

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

Postdoctoral Researcher

Chair for Organizational Studies &

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

- Track: Behavioural Decision Making
- 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

Abitur (High-school Diploma)

9/2000–6/2009

Remstal-Gymnasium Weinstadt, Germany

Publications

Peer-Reviewed Publications

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

Reinwald, M., Zaia, J. & Kunze, F. (in press). Shine Bright Like a Diamond: When Signaling Creates Glass Cliffs for Female Executives. *Journal of Management*.

- Reinwald, M.*, Zimmermann, S.*[†], & Kunze, F.* (in press). Working in the Eye of the Pandemic: Local COVID-19 Infections and Daily Employee Engagement. *Frontiers in Psychology*.
(Impact Factor 2019: 2.067, 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 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>
- 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 2018: 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 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.
- 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 F hrung 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 F hrungsteams 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 2018: n.a., VHB Ranking Jourqual3: B)

Practice-Oriented Publications

- Kunze, F., & Reinwald, M. (forthcoming). Diversity im Team ist kein Selbstlaeufer [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*.

Selected Work in Progress

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

Huettermann, H., Berger, S.*, Reinwald, M.*, & Bruch, H. Title blinded for anonymity reasons (Stage: Under review at *Journal of Applied Psychology*; rejected during second round at the *Academy of Management Journal*).

Gerdiken, E.†, Reinwald, M., & Kunze, F. Title blinded for anonymity reasons. (Stage: 1st revise and resubmit at the *Information Systems Journal*).

Moser, S.†, Reinwald, M., & Kunze, F. Title blinded for anonymity reasons. (Stage: 1st revise and resubmit at *European Journal of Work and Organizational Psychology*).

Korman, B., Kunze, F., Reinwald, M., & Dwertmann, D.J.G. Title blinded for anonymity reasons. (Stage: Under review at *Organization Science*).

Reinwald, M., Kanitz, R., Backmann, J., & Hoegl, M., Elections and Work Behavior. (Stage: Writing; Target Journal: *Journal of Applied Psychology*).

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

Guillén, L., Reinwald, M., & Kunze, F. Exploring the Relationship Between the Share of Women in Groups and Absenteeism. (Stage: Writing; Target Journal: *Journal of Applied Psychology*)

Reinwald, M., & Kunze, F. Socialization Process of Migrant Workers. (Stage: Data Collection; Target Journal: *PNAS*)

Peer-Reviewed Conference Presentations

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

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

Supervision of Bachelor and Master Theses

09/2020–present

Key Topics in Leadership, Bachelor Lecture (online)	10/2021–02/2022
Project Seminar Leadership & Organization, Master Seminar (online)	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)	11/2020–02/2021

University of Konstanz

Supervision of Bachelor and Master Theses	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
Supervision of Bachelor and Master Theses <i>Ludwig-Maximilians-University Munich, Germany</i>	09/2020–present

Awards, Grants and Fellowships

DAAD Travel Grant	2022/2023
Joint research with the University of South Australia on employee responses to age-friendly practices (€13,429)	

- 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 Zukunftskolleg (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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- 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 Selbstläufer. 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
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Academic Staff Development, University of Konstanz, Germany

- 70 Hours of Workshops on Guiding Group Discussion, Rhetoric, Project Management

GESIS Summer School in Survey Methodology	08/2017
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GESIS Leibniz Institute for the Social Sciences, Germany

- Structural Equation Modeling for Longitudinal and Panel Data

Introduction to Structural Equation Modeling in Mplus	06/2017
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Academic Staff Development, University of Konstanz, Germany

Introduction to Systemic Coaching	03/2017
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Centre for Transferable Skills, University of Konstanz, Germany

POLNET Winter School in Social Network Analysis	12/2014
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University of Konstanz, Germany

GESIS Summer School in Survey Methodology	08/2014
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GESIS Leibniz Institute for the Social Sciences, Germany

- Web Survey Instrument Design

Services

Academic Memberships

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

Reviewing

see also my publons reviewer profile (publons.com/researcher/1713233/max-reinwald)

- Academy of Management Annual Meeting 2018, 2019, 2020, 2021
- Academy of Management Journal
- European Journal of Work and Organizational Psychology
- Journal of Managerial Psychology
- Journal of Organizational Behavior
- Organizational Psychology Review
- Personnel Review
- Small Group Research
- Work, Aging and Retirement

Committee Membership

- 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

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

Munich, November 2021