

LISA FAESSLER

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ACADEMIC EMPLOYMENT

- July 2025 – current **SNF Postdoc.Mobility Fellowship** with [Dorthe Håkonsson](#),
Department of Management, Aarhus University, Denmark
- Sept. 2024 – July 2025 **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
Prix de Faculté
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

TEACHING EXPERIENCE

- Spring 2025 **Introduction to Bargaining & Negotiation** (BSc) 3 ECTS,
HEC Lausanne, UNIL
Lecturer
- Since 2019 **Bargaining & Negotiation** (MSc) 6 ECTS and
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.

AWARDS AND FUNDING

- 2024 **SNSF Postdoc.Mobility fellowship** (CHF 129'200.-, 24 months)
Project: *Preservation of the Commons in Changing Groups*

- 2024 **Prix de Faculté**
For the excellent quality of the doctoral thesis
- 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

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

UNDER REVIEW

Faessler, L., & Efferson, C. (currently R&R at *The Leadership Quarterly*). Using successful leaders as examples of how to behave and how not to behave. Unpublished work, Working paper available https://papers.ssrn.com/sol3/papers.cfm?abstract_id=5107105

CURRENT RESEARCH

Faessler, L. (in progress). Turnover Effects on Exploration and Exploitation: An NK Landscape Experiment. Unpublished work, Working paper available at
https://serval.unil.ch/resource/serval:BIB_BE903A0506A2.P001/REF#page=104.00

Faessler, L., Lalive, R., Efferson, C. (in progress). Cultural Differences in Health and Fertility Behaviors at the Swiss Language Border. Pre-registration available at
<https://osf.io/rzmuk/registrations>

Faessler, L., Von Flüe, L., Zehnder, C., Efferson, C. (in progress). Modeling Social Norms Change Interventions in Organizations. Unpublished research proposal.

Faessler, L. (in progress). Managing the Commons in Changing Groups. Unpublished research proposal, funded by SNSF.

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

ACADEMIC SERVICE

Reviewer	Proceedings of the Royal Society B: Biological Sciences, Evolutionary Human Sciences
Committee Member	
2019 - 2023	President the Ph.D. students' association of HEC Lausanne
2017 - 2023	Member of the HEC Lausanne Faculty Council
2017 - 2019	Member of several Recruitment Commissions and the UNIL Council

NON-ACADEMIC EMPLOYMENT

2022 - 2025	Managing partner, Faessler Architecte Sàrl, Lausanne, Switzerland <i>After my father's unexpected passing, my sister and I took over management of the family architectural firm under challenging circumstances.</i>
2014 - 2017	Administrative Assistant, Docteur Gab's Brewery, Savigny, Switzerland
2008 - 2018	Aide-gardienne, Cabane de Susanfe, Wallis, Switzerland
Summer 2012	Diversity & Inclusion Intern, ACCOR Headquarters, Paris, France
2009 - 2010	Hospitality Intern, Grand Hôtel du Lac, Swiss Deluxe Hotels, Vevey, Switzerland

OTHER SKILLS

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