Mag. Dr. Ingrid Wahl

Postdoctoral researcher

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Professional Experience

Academic positions

since 2022 **Postdoctoral Researcher,** University of Vienna, Department of Communication

2010 – 2011 **Postdoctoral Researcher** University of Vienna, Department of Economic Psychology, Educational Psychology, and Evaluation
externally funded research project "RISC-FM: Development of an instrument to measure financial risk tolerance on the financial market",

2006 – 2010 **Predoctoral Researcher and PhD Candidate,** University of Vienna, Department of Economic Psychology, Educational Psychology, and Evaluation

Non-Academic and Teaching positions

since 2021 **Adjunct Lecturer,** Digital Business University of Applied Sciences, Master's programs: Cyber- & Security, Applied Data Science, Digital Business Management

2012 – 2021 **Senior Lecturer,** Ferdinand Porsche FernFH, Bachelor's program in Business Administration and Psychology

2011 – 2012 **Consultant,** Statistics Austria, Directorate Social Statistics

Education and Academic Degrees

expected 2027 **Habilitation** in Communication Sciences
University of Vienna, Austria
Thesis Working Title: Employee communication for supportive workplaces: The role of DEI communication and appreciation
Sponsor: Professor Sabine Einwiller

2006 – 2010 **Doctoral degree** (Dr.phil) in Social Sciences (Psychology)
University of Vienna (12.05.2010), Austria
passed with distinction
Thesis Title: Freiwillige und resurgence Kooperation in sozialen Dilemmata [Voluntary

and enforced cooperation in social dilemmas]
Supervisor: Professor Erich Kirchler

1999 – 2005 **Master degree** (Mag.rer.nat.) in Psychology
University of Vienna (14.12.2005), Austria
passed with distinction
Thesis Title: Einfluss von Wissbarkeit und social takeover bei sequentiellen Entscheidungen [Influence of knowability and social takeover in sequential decisions]
Supervisor: Professor Erik Hölzl

2003 – 2004 **Erasmus** exchange student
University of Helsinki, Finland

Proposals for Third-party Funds

International Funding

★2026 **STILL EQUAL: Combating gendered ageism and intersectional discrimination in European workplaces** submitted to European Commission (CERV-2025-EQUAL-DIVERSITYMGT, funded with 75,884.40 Euro of 365,569.78 Euro total budget)
collaborated with Sabine Einwiller (PI at University of Vienna) and The A40s (lead) and 4 further European organizations

2023 **LGBTIQ EDU – Queer education for the state: Building in-depth competence trainings for personnel in public services to increase awareness and prevent discrimination against LGBTIQ people** submitted to European Commission (CERV-2023-EQUAL – Fighting discrimination against LGBTIQ people and promoting LGBTIQ equality through the implementation of the LGBTIQ Equality Strategy, not funded)
collaborated with Sabine Einwiller (PI at University of Vienna) and Institute for Advanced Studies Vienna (lead) and 5 further European organizations

2023 **PRO-GENDER – A Europe-wide action to PROmote GENDER equality and inclusion at the workplace as a strategy to make the working environments more socially and economically sustainable** submitted to European Commission (CERV-2023-EQUAL – Promoting diversity management and inclusion at the workplace, both in the public and private sector, not funded)
collaborated with Sabine Einwiller (PI at University of Vienna) and Fondazione SMA (lead) and 4 further European organizations

2023 **REMOTEEU – Remote working: A holistic approach on its impact in the EU** submitted to European Commission (HORIZON-CL2-2023-TRANSFORMATIONS-01-01: Remote working arrangements and their economic, social and spatial effects, not funded)
collaborated with Sabine Einwiller (PI at University of Vienna) and One Terrene International (lead) and 11 further European organizations

National Funding

2026 **V-BRECOM: Future-proof Vienna: Inclusive crisis communication for blackout resilience** submitted to Wiener Wissenschafts-, Forschungs- und Technologiefonds [Vienna Science, Research, and Technology Fund] (Resilience and Crisis Call, under review)
collaborated with Sabine Einwiller (PI at University of Vienna, lead) and Raphaela Stibor (University of Vienna, collaborator) and 2 further Viennese organizations

2017 **IndiLum: Inclusive digital learning environments** submitted to Austrian Research Association (FEMtech, not funded)
Co-PI (with Roswitha Hofmann, Karin Waldherr, refugees{code})

2010 **Research Support Program** submitted to the Österreichische Forschungsgemeinschaft [Austrian Research Association] (funded with 400 Euro)

2007 **Research Support Program** proposal submitted to the Österreichische Forschungsgemeinschaft [Austrian Research Association] (funded with 300 Euro)

2006 **DOC-Forte** submitted to Österreichische Akademie der Wissenschaften [Austrian Academy of Sciences] (not funded)

Regional/Institutional Funding

2026 Post-Doc Research Fund for the project “Appreciation at work: Multi-level insights into building an appreciative climate” submitted to the Department of Communication, University of Vienna (funded with 2,500 Euro)

2026 **Herausforderungen der Mitarbeiterkommunikation: ESG-Kommunikation in Deutschland und den USA im Vergleich** [Challenges of employee communication: A comparison of ESG communication in Germany and the USA] submitted to the Akademische Gesellschaft für Unternehmensführung und Kommunikation [Academic Society for Corporate Management and Communication] (funded with 10,000 Euro)
Co-PI (with Sabine Einwiller)

2025 **Appreciation climate: Development and validation** submitted to the Verein zur Förderung der Wirtschaftspsychologie [Society for the Enhancement of Economic Psychology] (funded with 1,000 Euro)

2025 **Herausforderungen der Mitarbeiterkommunikation: DEI-Kommunikation in Deutschland und den USA im Vergleich** [Challenges of employee communication: A comparison of DEI communication in Germany and the USA] submitted to the Akademische Gesellschaft für Unternehmensführung und Kommunikation [Academic Society for Corporate Management and Communication] (funded with 7,000 Euro)
Co-PI (with Sabine Einwiller)

2023 **Wertschätzendes Arbeitsklima: Auswirkung auf Arbeitsverhalten und Verbundenheit von Mitarbeiter*innen** [Appreciative work climate: Impact on employees' work behavior and loyalty] submitted to the Akademische Gesellschaft für Unternehmensführung und Kommunikation [Academic Society for Management &

Communication] (funded with 8,742 Euro)
Co-PI (with Sabine Einwiller, Christopher Ruppel, and Julia Stranzl)

2017 **Factors influencing women's underrepresentation as McDonald's franchise collaborates in Austria** submitted to McDonald's Austria (not funded)
Co-PI (with Christa Walenta and Günther Wenzel)

★2010 **RISC-FM: Development of an instrument to measure financial risk tolerance on the financial market** submitted to Österreichische Bankwissenschaftliche Gesellschaft [Austrian Academic Banking Society] (funded with 67,080 Euro)
Co-PI (with Erich Kirchler)

Organization of Conferences, Symposia, Conference Panels, and Stipends

2024 **28th International Conference on Corporate and Marketing Communications,** Vienna, Austria
March 26 – 27, organizing committee member

since 2022 **queer@hochschulen Stipendium** [queer@universities stipend] (volume: 3,000 Euro)
Initiation and organization

2022 **23rd Annual Congress of the European Public Relations Education and Research Association,** Vienna, Austria
September 21 – 24, organizing committee member

2018 **Panel "Diversität und Innovation"** [diversity and innovation]
12th FH-Forschungsforum, Salzburg, Austria
April 4 – 5, with Roswitha Hofmann

2017 **Panel "Diversitäten in Organisationen"** [diversity in organizations]
11th FH-Forschungsforum, Krems, Austria
April 19 – 20, with Roswitha Hofmann

2009 **6th Meeting of the "Work- and Organizational Psychology"**
Division of the German Society of Psychology, Vienna, Austria
September 9 – 11, organizing committee member

2009 **Symposia "Empirische Untersuchungen zu Steuerverhalten und Schwarzarbeit"** [Empirical studies on tax behavior and illicit employment]
6th Meeting of the "Work- and Organizational Psychology"
Division of the German Society of Psychology, Vienna, Austria
September 9 – 11, with Barbara Kastlunger

International Research Visits & Training

★2026/27 **Fulbright Scholar** at the University of Florida, October 1 – January 31, Gainesville, United States

2025 **Circle U. Postdoc Mobility** at Aarhus University, September 29 – October 10, Aarhus, Denmark

2008	**Summer School of the EAESP,** Association of the European Association of Experimental Social Psychology, August 17 - 31, Cardiff, United Kingdom
2007	**SoDoc2007**, summer school of the Deutsche Gesellschaft für Psychologie [German Association for Psychology], June 29 – July 1, Cologne, Germany
2006	**Mannheim Empirical Research Summer School (MERSS),** June 26 – July 7, Mannheim, Germany
2003/04	**Erasmus Scholarship,** University of Helsinki, September 2003 – June 2004, Helsinki, Finland

Awards and Scholarships

Research Awards

2023	**Best paper award** at the 27th International Corporate and Marketing Communications Conference for the full paper "Communicating about halal products to non-muslim consumers – The role of fit and skepticism" (Rahimi Mavi, Einwiller, & Wahl) (50 Pounds Sterling)
2010	**Doc.Award 2010** of the University of Vienna (1,500 Euro)
2010	**Award of the Dr. Maria Schaumayer Stiftung** for dissertations (450 Euro)
2006	**Award of the Dr. Maria Schaumayer Stiftung** for diploma theses (300 Euro)

Teaching Awards

2017	**3rd place of the Teaching Award** for excellent distance learning of the Ferdinand Porsche FernFH for Angewandte Methodenlehre & Statistik I + II [applied methods and statistics] (500 Euro)
2015	**Special Award of the Teaching Award** for excellent distance learning of the Ferdinand Porsche FernFH for Statistik Austausch [statistics tutorial] (500 Euro)

Awarded Titels

2015	**Professor FH** at the Ferdinand Porsche FernFH

Scholarships

★2026/27	**Fulbright Grant for Teaching, Research, Career Development, or Institutional Collaboration award** for the project "Appreciation at Work: Multi-Level Insights into Communication, Climate, and Psychological Well-Being Across Labor Market Contexts" (15,000 Euro)
2007	**Scholarship of the University of Vienna** for ongoing research regarding tax behavior (1,000 Euro)
2006	**Scholarship of the University of Vienna** for ongoing research regarding decision-making (1,000 Euro)
2003/04	**Erasmus scholarship**

Academic Service & Editorial Activities

2025	**Respondent for the "EUNES Research Escalator"** at European Public Relations Education and Research Association (EUPRERA) conference, Lund, Sweden.
2024/25	**Guest editor for the special issue** "Valuing diversity in corporate and marketing communications" in Journal of Marketing Communications.
2024	**Chair** of the session "Diversity: Communication Strategies for Inclusive Cultures" at European Public Relations Education and Research Association (EUPRERA) conference, Bucharest, Romania.
2009	**Chair** (with Barbara Kastlunger) of the symposium "Empirische Untersuchungen zu Steuerverhalten und Schwarzarbeit" [Empirical studies on tax behavior and illicit employment], Meeting of the "Work- and Organizational Psychology", Vienna, Austria.

Reviewing Tasks

Grant Review Panels

- Gesellschaft für Forschungsförderung Niederösterreich [Society for the Promotion of Research Lower Austria]
- Jubilaeumsfonds der Oesterreichischen Nationalbank (OeNB) [Anniversary Fund of the Austrian National Bank]

Peer Review for Conferences

- International Congress of Applied Psychology
- Annual Conference of the International Communication Association
- Annual Congress of the European Public Relations Education and Research Association
- Deutsche Gesellschaft für Publizistik- und Kommunikationswissenschaft (DGPuK)

Peer Review for Journals

- Public Relations Review
- Corporate Communications: An International Journal
- International Journal of Business Communication
- Journal of Communication Management
- Journal of Business Research
- Frontiers in Psychology
- Journal of Marketing Communications
- European Journal of Public Health
- International Journal of Evidence Based Coaching and Mentoring
- Journal of Economic Psychology
- Public Finance Review

Administrative Tasks and Functions

2026 – 2028	**Elected main representative of the mid-level academic staff** of the Faculty of Social Sciences, University of Vienna, Austria.
since 2025	**Elected representative of the mid-level academic staff** of the Department of Communication, University of Vienna, Austria
since 2025	**Member** of the Verein der Freunde und Förderer des Instituts für Publizistik- und Kommunikationswissenschaft [Friends of the Department of Communication]
since 2024	**Fire safety attendant** for the Department of Communication, University of Vienna, Austria
since 2024	**Treasurer** for the Verein zur Förderung der Wirtschaftspsychologie [Society for the Enhancement of Economic Psychology], Vienna, Austria
since 2024	**Postdoctoral member** of the Vienna Doctoral School of Social Sciences Supervisory Team, Faculty of Social Sciences, University of Vienna, Austria
2023	**Member** of the working group **"ChatGPT in Teaching"** at the Department of Communication, University of Vienna, Austria
since 2022	Member of the **Institutional Review Board** at the Department of Communication, University of Vienna, Austria
2022 – 2023	**Deputy Treasurer** for the Verein zur Förderung der Wirtschaftspsychologie [Society for the Enhancement of Economic Psychology], Vienna, Austria
since 2020	**Founding member** and **Treasurer** for the Verein queer@hochschulen [Society queer@universities], Vienna, Austria
2019 – 2021	**Head of gender and diversity committee** of the Ferdinand Porsche FernFH [Distance Learning University of Applied Sciences] academic board, Wiener Neustadt, Austria
2019 – 2021	**Gender and diversity representative** at the Ferdinand Porsche FernFH [Distance Learning University of Applied Sciences], Wiener Neustadt, Austria
2018 – 2021	**Auditor** for the Verein zur Förderung der Wirtschaftspsychologie [Society for the Enhancement of Economic Psychology], Vienna, Austria
2013 – 2021	**Member of the academic board** of the Ferdinand Porsche FernFH [Distance Learning University of Applied Sciences], Wiener Neustadt, Austria
2006 – 2008	**Erasmus coordinator** for incoming and outgoing students for the Department of Economic Psychology, Educational Psychology, and Evaluation, University of Vienna, Austria

Professional Memberships

since 2024	Deutsche Gesellschaft für Publizistik- und Kommunikationswissenschaft (DGPuK) [German Association for Journalism and Communication Studies]
since 2023	International Association of Applied Psychology (IAAP)

since 2023	International Communication Association (ICA)
since 2022	European Network for Emerging Scholars (EUNES)
since 2022	European Communication Research and Education Association (ECREA, institutional member)
since 2022	European Public Relations Education and Research Association (EUPRERA, institutional member)
since 2022	Österreichische Gesellschaft für Kommunikationswissenschaft (ÖGK) [Austrian Society for Communication Studies]
2007 – 2010	Society for Judgment and Decision Making (SJDM)
2007 – 2010	European Association of Experimental Social Psychology (EAESP)
2007 – 2010	Deutsche Gesellschaft für Psychologie (DGPs) [German Society for Psychology]
2006 – 2010	International Association for Research in Economic Psychology (IAREP)

Skills

Languages	German (native), English (C2), French (A1), Finnish (A1)
Statistical Analysis	SPSS (expert), AMOS (expert), R (basic)
Qualitative Analysis	NVivo (advanced), MAXQDA (basic)
Digital Tools	Microsoft Office (Word, Excel, PowerPoint – expert), Moodle (expert), HTML (basic)

Academic Output

Overview

Peer-Reviewed Journal Articles:	29
Books:	1
Book Chapters:	12
Conference Papers:	20
Work in Progress:	8
Study Protocols (Pre-registrations):	4
Popular Science and Blog posts:	16
Oral Conference Presentations:	57
Poster Presentations:	9
Invited Presentations:	5
Google Scholar Citations:	5,200
Google Scholar H-Index:	12

Peer-Reviewed Journal Articles

★**Wahl, I.,** Einwiller, S., Johansen, W. (2026). How to measure the appreciation climate in an organization: Development and validation of the Organizational Appreciation Climate Scale (OACS). *International Journal of Business Communication. Ahead of print.* https://doi.org/10.1177/23294884261464146

Hagelstein, J., Huber, J., **Wahl, I.,** & Einwiller, S. (2026). Psychological safety and internal communication: Employees' perceptions of psychologically safe communication settings in the workplace. *International Journal of Business Communication. Ahead of print.*

Ninova-Solovykh, N., Wahl, I., & Einwiller, S. (2026). Employee Activism: A Situational and Communicative Perspective. *Journal of Marketing Communications. Ahead of print.* https://doi.org/10.1080/13527266.2026.2705918

Wahl, I., Siegel, M., & Einwiller, S. (2026). Blind Spots in Employee Communication Research Regarding LGBT+ and Guidance for Future Research: A Scoping Review of Quantitative Research. *International Journal of Business Communication, 63*(3), 814-845. https://doi.org/10.1177/23294884241255620

★**Wahl, I.,** & Einwiller, S. (2026). DEI communication and climate for inclusion in Germany and the U.S.: The mediating role of managerial integrity. *Public Relations Review, 52*(3), 102705. *https://doi.org/10.1016/j.pubrev.2026.102705*

★**Wahl, I.,** & Einwiller, S. (2026). Comparing employee appreciation in Germany and the US. *Journal of Communication Management, ahead of print*. https://doi.org/10.1108/JCOM-07-2025-0156

Rahimi Mavi, S., Einwiller, S., & **Wahl, I.** (2026). Communicating about halal products to non-Muslim consumers – The role of fit and skepticism. *Journal of Marketing Communications, 32*(2), 105-119. https://doi.org/10.1080/13527266.2024.2335563

★**Wahl, I.,** Einwiller, S., & Bartels, J. (2026). Fostering employees' organizational identification and organizational citizenship behavior through diversity communication. *Management Communication Quarterly, 40*(2), 191-223. https://doi.org/10.1177/08933189251361810

★**Wahl, I.,** Stranzl, J., Ruppel, C., & Einwiller, S. (2026). Employee appreciation: A systematic review and research recommendations. *Annals of the International Communication Association, 50*(1), 30-47. https://doi.org/10.1093/anncom/wlaf024

Hagelstein, J., **Wahl, I.,** Stranzl, J., Einwiller, S., & Ruppel, C. (2026). Communicating appreciation in the workplace: Importance and perception of appreciation from managers and co-workers and its effects on organisational citizenship behaviour. *Journal of Communication Management, 30*(2), 202–216. https://doi.org/10.1108/JCOM-10-2024-0214

Ninova-Solovykh, N., **Wahl, I.,** & Einwiller, S. (2025). Who speaks matters: The effect of insider versus outsider activism on consumer responses to company-directed activism. *International Journal of Communication, 19*(2025), 2779–2803. https://ijoc.org/index.php/ijoc/article/view/24076

Einwiller, S. A., & **Wahl, I.** (2025). Introduction to the special issue: 'Diversity in corporate and marketing communications.' *Journal of Marketing Communications, 31*(5), 515–519. https://doi.org/10.1080/13527266.2025.2503528

★**Wahl, I.,** Wolfgruber, D., & Einwiller, S. (2024). Mitigating teleworkers' perceived technological complexity and work strains through supportive team communication. *Corporate Communications: An International Journal, 29*(3), 329-345. https://doi.org/10.1108/CCIJ-05-2023-0061

★Tremmel, M., & **Wahl, I.** (2023). Gender stereotypes in leadership: Analyzing the content and evaluation of stereotypes about typical, male, and female leaders. *Frontiers in Psychology, 14.* https://doi.org/10.3389/fpsyg.2023.1034258

Wahl, I., Brugger, M., & Walenta, C. (2023). Effects of teleworkers' perceptions of superiors' power and trust on their working behavior: An application of the Slippery Slope Model. *International Journal of Work Innovation, 3(4),* 338-366. https://doi.org/10.1504/IJWI.2023.128858

Wahl, I., Kuso, S., & Wimmer, B. (2022). An assessment of learners' needs regarding learning videos and immersive learning environments. *Digital Psychology, 3(2),* Article 2. https://doi.org/10.24989/dp.v3i2.2050

Wahl, I., & Kirchler, E. (2020). RIsk SCreening on the Financial Market (RISC-FM): A tool to assess investors' financial risk tolerance. *Cogent Psychology, 7(1),* 1714108. https://doi.org/10.1080/23311908.2020.1714108

Wenzel, G., Walenta, C., & **Wahl, I.** (2019). Flexibilität und Struktur am Beispiel einer Lehrveranstaltung im Blended-Learning-Design [Flexibility and structure using the example of a course in blended learning design]. *Zeitschrift für Hochschulentwicklung [Journal for Higher Education Development], 14(3),* 91-101. https://doi.org/10.3217/zfhe-14-03/06

Neuwirth, E., & **Wahl, I.** (2017). Effects of the similarity between mentees and mentors on the evaluation of the 'Mentoring for Migrants Program'. *International Journal on Evidence Based*

Coaching and Mentoring, 15(2), 140-154. https://search.informit.org/doi/10.3316/informit.261804637184431

Wahl, I., & Walenta, C. (2017). Evaluierung des Aufnahmeverfahrens eines Fernstudiengangs anhand des Studienerfolges: Vorhersage des Studienerfolges durch studienbezogene Lerntests, Englischtests, objektive Leistungsmotivationstests, Intelligenztests und Eignungsinterviews [Evaluation of the admission procedure of a distance learning program on the basis of study success: Prediction of study success through study-related learning tests, English tests, objective achievement motivation tests, intelligence tests and aptitude interviews]. *Zeitschrift für Evaluation [Journal for Evaluation], 16(1),* 73-96. https://www.waxmann.com/artikelART102128

Wahl, I., & Aghamanoukjan, A. (2015). Der Statistik Austausch. Ein studiengangübergreifender Online-Kurs für die Betreuung von quantitativen Arbeiten [The Statistics Exchange. An interdisciplinary online course for the supervision of quantitative work]. *Greifswalder Beiträge zur Hochschullehre [Greifswald contributions to university teaching], 4(1),* 63-72.

Wahl, I., Pollai, M., & Kirchler, E. (2013). Status, identification and in-group favouritism of the unemployed compared to other social categories. *Journal of Socio-Economics, 43(1),* 37-43. https://doi.org/10.1016/j.socec.2013.01.005

Wahl, I., & Kirchler, E. (2011). Einschätzung der finanziellen Risikobereitschaft von Anleger/innen am Finanzmarkt [Assessment of the financial risk tolerance of investors on the financial market]. *Bankarchiv: Zeitschrift für das gesamte Bank- und Börsenwesen [BankArchive: Journal for the Entire Banking and Stock Exchange Industry], 59(6),* 385-390.

Wahl, I., Endres, M., Kirchler, E., & Böck, B. (2011). Freiwillige und erzwungene Kooperation in sozialen Dilemmata: Das Slippery Slope Modell im öffentlichen Verkehr [Voluntary and enforced cooperation in social dilemmas: The slippery slope model in public transport]. *Wirtschaftspsychologie [Economic Psychology], 13(1),* 87-100.

Wahl, I., Kastlunger, B., & Kirchler, E. (2010). Trust in authorities and power to enforce tax compliance: An empirical analysis of the "slippery slope framework". *Law & Policy, 32(4),* 383-406. https://doi.org/10.1111/j.1467-9930.2010.00327.x

Kirchler, E., & **Wahl, I.** (2010). Tax compliance inventory TAX-I: Designing an inventory for surveys of tax compliance. *Journal of Economic Psychology, 31(3),* 331-346. https://doi.org/10.1016/j.joep.2010.01.002

Wahl, I., Muehlbacher, S., & Kirchler, E. (2010). The impact of voting on tax payments. *Kyklos, 63(1),* 144-158. https://doi.org/10.1111/j.1467-6435.2010.00464.x

★Kirchler, E., Hoelzl, E., & **Wahl, I.** (2008). Enforced versus voluntary tax compliance: The "slippery slope framework". *Journal of Economic Psychology, 29(2),* 210–225. https://doi.org/10.1016/j.joep.2007.05.004

Kirchler, E., **Wahl, I.,** Hölzl, E., Kamleitner, B., Kastlunger, B., Korunka, C., Kubicek, B., & Mühlbacher, S. (2007). Arbeits-, Organisations- und Wirtschaftspsychologie: Forschungsthemen an der Universität Wien [Work, organizational and business psychology: Research topics at the University of Vienna]. *Psychologie in Österreich [Psychology in Austria], 27(3),* 242-251.

Books

Einwiller, S. & **Wahl, I.** (2024) (Eds.). *28th International Conference on Corporate and Marketing Communications Conference Proceedings Valuing Diversity in Corporate and Marketing Communications: Towards an Inclusive Corporate and Market Environment.* Vienna: Self-publishing. https://doi.org/10.25365/phaidra.507

Book Chapters

Wahl, I., & Einwiller, S. (in press). Diversity, equity, and inclusion in corporate reputation. In C. E. Carroll & N. H. Horowitz (Eds.), *The new handbook of communication and corporate reputation*.

Wahl, I., Huber, J., & Einwiller, S. (2025). Organizational climate for appreciation: Scale development and validation. In D. Verčič, A. Tkalac Verčič, & K. Sriramesh (Eds.), *Book of Abstracts of the 32nd International Public Relations Research Symposium BledCom* (pp. 148-149). Ljubljana: University of Ljubljana, Faculty of Social Sciences.

Wahl, I., Stibor, R., Einwiller, S., Hagelstein, J., & Siegel, M. (2024). Associations between workplace LGB+ disclosure and discrimination, organizational LGB+ climate, job satisfaction, and mental health: A meta-analysis. In S. Einwiller & I. Wahl (Eds.), *28th International Conference on Corporate and Marketing Communications Conference Proceedings Valuing Diversity in Corporate and Marketing Communications: Towards an Inclusive Corporate and Market Environment* (pp. 123-128). Vienna: Self-publishing.

Ninova-Solovykh, N., **Wahl, I.,** & Einwiller, S. (2024). Consumers' responses to public company-directed activism: An experimental comparison of insider and outsider activism. In S. Einwiller & I. Wahl (Eds.), *28th International Conference on Corporate and Marketing Communications Conference Proceedings Valuing Diversity in Corporate and Marketing Communications: Towards an Inclusive Corporate and Market Environment* (pp. 133-137). Vienna: Self-publishing.

Hagelstein, J., **Wahl, I.,** Stranzl, J., & Einwiller, S. (2024). Importance, occurrence, and effects of appreciation in the workplace: First insights from an employee survey. In S. Einwiller & I. Wahl (Eds.), *28th International Conference on Corporate and Marketing Communications Conference Proceedings Valuing Diversity in Corporate and Marketing Communications: Towards an Inclusive Corporate and Market Environment* (pp. 108-112). Vienna: Self-publishing.

Wahl, I., Siegel, M., & Einwiller, S. (2023). What is known about employee communication regarding LGBT+: A scoping review. In M. Tourky and V. Theoharakis (Eds.), *CMC2023: 27th International Corporate and Marketing Communications Conference Proceedings* (pp. 170-173). Cranfield: Cranfield School of Management.

Rahimi Mavi, S. R., Einwiller, S., & **Wahl, I.** (2023). Communicating about halal products to non-Muslim consumers – The role of fit and skepticism. In M. Tourky and V. Theoharakis (Eds.), *CMC2023: 27th International Corporate and Marketing Communications Conference Proceedings* (pp. 25-27). Cranfield: Cranfield School of Management.

Wahl, I., Walenta, C., & Wenzel, G. (2023). Validity and fairness of an admission procedure using a study-related learning test. In S. Hummel & M.-T. Donner (Eds.), *Doing higher education: Student*

assessment in digital and hybrid learning environments (pp. 301-319). Wiesbaden: SpringerVS. https://doi.org/10.1007/978-3-658-42253-0_14

Wahl, I., & Walenta, C. (2018). Mehr Zeit und bessere Vereinbarkeit durch Blended-Learning? Befragungsergebnisse von Studierenden eines berufsbegleitenden Studiengangs [More time and better compatibility through blended learning? Survey results from students on a part-time degree program]. In I. Buß, M. Erbesland, P. Rahn & P. Pohlenz (Eds.), Öffnung von Hochschulen: Impulse zur Weiterentwicklung von Studienangeboten [Opening up universities: Impulses for the further development of study programs] (pp. 233-254). Wiesbaden: Springer VS.

Kirchler, E., Muehlbacher, S., Kastlunger, B., & **Wahl, I.** (2010). Why pay taxes? A review of tax payment decisions. In J. Alm, J. Martinez-Vazquez & B. Torgler (Eds.), *Developing alternative frameworks explaining tax compliance* (pp. 15-31). London: Routledge.

Kirchler, E., Hoelzl, E., & **Wahl, I.** (2009). Compliance to authorities: Importing ideas from tax psychology to organizational psychology. In J. E. Michaels & L. F. Piraro (Eds.), *Small Business: Innovation, Problems and Strategy* (pp. 7-16). New York: Nova Science.

Kirchler, E., Muehlbacher, S., & **Wahl, I.** (2008). Wirtschaftskriminalität: Zur Effizienz von Kontrollen und Strafen auf Steuerehrlichkeit [White-collar crime: The efficiency of controls and penalties for tax honesty]. In Studiengesellschaft für Wirtschaft und Recht (Ed.), *Wirtschaftsrecht [Study Association for Economics and Law]* (pp. 1-12). Wien: Linde Verlag.

Conference Papers

Wahl, I., & Einwiller, S. (2026). DEI communication and climate for inclusion in Germany and the U.S.: The mediating role of managerial integrity. Paper presented at the *76th Annual International Communication Association Conference, Cape Town, South Africa.*

Wahl, I., & Einwiller, S. (2025). Comparing employee appreciation in Germany and the U.S. Paper presented at the *26th Annual Congress of the European Public Relations Education and Research Association, Lund, Sweden*.

Marx, V., **Wahl, I.,** & Einwiller, S. (2025). Diversity perceptions in comparison: Meaning and evaluation of associations to “diversity in organizations”. Paper presented at the *26th Annual Congress of the European Public Relations Education and Research Association, Lund, Sweden*.

Hagelstein, J., Huber, J., **Wahl, I.,** & Einwiller, S. (2025). Psychological safety and internal communication: Employees’ perceptions of psychologically safe communication settings in the workplace. Paper presented at the *26th Annual Congress of the European Public Relations Education and Research Association, Lund, Sweden*.

Wahl, I., Stranzl, J., Ruppel, C., & Einwiller, S. (2025). Employee appreciation: A systematic review and research recommendations. Paper presented at the *75th Annual International Communication Association Conference, Denver, United States.*

Ninova-Solovykh, N., **Wahl, I.,** & Einwiller, S. (2024). Consumers’ responses to public company-directed activism: An experimental comparison of insider and outsider activism. Paper presented at the *25th Annual Congress of the European Public Relations Education and Research Association, Bucharest, Romania.*

Hagelstein, J., **Wahl, I.,** Stranzl, J., Einwiller, S., & Ruppel, C. (2024). Communicating appreciation in the workplace: First insights from an employee survey on sources and reasons of appreciation. Paper presented at the *25th Annual Congress of the European Public Relations Education and Research Association, Bucharest, Romania.*

Wahl, I., Stibor, R., Einwiller, S., Hagelstein, J., & Siegel, M. (2024). Associations between workplace LGB+ disclosure and discrimination, organizational LGB+ climate, job satisfaction, and mental health: A meta-analysis. Paper presented at the *74th Annual International Communication Association Conference, Gold Coast, Australia.*

Wahl, I., Siegel, M., & Einwiller, S. (2023). What is published about employee communication regarding LGBT+: A scoping review of quantitative research. Paper presented at the *24th Annual Congress of the European Public Relations Education and Research Association, Prague, Czech Republic.*

Ninova-Solovykh, N., **Wahl, I.,** & Einwiller, S. (2023). A situational perspective on employee activism: Examining the role of symmetrical internal communication. Paper presented at the *24th Annual Congress of the European Public Relations Education and Research Association, Prague, Czech Republic.*

Wahl, I., & Einwiller, S. (2023). Fostering employees' organizational identification and organizational citizenship behavior in a diverse workforce. Paper presented at the *73rd Annual International Communication Association Conference, Toronto, Canada.*

Wahl, I., Wolfgruber, D., & Einwiller, S. (2022). Mitigating teleworkers' perceived technological complexity and work strains through supportive team communication. Paper presented at the *23rd Annual Congress of the European Public Relations Education and Research Association, Vienna, Austria.*

Tremmel, M., & **Wahl, I.** (2021). Die Wahrnehmung von typischen weiblichen und männlichen Führungskräften [The perception of typical female and male managers]. Paper presented at the *14th FH-Forschungsforum 2021, Vienna, Austria.*

Brugger, M., & **Wahl, I.** (2019). Führung bei virtueller Arbeit – Einfluss des Führungsstils beim Aufbau von Vertrauen der MitarbeiterInnen [Leadership in virtual work - the influence of leadership style on building employee trust]. Paper presented at the *13th FH-Forschungsforum 2019, Wiener Neustadt, Austria*.

Brugger, M., & **Wahl, I.** (2017). Führung durch Kontrolle oder durch Unterstützung von MitarbeiterInnen im Homeoffice – Test des Slippery-Slope Modells im Zusammenhang mit der Führung von MitarbeiterInnen [Management by control or by supporting employees working from home - testing the slippery slope model in the context of employee management]. Paper presented at the *11th FH-Forschungsforum 2017, Krems, Austria*.

Högl, C., & **Wahl, I.** (2017). Entwicklung eines Instruments zur Erhebung von subjektiv wahrgenommener Diversität in Unternehmen [Development of an instrument for surveying subjectively perceived diversity in companies]. Paper presented at the *11th FH-Forschungsforum 2017, Krems, Austria*.

Höllhumer, U., & **Wahl, I.** (2016). Der Zusammenhang zwischen kognitiver Kontrolle und gesundem Konsum [The connection between cognitive control and healthy consumption]. Paper preented at the *10th Forschungsforum der österreichischen Fachhochschulen, Vienna, Austria*.

Aghamanoukjan, A., & **Wahl, I.** (2015). Online-Kurse für die Betreuung von qualitativen und quantitativen Forschungsarbeiten [Online courses for the supervision of qualitative and quantitative research work]. Paper presented at the *14th E-Learning Tag 2015,* Graz, Austria.

Neuwirth, E., & **Wahl, I.** (2015). Evaluierung des Programmes „Mentoring für MigrantInnen“ aus Sicht der Mentees [Evaluation of the “Mentoring for Migrants” program from the mentees' perspective]. Paper presented at the *9th Forschungsforum der österreichischen Fachhochschulen, Hagenberg, Austria*.

Kirchler, E., Muehlbacher, S., Kastlunger, B., & **Wahl, I.** (2007). Why pay taxes? A review of tax payment decisions. International Studies Program Working Paper 07-30. Paper presented at the *Conference on Tax Compliance and Evasion, Atlanta, Georgia (United States)*. https://www.academia.edu/download/85032262/ispwp0730.pdf

Work in Progress

Wahl, I., & Einwiller, S. (abstract accepted). Contrasting views on DEI: Evidence from employees in the US and Germany, *Zeitschrift für Diversitätsforschung und -management.*

Marx, V., **Wahl, I.,** & Einwiller, S. (under review). Diversity perceptions in comparison: Meaning and evaluation of associations to “diversity in organizations”.

Wahl, I., Stibor, R., Hagelstein, J., Einwiller, S., & Siegel, M. (in preparation, August 2026). Effects of disclosing and concealing an LGBT+ identity at work on discrimination, organizational LGB+ climate, job satisfaction, and mental health: A systematic review and multiverse meta-analysis.

Einwiller, S., Hagelstein, J., & **Wahl, I.** (in preparation, September 2026). Corporate reporting about diversity, equity, and inclusion: Comparing Germanic Europe, North America, Latin America, and Mainland China.

Huber, J., **Wahl, I.,** Hagelstein, J., & Einwiller, S. (in preparation, October 2026). Communication antecedents of psychological safety in organizations: A systematic review utilizing Attachment Style Theory.

Stibor, R., Marko, L., Einwiller, S., **Wahl, I.** & Aghamanoukjan, A. (in preparation, October 2026). Communicating appreciation to employees: The role of fairness.

Greber, H., **Wahl, I.,** & Wiesner, D. (in preparation, December 2026). Evaluation of an AI tool for teaching quantitative methods in communication science.

Wahl, I., Einwiller, S., & Men, L. R. (in preparation, December 2026). Communication antecedents of organizational appreciation climate and employee psychological well-being: A multi-level analysis.

Study Protocols (Pre-registrations)

Wahl, I., Huber, J., & Einwiller, S. (May 15, 2025). Scale development and validation of a scale measuring the organizational climate for appreciation. https://doi.org/10.17605/OSF.IO/CN5V4 (amended May 15, 2025)

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Wahl, I., & Einwiller, S. (accepted). *Fostering Inclusion Through DEI Communication in Contested Times. Institute for Public Relations.*

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Ruppel, C., Stranzl, J., Einwiller, S., Hagelstein, J., **Wahl, I.,** & Berger, K. (2024). Employee appreciation. The value of valuing people. *Communication Insights, 21*. Academic Society for Management & Communication. https://www.akademische-gesellschaft.com/wp-content/uploads/2024/07/communication-insights-issue-21.pdf

Einwiller, S., Stranzl, J. & **Wahl, I.** (2022). Hybride Arbeitssettings. Die Rolle der Mitarbeiterkommunikation [Hybrid work settings. The role of employee communication]. *PR-Magazin: das Magazin der Kommunikationsbranche, 52*(8), E1-E6.

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Wahl, I. (2020). Statistik online lehren – Is that even possible [Teaching statistics online – Is that even possible]? *FernFH Wissblog.* Online: https://wissblog.fernfh.ac.at/statistik-online-lehren-is-that-even-possible/

Oral Conference Presentations

Wahl, I., Einwiller, S., & Men, L. R. (2026, September 16-19). Communication antecedents of organizational appreciation climate and employee psychological well-being: A multi-level analysis

[Conference presentation]. *27th Annual Congress of the European Public Relations Education and Research Association,* Malaga, Spain.

Ruck, K., Thøis Madsen, V. , Borucka, A., & **Wahl, I.** (2026, September 16-19). Bouncing along: Exploring dynamic internal narratives and interactions that enhance organisational resilience in a permacrisis world [Conference presentation]. *27th Annual Congress of the European Public Relations Education and Research Association,* Malaga, Spain.

Marx, V., **Wahl, I.,** & Einwiller S. (2026, September 8-11). *Beyond one-size-fits-all: Diversity perceptions among employees in German-speaking Europe vs. the United States* [Conference presentation]. 11th European Communication Conference (ECC), Czech Republic, Brno.

Wahl, I., & Einwiller, S. (2026, July 21-25). *Organizational climate for appreciation: Scale development and validation* [Conference presentation]. 31st International Congress of Applied Psychology (ICAP2026), Florence, Italy.

Wahl, I., & Einwiller, S. (2026, June 4-8). *DEI Communication and Climate for Inclusion in Germany and the U.S.: The Mediating Role of Managerial Integrity* [Conference presentation]. 76th Annual International Communication Association Conference, Cape Town, South Africa.

Huber, J., **Wahl, I.,** Hagelstein, J., & Einwiller, S. (2026, June 4-8). *Communication antecedents of psychological safety in organizations: A systematic review utilizing Attachment Style Theory* [Conference presentation]. 76th Annual International Communication Association Conference, Cape Town, South Africa.

Stibor, R., Marko, L., Einwiller, S., & **Wahl, I.** (2026, June 4-8). *Communicating Appreciation to Employees: The Role of Fairness* [Conference presentation]. 76th Annual International Communication Association Conference, Cape Town, South Africa.

Marx, V., **Wahl, I.,** & Einwiller S. (2026, May 6-8). *Assoziationen zu „Diversität in Organisationen": Ein inhaltlicher und evaluativer Vergleich [Associations with "Diversity in Organizations": A comparative analysis of content and evaluation]* [Conference presentation]. Kommunikations-wissenschaftliche Tage (KWT2026): Annual Conference of the Austrian Communication Association (ÖGK), Salzburg, Austria.

Hagelstein, J., Einwiller S., **Wahl, I.,** & Stibor, R. (2026, May 6-8). *Diversität und Inklusion in der Unternehmenskommunikation: Eine komparative Inhaltsanalyse der Berichterstattung von Unternehmen aus Europa, Nordamerika, Südamerika und Asien [Diversity and inclusion in corporate communications: A comparative content analysis of corporate reporting from Europe, North America, South America, and Asia]* [Conference presentation]. Kommunikationswissen-schaftliche Tage (KWT2026): Annual Conference of the Austrian Communication Association (ÖGK), Salzburg, Austria.

Wahl, I., & Einwiller, S. (2025, September 24–27). *Comparing employee appreciation in Germany and the U.S.* [Conference presentation]. 26th Annual Congress of the European Public Relations Education and Research Association, Lund, Sweden.

Marx, V., **Wahl, I.,** & Einwiller, S. (2025, September 24–27). *Diversity perceptions in comparison: Meaning and evaluation of associations to "diversity in organizations" [Conference presentation].* 26th Annual Congress of the European Public Relations Education and Research Association, Lund, Sweden.

Hagelstein, J., Huber, J., **Wahl, I.,** & Einwiller, S. (2025, September 24–27). *Psychological safety and internal communication: Employees' perceptions of psychologically safe communication settings in the workplace [Conference presentation].* 26th Annual Congress of the European Public Relations Education and Research Association, Lund, Sweden.

Wahl, I., Einwiller, S., & Huber, J. (2025, June 27–28). *Organizational climate for appreciation: Scale development and validation* [Conference presentation]. 32nd International Public Relations Research Symposium (BledCom), Bled, Slovenia.

Wahl, I., Stranzl, J., Ruppel, C., & Einwiller, S. (2025, June 12–16). *Employee appreciation: A systematic review and research* recommendations [Conference presentation]. 75th Annual International Communication Association Conference, Denver, United States.

Einwiller, S., Hagelstein, J., & **Wahl, I.** (2025, June 12–16). *Corporate reporting about diversity, equity, and inclusion: Comparing Germanic Europe, North America, and Latin America* [Conference presentation]. 75th Annual International Communication Association Conference, Denver, United States.

Ninova-Solovykh, N., **Wahl, I.,** & Einwiller, S. (2024, September 11–14). *Consumers' responses to public company-directed activism: An experimental comparison of insider and outsider activism* [Conference presentation]. 25th Annual Congress of the European Public Relations Education and Research Association, Bucharest, Romania.

Hagelstein, J., **Wahl, I.,** Stranzl, J., Einwiller, S., & Ruppel, C. (2024, September 11–14). *Communicating appreciation in the workplace: First insights from an employee survey on sources and reasons of appreciation* [Conference presentation]. 25th Annual Congress of the European Public Relations Education and Research Association, Bucharest, Romania.

Wahl, I., Stibor, R., Einwiller, S., Hagelstein, J., & Siegel, M. (2024, June 20–24). *Associations between workplace LGB+ disclosure and discrimination, organizational LGB+ climate, job satisfaction, and mental health: A meta-analysis* [Online conference presentation]. 74th Annual International Communication Association Conference, Gold Coast, Australia.

Wahl, I., Stibor, R., Einwiller, S., Hagelstein, J., & Siegel, M. (2024, April 26–27). *Associations between workplace LGB+ disclosure and discrimination, organizational LGB+ climate, job satisfaction, and mental health: A meta-analysis* [Conference presentation]. 28th International Corporate and Marketing Communication Conference, Vienna, Austria.

Ninova-Solovykh, N., **Wahl, I.,** & Einwiller, S. (2024, April 26–27). *Consumers' responses to public company-directed activism: An experimental comparison of insider and outsider activism* [Conference presentation]. 28th International Corporate and Marketing Communication Conference, Vienna, Austria.

Hagelstein, J., **Wahl, I.,** Stranzl, J., & Einwiller, S. (2024, April 26–27). *Importance, occurrence, and effects of appreciation in the workplace: First insights from an employee survey* [Conference presentation]. 28th International Corporate and Marketing Communication Conference, Vienna, Austria.

Wahl, I., Siegel, M., & Einwiller, S. (2023, September 20–23). *What is published about employee communication regarding LGBT+: A scoping review of quantitative research* [Conference

presentation]. 24th Annual Congress of the European Public Relations Education and Research Association, Prague, Czech Republic.

Ninova-Solovykh, N., **Wahl, I.,** & Einwiller, S. (2023, September 20–23). *A situational perspective on employee activism: Examining the role of symmetrical internal communication* [Conference presentation]. 24th Annual Congress of the European Public Relations Education and Research Association, Prague, Czech Republic.

Wahl, I., & Einwiller, S. (2023, May 25–29). *Fostering employees' organizational identification and organizational citizenship behavior in a diverse workforce* [Conference presentation]. 73rd Annual International Communication Association Conference, Toronto, Canada.

Wahl, I., Siegel, M., & Einwiller, S. (2023, April 3–4). *What is known about employee communication regarding LGBT+: A scoping review* [Conference presentation]. 27th International Corporate and Marketing Communication Conference, Cranfield, United Kingdom.

Rahimi Mavi, S. R., Einwiller, S., & **Wahl, I.** (2023, April 3–4). *Communicating about halal products to non-Muslim consumers – The role of fit and skepticism* [Conference presentation]. 27th International Corporate and Marketing Communication Conference, Cranfield, United Kingdom.

Wahl, I., Wolfgruber, D., & Einwiller, S. (2022, September 21–24). *Mitigating teleworkers' perceived technological complexity and work strains through supportive team communication* [Conference presentation]. 23rd Annual Congress of the European Public Relations Education and Research Association, Vienna, Austria.

Wahl, I., & Waldherr, K. (2021, September 22). *Statistik online lehren: Förderung der Selbstmotivation in Großgruppen [Teaching statistics online: Promoting self-motivation in large groups]* [Online conference presentation]. 20th E-Learning Tag 2021, Graz, Austria.

Tremmel, M., & **Wahl, I.** (2021, April 7–8). *Die Wahrnehmung von typischen weiblichen und männlichen Führungskräften [The perception of typical female and male managers]* [Online conference presentation]. 14th FH-Forschungsforum 2021, Vienna, Austria.

Kuso, S., & **Wahl, I.** (2020, Septemer 23). *Evaluation des Entwicklungsprozesses immersiver Lernumgebungen [Evaluation of the development process of immersive learning environments]* [Online conference presentation]. 19th E-Learning Tag 2020, Graz, Austria.

Wenzel, G., Walenta, C., & **Wahl, I.** (2019, November 15). *Flexibilität und Struktur am Beispiel einer Lehrveranstaltung im Blended-Learning-Design [Flexibility and structure using the example of a course in blended learning design]* [Conference presentation]. Higher and Professional Education Forum, Winterthur, Switzerland.

Brugger, M., & **Wahl, I.** (2019, April 23–24). *Führung bei virtueller Arbeit – Einfluss des Führungsstils beim Aufbau von Vertrauen der MitarbeiterInnen [Leadership in virtual work - the influence of leadership style on building employee trust]* [Conference presentation]. 13th FH-Forschungsforum 2019, Wiener Neustadt, Austria.

Brugger, M., & **Wahl, I.** (2017, April 19–20). *Führung durch Kontrolle oder durch Unterstützung von MitarbeiterInnen im Homeoffice – Test des Slippery-Slope Modells im Zusammenhang mit der Führung von MitarbeiterInnen [Management by control or by supporting employees working from home - testing the slippery slope model in the context of employee management]* [Conference presentation]. 11th FH-Forschungsforum 2017, Krems, Austria.

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Wahl, I., & Kirchler, E. (2016, November 25–26). *Assessing financial risk tolerance: How to construct a theoretically based and practical relevant instrument* [Conference presentation]. 31st Workshop of the Austrian Working Group on Banking and Finance, Klagenfurt, Austria.

Höllhumer, U., & **Wahl, I.** (2016, March 30–31). *Der Zusammenhang zwischen kognitiver Kontrolle und gesundem Konsum bei Entscheidungsprozessen im Lebensmittelbereich [The relationship between cognitive control and healthy consumption in food decision-making processes]* [Conference presentation]. 10th Forschungsforum der österreichischen Fachhochschulen, Vienna, Austria.

Aghamanoukjan, A., & **Wahl, I.** (2015, September 16). *Online-Kurse für die Betreuung von qualitativen und quantitativen Forschungsarbeiten [Online courses for the supervision of qualitative and quantitative research work]* [Conference presentation]. 14th E-Learning Tag 2015, Graz, Austria.

Neuwirth, E., & **Wahl, I.** (2015, April 24–26). *Evaluierung des Programmes „Mentoring für MigrantInnen“ aus Sicht der Mentees [Evaluation of the “Mentoring for Migrants” program from the mentees' perspective]* [Conference presentation]. 9th Forschungsforum der österreichischen Fachhochschulen, Hagenberg, Austria.

Wahl, I., & Walenta, C. (2014, April 24–26). *Studierendenauswahl und Studienerfolg im Fernstudium [Student selection and study success in distance learning]* [Conference presentation]. Tagung der Österreichischen Gesellschaft für Psychologie [Conference of the Austrian Society for Psychology], Vienna, Austria.

Wahl, I., & Walenta, C. (2013, September 24–27). *Studierendenauswahl und Studienerfolg im Fernstudium [Student selection and study success in distance learning]* [Conference presentation]. Tagung der Deutschen Gesellschaft für Erziehungswissenschaft – Sektion Empirische Bildungsforschung Arbeitsgruppe für Empirische Pädagogische Forschung/Kommission Bildungsorganisation Bildungsplanung Bildungsrecht [Conference of the German Society for Educational Science - Section Empirical Educational Research Working Group for Empirical Educational Research/Commission Educational Organization Educational Planning Educational Law], Dortmund, Germany.

Wahl, I., & Walenta, C. (2013, September 11–13). *Studierendenauswahl und Studienerfolg im Fernstudium [Student selection and study success in distance learning]* [Conference presentation]. 16th Jahrestagung der Deutschen Gesellschaft für Evaluation [Annual Conference of the German Society for Evaluation], Munich, Germany.

Wahl, I., Endres, M., Kirchler, E., & Boeck, B. (2011, July 12–16). *Voluntary and enforced cooperation in social dilemma situations: Transferring the “slippery slope framework” to the public transport system* [Conference presentation]. European Association of Social Psychology General Meeting, Stockholm, Sweden.

Pollai, M., **Wahl, I.,** & Kirchler, E. (2011, July 12–16). *Antecedents of unemployed persons’ difficulties to jointly defend their interests: Identification with one’s own social category* [Conference

presentation]. Conference of the International Association of Research in Economic Psychology/Society of Advances in Behavioral Economics/International Confederation for the Advancement in Behavioral Economics and Economic Psychology Conference, Exeter, United Kingdom.

Wahl, I., Endres, M., Kirchler, E., & Boeck, B. (2010, September 5–8). *Voluntary and enforced cooperation in social dilemma situations: Transferring the "slippery slope framework" to the public transport system* [Conference presentation]. 35th Annual Congress of the International Association for Research in Economic Psychology, Cologne, Germany.

Wahl, I., Kastlunger, B., & Kirchler, E. (2010, April 14–16). *The impact of trust and power on tax compliance* [Conference presentation]. Hans Böckler Stiftung & Deutsches Institut für Wirtschaftsforschung Berlin – Workshop an der Universität Potsdam, Fakultät für Ökonomie und Sozialwissenschaften. Potsdam, Germany.

Wahl, I., Kastlunger, B., Kirchler, E., Lang, E., & Muehlwerth, B. (2009, September 9–11). *The mechanisms underlying tax compliance: An empirical test of the slippery slope framework* [Conference presentation]. 6th Tagung der Fachgruppe Arbeits- und Organisationspsychologie der Deutschen Gesellschaft für Psychologie [Conference of the Division of Work and Organizational Psychology of the German Psychological Society], Vienna, Austria.

Wahl, I., Kirchler, E., Hartner, M., & Rechberger, S. (2008, September 3–6). *Development of a standardized inventory to measure voluntary tax compliance, enforced tax compliance, tax avoidance, and tax evasion* [Conference presentation]. 33rd Annual Congress of the International Association for Research in Economic Psychology, Rome, Italy.

Wahl, I., Muehlbacher, S., & Kirchler, E. (2008, July 20–25). *The influence of participation and tax money use on cooperation* [Conference presentation]. 29th International Congress of Psychology, Berlin, Germany.

Kirchler, E., Muehlbacher, S., Kastlunger, B., & **Wahl, I.** (2007, September 30–November 2). *Why pay taxes? A review of tax compliance decisions* [Conference presentation]. Conference on Tax Compliance and Evasion, Atlanta, Georgia.

Kirchler, E., Hoelzl, E., & **Wahl, I.** (2007, September 9–12). *Enforced versus voluntary tax compliance: The "slippery slope model"* [Conference presentation]. 32nd Annual Congress of the International Association for Research in Economic Psychology, Ljubljana, Slovenia.

Wahl, I., Muehlbacher, S., & Kirchler, E. (2007, September 9–12). *The impact of participation on the decision to cooperate* [Conference presentation]. 32nd Annual Congress of the International Association for Research in Economic Psychology, Ljubljana, Slovenia.

Wahl, I., Muehlbacher, S., & Kirchler, E. (2007, June 29–July 1). *The impact of participation on the decision to cooperate* [Conference presentation]. SoDoc Workshop, Cologne, Germany.

Hoelzl, E., Kamleitner, B., Wischin, S., Mühlbacher, S., **Wahl, I.,** & Kirchler, E. (2007, January 26–27). The influence of payment mode on predicted versus experienced utility [Conference presentation]. Cognition and Emotion in Economic Decision Making, Rovereto, Italy.

Kirchler, E., Hoelzl, E., & **Wahl, I.** (2006, November 29–December 2). *Importing ideas from tax psychology to organizational psychology* [Conference presentation]. International Symposium on Social Capital and Trust in Organizations. Madrid, Spain.

Wahl, I., & Hoelzl, E. (2006, September 29). *Knowability and social takeover in sequential decisions* [Conference presentation]. 5th Tilburg Symposium on Psychology and Economics: Games and Decisions, Tilburg, The Netherlands.

Wahl, I., & Hoelzl, E. (2006, September 6–10). *Financial decision making and social influence* [Conference presentation]. Transfer of Knowledge Conference of the European Social Cognition Network, Warsaw/Pultusk, Poland.

Wahl, I., & Hoelzl, E. (2005, September 21–24). *Knowability and social takeover in sequential decisions* [Conference presentation]. 30th Annual Congress of the International Association for Research in Economic Psychology, Prague, Czech Republic.

Poster Presentations

Wimmer, B., Lukács, B., Kuso, S., & **Wahl, I.** (2019, November 7–8). *Closing the distance: Project on creating immersive environments for remote learning* [Poster presentation]. 18th European Conference on e-Learning, Copenhagen, Denmark.

Neuwirth, E., & **Wahl, I.** (2014, September 10–12). *Evaluierung des Programmes „Mentoring für MigrantInnen" aus Sicht der Mentees* [Poster presentation]. 17th Jahrestagung der Deutschen Gesellschaft für Evaluation, Zurich, Switzerland.

Pollai, M., Kirchler, E., & **Wahl, I.** (2011, July 12–16). *Social identity and in-group bias of the unemployed compared to other occupational groups* [Poster presentation]. European Association of Social Psychology General Meeting, Stockholm, Sweden.

Wahl, I., Muehlbacher, S., & Kirchler, E. (2010, April 8–10). *Partizipation und Kooperation von SteuerzahlerInnen [Participation and cooperation of taxpayers]* [Poster presentation]. 9th Tagung der Österreichischen Gesellschaft für Psychologie [Conference of the Austrian Society for Psychology], Salzburg, Austria.

Kastlunger, B., **Wahl, I.,** Kirchler, E., Lang, E., & Muehlwerth, B. (2010, April 8–10). *Macht und Vertrauen: Mechanismen zur Förderung der Steuerehrlichkeit [Power and trust: Mechanisms to promote tax honesty]* [Poster presentation]. 9th Tagung der Österreichischen Gesellschaft für Psychologie, Salzburg, Austria.

Wahl, I., Kastlunger, B., Kirchler, E., Lang, E., & Muehlwerth, B. (2009, August 23–27). *Trust and power: Mechanisms underlying tax compliance* [Poster presentation]. 22nd Subjective Probability, Utility and Decision Making Conference, Rovereto, Italy.

Wahl, I., Muehlbacher, S., & Kirchler, E. (2008, August 17–31). *The impact of participation and beneficiaries on the decision to cooperate* [Poster presentation]. European Association of Experimental Social Psychology Summer School, Cardiff, United Kingdom.

Wahl, I., Muehlbacher, S., & Kirchler, E. (2008, June 10–14). *The impact of participation and beneficiaries on the decision to cooperate* [Poster presentation]. European Association of Experimental Social Psychology General Meeting, Opatija, Croatia.

Wahl, I., Muehlbacher, S., & Kirchler, E. (2007, November 17–19). *The impact of participation and beneficiaries on the decision to cooperate* [Poster presentation]. 28th Annual Conference of the Society for Judgment and Desicion Making, Long Beach, California.

Invited Presentations

Wahl, I. (2026, October 23). *Mapping employee appreciation: Evidence from a communication perspective* [Invited presentation]. College of Journalism and Communications, University of Florida, United States.

Wahl, I. (2026, June 24). *Beyond buzzwords: Communicating DEI and appreciation in organizations* [Keynote address, online]. Trust, Truth, and Transformation at Tomorrow's Workplace between AI, diversity, and digital communication, student conference at the University of Leipzig, Germany.

Wahl, I. (2025, October 9). *Employee appreciation: Why it matters and how to measure it* [Invited presentation]. Department of Management, Aarhus University, Denmark.

Einwiller, S., & **Wahl, I.** (2025, June 2). *Inklusion, Wertschätzung und psychologische Sicherheit—Forschungsbefunde und Implikationen für die Praxis der Mitarbeiterkommunikation* [Invited online presentation]. PRofi-Treff, Public Relations Verband Austria (PRVA), Austria.

Wahl, I. (2025, January 13). *LGBT+ in academia: Experiences and insights* [Invited online presentation]. Vienna Doctoral School of Social Sciences Forum: Navigating Intersectionalities and Creating Opportunities in Academia, University of Vienna, Austria.

Teaching and Supervision Experience

Courses Taught

Department of Communication of the University of Vienna, Austria (since 2022)

Quantitative methods course, METH: UE QUANTI Quantitative Datenerhebungsmethoden (2 ECTS), face-to-face, communications bachelor students

Statistics course, METH: UE STADA Statistische Datenanalyse (2 ECTS), face-to-face, communications bachelor students

Bachelor's seminar, BACH: SE BASE Bachelorseminar (10 ECTS), face-to-face, communications bachelor students

Research course, FOPRAX: SE Forschungspraxis (5 ECTS), face-to-face, communications bachelor students

Research course, FOPRAX: PS Forschungspraxis (4 ECTS), face-to-face, communications bachelor students

SE Research Project A (Part 2) (10 ECTS, English) in cooperation with Sabine Einwiller, face-to-face, communications master students

Digital Business University, Berlin, Germany (since 2021)

Behavioral Economics & Behavioral Finance (6 ECTS), blended learning, business administration master students

Advanced Research Methods (6 ECTS), blended learning, business administration master students

Ferdinand Porsche FernFH, Wiener Neustadt, Austria (2012 – 2021)

Questionnaire design course, Fragebogen- und Erhebungsinstrumentenkonstruktion (3 ECTS), blended learning, business administration and psychology bachelor students

Gender and Diversity online workshop (in total 22 h) in cooperation with Roswitha Hofmann, online, staff and business administration and psychology bachelor and master students

Quantitative methods and statistics course, Angewandte Methodenlehre & Statistik I (6 ECTS), blended learning, business administration and psychology bachelor students

Quantitative methods and statistics course, Angewandte Methodenlehre & Statistik II (6 ECTS), blended learning, business administration and psychology bachelor students

Consumer psychology course, Markt- und Konsumentenpsychologie (3 ECTS), blended learning, business administration and psychology bachelor students

Statistics tutorial, Statistik Austausch, online tutorial, business administration and psychology bachelor and master students

Theories in economic psychology course, Theorien der Wirtschaftspsychologie (3 ECTS), blended learning, business administration and psychology master students

Bachelor's seminar (4 ECTS) in cooperation with Christa Walenta and Günther Wenzel, blended learning, business administration and psychology bachelor students

Faculty of Psychology of the University of Vienna, Austria (2006 – 2013)

Research course, Projektstudium (6 SWS) in cooperation with Erich Kirchler, face-to-face, psychology diploma students

Economic psychology course, Demonstrationen zur Wirtschaftspsychologie (8 ECTS) in cooperation with different colleagues, face-to-face, psychology diploma students

Research course, Forschungsseminar für Fortgeschrittene (4 ECTS) in cooperation with Erich Kirchler, face-to-face, psychology diploma students

Supervision of Theses

University of Vienna – Communication Science

Doctoral Theses (Co-supervision with Sabine Einwiller)

Ongoing	Vivien Marx Reframing Diversity: Understanding Social Perception of Diversity and Aligning Corporate Communication Towards a Common Ground
Ongoing	Jeannine Huber The Impact of Internal Communication on Psychological Safety: Emergence, Management, and Control
Completed	Neda Ninova-Solovykh When Insiders' Voices Get Loud and Public: Analyses of Employee Activism and Its Potential Risks for Organizational Reputation

Master Theses (Co-supervision with Sabine Einwiller)

Ongoing	1 Master theses
Completed	6 Master theses

Bachelor Theses

Completed	26 Bachelor theses

Ferdinand Porsche FernFH – Business Administration and Psychology

Completed	7 Master theses
Completed	86 Bachelor theses

University of Vienna – Economic Psychology

Master Theses (Co-supervision with Erich Kirchler)

Completed	6 Diploma theses