

# Curriculum Vitae

## Personal information

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Name: **Matthieu Légeret**

Date & Place of birth: 10.12.1991, Lausanne, Switzerland

Nationality: Swiss

Professional address: Quartier de Chamberonne, Internef, CH-1015 Lausanne

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ORCID : 0000-0002-6159-2703

[Google Scholar](#)

## Research experience

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### **SNSF senior researcher**

September 2025 – Ongoing

University of Lausanne (HEC)

Projects:

Transmission of misconduct – design, data collection, and analysis.

Experimental investigation of immoral organizational cultures – design, data collection, and analysis

Mentor: Prof. Christian Zehnder

### **SNSF Postdoc.Mobility fellow**

September 2024 – August 2025

University of Zurich (Department of Economics)

Projects:

Experimental investigation of legitimacy judgments – revisions in progress.

Experimental work on hypothetical bias – writing and submission.

Experimental interventions to prevent the spread of misinformation – further data collection.

Experimental work on virtual reality and moral dilemmas – writing and submission.

Distrust in charitable giving – design, data collection, and analysis.

Transmission of misconduct – design, data collection, and analysis.

Temporal dynamics of moral behavior – design, data collection, and analysis.

Interactions between moral judgments and behaviors – design, data collection, and analysis.

Host: Prof. Björn Bartling

### **SNSF Postdoc.Mobility fellow**

September 2022 – August 2024

University of Amsterdam (Faculty of Economics and Business)

Projects:

Theoretical paper on leadership selection – article submission and revisions.

Experimental investigation of legitimacy judgments – article writing and submission.

Hypothetical bias in moral decision-making – design, data collection, analysis, and article writing.

Interventions to prevent the spread of misinformation – data collection and analysis.

Virtual reality and moral dilemmas – design, data collection, and analysis.

Distrust in charitable giving – design, data collection, and analysis.

Host: Prof. Jan B. Engelmann

**Postdoctoral researcher**

February 2021 – August 2022

University of Lausanne (HEC)

Projects:

Theoretical paper on leadership selection – article writing.

Experimental investigation of legitimacy judgments – data collection.

Mentor: Prof. Christian Zehnder

**Graduate assistant**

October 2015 – January 2021

University of Lausanne (HEC)

Projects:

Theoretical paper on leadership selection – article writing.

Inconsistencies in donation decisions – design, data collection, analysis, article writing and submission.

Experimental investigation of legitimacy judgments – design.

Supervisors: Prof. Christian Zehnder; Prof. Ulrich Hoffrage

Internal expert: Prof. Patrick Haack

External expert: Dr. Ralph Hertwig (Director of the Center for Adaptive Rationality)

**Teaching and research assistant**

September 2013 – September 2015

University of Lausanne (HEC)

Responsibilities: co-teaching of the Seminar: Judgment and decision making (3<sup>rd</sup> year BSc course); being an assistant for the course Judgment and Decision Making (3<sup>rd</sup> year BSc course); assisting with research tasks and data collection.

Supervisor: Prof. Ulrich Hoffrage

**Education**

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**HEC, University of Lausanne**

September 2015 – January 2021

Ph.D. in Economics, subject area “Management”

Thesis: Three Essays in Decision Making

Committee:

Prof. Christian Zehnder (supervisor), HEC Lausanne

Prof. Ulrich Hoffrage (supervisor), HEC Lausanne

Prof. Patrick Haack (internal expert), HEC Lausanne

Dr. Ralph Hertwig (external expert), Max Planck Institute, Berlin

**HEC, University of Lausanne**

September 2013 – August 2015

M.Sc. in Management, subject area “Organizational Behavior”

**HEC, University of Lausanne**

September 2010 – August 2013

B.Sc. in Management

**Publications**

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- Gruban, M., **Légeret, M.**, & Haack, P. (2026). From Judgment to Action: Toward a Behavioral Perspective on Legitimacy. *Journal of Management*, 01492063261416429. <https://journals.sagepub.com/doi/abs/10.1177/01492063261416429>
- **Légeret, M.**, Renier, L. A., Kleinlogel, E. P., & Schmid Mast, M. (2025). Realism in Moral Decisions: How Virtual Reality Activates Personality in Moral Dilemmas. In *Academy of*

*Management Proceedings* (Vol. 2025).

<https://journals.aom.org/doi/abs/10.5465/AMPROC.2025.20854poster>

- Légeret, M., Zehnder, C., & Tur, B. (2025). How good can bad leaders be? The opportunity costs of leader selection. *The Leadership Quarterly*, 36(2), 101856. <https://doi.org/10.1016/j.leaqua.2024.101856>
- Légeret, M., & Gruban, M. (2024). Are We as Moral as We Intend? Financial Temptation, Social Norms, and the Hypothetical Bias. In *Academy of Management Proceedings* (Vol. 2024, No. 1, p. 18981). Valhalla, NY 10595: Academy of Management. <https://doi.org/10.5465/AMPROC.2024.18981abstract>
- Légeret, M., & Zehnder, C. (2022). Self-regulation after temptation?. *Economics Letters*, 214, 110436. <https://doi.org/10.1016/j.econlet.2022.110436>
- Gruban, M., Légeret, M., & Haack, P. (2022). The Behavioral Implications of Legitimacy: An Experimental Approach. In *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 16091). Briarcliff Manor, NY 10510: Academy of Management. <https://doi.org/10.5465/AMBPP.2022.16091abstract>
- Légeret, M., & Hoffrage, U. (2021). From washing hands to washing consciences and polishing reputations. *Behavioral and Brain Sciences*, 44 (Commentary). <https://doi.org/10.1017/s0140525x20000527>

## Working papers

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- Légeret, M. & Gruban, M. (2025). Are we as Moral as we Intend? Moral Framing, Norm Consensus, and the Hypothetical Bias. Currently under review at the *Journal of Business Ethics*.
- Légeret, M., Renier, L., & Kleinlogel, E. (2025). Does Realism Affect Behaviors in Moral Dilemmas?
- Armaos, K. & Légeret, M. (2025). Distrust in charities: Motivated beliefs in charitable giving.

## Work in progress

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- Temporal dynamics of moral decisions. Experimental investigation of how time and decision structure affect moral decisions.
- Does the Talk Prevent the Walk? Experimental investigation of the effects of expressing judgments on subsequent behaviors. Joint work with Moritz Gruban.
- Transmission of misconduct over generations of employees. Experimental investigation of the mechanisms behind the spread of organizational misconduct. Joint work with Sirio Lonati.
- Culture versus institutions in the root of moral judgments. Investigation of the moral norms across generations of migrants. Joint work with Sirio Lonati.
- Prebunking as a tool to prevent the spread of conspiracy theories. Experimental evidence on the lack of effectiveness of prebunking. Joint work with Jan Engelmann and Jan Hausfeld.

## Prizes, awards, fellowships

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### *Fellowships*

- SNSF Return CH Postdoc.Mobility fellowship (*The Temporal Dynamics of Morals in Organizational Contexts*). **Value 122,120 CHF**
- SNSF Postdoc.Mobility fellowship (*An Experimental Investigation of Behavioural and Psychological Moral Self-regulation Mechanisms*). **Value 99,500 CHF**

### Research Grants

- University of Amsterdam “A Sustainable Future” (ASF) Research Grant (co-PI with Prof. Jan B. Engelmann: *Intentional and Unintentional Moral Inconsistencies*). **Value 9,720 Euros**
- HEC Lausanne Research Grant 2021-2022 (co-PI with Moritz Gruban: *Hypothetical and Consequential Moral Decisions*). **Value 6,458 CHF**
- HEC Lausanne Research Grant 2020-2021 (PI: *Bounded Ethicality and Moral Deviations*). **Value 6,975 CHF**
- HEC Lausanne Research Grant 2020-2021 (Co-PI with Moritz Gruban: *Silenced Negative Propriety Judgments: Insights from the Lab*). **Value 7,000 CHF**
- HEC Lausanne Research Grant 2019-2020 (Co-PI with Moritz Gruban: *The Formation of Moral Legitimacy Judgments: Evidence from the Lab*). **Value 6,000 CHF**
- HEC Lausanne Research Grant 2017-2018 (PI: *Experimental Evidence on Bounded Ethicality*). **Value 5,000 CHF**

### Teaching and supervision activities

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- **External lecturer**, NEOMA Business School, Reims
  - *Research Methodology* (Master’s level, Fall 2024)
  - 36 students
  - Teaching evaluations: 3.65/4
- **External lecturer**, NEOMA Business School, Reims
  - *Applied Research Methods for Intercultural Management* (Bachelor’s level, Fall 2024)
  - 41 students
  - Teaching evaluations: 3.77/4
- **External lecturer**, NEOMA Business School, Reims
  - *Applied Research Methods for Intercultural Management* (Bachelor’s level, Fall 2023)
  - 36 students
  - Teaching evaluations: 3.6/4
- **External lecturer**, NEOMA Business School, Reims
  - *Introduction to Research Methods in Management* (Bachelor’s level, Spring 2023)
  - 36 students
  - Teaching evaluations: 3.5/4
- **External lecturer**, NEOMA Business School, Reims
  - *Introduction to Research Methods in Management* (Bachelor’s level, Spring 2023)
  - 36 students
  - Teaching evaluations: 3.32/4
- **Lecturer**, University of Lausanne
  - *Unethical Decision Making – Basics* (Master’s level, Fall 2023)
  - Teaching evaluations: 9.1/10
- **External lecturer**, NEOMA Business School, Reims
  - *Applied Research Methods for Intercultural Management* (Bachelor’s level, Fall 2022)
  - 22 students
  - Teaching evaluations: 3.82/4
- **Lecturer**, University of Lausanne
  - *Human Resource Management: Theory and Practice* (Bachelor’s level, Fall 2019)
  - Teaching evaluations: 9.3/10

- **Teaching Assistant**, University of Lausanne
  - *Managerial Decision Making* (Master's level, Fall 2015-2020)
  - *Unethical Decision Making – Basics and Advanced* (Master's level, Fall 2015-2020)
  - *Seminar: Judgment and Decision Making* (Bachelor's level, Spring 2013-2020)
  - *Course: Judgment and Decision Making* (Bachelor's level, Spring 2013-2020)
- I have served as both advisor and examiner for over 15 Master's theses in the past six years, supporting students in designing experiments, collecting and analyzing data, and writing their final research reports.

## Individual scientific reviewing activities

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- 2022-present: Ad Hoc Reviewer, Business & Society
- 2020-present: Ad Hoc Reviewer, The Leadership Quarterly
- 2018-present: Conference Reviewer, Academy of Management
- 2018-present: Conference Reviewer, European Academy of Management

## Selected contributions to international conferences

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- *Realism in Moral Decisions: How Virtual Reality Activates Personality in Moral Dilemmas*, 84<sup>th</sup> Academy of Management (AOM) Annual Meeting, Copenhagen, 25 – 29 of July 2025.
- *Are We as Moral as We Intend? Financial Temptation, Social Norms, and the Hypothetical Bias*, 83<sup>rd</sup> Academy of Management (AOM) Annual Meeting, Chicago, 9 – 13 of August 2024.
- *The Behavioral Implications of Legitimacy: An Experimental Approach*, 82<sup>nd</sup> Academy of Management (AOM) Annual Meeting, Seattle, 5 – 9 August 2022.
- *How good can bad leaders be? The opportunity costs of leader selection*, 81<sup>st</sup> Academy of Management (AOM) Annual Meeting, virtual, 30 July – 3 August 2021.
- *Legitimacy judgments and their (missing) behavioral consequences: Insights from the lab*, 37<sup>th</sup> European Group for Organizational Studies (EGOS) Colloquium, virtual, 8 – 10 July 2021.
- *The formation of moral legitimacy judgments: Evidence from the lab*, 36<sup>th</sup> European Group for Organizational Studies (EGOS) Colloquium, virtual, 2 – 4 July 2020.
- *Organizational Scripts and Change Responses: A Multi-level Explanation of Change Dynamics*, 7<sup>th</sup> Annual University of Edinburgh Business School Paper Development Workshop, sponsored by Academy of Management Journal, Edinburgh, UK, 4 – 6 July 2019.
- *Individual Responses to Organizational Changes*, Professional Development Workshop on “Experiments in Institutional Theory and Strategy Research” at the 79<sup>th</sup> Academy of Management (AOM) Annual Meeting, Boston, USA, 9 – 13 August 2019.
- *Legitimacy as a multi-level construct: Evidence from the lab*, 35<sup>th</sup> European Group for Organizational Studies (EGOS) Colloquium, Edinburgh, UK, 4 – 6 July 2019
- *How Good Can Bad Leaders Be? A Theoretical Perspective on Leader Emergence*, 19<sup>th</sup> European Academy of Management (EURAM) Annual Conference, Lisbon, Portugal, 26 – 28 June 2019.

## Active memberships in scientific societies

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- 2018–present: Academy of Management (AOM)
- 2018–present: European Group for Organizational Studies (EGOS)
- 2018-present: European Academy of Management (EURAM)

## University service & activities

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2018-2021: Member (Intermediate body) of the Faculty Council.

2018-2021: PhD Representative of the Scientific Committee.

2017-2021: Organizer and Coordinator of the Research Seminars, Organizational Behavior department

## Research skills

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- *Digital*: Python, oTree, Heroku, MTurk, Prolific, z-Tree, R, STATA, Microsoft Office, EndNote, Moodle, Qualtrics.
- *Languages*: French (native), English (fluent), German (intermediate)