

Dr. Max Reinwald

Assistant Professor Ludwig-Maximilians-University Munich

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Academic Positions

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

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

M.A. Politics and Management, *with distinction*

10/2013–10/2015

University of Konstanz, Germany

B.A. 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

Peer-Reviewed Publications

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

- Kanitz, R.*, Reinwald, M.*, Gonzalez, K., Burmeister, A., Song, Y., & Hoegl, M. (in press). Supportive, Resistant, or Both? A Person-Centric View on Employee Responses to Diversity Initiatives. *Journal of Applied Psychology*.
(Impact Factor 2022: 9.9, FT50, VHB Ranking Jourqual3: A)
- Huettermann, H., Berger, S.*, Reinwald, M.*, & Bruch, H. (2024). Power to the People—And Then? A Multilevel Leadership Perspective on Organizational Decentralization. *Human Resource Management*, 63, 333-353.
(Impact Factor 2022: 6.6, FT50, VHB Ranking Jourqual3: B)
- Kanitz, R., Gonzalez, K., Berger, S., Reinwald, M., Huettermann, H., & Franczak, J. (2023). Am I the Only One? Consequences of Change Championing (A)symmetry on Group- and Individual-Level Change Outcomes. *Journal of Organizational Behavior*, 44, 1048-1065.
(Impact Factor 2021: 10.079, VHB Ranking Jourqual3: A)
- Moser, S.[†], 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, FT50, 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.*[†], & 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, FT50, 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. & Kunze, F. (2024). Die gläserne Klippe für Frauen in Führungspositionen – neuste Forschungserkenntnisse [The glass cliff for women in leadership positions - latest research findings]. *PERSONALquarterly*.

Kunze, F., Korman, B. A., Apostolidou, A., Diehl, C., Koos, S., Maué, E., Moser, S., Reinwald, M., Schuhmann, S. (2023). Wie gelingt die Integration junger Zugewanderter in den Arbeitsmarkt? Das Integration@Work-Projekt [How can young immigrants be successfully integrated into the labor market? The Integration@Work project]. *University of Konstanz Cluster of Excellence: Policy Paper N° 13*

Kieliszek, A., Kanitz, R., Reinwald, M. & Hoegl, M. (2023). Wie das Institut für Leadership und

Organisation die Freiwillige Feuerwehr München in Sachen Diversität unterstützt [How the Institute for Leadership and Organization supports the Munich Volunteer Fire Department in matters of diversity]. *LMU Munich School of Management Insights*.

Kanitz, R., Berger, S., Reinwald, M. & Huettermann, H. (2023). Wie das Zusammenspiel von Change Champions den Erfolg von Wandel beeinflusst [How the interaction of change champions influences the success of change]. *PERSONALquarterly*.

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 Selbstläufer [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 Ansätze 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

Korman, B., Reinwald, M., Kunze, F., & Koos, S. Title blinded for anonymity reasons. (Stage: 2nd round R&R at *Academy of Management Journal*).

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

Kieliszek, A.†, Kanitz, R.*, Reinwald, M.* & Hoegl, M. Title blinded for anonymity reasons. (Stage: 2nd round R&R at *Journal of Management*).

Guillén, L., Reinwald, M., & Kunze, F. Title blinded for anonymity reasons (Stage: 1st R&R at *Human Relations*)

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 *Organization Science*).

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

Selected Work in Progress

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

Reinwald, M., Huettermann, H., Burmeister, A., & Bruch, H. Age Differences in Remote Work. (Stage: Revising; Target Journal: *Journal of Applied Psychology*).

Korman, B., Kunze, F., Reinwald, M., & Dwertmann, D.J.G. Title blinded for anonymity reasons. (Stage: Revising *Personnel Psychology*).

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

Bertling, C. †, Reinwald, M., & Hoegl, M. 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.* & Reinwald, R.*. Immigrant Earning Trajectories (Stage: Data analysis; Target Journal: *Management Science*).

Kanitz, R., Huettermann, H., Berger, S., Reinwald, M., Bruch, H., & Hoegl, M., Configurations of Organizational Change. (Stage: Writing; Target: *Journal of Management*).

Reinwald, M., & Kunze, F. Anchoring Events During Hiring. (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.* Line Manager Communication to Provide Technology Support to Older Workers. (Stage: Data collection; Target Journal: *Journal of Applied Psychology*).

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

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

Ludwig-Maximilians-University Munich

Ph.D. Supervision:

- Sophie Moser 10/2022–present
(Topic: Gender at work, Role: Co-supervisor, Promoter: Professor Florian Kunze)
- Luca Haaks 10/2022–present
(Topic: Multi-teaming, Role: Daily advisor, Promoter: Professor Martin Hoegl)
- Anastasia Kieliszek 01/2021–present
(Topic: Reactions to diversity initiatives, Role: Daily advisor, Promoter: Professor Martin Hoegl)
- Corinna Bertling 03/2023
(Topic: Digital innovations in organizations, Role: Daily advisor, Promoter: Professor Martin Hoegl)

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

Key Topics in Leadership, Bachelor Lecture	10/2023–02/2024
<i>Student satisfaction: 8 (scale from 0-10 with 10 being the best rating)</i>	
Strategic Change, Master Tutorial	10/2023–02/2024
<i>Student satisfaction: 9 (scale from 0-10 with 10 being the best rating)</i>	
Selected Topics in Organizational Behavior, Master Seminar	04/2023–08/2023
<i>Student satisfaction: 8 (scale from 0-10 with 10 being the best rating)</i>	
Project Seminar Leadership & Organization, Master Seminar	04/2023–08/2023
<i>Student satisfaction: 9 (scale from 0-10 with 10 being the best rating)</i>	
People and Organizations, Bachelor Lecture	04/2023–08/2023
<i>Student satisfaction: 8 (scale from 0-10 with 10 being the best rating)</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) <i>Evaluation N/A due to small course size</i>	10/2021–02/2022
Project Seminar Leadership & Organization, Master Seminar (online) <i>Student satisfaction: 4.4 (scale from 1-5 with 5 being the best rating)</i>	04/2021–08/2021
New Forms of Collaboration, Bachelor Seminar (online) <i>Student satisfaction: 4.0 (scale from 1-5 with 5 being the best rating)</i>	04/2021–08/2021
Innovation Teams in an Era of New Work, Bachelor Seminar (online) <i>Student satisfaction: 4.4 (scale from 1-5 with 5 being the best rating)</i>	11/2020–02/2021
Organization Theory, Bachelor Tutorial (online) <i>Evaluation N/A for the specific tutorial segment</i>	11/2020–02/2021

University of South Australia

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

Supervision of Bachelor and Master Theses <i>Including the winner of the Roland Berger Price for the Best Bachelor Thesis on Diversity and Company Performance 2021</i>	10/2015–08/2020
Human Resource Management and Organization, Bachelor Tutorial <i>Student satisfaction: 1.09 (scale from 1-5 with 1 being the best rating)</i>	10/2018–02/2019
Teams at Work: Opportunities and Challenges of Teamwork, Bachelor Seminar <i>Student satisfaction: 1.33 (scale from 1-5 with 1 being the best rating)</i>	04/2018–08/2018
Human Resource Management and Organization, Bachelor Tutorial <i>Student satisfaction: 1.00 & 1.22 (scale from 1-5 with 1 being the best rating)</i>	10/2017–02/2018
Human Resource Management and Organization, Bachelor Tutorial <i>Student satisfaction: 1.28 & 1.35 (scale from 1-5 with 1 being the best rating)</i>	10/2016–02/2017

Invited Research Presentations

Department of Human Resource Management & Organizational Behavior, University of Groningen
University of Mannheim Business School, University of Mannheim
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

Best Paper with International Implications Award <i>Organizational Behavior Division at the Academy of Management Annual Conference</i> - Not officially listed as author due to rule of 3 -	2023
Excellent: Mentoring Program for Outstanding Junior Scholars Mentoring and financial support for outstanding junior scholars (€2,000) (Mentor: Prof. David Dwertmann, Rutgers University) LMU Munich School of Management	2023
Add-on Fellowships for Interdisciplinary Economics and Interdisciplinary Business Administration The fellowship supports junior faculty who work on interdisciplinary economic questions (€12,500) Joachim Herz Foundation	2022-2024
WK Personal Best Paper Award Contribution with a strong scientific orientation under the involvement of a junior scholar VHB WK Personal Meeting ("Herbstworkshop")	2022
DAAD Travel Grant Academy of Management Annual Conference in Seattle (€2,195) German Academic Exchange Service	2022
Best Paper with International Implications Award <i>Organizational Behavior Division at the Academy of Management Annual Conference</i>	2022
Excellent: Mentoring Program for Outstanding Junior Scholars Mentoring and financial support for outstanding junior scholars (€2,800) (Mentor: Prof. Felix C. Brodbeck, LMU Munich) LMU Munich School of Management	2022
DAAD Travel Grant Joint research with the University of South Australia on employee responses to age-friendly practices (€13,429) German Academic Exchange Service	2022/2023
Schmalenbach-Preis 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	09/2020

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

Harvard Business Review: Research Roundup:

How Women Experience the Workplace Today 29/03/2022

Business Insider: 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

Deutschlandfunk Nova: Diskriminierung: Wenn Frauen insolvente Firmen retten dürfen 21/03/2022

Deutschlandfunk: Was steckt dahinter, wenn Frauen in Unternehmenskrisen randürfen 21/03/2022

Berliner Zeitung: Kriselnde Unternehmen heben oft Frauen in Führungspositionen 21/03/2022

Rheinische Post: Vielfalt – ein zweischneidiges Schwert 30/12/2021

Stuttgarter Zeitung: Das Ankommen im neuen Team ist entscheidend	25/05/2019
Der Tagesspiegel: Ein junger Kollege, viele aeltere	18/05/2019
Frankfurter Rundschau, Handelsblatt, SZ.de, BZ: So klappt Teamintegration	17/05/2019
Westfaelische Nachrichten: Kein Selbstlaeufer. So klappt Teamintegration	17/05/2019
Suedkurier: In der Diskriminierungsfalle	16/05/2019
The Economic Times: You will never believe why some employees always call in sick	13/05/2019
The New Indian Express: Why certain employees always call in sick	12/05/2019
Business Standard: Why certain employees always call in sick	12/05/2019
MarketWatch, Morningstar: What U.S. companies get wrong about diversity	13/05/2019
ZEIT: Der kleine Unterschied	27/09/2018
ZEIT Wissen: Arbeitsunterlage	2/2015

Additional Training

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

Services

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)

Editorial Experience

- Special Issue Editor Journal of Organizational Behavior 2024-2026

Reviewing Experience

- Academy of Management Journal
- Academy of Management Annual Meeting 2018, 2019, 2020, 2021, 2022, 2023
- 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 Chair “Best Student Paper With Entrepreneurship Implications Award”, OB Division, AOM 2024
- Committee Chair “Best Paper With Entrepreneurship Implications Award”, OB Division, AOM 2024
- 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

Academic Memberships

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

Statistical Software

- Stata
- R
- *Mplus*

- UCINET
- Visone