

## Curriculum Vitae

### Max Reinwald



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### Education

- 10/2015–present    PhD Candidate in the Graduate School of Decision Sciences  
Track: Behavioural Decision Making  
*University of Konstanz, Germany*  
  
Topic: Diversity at Work - Drivers, Consequences, and Interventions
- 10/2013–10/2015    Master of Arts in Politics and Management (with distinction)  
*University of Konstanz, Germany*  
  
Thesis: Antecedents of Intragroup Conflict: A Meta-Analytic Review of Two Decades of Research
- 10/2009–04/2013    Bachelor of Arts in Political and Administrative Science (with distinction)  
*University of Konstanz, Germany*  
  
Thesis: A Matter of Appreciation? Diversity Beliefs as a Moderator of the Relationship Between Age Diversity, Conflicts, and Innovations in Work Teams
- 9/2011–2/2012    Exchange Semester  
*University of Nottingham, Great Britain*
- 9/2000–6/2009    Abitur (High-school Diploma)  
*Remstal-Gymnasium Weinstadt, Germany*

### Publications & Presentations

#### Peer Reviewed Publications

Reinwald, M. & Kunze, F. (in press). Being Different, Being Absent? A Dynamic Perspective on Demographic Dissimilarity and Absenteeism in Blue-Collar Teams. *Academy of Management Journal*.  
(Impact Factor 2018: 7.191, VHB Ranking Jourqual3: A+)

- Summarized in: When Diversity Increases Absenteeism. *Academy of Management Insights*. <https://journals.aom.org/doi/10.5465/amj.2018.0290.summary>

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 2018: 5.000, VHB Ranking Jourqual3: A)

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

Gloor, J. L., Gazdag, B., & Reinwald, M. (forthcoming). Overlooked or undercooked? Critical review and recommendations for experimental methods in diversity research. In A. Risberg, S. Just, & F. Villeseche (Eds.) *Routledge Companion to Organizational Diversity Research Methods*. Routledge.

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

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 Führung 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 für Angewandte Organisationspsychologie (GIO)*, 48(1), 41–51.

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

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

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

#### Non-Refereed Publications

Kunze, F., & Reinwald, M. (2017). Age-Diversity-Management in Teams und Organisationen [Age-Diversity Management in Teams and Organizations]. In W. Jochmann, I. Böckenholt, & 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 in Progress (Journal Articles Only)

Berger, S., Huettermann, H., Reinwald, M. Demystifying the Decentralization-Organizational Performance Link: A Macro-Micro Perspective. (Stage: Writing; Target Journal: *Academy of Management Journal*)

Boerner, S., Huettermann, H., Reinwald, M. Leading Diverse Teams - A Review and Research Agenda. (Stage: Writing; Target Journal: *Journal of Organizational Behavior*)

Guillén, L., Reinwald, M., & Kunze, F. How Performance Pressure Shapes Demographic Dissimilarity Effects. (Stage: Data Analysis; Target Journal: *Human Relations*)

Reinwald, M. More Pressure, More Women? The Interplay Between Organizational Crisis and Public Attention in the Emergence of Women as Leaders. (Stage: Working Paper; Target Journal: *Leadership Quarterly*)

Reinwald, M., & Kunze, F. Managing the Socialization Process of Migrant Workers in Teams. (Stage: Data Collection; Target Journal: *Organization Science*)

#### Presentations

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. (2017, September). *Understanding the Complexities of Diversity and Diversity Management in Organizations*. The Science Retreat of the Graduate School of Decision Sciences, Black Forest, Germany.

Reinwald, M., Kunze, F. (2017, July). *A Dynamic Perspective on the Relationship Between Demographic Dissimilarity and Workplace Absenteeism*. The 4th St. Gallen - Konstanz Research Workshop, Konstanz, Germany.

Reinwald, M., Huettermann, H., Bruch, H. (February, 2017). *Understanding Organizational Consequences of Diversity Climate: Considering Climate Strength and Affect*. The 3rd St. Gallen - Konstanz Research Workshop, St. Gallen, Switzerland.

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. (2016, July). *Considering dispersion in diversity climate perceptions*. The workshop 'Challenges and Opportunities for Diverse Work Teams', Konstanz, Germany.

Reinwald, M., Huettermann, H., Kröll, 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.

Reinwald, M. (2014, November). *Meta-Analysis of the Relationship between Gender Diversity in Leadership Teams and Organizational Performance*. Diversity workshop of the University of Konstanz, Constance, Germany.

## Teaching

10/2017–present	Co-supervision of Bachelor and Master theses.
10/2018–02/2019	Human Resource Management and Organization, Bachelor Level <i>University of Konstanz, Germany</i> Weekly course sections accompanying the lecture Human Resource Management and Organization. Overall student satisfaction: 1.09 (scale from 1-5 with 1 being the best rating).
04/2018–08/2018	Teams at Work: Opportunities and Challenges of Teamwork, Bachelor Level <i>University of Konstanz, Germany</i> Sole lecturer. Responsible for the development of the course content as well as for all lecturing, administrative issues, grading, and managing student inquiries. Overall student satisfaction: 1.33 (scale from 1-5 with 1 being the best rating).
10/2017–02/2018	Human Resource Management and Organization, Bachelor Level <i>University of Konstanz, Germany</i> Weekly course sections accompanying the lecture Human Resource Management and Organization. Overall student satisfaction: 1.00 & 1.22 (scale from 1-5 with 1 being the best rating).
10/2016–02/2017	Human Resource Management and Organization, Bachelor Level <i>University of Konstanz, Germany</i> Weekly course sections accompanying the lecture Human Resource Management and Organization. Overall student satisfaction: 1.28 & 1.35 (scale from 1-5 with 1 being the best rating).

## Awards, Grants and Fellowships

01/2019–present	Doctoral Fellowship at the Zukunftskolleg (Institute for Advanced Study), University of Konstanz
10/2015-12/2018	Dissertation Scholarship Funded by the German Excellence Initiative and awarded by the Graduate School of Decision Sciences
09/2018	Winning Team of the Start up Idea Competition 'Kilometer 1' funded by the Federal State of Baden- Wuerttemberg (Prize: 10-Day trip to the Silicon Valley)
08/2018	Best Student Paper Award by the Gender & Diversity in Organizations Division at the 2018 Annual Meeting of the Academy of Management Chicago
08/2018	Outstanding Reviewer Award by the Gender & Diversity in Organizations Division at the 2018 Annual Meeting of the Academy of Management Chicago
09/2011-02/2012	Erasmus Fellowship funded by the European Union for a Semester Abroad at the University of Nottingham, Great Britain

## Media Coverage

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

## Additional Training

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

## Services

Membership	Academy of Management European Association of Work and Organizational Psychology
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Reviewing	Academy of Management Annual Meeting 2018, 2019 European Journal of Work and Organizational Psychology Journal of Organizational Behavior Small Group Research
Private	GoAcademic Mentoring Program for Refugees

### **Software**

Statistical	Stata, R, <i>Mplus</i> , UCINET, Visone
Other	Citavi, $\text{\LaTeX}$ , LimeSurvey

### **Languages**

German	Mother Tongue
English	Fluent
French	Basic

Konstanz, July 2019