

Curriculum Vitae

Max Reinwald



University of Konstanz
P.O. Box 87
78457 Konstanz, Germany
Room E211



+49 (0)7531 884136



max.reinwald@uni-konstanz.de



linkedin.com/in/max-reinwald



@max_rwald

Education

- 10/2015–present PhD Student with Scholarship at 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
- 09/2011–02/2012 Exchange Semester
University of Nottingham, Great Britain
- 09/2000–06/2009 Abitur (High-school Diploma)
Remstal-Gymnasium Weinstadt, Germany

Publications & Presentations

Peer Reviewed Publications

Reinwald, M., Huettermann, H., & Bruch, H. (2019). Beyond the Mean: Understanding Firm-Level Consequences of Variability in Diversity Climate Perceptions. *Journal of Organizational Behavior*. (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.

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. (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. (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. (VHB Ranking Jourqual3: B)

- Media Coverage: ZEIT Wissen 2/2015 and ZEIT 40/2018.

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

Reinwald, M., & Kunze, F. [Title withheld to preserve blind review]. Conditional Accepted at *Academy of Management Journal*.

Gloor, J. L., Gazdag, B. A., & Reinwald, M. Experimental Methods in Diversity Research. Under Review.

Reinwald, M. The Glass Cliff Hypothesis: A Replication. Data Analysis Stage.

Reinwald, M., & Kunze, F. Managing Dynamic Effects of Demographic Dissimilarity. Conceptualization Stage.

Reinwald, M., & Kunze, F. Multiteam Membership and Diversity. Conceptualization Stage.

Boerner, S., Huettermann, H., Reinwald, M. Leading Diverse Teams. Writing Stage.

Berger, S., Huettermann, H., Reinwald, M. Predictors of Emergent Leadership. Data Analysis Stage.

Presentations

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? Show-

case 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.

Professional Experience

- 10/2015–present Research Associate, Chair for Organisational Studies
University of Konstanz, Germany
- 06/2013–09/2015 Student Research Assistant, Chair for Management (especially Strategy and Leadership)
University of Konstanz, Germany
- 02/2012–03/2012 Intern, Human Resource Department
Bosch Engineering, Abstatt, Germany
- 03/2011–08/2011 Intern, Department for Organizational Development
Robert Bosch, Crailsheim, Germany
- 06/2006 Intern, Department for Finance, Personnel and Administration
Landessportverband Baden-Württemberg, Stuttgart, Germany

Additional Training

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

Teaching

- 10/2018–present Human Resource Management and Organization, Bachelor Level
University of Konstanz, Germany
Weekly course sections accompanying the lecture Human Resource Management and Organization by Prof. Florian Kunze. Overall student satisfaction: 1.09 (scale from 1-5 with 1 being the best rating).
- 10/2017–present Co-supervision of Bachelor and Master theses.
- 04/2018–08/2018 Teams at Work: Opportunities and Challenges of Teamwork, Bachelor Level
University of Konstanz, Germany

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
University of Konstanz, Germany
 Weekly course sections accompanying the lecture Human Resource Management and Organization by Prof. Florian Kunze. 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
University of Konstanz, Germany
 Weekly course sections accompanying the lecture Human Resource Management and Organization by Prof. Florian Kunze. 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

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

Services

Membership Academy of Management
 European Association of Work and Organizational Psychology

Reviewing Academy of Management Annual Meeting 2018, 2019
 European Journal of Work and Organizational Psychology
 Journal of Organizational Behavior

Private GoAcademic Mentoring Program for Refugees

Software

Statistical R, Spss, Stata, UCINET, Visone

Other Citavi, \LaTeX , LimeSurvey

Languages

German Mother Tongue

English Fluent

French Basic