

# Dr. Max Reinwald

Assistant Professor Ludwig-Maximilians-University Munich

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## Academic Positions

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### Assistant Professor/Akademischer Rat

Institute for Leadership and Organization

LMU Munich School of Management

09/2020–present

*Ludwig-Maximilians-University Munich, Germany*

### Visiting Researcher

Centre for Workplace Excellence

UniSA Business

06/2022

*University of South Australia, Australia*

### Postdoctoral Researcher

Chair of Organizational Behavior &

Cluster of Excellence “The Politics of Inequality”

03/2020–09/2020

*University of Konstanz, Germany*

## Education

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**PhD Graduate School of Decision Sciences**, *summa cum laude*

10/2015–03/2020

*University of Konstanz, Germany*

- Topic: Putting Workplace Demography in Context - A Cross-Level Perspective
- Committee: Prof. Florian Kunze, Prof. Sabine Boerner, Prof. Stephan Boehm

**Master of Arts in Politics and Management**, *with distinction*

10/2013–10/2015

*University of Konstanz, Germany*

**Bachelor of Arts in Political and Administrative Science**, *with distinction*

10/2009–04/2013

*University of Konstanz, Germany*

### Study Abroad

9/2011–2/2012

*University of Nottingham, Great Britain*

## Publications

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### Peer-Reviewed Publications

Note: \* authors contributed equally; † Ph.D. student or undergraduate student

- Kanitz, R., Gonzalez, K., Berger, S., Reinwald, M., Huettermann, H., & Franczak, J. (in press). Am I the Only One? Consequences of Change Championing (A)symmetry on Group- and Individual-Level Change Outcomes. *Journal of Organizational Behavior*.  
(Impact Factor 2021: 10.079, VHB Ranking Jourqual3: A)
- Moser, S.<sup>†</sup>, Reinwald, M., & Kunze, F. (2023). Does my Leader Care about my Subgroup? A Multilevel Model of Team Faultlines, LMX Quality, and Employee Absenteeism. *European Journal of Work and Organizational Psychology*, 32 (2), 234-244.  
(Impact Factor 2021: 4.867, VHB Ranking Jourqual3: B)
- Reinwald, M., Zaia, J. & Kunze, F. (2023). Shine Bright Like a Diamond: When Signaling Creates Glass Cliffs for Female Executives. *Journal of Management*, 49 (3), 1005-1036.  
(Impact Factor 2021: 13.508, VHB Ranking Jourqual3: A)
- **Media coverage in Harvard Business Review, Business Insider, Deutschlandfunk, Deutschland Funk Nova, Berliner Zeitung**
  - **Summarized in: LSE Business Review**
- Reinwald, M., Kanitz, R., Backmann, J., Bamberger, P., & Hoegl, M. (2022). Political Dissimilarity Effects At Work During U.S. Elections: A Dynamic Perspective. *Academy of Management Best Paper Proceedings*.  
(Impact Factor 2020: n.a., VHB Ranking Jourqual3: n.a.)
- Reinwald, M.\*, Zimmermann, S.\*<sup>†</sup>, & Kunze, F.\* (2021). Working in the Eye of the Pandemic: Local COVID-19 Infections and Daily Employee Engagement. *Frontiers in Psychology*.  
(Impact Factor 2021: 4.232, VHB Ranking Jourqual3: n.a.)
- Reinwald, M. & Kunze, F. (2020). Being Different, Being Absent? A Dynamic Perspective on Demographic Dissimilarity and Absenteeism in Blue-Collar Teams. *Academy of Management Journal*, 63 (3), 1-25.  
(Impact Factor 2021: 10.979, VHB Ranking Jourqual3: A+)
- **Media coverage in MarketWatch, Morningstar, Business Standard, The New Indian Express, The Economic Times, Suedkurier, Frankfurter Rundschau, Handelsblatt, SZ.de, BZ, Tagesspiegel, Stuttgarter Zeitung**
  - **Summarized in: AOM Insights ("When Diversity Increases Absenteeism")**
- Gloor, J. L., Gazdag, B., & Reinwald, M. (2020). Overlooked or Undercooked? Critical Review and Recommendations for Experimental Methods in Diversity Research. In S. Just, A. Risberg, & F. Villeseche (Eds.) *Routledge Companion to Organizational Diversity Research Methods*. (pp. 237 – 252) Routledge.  
(Impact Factor 2020: n.a., VHB Ranking Jourqual3: n.a.)
- Reinwald, M., Huettermann, H., & Bruch, H. (2019). Beyond the Mean: Understanding Firm-Level Consequences of Variability in Diversity Climate Perceptions. *Journal of Organizational Behavior*, 40 (4), 472-491.

(Impact Factor 2021: 10.079, VHB Ranking Jourqual3: A)

- **This paper has received the Best Student Paper Award by the Gender & Diversity in Organizations Division at the 2018 Annual Meeting of the Academy of Management.**

Reinwald, M., Huettermann, H., & Bruch, H. (2018). More Than the Average: Examining Variability in Employee Perceptions of Diversity Climate. *Academy of Management Best Paper Proceedings*, 2018(1), 10789.

(Impact Factor 2018: n.a., VHB Ranking Jourqual3: n.a.)

Boerner, S., Huettermann, H., & Reinwald, M. (2017). Effektive Fuehrung heterogener Teams: Wie kann das Erfolgspotential von Diversity genutzt werden? [Effective Leadership for Diverse Teams: How to Realize the Performance Potentials of Diversity?]. *Gruppe. Interaktion. Organisation. Zeitschrift fuer Angewandte Organisationspsychologie (GIO)*, 48(1), 41–51.

(Impact Factor 2018: n.a., VHB Ranking Jourqual3: n.a.)

Reinwald, M., Huettermann, H., Kroell, J., & Boerner, S. (2015). Gender Diversity in Fuehrungsteams und Unternehmensperformanz: Eine Meta-Analyse [Gender Diversity in Leadership Teams and Organizational Performance: A Meta-Analysis]. *Schmalenbachs Zeitschrift fuer betriebswirtschaftliche Forschung*, 67(3), 262 – 296.

(Impact Factor 2020: n.a., VHB Ranking Jourqual3: B)

- **Media coverage in ZEIT and ZEIT Wissen**

### **Practice-Oriented Publications**

Reinwald, M., Zaia, J. & Kunze, F. (August 2022). Glass cliffs: Firms appoint female executives in times of crisis as a signal of change to investors. *LSE Business Review*.

Kunze, F., & Reinwald, M. (2019). Diversity im Team ist kein Selbstlaeuer [Positive Effects of Team Diversity are Not a Given]. *Personalwirtschaft*.

Kunze, F., & Reinwald, M. (2017). Age-Diversity-Management in Teams und Organisationen [Age-Diversity Management in Teams and Organizations]. In W. Jochmann, I. Boeckenholt, & S. Diestel (Eds.), *HR-Exzellenz. Innovative Ansaetze in Leadership und Transformation* (pp. 237 – 252). Wiesbaden: Springer Fachmedien.

Boerner, S., Huettermann, H., Reinwald, M. (2017). Diversity - A Double Edged Sword. *Stars Insights - For Leaders of the Next Generation*.

### **Work under revision and review**

Note: \* authors contributed equally; † Ph.D. student or undergraduate student

Kanitz, R.\*, Reinwald, M.\*, Gonzalez, K., Burmeister, A., Song, Y., & Hoegl, M. Title blinded for anonymity reasons. (Stage: 1st round R&R at *Journal of Applied Psychology*).

Gerdiken, E.†, Reinwald, M., & Kunze, F. Title blinded for anonymity reasons. (1st round R&R at

*Information & Management*).

- **This paper won the Best Paper Award in the category “Contribution with a strong scientific orientation under the involvement of a junior scholar” at the VHB WK Personal Meeting 2022**

Reinwald, M., Kanitz, R., Bamberger, P., Backmann, J., & Hoegl, M., Title blinded for anonymity reasons. (Stage: Under review at *Academy of Management Journal*).

- **Selected for the 2022 Academy of Management conference best paper proceedings (among the top 10 % best accepted papers)**

Korman, B., Kunze, F., Reinwald, M., & Koos, S. Title blinded for anonymity reasons. (Stage: Under review at *Academy of Management Journal*).

- **Selected for the 2023 Academy of Management conference best paper proceedings (among the top 10 % best accepted papers)**
- **Finalist for the 2023 Best Paper with International Implications Award from the Organizational Behavior division of the Academy of Management**

Kieliszek, A.<sup>†</sup>, Kanitz, R.<sup>\*</sup>, Reinwald, M.<sup>\*</sup> & Hoegl, M. Title blinded for anonymity reasons. (Stage: Under review at *Academy of Management Journal*).

Huettermann, H., Berger, S.<sup>\*</sup>, Reinwald, M.<sup>\*</sup>, & Bruch, H. Title blinded for anonymity reasons (Stage: Under review at *Human Resource Management*; rejected during second round at the *Academy of Management Journal*).

### **Selected Work in Progress**

Note: \* authors contributed equally; <sup>†</sup> Ph.D. student or undergraduate student

Korman, B., Kunze, F., Reinwald, M., & Dwertmann, D.J.G. From Far-Right to Far Away From the Workplace: A Multilevel Investigation of Far-Right Community Support and Immigrant Employees' Absenteeism. (Stage: Seeking friendly reviews; Target Journal: *Journal of International Business Studies*).

- **This paper won the 2022 Best Paper with International Implications Award from the Organizational Behavior division of the Academy of Management**

Reinwald, M., Huettermann, H., & Bruch, H. An Organizational Model of Age Differences in Working From Home. (Stage: Seeking friendly reviews; Target Journal: *Academy of Management Journal*).

Bertling, C. <sup>†</sup>, Reinwald, M., & Hoegl, M. The Art of Not Fitting In: Exploring Success Factors for Digital Innovation Units. (Stage: Writing; Target Journal: *Journal of Management Studies*).

- **Selected for the 2023 Academy of Management conference best paper proceedings (among the top 10 % best accepted papers)**

Burkert, S.<sup>\*</sup> & Reinwald, R.<sup>\*</sup>. Analyst Gender Bias. An Analysis of Earnings Calls (Stage: Data

analysis; Target Journal: *Strategic Management Journal*).

Huettermann, H., Reinwald, M., Berger, S., Kanitz, R., Bruch, H., & Hoegl, M., Too Much to Handle? A Multilevel Perspective on Employee Involvement in Broad Organizational Change. (Stage: Revising; Target: *Journal of Management*).

Reinwald, M., & Kunze, F. Anchoring Events During Hiring and the Socialization of Migrant Workers. (Stage: Data Analysis; Target Journal: *Academy of Management Journal*).

Briker, R., Reinwald, M., De Meulenaere, K. Age-specific Reactions to Pay Change. (Stage: Data Analysis; Target Journal: *Organization Science*).

Reinwald, M.\*, & Perera, S.\* Leveraging Line Manager Communication to Provide Technology Support to Older Workers. (Stage: Data collection; Target Journal: *Journal of Applied Psychology*).

Guillén, L., Reinwald, M., & Kunze, F. Title blinded for anonymity reasons (Stage: Revising for *Human Relations*)

*\*\*Reach out via email (reinwald@lmu.de) to learn about my work in progress or if you'd like to collaborate\*\**

## Peer-Reviewed Conference Presentations

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Note: \* authors contributed equally; † Ph.D. student or undergraduate student

Reinwald, M. & Ward, A.K. (August, 2023) *Political Ideology at Work: Implications of Political Dissimilarity to Managers and Peers*. Co-Organizer and contributor to presenter symposium at the 83th Annual Meeting of the Academy of Management, Boston, Massachusetts, USA.

Reinwald, M., Huettermann, H. & Bruch, H. (August, 2023) *An Organizational Model of Age Differences in Working from Home*. The 83th Annual Meeting of the Academy of Management, Boston, Massachusetts, USA.

Kanitz, R., Reinwald, M., Gonzalez, K., Burmeister, A., Song, Y., & Hoegl, M. (August, 2023) *Employee Responses to Diversity Initiatives: A Tripartite View and Latent Profile Analysis*. The 83th Annual Meeting of the Academy of Management, Boston, Massachusetts, USA.

Korman, B., Kunze, F., [Reinwald, M. not officially listed due to rule of 3], & Koos, S. (August, 2023) *How Political Context Affects Immigrants' Social Contact Dynamics and Mental Health at Work*. The 83th Annual Meeting of the Academy of Management, Boston, Massachusetts, USA.

– *Selected for the Annual Academy of Management conference best paper proceedings (among the top 10 % best accepted papers)*

Kieliszek, A., Kanitz, R., [Reinwald, M., Hoegl, M. not officially listed due to rule of 3] (August, 2023) *Mind the Way You Frame It! Interplay of Vision Framing and Diversity Practice on (Non)Target Support*. The 83th Annual Meeting of the Academy of Management, Boston, Massachusetts, USA.

Bertling, C., [Reinwald, M., Hoegl, M. not officially listed due to rule of 3] (August, 2023) *The Art of*

*Not Fitting In: Exploring Success Factors for Digital Innovation Units.* The 83th Annual Meeting of the Academy of Management, Boston, Massachusetts, USA.

- *Selected for the Annual Academy of Management conference best paper proceedings (among the top 10 % best accepted papers)*

Reinwald, M., Kanitz, R., Backmann, J., Bamberger, P. & Hoegl, M. (August, 2022) *Political Dissimilarity Effects at Work during U.S. Elections: A Dynamic Perspective.* The 82th Annual Meeting of the Academy of Management, Seattle, Washington, USA.

- *Selected for the Annual Academy of Management conference best paper proceedings (among the top 10 % best accepted papers)*

Korman, B., Kunze, F., Reinwald, M., & Dwertmann, D. (August, 2022) *The Effect of Community Support for Far-Right Political Parties on Immigrant Employee's Absenteeism.* The 82th Annual Meeting of the Academy of Management, Seattle, Washington, USA.

- *This paper won the Best Paper with International Implications Award from the Organizational Behavior division of the Academy of Management*

Huettermann, H., Reinwald, M., Berger, S., Kanitz, R., & Hoegl, M. (August, 2022) *A Multilevel Model of Organizational Change Breadth and Employee Change Involvement.* The 82th Annual Meeting of the Academy of Management, Seattle, Washington, USA.

Reinwald, M.\*, Zimmermann, S.\*† & Kunze, F\*. (August, 2021). *Working in the Eye of the Pandemic: Local COVID-19 Infections and Daily Employee Engagement.* The 81th Annual Meeting of the Academy of Management, Virtual Conference.

Gerdiken, E. †, Reinwald, M. & Kunze, F. (August, 2021). *Outcomes of Technostress at Work: A Meta-Analysis.* The 81th Annual Meeting of the Academy of Management, Virtual Conference.

Moser, S. †, Reinwald, M. & Kunze, F. (August, 2021). *Does my Leader Care about my Subgroup? Team Faultlines and Subgroup-based LMX Differentiation.* The 81th Annual Meeting of the Academy of Management, Virtual Conference.

Reinwald, M., Zaia, J. & Kunze, F. (August, 2020). *When Others Are Watching: Visibility and Appointment of Women to Precarious Leadership Positions.* The 80th Annual Meeting of the Academy of Management, Vancouver, Canada.

Huettermann, H., Berger, S., Reinwald, M., & Bruch, H. (August, 2020). *Broadening our Sight on the Decentralization-Organizational Performance Link: A Multi-Level Study.* The 80th Annual Meeting of the Academy of Management, Vancouver, Canada.

Reinwald, M., & Kunze, F. (2019, August). *Temporal Dynamics of Relational Demography: Exploring Effects and Interventions.* In: Jia Li, Advancing Team Research along the Temporal-Dynamic Avenue. Symposium at the 79th Annual Meeting of the Academy of Management, Boston, Massachusetts, USA.

- Reinwald, M., & Kunze, F. (May, 2019). *Dynamic Effects of Demographic Dissimilarity: An Anchoring Events Perspective*. The 19th congress of the European Association of Work and Organizational Psychology, Turin, Italy.
- Reinwald, M., & Kunze, F. (February, 2019). *A Dynamic Perspective on Demographic Dissimilarity and Absenteeism*. WK ORG Workshop 2019, Muenster, Germany.
- Reinwald, M., Huettermann, H., & Bruch, H. (August, 2018). *More than the Average: Examining Variability in Employee Perceptions of Diversity Climate*. The 78th Annual Meeting of the Academy of Management, Chicago, Illinois, USA.
- Reinwald, M., & Kunze, F. (August, 2018). *Being Different, Being Absent? A Dynamic Perspective on Demographic Dissimilarity and Absenteeism*. The 78th Annual Meeting of the Academy of Management, Chicago, Illinois, USA.
- Reinwald, M., Kunze, F., Huettermann, H., Bruch, H. (2016, August). *Do we all agree? Considering dispersion in diversity climate as a boundary condition to the effect of diversity climate on organizational performance*. In: A.K. Ward, diversity climate is good...so how do we get there? Showcase symposium at the 76th Annual Meeting of the Academy of Management, Anaheim, California, USA.
- Reinwald, M., Huettermann, H., Kroell, J., Boerner, S. (2015, May). *Gender Diversity in Leadership Teams and Organizational Performance: A Meta-Analysis*. The 17th congress of the European Association of Work and Organizational Psychology, Oslo, Norway.

## Teaching

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### Ludwig-Maximilians-University Munich

#### Ph.D. Supervision:

- Luca Haaks 10/2022–present  
(Topic: Contagion effects in multi-teaming, Promoter: Professor Martin Hoegl)
- Anastasia Kieliszek 01/2021–present  
(Topic: Reactions to diversity initiatives, Promoter: Professor Martin Hoegl)
- Corinna Bertling 03/2023  
(Topic: Digital innovations in organizations, Promoter: Professor Martin Hoegl)

Supervision of Bachelor and Master Theses 09/2020–present  
(Topics: Diversity, Change Management, Future of Work,  
Entrepreneurial Teams, Decentralized Organizations)

Selected Topics in Organizational Behavior, Master Seminar 04/2023–  
*Student satisfaction: Evaluation pending*

Project Seminar Leadership & Organization, Master Seminar	04/2023–
<i>Student satisfaction: Evaluation pending</i>	
People and Organizations, Bachelor Lecture	04/2023–
<i>Student satisfaction: Evaluation pending</i>	
Leadership and Teamwork in the Digital Era, Bachelor Seminar	10/2022–02/2023
<i>Student satisfaction: 4.3 (scale from 1-5 with 5 being the best rating)</i>	
Strategic Change, Master Tutorial	10/2022–02/2023
<i>Student satisfaction: 4.6 (scale from 1-5 with 5 being the best rating)</i>	
Project Seminar Leadership & Organization, Master Seminar	04/2022–08/2022
<i>Student satisfaction: 4.8 (scale from 1-5 with 5 being the best rating)</i>	
Collaborating Across Boundaries, Bachelor Seminar	04/2022–08/2022
<i>Student satisfaction: 3.8 (scale from 1-5 with 5 being the best rating)</i>	
Key Topics in Leadership, Bachelor Lecture (online)	10/2021–02/2022
<i>Student satisfaction: 4.3 (scale from 1-5 with 5 being the best rating)</i>	
Project Seminar Leadership & Organization, Master Seminar (online)	10/2021–02/2022
<i>Evaluation N/A due to small course size</i>	
Project Seminar Leadership & Organization, Master Seminar (online)	04/2021–08/2021
<i>Student satisfaction: 4.4 (scale from 1-5 with 5 being the best rating)</i>	
New Forms of Collaboration, Bachelor Seminar (online)	04/2021–08/2021
<i>Student satisfaction: 4.0 (scale from 1-5 with 5 being the best rating)</i>	
Innovation Teams in an Era of New Work, Bachelor Seminar (online)	11/2020–02/2021
<i>Student satisfaction: 4.4 (scale from 1-5 with 5 being the best rating)</i>	
Organization Theory, Bachelor Tutorial (online)	11/2020–02/2021
<i>Evaluation N/A for the specific tutorial segment</i>	

### **University of South Australia**

Scientific writing when English is not your first language, PhD Workshop	06/2022
<i>Evaluation N/A</i>	

### **University of Konstanz**

Supervision of Bachelor and Master Theses	10/2015–08/2020
<i>Including the winner of the Roland Berger Price for the Best Bachelor Thesis on Diversity and Company Performance 2021</i>	
Human Resource Management and Organization, Bachelor Tutorial	10/2018–02/2019
<i>Student satisfaction: 1.09 (scale from 1-5 with 1 being the best rating)</i>	
Teams at Work: Opportunities and Challenges of Teamwork, Bachelor Seminar	04/2018–08/2018
<i>Student satisfaction: 1.33 (scale from 1-5 with 1 being the best rating)</i>	
Human Resource Management and Organization, Bachelor Tutorial	10/2017–02/2018
<i>Student satisfaction: 1.00 &amp; 1.22 (scale from 1-5 with 1 being the best rating)</i>	



*Student satisfaction: 1.28 & 1.35 (scale from 1-5 with 1 being the best rating)*

## Invited Research Presentations

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TUM School of Management, Technical University of Munich

School of Management, University of St. Gallen

Rotterdam School of Management (RSM), Erasmus University Rotterdam

Faculty of Management, Economics, and Social Sciences, University of Cologne

Department of Business Administration, University of Zurich

## Awards, Grants and Fellowships

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**Excellent: Mentoring Program for Outstanding Junior Scholars** 2023

Mentoring and financial support for outstanding junior scholars (€2,000)

(Mentor: Prof. David Dwertmann, Rutgers University)

*LMU Munich School of Management*

**Add-on Fellowships for Interdisciplinary Economics and** 2022-2024

**Interdisciplinary Business Administration**

The fellowship supports junior faculty who work on interdisciplinary economic questions (€12,500)

*Joachim Herz Foundation*

**WK Personal Best Paper Award** 2022

Contribution with a strong scientific orientation under the involvement of a junior scholar

*VHB WK Personal Meeting ("Herbstworkshop")*

**DAAD Travel Grant** 2022

Academy of Management Annual Conference in Seattle (€2,195)

*German Academic Exchange Service*

**Best Paper with International Implications Award** 2022

*Organizational Behavior Division at the Academy of Management Annual Conference*

**Excellent: Mentoring Program for Outstanding Junior Scholars** 2022

Mentoring and financial support for outstanding junior scholars (€2,800)

(Mentor: Prof. Felix C. Brodbeck, LMU Munich)

*LMU Munich School of Management*

**DAAD Travel Grant** 2022/2023

Joint research with the University of South Australia on employee

responses to age-friendly practices (€13,429)

*German Academic Exchange Service*

**Schmalenbach-Preis 2020**

09/2020

Given to the best dissertation in business administration (€10,000)

*Schmalenbach-Gesellschaft fuer Betriebswirtschaft e.V.*

*which is the oldest association concerned with business administration in Germany*

**Outstanding Reviewer Award Annual Meeting of the Academy of Management** 08/2020

*Gender & Diversity in Organizations Division, Academy of Management*

**Funding to Host Workshop on Diversity & Inclusion in the Workplace**

01/2020

Application together with Florian Kunze (€7,255) - postponed due to COVID

*Excellence Cluster "Politics of Inequality", Konstanz, Germany*

**Shortlisted for the VHB Best Paper Award 2020**

01/2020

Award Given to Best Scientific Paper in Management & Business Administration in Germany

*VHB - Verband der Hochschullehrer für Betriebswirtschaft e.V., Germany*

**Doctoral Fellowship at Zukunftscolleg (Institute for Advanced Study)**

01/2019–10/2019

*University of Konstanz, Germany*

**Doctoral Fellowship at Graduate School of Decision Sciences**

10/2015–12/2018

*University of Konstanz, Germany*

**Winning Team of Start-up Idea Competition "Kilometer 1"**

09/2018

(Prize: 10-Day trip to the Silicon Valley)

*Funded by Federal State of Baden-Wuerttemberg*

**Best Student Paper Award Annual Meeting of the Academy of Management**

08/2018

*Gender & Diversity in Organizations Division, Academy of Management*

**Outstanding Reviewer Award Annual Meeting of the Academy of Management** 08/2018

*Gender & Diversity in Organizations Division, Academy of Management*

**Erasmus Fellowship for Semester at the University of Nottingham**

09/2011–02/2012

*Funded by the European Union*

## Media Coverage

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## **Harvard Business Review: Research Roundup:**

How Women Experience the Workplace Today	29/03/2022
<b>Business Insider:</b> Die 'glaeserne Klippe': Warum Frauen oft erst in der Krise ins Top-Management kommen – und dann ein hohes Risiko haben, zu scheitern	29/03/2022
<b>Deutschlandfunk Nova:</b> Diskriminierung: Wenn Frauen insolvente Firmen retten dürfen	21/03/2022
<b>Deutschlandfunk:</b> Was steckt dahinter, wenn Frauen in Unternehmenskrisen randürfen	21/03/2022
<b>Berliner Zeitung:</b> Kriselnde Unternehmen heben oft Frauen in Führungspositionen	21/03/2022
<b>Rheinische Post:</b> Vielfalt – ein zweiseitiges Schwert	30/12/2021
<b>Stuttgarter Zeitung:</b> Das Ankommen im neuen Team ist entscheidend	25/05/2019
<b>Der Tagesspiegel:</b> Ein junger Kollege, viele ältere	18/05/2019
<b>Frankfurter Rundschau, Handelsblatt, SZ.de, BZ:</b> So klappt Teamintegration	17/05/2019
<b>Westfälische Nachrichten:</b> Kein Selbstläufer. So klappt Teamintegration	17/05/2019
<b>Suedkurier:</b> In der Diskriminierungsfalle	16/05/2019
<b>The Economic Times:</b> You will never believe why some employees always call in sick	13/05/2019
<b>The New Indian Express:</b> Why certain employees always call in sick	12/05/2019
<b>Business Standard:</b> Why certain employees always call in sick	12/05/2019
<b>MarketWatch, Morningstar:</b> What U.S. companies get wrong about diversity	13/05/2019
<b>ZEIT:</b> Der kleine Unterschied	27/09/2018
<b>ZEIT Wissen:</b> Arbeitsunterlage	2/2015

## **Additional Training**

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<b>Leadership, Management, and Knowledge Transfer Certificate</b>	05/2017–06/2018
<i>Academic Staff Development, University of Konstanz, Germany</i>	
– 70 Hours of Workshops on Guiding Group Discussion, Rhetoric, Project Management	
<b>GESIS Summer School in Survey Methodology</b>	08/2017
<i>GESIS Leibniz Institute for the Social Sciences, Germany</i>	
– Structural Equation Modeling for Longitudinal and Panel Data	
<b>Introduction to Structural Equation Modeling in Mplus</b>	06/2017
<i>Academic Staff Development, University of Konstanz, Germany</i>	
<b>Introduction to Systemic Coaching</b>	03/2017
<i>Centre for Transferable Skills, University of Konstanz, Germany</i>	
<b>POLNET Winter School in Social Network Analysis</b>	12/2014
<i>University of Konstanz, Germany</i>	
<b>GESIS Summer School in Survey Methodology</b>	08/2014
<i>GESIS Leibniz Institute for the Social Sciences, Germany</i>	

- Web Survey Instrument Design

## Services

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### **Consortium and Workshop Organization**

- Co-Organization of Diversity & Inclusion Workshop 2023 (together with A.K. Ward and Florian Kunze). The workshop brings together leading diversity scholars from Europe and the U.S. for a three day workshop to discuss areas of future work and facilitate collaboration.
- Co-organization of presenter symposium at Academy of Management Annual Meeting 2023 (together with A.K. Ward)

### **Academic Memberships**

- Academy of Management
- European Association of Work and Organizational Psychology
- Schmalenbach-Gesellschaft für Betriebswirtschaft e.V.
- The LMU Innovation & Entrepreneurship Center

### **Reviewing**

- Academy of Management Annual Meeting 2018, 2019, 2020, 2021, 2022, 2023
- Academy of Management Journal
- Economic Inquiry
- European Journal of Work and Organizational Psychology
- European Management Journal
- Journal of Managerial Psychology
- Journal of Organizational Behavior
- Organizational Psychology Review
- Personality and Social Psychology Bulletin
- Personnel Review
- Small Group Research
- Work, Aging and Retirement

### **Committee Membership**

- Committee Member “Most Innovative Student Paper Award”, OB Division, AOM 2023
- Committee Member “Best Student Paper Award, GDO Division”, AOM 2019, 2020
- Mentoring of Young Athletes of the Olympic Base Munich Pursuing a Business Degree
- GDO New Tenure Track Faculty Group

## Statistical Software

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- Stata
- R
- *Mplus*
- UCINET
- Visone