: Populist Attitudes in Comparative Perspective, Bamberg Graduate School of Social Sciences, Bamberg, Germany), together with Magdalena Hirsch
- 17.05.2018: Bewerbung abgelehnt! Was tun gegen Diskriminierung im Arbeitsleben? (Panel discussion, „Dialog an Deck“, MS Wissenschaft, Berlin, Germany)
- 05.09.2017: "Immigrant group size and ethnic discrimination in hiring: Experimental evidence from a large-scale correspondence test in Germany" (SPS SGP SSP conference, Lausanne, Switzerland)
- 08.07.2017: "What Makes Claire the Better Candidate Than Onika? A Correspondence Test on Labor Market Discrimination" (EASP, Granada, Spain)
- 22.03.2017: "Ethnic Discrimination on the German Labor Market? Empirical Evidence from a Large-scale Field Experiment" (Conference "Savoir Vivre! New Challenges for Work and Family Life in Germany and France", WZB, Berlin, Germany)
- 26.11.2016: "On ethnic hierarchies, racial and religious discrimination: A large-scale correspondence test on labor market discrimination" (International Conference on Integrating Immigrants and Refugees in the European Workplace: Challenges, Threats, and Solutions, University of Regensburg, Germany)
- 22.09.2016: "Pro-refugee Attitudes: An experiment on conditional solidarity, economic threat and symbolic threat" (50th DGP Conference, Leipzig, Germany)
- 16.07.2016: "Equally qualified - but differently treated? Regional variation in the discrimination of immigrant job applicants" (ISPP, Warsaw, Poland)
- 11.07.2016: "Companions in misfortune or competitors: Fears of economic hardship and attitudes towards refugees" (6th Annual Tajfel Seminar, Warsaw, Poland)
- 08.07.2016: "Parent Involvement in Multiethnic Schools" (Conference on Cultural Diversity, Migration, and Education, University of Potsdam, Germany)
- 13.04.2016: "Ethnische Diskriminierung auf dem Arbeitsmarkt" (Meeting "Das anonymisierte Bewerbungsverfahren", Berlin Academy of Administration of the Berlin Senate, Berlin, Germany), together with Ruta Yemane
- 06.10.2015: "Begegnungsprojekte: Potenzial und Grenzen der Kontakthypothese" (Conference "Wie integriert sich die Mehrheitsgesellschaft?", Friedrich Ebert Foundation, Anne Frank Center and Academy of the Jewish Museum Berlin, Berlin, Germany)
- 07.09.2015: "Schöne Grüße vom Finder, lag auf der Straße" (Annual meeting of the Social Psychological Section of the German Psychological Society, University of Potsdam, Germany)
- 12.09.2014: "Über die ethischen Herausforderungen in der experimentellen Feldforschung – ein Praxisbericht" (Conference on "Forschungsethik in der qualitativen und quantitativen Sozialforschung", LMU München, Germany)
- 28.08.2014: "Experiments on the causality in the relationship between ethnic diversity and cooperation" (IMISCOE annual conference "Immigration, Social Cohesion and Social Innovation", Madrid, Spain)
- 06.07.2014: "Ethnic Labor Market Discrimination: Racial Appearance, Cultural Distance, and Regional Variation." (ISPP, Rome, Italy)
- 08.07.2013: "NOT ALL NEIGHBOURS ARE FRIENDS: Diversity, Interethnic Contact & Social Trust among Natives and Immigrants." (International Society of Political Psychology - ISPP, Herzliya, Israel)
- 02.12.2012: "Helping Strangers: A Lost Letter Experiment on Cooperation in Ethnically Diverse Neighborhoods" (SPSSI-EASP Small Group Conference on Proactive Behavior Across Group Boundaries, Port Jefferson, New York, USA)

- 13.07.2011: "National difference in reactions to cultural diversity: An experiment on residents' trust in neighbours" (EASP, Stockholm, Sweden)
- 11.07.2011: "How does school-level ethnic diversity affect social cohesion and engagement among parents in elementary schools?" (ISPP, Istanbul, Turkey)
- 07.09.2010: "Cooperation in the Shadow of Ethnic Diversity and Otherness" (IAREP/SABE/ICABEEP Conference, Cologne, Germany)
- 13.07.2010: "Effects of ethnic diversity on trust in neighbours – evidence from a large-scale survey experiment" (World congress of sociology, Goteborg, Sweden)
- 16.06.2010: "Dual identity – way out or wrong track? A comparison of two theoretical models on the basis of Bosniaks in Bosnia and Herzegovina" (Conference of German Peace Association, Bielefeld, Germany)
- 14.04.2010: "Priming of Ethnic Diversity and Trust in Neighbors. Does Intergroup Contact Moderate Priming Effects?" (CResPP Conference on Tearing Down the Walls. Rethinking the Political in Political Psychology, Queens University Belfast, Northern Ireland)