

LISA FAESSLER

HEC Lausanne - Department of Organizational Behavior
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ACADEMIC EMPLOYMENT

- Since Sept. 2024 **PostDoc in Organizational Culture** with Christian Zehnder,
HEC Lausanne, University of Lausanne
- 2019 - 2024 Graduate Assistant to Charles Efferson,
HEC Lausanne, University of Lausanne

EDUCATION

- 4 July 2024 **Ph.D. in Management**, HEC Lausanne,
Faculty of Business and Economics, University of Lausanne
Thesis supervisor: Charles Efferson
Experts: Christian Zehnder, Michael Muthukrishna
- Aug 2019 - Aug 2020 Doctoral Program in Management, HEC Lausanne,
University of Lausanne
- Jan 2019 **M.Sc in Accounting**, Control, and Finance, HEC Lausanne,
University of Lausanne
- July 2013 **B.Sc in International Hospitality Management**,
École hôtelière de Lausanne

RESEARCH INTERESTS

My research focuses on social learning and cultural evolution, along with applications related to norms change. I use lab experiments, evolutionary modeling, and econometrics techniques to better understand social learning mechanisms and their consequences on culture at the aggregate level, both on a global scale and within individual firms.

TEACHING EXPERIENCE

- Since 2019 **Bargaining & Negotiation** (MSc) 6 ECTS, HEC Lausanne, UNIL
Instructor and Teaching Assistant, in charge of the practical sessions
- Since 2019 **Introduction to Bargaining & Negotiation** (BSc) 3 ECTS,
HEC Lausanne, UNIL
Instructor and Teaching Assistant, in charge of the practical sessions

For both negotiation classes, I developed a full suite of exercises and led a total of 20 practical sessions each year in which students engaged in simulated negotiations.

- 2018 **Corporate Strategy** (MSc) 6 ECTS, HEC Lausanne, UNIL
Student Assistant

PUBLICATIONS

Faessler, L., Lalive, R., Efferson, C. (2024). *How culture shapes choices related to fertility and mortality: causal evidence at the Swiss language border*. *Evolutionary Human Sciences*, 6, e28. <https://doi.org/10.1017/ehs.2024.19>

Faessler, L. (2024). *Cultural Evolution and Social Learning: An Evolutionary Approach to Group and Individual Decision-Making Dynamics*. [Doctoral dissertation, University of Lausanne]. UNIL Serval repository. https://serval.unil.ch/resource/serval:BIB_BE903A0506A2.P001/REF

CURRENT RESEARCH

Faessler, L., & Efferson, C. (in progress). *Using successful people as examples of how to behave and how not to behave*. Unpublished work, Working paper available at <https://osf.io/ukt2c/>

Faessler, L. (in progress). *Turnover Effects on Exploration and Exploitation: An NK Landscape Experiment*. Unpublished work, Preregistration available at <https://osf.io/agvby>

Faessler, L. (in progress). *An Evolutionary Perspective on Organizational Culture: The Specificity of Network Formation within The Company*. Unpublished research proposal.

CONFERENCES (peer-reviewed)

Faessler, L. (2024, April 17). *Escaping the Over-Exploitation Trap: Turnover and Changes in Reference Points*. Poster presentation, European Human Behaviour & Evolution Association (EHBEA) Conference, Montpellier

Faessler, L., Lalive, R., Efferson, C. (2023, July 4). *Can Turnover Facilitate Exploration within Organizations? A Lab Experiment Design*. Poster presentation, 6th Early-Career Social Learning Researchers (ESLR) Workshop, Berlin

Faessler, L., Efferson, C. (2023, April 19). *How culture shapes choices related to fertility and mortality: causal evidence at the Swiss language border*. Presentation, European Human Behaviour & Evolution Association (EHBEA) Conference, London

Faessler, L., Lalive, R., Efferson, C. (2022, September 22). *How culture affects fitness: causal evidence at the Swiss language border*. Presentation, Cultural Evolution Society (CES) Conference, Aarhus

Faessler, L., Lalive, R., Efferson, C. (2022, July 14). *How culture affects fitness: causal evidence at the Swiss language border*. Poster presentation, 5th Early-Career Social Learning Researchers (ESLR) Workshop, Amsterdam

Faessler, L., Efferson, C. (2022, April 21). *Using successful people as examples of how to behave and how not to behave*. Presentation, European Human Behaviour & Evolution Association (EHBEA) Conference, online

AWARDS AND FUNDING

- 2024 **SNF Postdoc.Mobility fellowship** (CHF 129'200.-, 24 months)
Project: *Preservation of the Commons in Changing Groups*
- 2023 HEC Research Fund (CHF 7'000.-)
Project: *Turnover Effects on Exploration and Exploitation*
- 2023 LIVES Young Scholars Grant (CHF 3'900.-)
Project: *How culture affects fitness: causal evidence at the Swiss language border*
- 2022 Best Poster Award, 5th ESLR Workshop, Amsterdam

SERVICE

- Reviewer Proceedings of the Royal Society B: Biological Sciences
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- Committee Member
- 2019 - 2023 President of PhDnet, the Ph.D. students' association of HEC Lausanne, UNIL
- 2019 - 2023 Ph.D. student representative at the HEC Faculty Council, UNIL
- 2018 Member of the Recruitment Commission for a Professor in Tax Policy, HEC Lausanne and the Faculty of Law, Criminal Justice, and Public Administration, UNIL
- 2017 Member of the Recruitment Commission for a Professor in Marketing, HEC Lausanne, UNIL
- 2017 - 2019 Student representative at the HEC Faculty Council, UNIL
- 2017 - 2019 Student representative at the University of Lausanne Council

OTHER SKILLS

- Languages French (mother tongue), English (fluent), German (good)
- Programming R, Python, oTree, Stata