CURRICULUM VITAE

A. PERSONAL INFORMATION

Name	**Karin Hoisl**
Nationality	German
Place of Birth	Munich, Germany
Address (office)	University of Mannheim Chair of Organization and Innovation Schloss, Ehrenhof Ost 68161 Mannheim, Germany Web: http://hoisl.bwl.uni-mannheim.de Copenhagen Business School Department of Strategy and Innovation Kilevej 14A, 2nd floor 2000 Frederiksberg, Denmark Web: https://www.cbs.dk/en/research/departments-and-centres/department-of-strategy-and-innovation/staff/khsi
E-mail	hoisl@uni-mannheim.de; kh.si@cbs.dk
Languages	German (native speaker), English (fluent), French (advanced)
Research interests	• Innovation & IP • Women in STEM • Digital transformation and the future of work
ORCID-ID_	0000-0002-2113-5794

Current Position

since 11/2015	Chair of Organization and Innovation at the University of Mannheim
since 11/2015	Research Affiliate, Max Planck Institute for Innovation and Competition, Munich
since 11/2014	Professor in the Economics and Management of Inventive Processes, Copenhagen Business School, DK (tenure, part-time appointment)

Education and Training

1997 – 2002	Studies of business administration (Ludwig-Maximilians-University Munich) (major subjects: Innovation Management and Marketing, minor subject: Industrial Organizational Psychology)
1995 – 1997	Studies of mathematics (Ludwig-Maximilians-University Munich)

Degrees

2013	Venia Legendi - Ludwig-Maximilians-University Munich
	Habilitation thesis: *'Knowledge Acquisition, Learning and Innovation Performance'*
2006	Doctoral degree: Doctor oeconomiae publicae (business administration) - Ludwig-Maximilians-University Munich (summa cum laude)
	Thesis: '*A Study on Inventors – Incentives, Productivity, and Mobility*'
2004	Postgraduate Studies: Master of Business Research - Ludwig-Maximilians-University Munich
2002	Diploma in Business Administration - Ludwig-Maximilians-University Munich

Work Experience

since 11/2015	Chair of Organization and Innovation at the University of Mannheim
since 11/2015	Research Affiliate, Max Planck Institute for Innovation and Competition, Munich
03/2015 – 10/2015	Minerva Fast Track Position (W2) at the Max Planck Institute for Innovation and Competition, Munich
since 11/2014	Professor in the Economics and Management of Inventive Processes, Copenhagen Business School, DK (tenure, part-time appointment)
11/2013 – 02/2015	Senior Research Fellow at the Max Planck Institute for Innovation and Competition
03/2011	Visiting Researcher at the Georgia Institute of Technology, College of Management, USA
01/2011 – 02/2015	Hans-Sauer-Foundation Assistant Professor "Invention Processes and Intellectual Property" at the Ludwig-Maximilians-University Munich
02 – 04/2010	Visiting Researcher at the Georgia Institute of Technology, College of Management, USA
02 – 05/2007	Visiting Researcher at the European Patent Office
	Research Project: *'Patent Validation - The Role of Fees and Translation Costs'* (Coordinator: Prof. B. van Pottelsberghe de la Potterie)
2007 - 2010	Post-Doc, at the Institute for Innovation Research, Technology Management and Entrepreneurship (Prof. D. Harhoff, PhD), LMU
2002 - 2006	Doctoral Candidate at the Institute for Innovation Research, Technology Management and Entrepreneurship (Prof. D. Harhoff, PhD), LMU

Awards & Grants

Research

2026	Best Paper Award for the Knowledge and Innovation Interest Group at the SMS Annual Conference in Berlin 2026
	Runner-up of the SMS Best Paper Award, at the SMS Annual Conference in Berlin 2026
2025	Runner-up of the KSG Best Entrepreneurship Research Award at the G-Forum 2025
2020	Runner-up of the AOM TIM Best Paper Award. Academy of Management Meeting, 2020
2017	Runner-up of the DRUID Best Paper Award (DRUID Conference 2017, New York)
2016	AOM TIM Best Paper Award. Academy of Management Meeting, 2016
2015	Runner-up of the Best Paper Award 2015 of the German Academic Association for Business Research (VHB)
2015	Minerva Fast Track Position (W2) from the Minerva Program of the Max Planck Society (5 years)
2013	Reduction of the teaching assignment (summer term 2013) due to the support of selected young female researchers at the Munich School of Management, LMU
2012	Jürgen-Hauschildt-Award 2012 of the Commission for Technology, Innovation and Entrepreneurship (TIE) / VHB for the best scientific publication in empirical innovation management research
2012	Runner-up of the DRUID Best Paper Award (DRUID Conference 2012, Copenhagen)
2011	DRUID Best Paper Award (DRUID Conference 2011, Copenhagen)
2011	Outstanding Reviewer Award for the Business Policy and Strategy Division at the Academy of Management Meeting
2010	Visiting Research Fellowship from DFG (German Research Foundation) - research stay at the Georgia Institute of Technology 2010/11
2009	RePEc Ranking Top 100 Economists (5 years in research or less)
2006	Hans-Sauer-Award 2006 for outstanding research in the field "Research on Inventors" (Dissertation)
2006	Dissertation Award LMU Management Alumni

Teaching

2022	Teaching Award 2022 of the University of Mannheim
2020	Teaching Award 2020 of the student council of the business faculty (Fachschaftslehrpreis 2020), University of Mannheim

Memberships

- Academy of Management (AOM)
- Strategic Management Society (SMS)
- European Policy for Intellectual Property Association (EPIP), founding member
- Organizational Design Community (ODC)
- Verband der Hochschullehrer für Betriebswirtschaft e.V. (VHB)

Editorial Responsibilities

Associate Editor

- Management Science (from 2021)
- Journal of Industrial and Business Economics (from 2021)
- Strategic Management Journal (2017-2023)
- ICC Industrial and Corporate Change (from 2016)

Guest Associate Editor, Co-Editor for Special Issues

- Guest Associate Editor, Management Science (2014)
- Open Innovation, Value Creation and Value Capture, Journal of Industrial and Business Economics (2023)

Editorial Board

- Journal of Organization Design (from 2025)
- Strategic Management Journal (2016-2017; from 2024)
- Academy of Management Discoveries (from 2017)
- Advisory Editor, Research Policy (from 2014)

Ad-hoc Reviewer

- **Journals:** Management Science, Administrative Science Quarterly, Quarterly Journal of Economics, Academy of Management Journal, Organization Science, Strategic Management Journal, Strategic Entrepreneurship Journal, Journal of Business Venturing, Journal of Applied Econometrics, Review of Economics and Statistics, Research Policy, Journal of Economic Geography, Journal of Economics & Management Strategy, Industrial and Corporate Change, Economics of Innovation and New Technology, Journal of Technology Transfer, European Management Review, Industry and Innovation, International Journal of Technology Management, Journal of Management Studies, Technovation, World Patent Information, DBW, zfbf, SBR, Small Business Economics, Journal of Business Economics, Journal of Economics & Management Strategy, Design Science, Journal of Evolutionary Economics.

- **Research Funding Organizations:** National Science Foundation (NSF), German Research Foundation (DFG), European Patent Office (EPO Academic Research Programme), Bavarian Research Institute for Digital Transformation (bidt)

- **Books:** Routledge, Taylor & Francis Group

- **Conferences:** Academy of Management Meeting / SMS Conference / DRUID Summer Conference / EURAM Conference (until 2017) / TIE Conference (until 2015) / G-Forum (until 2019) / EPIP Conference (until 2019).

Other Professional Services

- AOM STR Executive Committee (2026-2028)
- TIM Mid-Career Consortium, AOM 2025 Conference
- OB Division Pre-Doctoral Consortium, AOM 2025 Conference
- STR Dissertation Consortium, AOM 2024 Conference
- Scientific Committee – Linked Employer-Employee Data (LEED) Workshop 2024
- STR Junior Faculty Paper Development Workshop, AOM 2023 Conference
- Scientific Committee - ZEW Conference on the Dynamics of Entrepreneurship (CoDE) 2023
- AOM TIM division representative-at-large (2020-2021)
- TIM Junior Faculty Consortium 2020, virtual AOM 2020 Conference
- STR Junior Faculty Consortium 2020, virtual AOM 2020 Conference
- TIM Doctoral Consortium 2019, AOM 2019 Conference, Boston
- TIM Junior Faculty Consortium 2019, AOM 2019 Conference, Boston
- TIM Doctoral Consortium 2018, AOM 2018 Conference, Chicago
- STR Junior Faculty Consortium 2018, AOM 2018 Conference, Chicago
- EPIP Young Scholar Award (2017-2018)
- ZEW Conference "Dynamics of Entrepreneurship", Scientific Committee (2016)
- EPIP Conference, Board Member (2016-2018)
- BPS Best Paper Awards Committee 2016, AOM 2016 Conference, Anaheim
- TIM Best Paper Awards Committee 2015, AOM 2015 Conference, Vancouver
- BPS Outstanding Dissertation Award Committee 2015, AOM 2015 Conference, Vancouver
- AOM BPS Research Committee (2014-2016)
- TIM Best Paper Awards Committee 2014, AOM 2014 Conference, Philadelphia

Organization of Conferences / Workshops

- Organizer of the Organizational Design Community (ODC) Webinar (01/2024-12/2025)
- Workshop on "Human Capital & Innovation", July 16, 2015, Brandenburg
- Workshop on "Challenges of Knowledge Creation - Intellectual Property Protection and Innovation Performance", Dec. 2, 2014, Munich
- 3rd Mobility & Competition Clause Workshop, Nov. 10-11, 2014, Munich
- 2nd Mobility & Competition Clause Workshop, Dec. 13-14, 2012, Munich
- Mobility & Competition Clause Workshop, Sept. 1-2, 2011, Munich
- InnoS&T Conference, Feb. 15-16, 2011, Munich
- 1st EPIP Conference, Policy, Law and Economics of Intellectual Property, Sept. 7-8, 2006, Munich

Other Functions

- Organizational Design Community (ODC) Board of Directors (from 2025)
- Central Equal Opportunity Commissioner – University of Mannheim (from 2025)
- Member of the Academic Tenure and Promotion Committee at the Corvinus University of Budapest, Hungary (from 2024)
- Member of the Scientific Advisory Board of the German Institute for Japanese Studies (DIJ Tokyo, Japan) (from 2024)
- Member of the Scientific Advisory Board of the ESRC-funded project: "Profiting from science: The development and valuation of Artificial Intelligence new ventures and engagement with the science base"; PI: Prof. Ammon Salter, University of Bath (from 2023)
- Organizational Design Community (ODC) Advisory Council (2021-2025)
- Member of the University Supervisory Board (Universitaetsrat) – University of Mannheim (2019-2025; Deputy Chair 2024-2025)

- Graduate School of Economic and Social Sciences / Center for Doctoral Studies in Business (CDSB), Program Manager Management Track (2017-2019, from 2022)
- Spokesperson Area Management, University of Mannheim (2019-2021)
- Junior Faculty Committee, Mannheim Business School, University of Mannheim (from 2017)
- Faculty Committee, Mannheim Business School, University of Mannheim (from 2020)
- Prechel-Stiftung e.V. (Foundation/Association), Mannheim:
  - Member of the Board of Trustees (from 2017)
  - Financial Board / Supervisory Board (from 2020)
- Scientific Advisory Council of the Mannheim Innovation Panel (ZEW) (2017-2024)

B. PUBLICATIONS

Publications in Refereed Journals

(1) Grimpe, Christoph / Hoisl, Karin / Mariani, Myriam / Sofka, Wolfgang (2026). Accidents and Assets? The Value of Serendipitous Patented Inventions for Firms, *Strategic Management Journal*, forthcoming.

(2) Carioli, Paolo / Grimpe, Christoph / Hoisl, Karin / Sofka, Wolfgang (2026). Do Innovations Need Advocacy? Stakeholder Involvement in Innovation Projects, *Strategic Management Journal*, forthcoming.

(3) Wagner, Stefan / Hoisl, Karin / Monroe, Joseph (2026). Put in context – how inventor personality shapes inventive activity, *Industry and Innovation*, forthcoming.

(4) Schmallenbach, Leo / Hoisl, Karin (2026). Value Creation, Value Capture, and Economic Growth: Revisiting the Innovation–Economic Growth Relationship and Implications for Sustainable Technologies and AI, *Technological Forecasting & Social Change*, forthcoming.

(5) Hoisl, Karin / Mariani, Myriam (2026). Patent rewards and the recognition of women's inventive performance and potential, *Industrial and Corporate Change*, forthcoming.

(6) Poege, Felix / Gaessler, Fabian / Hoisl, Karin / Harhoff, Dietmar / Dorner, Matthias (2026). Filling the Gap: The Consequences of Collaborator Loss in Corporate R&D, *Management Science*, 72(2), 1616-1635.

- *Nominated for the AoM TIM Best Paper Award. Academy of Management Meeting, 2020*
- *Best Paper Proceedings. Academy of Management Meeting, 2020*

(7) Heite, Jonas / Hoisl, Karin /Widmann, Rainer (2025). Motivation, Gender, and Experience: Performance Effects in Crowdsourcing Contests, *Strategy Science*, 10(4): 421-444.

(8) Colombo, Massimo / Guerini, Massimiliano / Hoisl, Karin / Zeiner, Nico (2023). The Dark Side of Signals: Patents Protecting Radical Inventions and Venture Capital Investments, *Research Policy*, 52(5): 104741, https://research.cbs.dk/en/publications/the-dark-side-of-signals-patents-protecting-radical-inventions-an.

(9) Hoisl, Karin / Kongsted, H.C. / Mariani, Myriam (2023). Lost Marie Curies: Parental Impact on the Probability of Becoming an Inventor, *Management Science*, 69(3): 1323-1934.

(10) Beck, S. / Bergenholtz, C. / Bogers, M. / Brasseur, T.-M. / Conradsen, M.L. / Di Marco, D. / Distel, A.P. / Dobusch, L. / Dörler, D. / Effert, A. / Fecher, B. / Filiou, D. / Frederiksen, L. / Gillier, T. / Grimpe, C. / Gruber, M. / Haeussler, C. / Heigl, F. / Hoisl, K. / Hyslop, K. / Kokshagina, O. / LaFlamme, M. / Lawson, C. / Lifshitz-Assaf, H. / Lukas, W. / Nordberg, M. / Norn, M.T. / Poetz, M.K. / Ponti, M. / Pruschak, G. / Pujol Priego, L. / Radziwon, A. / Rafner, J. / Romanova, G. / Ruser, A. / Sauermann, H. / Shah, S.K. / Sherson, J.F. / Suess-Reyes, J. / Tucci, C.L. / Tuertscher, P. / Vedel, J.B. / Velden, T. / Verganti, R. / Wareham, J. / Wiggins, A. / Xu, S. M. (2022). The Open Innovation in Science Research Field: A Collaborative Conceptualisation Approach. *Industry and Innovation:* 1-50.

(11) Beck, S. / LaFlamme, M. / Bergenholtz, C. / Bogers, M. / Brasseur, T.M. / Conradsen, M.L. / Crowston, K. / Di Marco, D. / Effert, A. / Filiou, D. / Frederiksen, L. / Gillier, T. / Gruber, M. / Haeussler, C. / Hoisl, K. / Kokshagina, O. / Norn, M.T. / Poetz, M. / Pruschak, G. / Pujol Priego, L. / Radziwon, A. / Ruser, A. / Sauermann, H. / Shah, S.K. / Suess-Reyes, J. / Tucci, C.l. / Tuertscher, P. / Vedel, J.B. / Verganti, R. / Wareham, J. / Xu, S.M. (2021). Examining Open Innovation in Science (OIS): What Open Innovation can and cannot offer the science of science, *Innovation: Organization & Management*, online first. DOI: https://doi.org/10.1080/14479338.2021.1999248

- Included in the *Virtual Industry and Innovation 30th Anniversary Collection*

(12) Hoisl, Karin / Gruber, Marc / Conti, Annamaria (2017). R&D Team Diversity and Performance in Hypercompetitive Environments, *Strategic Management Journal,* 38(7): 1455-1477.

- *Winner of the DRUID Best Paper Award at the DRUID Conference 2011(title changed)*
- *Runner-up of the DRUID Best Paper Award at the DRUID Conference 2012 (title changed)*

(13) Hoisl, Karin / Mariani, Myriam (2017). It's a Man's Job - Income and the Gender Gap in Industrial Research, *Management Science*, 63(3): 766-790.

- Included in the *Virtual Special Issue "Papers on Diversity, Equity, and Inclusion"*

(14) Zwick, Thomas / Frosch, Katharina / Hoisl, Karin / Harhoff, Dietmar (2017). The Power of Individual-Level Drivers of Inventive Performance, *Research Policy*, 46(1): 121-137.

(15) Torrisi, Salvatore / Gambardella, Alfonso / Giuri, Paola / Harhoff, Dietmar / Hoisl, Karin / Mariani, Myriam / (2016). Used, blocking and sleeping patents: what do we know about them, *Research Policy*, 45(7): 1374-1385.

(16) Hoisl, Karin / Stelzer, Tobias / Biala, Stefanie (2015). Forecasting Technology Discontinuities in the ICT Industry, *Research Policy*, 44(2): 522-532.

(17) Wagner, Stefan / Hoisl, Karin / Thoma, Grid (2014). Overcoming Localization of Knowledge – The Role of Professional Service Firms, *Strategic Management Journal*, 35(11): 1671-1688.

- *Runner-up of the Best Paper Award 2015, German Academic Association for Business Research (VHB)*
- *Best Paper Proceedings. Academy of Management Meeting, 2012, 1, 13055 (title changed)*

(18) Davis, Lee N. / Davis, Jerome / Hoisl, Karin (2013). Leisure Time Invention, *Organization Science*, 24(5): 1439-1458.

- *Best Paper Proceedings. Academy of Management Meeting, 2014, 1, 13376 (title changed)*

(19) Gruber, Marc / Harhoff, Dietmar / Hoisl, Karin (2013). Knowledge Recombination across Technological Boundaries: Scientists versus Engineers, *Management Science*, 59(4): 837-851.

- *Winner of the Jürgen-Hauschildt-Award 2012*

(20) Harhoff, Dietmar / Hoisl, Karin / Reichl, Bettina / van Pottelsberghe de la Potterie, Bruno (2009). Patent Validation at the Country Level - The Role of Fees and Translation Costs, *Research Policy*, 38(9): 1423-1437.

(21) Hoisl, Karin (2009). Does Mobility Increase the Productivity of Inventors?, *Journal of Technology Transfer*, 34(2): 212-225.

(22) Harhoff, Dietmar / Hoisl, Karin (2007). Institutionalized Incentives for Ingenuity - Patent Value and the German Employees' Invention Act, *Research Policy* 36(8): 1143-1162.

(23) Giuri P. / Mariani M. / Brusoni S. / Crespi G. / Francoz D. / Gambardella A. / Garcia-Fontes W. / Geuna A. / Gonzales R. / Harhoff D. / Hoisl K. / Lebas C. / Luzzi A. / Magazzini L. / Nesta L. / Nomaler O. / Palomeras N. / Patel P. / Romanelli M. / B. Verspagen (2007). Inventors and Invention Processes. Results from the PatVal-EU Survey, *Research Policy* 36(8): 1107-1127.

(24) Hoisl, Karin (2007). Tracing Mobile Inventors - The Causality between Inventor Mobility and Inventor Productivity, *Research Policy* 36(5): 619-636.

(25) Franke, Nik / Gruber, Marc / Henkel, Joachim / Hoisl, Karin (2004). Die Bewertung von Gründerteams durch Venture-Capital-Geber, *Die Betriebswirtschaft* (DBW), 6/2004: 651-670.

Books

(1) Hoisl, Karin (2007). A Study of Inventors: Incentives, Productivity and Mobility, DUV Gabler, Wiesbaden (also dissertation thesis Ludwig-Maximilians-University Munich, 2006).

Articles in Books

(1) Hoisl, Karin / Lerchenmüller, Carolin / Lerchenmueller, Marc / Schmallenbach, Leo (2022). The power of attention: Early indications of how the COVID-19 pandemic has affected the direction of scientific research in the life sciences, in: Fink, C. Ménière, Y. Toole, A.A., Veugelers, R. (Eds.): Resilience and Ingenuity: Global Innovation Responses to Covid-19, CEPR Press, e-book: https://cepr.org/publications/books-and-reports/resilience-and-ingenuity-global-innovation-responses-covid-19

(2) Bechthold, Laura A. / Chugunova, Marina / Friess, Svenja / Hoisl, Karin / Rose, Michael E. (2021). Women in Creative Labour: Inventors, Entrepreneurs and Academics, in: Max Planck Society (Ed.): Gender Studies in the Max Planck Society, Nomos, p. 135-154.

(3) Hoisl, Karin (2020). Employee Mobility, Knowledge Spillovers, and the Appropriation of Returns to Innovation, in: Tzabbar, D., Cirillo, B. (Eds.): Employee Mobility: A Conversation Across Disciplines and Setting a New Agenda, Advances in Strategic Management, Vol. 41, emerald Publishing, pp. xx.

(4) Harhoff, Dietmar / Hoisl, Karin / van Pottelsberghe de la Potterie, Bruno / Vandeput, Charlotte (2016). Languages, Fees and the International Scope of Patenting, in: Ginsburgh, V., Weber, S. (Eds.): The Palgrave Handbook of Economics and Language. Springer, pp. 403-422.

(5) Harhoff, Dietmar / Schulz, Celine / Hoisl, Karin (2006). Inventors, Communities and Intellectual Property, in: Wengenroth, U. (Eds.): Innovation in Wirtschaft und Gesellschaft, Symposium der Volkswagen-Stiftung.

(6) Henkel, Joachim / Hoisl, Karin (2002). All Stars und Boy Groups - die zentrale Bedeutung des Gründerteams, in: Gruber, M., Henkel, J., Witzler, R. (Eds): Gründungsmanagement - Wie Jungunternehmer Ideen finden, Strategien entwickeln und Wachstum erzielen, Frankfurter Allgemeine Buch (FAZ-Institut).

Policy Documents / Data, Methodology Reports

Policy

(1) Hoisl, K. / Schmallenbach, L. (2024). Technological Innovation and Economic Growth: A Policy Perspective, 4iP Council EU AISBL, Report and Webinar: https://www.4ipcouncil.com/research/technological-innovation-and-economic-growth-policy-perspective

(2) Max Planck Institute for Innovation and Competition (2014). Protection of Trade Secrets - Opinion | (05/01/2015); Comments of the Max Planck Institute for Innovation and Competition on the Proposal of the European Commission for a Directive on the protection of undisclosed know-how and business information (trade secrets) against their unlawful acquisition, use and disclosure of 28 November 2013, COM(2013) 813, https://www.ip.mpg.de/fileadmin/ipmpg/content/stellungnahmen/translation_stellungnahme_tsp_mpi_clear_af_with_changes_01.pdf.

(3) Harhoff, D. / Hall, B.H. / von Graevenitz, G. / Hoisl, K. / Wagner, S. / Gambardella, A. / Giuri, P. (2007). The Strategic Use of Patents and Its Implications for Enterprise and Competition Policy, Report ENTR/05/82, European Commission, https://d-nb.info/1193732638/34.

Data & Methodology

(1) Dorner, Matthias / Harhoff, Dietmar / Gaessler, Fabian / Hoisl, Karin / Poege, Felix (2018). Linked Inventor Biography Data 1980-2014.

(2) Frosch, K. / Harhoff, D. / Hoisl, K. / Steinle, C. / Zwick, T. (2015). Individual Determinants of Inventor Productivity: Report and Preliminary Results with Evidence from Linked Human Capital and Patent Data, ZEW Discussion Paper No. 15-001.

(3) Frosch, K. / Harhoff, D. / Hoisl, K. / Steinle, C. / Zwick, T. (2015). Candidate Screening for the Recruitment of Critical Research and Development Workers – A Report and Preliminary Results with Evidence from Experimental Data from German High-Tech Firms, ZEW Discussion Paper No. 15-002.

(4) Gambardella, A. / Giuri, P. / Harhoff, D. / Hoisl, K. / Mariani, M. / Torrisi, S. (2012). Final Report – Inventor Survey in Europe, the U.S., and Japan, European Commission.

(5) Harhoff, Dietmar / Hoisl, Karin (2010). Patente in mittelständischen Unternehmen - Eine empirische Studie des Instituts für Innovationsforschung, Technologiemanagement und Entrepreneurship.

(6) Webb, Colin / Dernis, Hélène / Harhoff, Dietmar / Hoisl, Karin (2005). Analysing European and International Patent Citations: A Set of EPO Patent Database Building Blocks, STI WP 2005/9, OECD.

(7) Hoisl, Karin (2006). German PatVal Inventors – Report on Name and Address-Matching Procedure, University of Munich.

(8) Harhoff, Dietmar / Hoisl, Karin (2004). Erfinder in Europa, PatVal-Projektbericht, European Commission/INNO-tec, July 2004.

Working Papers

(1) Radical Technological Change and the Specialist-Generalist Tension: How Uncertainty and Competition Shape Skill Demand *(with: T. He / V. Sevcenco / T Wang).*

(2) The Intergenerational Transmission of Gendered Visibility Gaps in Knowledge Work *(with: M. Lerchenmueller / L. Schmallenbach).*

- *Best Paper Award for the Knowledge and Innovation Interest Group at the SMS Annual Conference in Berlin 2026*
- *Nominated for the SMS Best Paper Award at the SMS Annual Conference in Berlin 2026*
- *AoM TIM Best Paper Proceedings. Academy of Management Meeting, 2025, 2021, 2019 (title changed)*

(3) AI Usage in Co-Founder Identification – The Role of Trust and Expected Congruence (*with: M. Moedl / T. Kretschmer*)

- *Best Paper Proceedings. Academy of Management Meeting, 2026*
- *Nominated for the KSG Best Entrepreneurship Research Award at the G-Forum 2025*

(4) Do Gender Board Quotas Spur Innovation? The Role of Compliance Heterogeneity (*with K. Huang / S. Hou*)

(5) Disclosure, Deterrence, and Digital Creation: Evidence from AI Disclosure Policies on User-Generated Content Platforms (*with J. Goelz / J. Foerderer / G. Burtch*)

(6) Unseen and Uncertain: Remote Work, Workplace FOMO, and the Mitigating Role of Leader Communication (*M. Reinwald*)

(7) Social Ties for Labor Market Access – Lessons from the Migration of East German Inventors, CEPR Discussion Paper No. DP11601 *(with: M. Dorner / D. Harhoff / T. Hinz / S. Bender)*

- *Nominated for the DRUID Best Paper Award at the DRUID Conference 2017*
- *AoM TIM Best Paper Award. Academy of Management Meeting, 2016 (title changed)*
- *Best Paper Proceedings. Academy of Management Meeting, 2016, 1, 13594 (title changed)*

Presentations

2026

Radical Technological Change and the Specialist-Generalist Tension: How Uncertainty and Competition Shape Skill Demand; Munich Summer Institute, May 20-22, 2026.

2025

Radical Technological Change and the Scpecialist-Generalist Tension: How Uncertainty and Competition Shape Skill Demand; Research Seminar University of Amsterdam, November 26, 2026 ***(on invitation).***

IP Protection of AI – Driver or Deterrence of Innovation; Tagung KI und Innovation, Cologne, November 10, 2025 ***(on invitation).***

Filling the Gap: The Consequences of Collaborator Loss in Corporate R&D; Patent PDW, AoM 2025 Conference, Copenhagen, July 25-29, 2025 ***(on invitation).***

Innovation & Entrepreneurship - Trends and State of the Art; Summer School Sustainable Entrepreneurship, Innovation and Entrepreneurial Finance, Como, May 13, 2025 ***(on invitation).***

2024

Lost Marie Curies? Internal Seminar, Max Planck Institute for Innovation and Competition, December 4, 2024 ***(on invitation).***

Women in Artificial Intelligence, Symposium 50 years LMU Munich School of Management „Meet us. Meet excellence. Meet future: Navigating responsibility and digital transformation", Ludwig-Maximilians-University Munich, November 28, 2024 ***(on invitation).***

The Effect of Mentor Gender on the Evaluation of Mentees' Independent Work, Internal Seminar, University of Manchester, September 23, 2024 ***(on invitation).***

The Effect of Mentor Gender on the Evaluation of Mentees' Independent Work, Internal Seminar, Bocconi University, September 12, 2024 ***(on invitation).***

2023

Filling the Gap: The Consequences of Collaborator Loss in Corporate R&D, Internal Seminar, University of Rotterdam, September 12, 2023 ***(on invitation).***

Filling the Gap: The Consequences of Collaborator Loss in Corporate R&D, Organizations Research Group (ORG) Seminar, Ludwig-Maximilians-University (LMU), June 20, 2023 ***(on invitation).***

Knowing me, knowing you - How personality traits shape inventive activity in different organizational knowledge contexts, AoM 2023 Conference, Boston, August 3-7, 2023.

Filling the Gap: The Consequences of Collaborator Loss in Corporate R&D, Management, Strategy, and Innovation (MSI) Seminar, KU Leuven, May 11, 2023 ***(on invitation).***

2022

Team Capital, Bargaining Power, and Inventor Productivity; Patent PDW, AoM 2022 Conference, Seattle, August 5-9, 2022 ***(on invitation).***

Team Capital, Bargaining Power, and Inventor Productivity; Internal Seminar, Utrecht University, October 4, 2022 ***(on invitation).***

2021

The future of competitive strategy research; Panel Discussion at the SMS Competitive Strategy Interest Group Business Meeting, ZOOM, September 14th, 2021 ***(on invitation)***.

Lost Marie Curies: Family, Education, and the Probability of Becoming an Inventor, AoM 2021 Conference, ZOOM, July 30-August 4, 2021.

Survey Methods PDW: Designing Surveys to Collect Individual and Firm Level Data, AoM 2021 Conference, ZOOM, July 30-August 4, 2021.

Lost Marie Curies: Family, Education, and the Probability of Becoming an Inventor, Munich Summer Institute, ZOOM, June 7-9, 2021.

Lost Marie Curies: Family, Education, and the Probability of Becoming an Inventor, Internal Research Seminar, University of Maryland, ZOOM, April 8, 2021 ***(on invitation)***.

Lost Marie Curies: Family, Education, and the Probability of Becoming an Inventor, Internal Research Seminar, University of Groningen, ZOOM, February 11, 2021 ***(on invitation)***.

Lost Marie Curies: Family, Education, and the Probability of Becoming an Inventor, Internal Research Seminar, London Business School, ZOOM, January 26, 2021 ***(on invitation)***.

2020

The potential for sports to inform management theory building, Virtual Paper and Idea Development Workshop "Advancing Management Theory with Sports Data", Zoom, April 17, 2020 ***(on invitation)***.

2019

Rewards to patents and the recognition of women's inventive achievements, Honorary Doctoral Symposium, Ludwig-Maximilians-University, Munich ***(on invitation)***.

Performance in Contests – The Role of Risk and Confidence, Research Seminar, INSEAD, Fontainebleau, October 10, 2019 ***(on invitation)***.

The Impact of Female Mentorship on Scientists' Careers, Research Seminar, Tilburg University, Tilburg, September 27, 2019 ***(on invitation)***.

The Impact of Female Mentorship on Scientists' Careers, AoM 2019 Conference, Boston, August 9-13, 2019.

Social Ties for Labor Market Access – Lessons from the Migration of East German Inventors, AoM 2019 Conference, Boston, August 9-13, 2019 ***(on invitation)***.

Performance in Contests – The Role of Risk and Confidence, DRUID Conference, Copenhagen, June 19-21, 2019.

Performance in Contests – The Role of Risk and Confidence, Munich Summer Institute, Munich, June 17-19, 2019.

2018

Network Structure and Inventive Performance, SMS 2018 Conference, Paris, September 22-25, 2018.

Homophily, Biased Attention, and the Gender Gap in Science, AoM 2018 Conference, Chicago, August 10-14, 2018 ***(on invitation)***.

Network Structure and Inventive Performance, AoM 2018 Conference, Chicago, August 10-14, 2018.

Team selection and the gender gap: Evidence from the life sciences, Research Seminar Series, Politecnico di Milano, June 21, 2018 ***(on invitation)***.

Team selection and the gender gap: Evidence from the life sciences, Research Seminar Series, CREA, Université du Luxembourg, June 20, 2018 ***(on invitation)***.

Network Structure and Inventive Performance, DRUID Conference, Copenhagen, June 11-13, 2018.

Network Structure and Inventive Performance, Munich Summer Institute, June 4-6, 2018.

Knowledge fit - productivity gains from employee mobility, Workshop, INSEAD, April 29-30, 2018 ***(on invitation)***.

Selection and knowledge fit - productivity gains from employee mobility, Research Seminar, Università degli Studi di Milano-Bicocca, February 7, 2018 ***(on invitation)***.

2017

PDW "Employee Mobility & Entrepreneurship: Where We've Been and What's Next", DRUID Conference, New York, June 12-14, 2017 ***(on invitation)***.

Social Ties for Labor Market Access – Lessons from the Migration of East German Inventors, DRUID Conference, New York, June 12-14, 2017.

Social Ties for Labor Market Access – Lessons from the Migration of East German Inventors, 7th ZEW/MaCCI Conference on the Economics of Innovation and Patenting, ZEW Mannheim, May 15-16.

Social Ties for Labor Market Access – Lessons from the Migration of East German Inventors, Research Seminar Series, HEC Paris, FR, May 11, 2017 ***(on invitation)***.

Social Ties for Labor Market Access – Lessons from the Migration of East German Inventors, Research Seminar Series, University of Bath, UK, April 11, 2017 ***(on invitation)***.

2016

R&D Team Diversity and Performance in Hypercompetitive Environments, Munich Summer Institute (MSI 2016), Munich, June 20-22, 2016.

Debate on "Econometric Identification", DRUID Conference, Copenhagen, June 13-15, 2016 ***(on invitation)***.

PDW "Navigating the Publication Process": Playing the Publication Game, DRUID Conference, Copenhagen, June 13-15, 2016 ***(on invitation)***.

2015

Knowledge Fit and the Productivity Gain from Employee Mobility, EARIE Conference, Munich, August 28-30, 2015.

Knowledge Fit and the Productivity Gain from Employee Mobility, Symposium organized at the AoM 2015 Conference, Vancouver, August 7-11, 2015 ***(on invitation)***.

How are Externally Sourced Inventions Commercialized? AoM 2015 Conference, Vancouver, August 7-11, 2015.

2014

Knowledge Fit and the Productivity Gain from Employee Mobility, TIE Conference 2014, Munich, October 23-24, 2014.

Knowledge Fit and the Productivity Gain from Employee Mobility, Innovation Summit, Darmstadt, September 29, 2014 ***(on invitation)***.

Employee Mobility: Approaches and Methods, PDW organized at the AoM 2014 Conference, Philadelphia, August 1, 2014 ***(on invitation)***.

Gender, Parenthood, and the Income Gap in Inventive Jobs, Seminar Series of the Institute of Employment Research, Nuremberg, June 26, 2014 ***(on invitation)***.

Knowledge Diversity & Knowledge Overlap in Teams: Empirical Evidence from the Formula 1 Motorsport Industry, DRUID Conference, Copenhagen, June 16-18, 2014.

Knowledge Fit and the Productivity Gain from Mobility, Imperial College Workshop on Knowledge Worker Mobility, London, June 11-12, 2014 ***(on invitation)***.

2013

Economic and Innovation-Based Discussion of Non-Compete Clauses, Workshop KNOWLEDGE MOBILITY: THE LAW AND POLICY OF RESTRAINTS OF TRADE, Melbourne, December 9, 2013.

Knowledge Diversity & Knowledge Overlap in Teams: Empirical Evidence from the Formula 1 Motorsport Industry, ESMT Research Seminar, Berlin, November 18, 2013 ***(on invitation)***.

The Impact of Network Structure and Network Knowledge on Inventor Productivity, EPIP Conference, Paris, September 5-6, 2013.

Knowledge Diversity & Knowledge Overlap in Teams: Empirical Evidence from the Formula 1 Motorsport Industry, Schumpeter School Price Conference, Wuppertal, June 20-21, 2013.

The Impact of Network Structure and Network Behavior on Inventor Productivity, DRUID Conference, Barcelona, June 17-19, 2013.

Linking Knowledge Sourcing with Commercialization Strategies: The Role of Absorptive Capacity, INO Seminar, Copenhagen Business School, Copenhagen, June 6, 2013 (joint presentation with Lee Davis) ***(on invitation)***.

The Impact of Network Structure and Network Behavior on Inventor Productivity, 5th ZEW/MaCCI Conference on the Economics of Innovation and Patenting, Mannheim, June 3-4, 2013.

2012

Forecasting Technology Discontinuities in the ICT Industry, TIE Conference 2012, Hamburg-Harburg, September 27-28, 2012.

Knowledge Overlap in R&D Teams - Evidence from the Formula 1 Motorsport Industry, TUM-CBS Workshop, Munich, September 24-25, 2012 ***(on invitation)***.

Gains from Inventor Mobility Revisited – Do Exogenous Moves Matter?, MTEI Seminar, EPFL, Lausanne, July 26, 2012 ***(on invitation)***.

The Speedy Road to Success: Knowledge Overlap in R&D Teams, DRUID Conference, Copenhagen, June 19-21, 2012.

Gains from Inventor Mobility Revisited – Do Exogenous Moves Matter?, TIME Colloquium, LMU & TU Munich, May 10, 2012.

The Speedy Road to Success: Knowledge Overlap in R&D Teams, GeorgiaTech Strategy Seminar 2012, Atlanta, February 1, 2012. (joint presentation with Annamaria Conti, ***on invitation***).

2011

The Speedy Road to Success: Knowledge Overlap in R&D Teams, CAMS Seminar, Munich, November 23, 2011 (joint presentation with Annamaria Conti).

Gains from Inventor Mobility Revisited – Do Exogenous Moves Matter?, INO Seminar, Copenhagen Business School, Copenhagen, November 8, 2011 ***(on invitation)***.

Gains from Inventor Mobility Revisited – Do Exogenous Moves Matter?, Mobility & Competition Clause Workshop, Munich, September 1-2, 2011.

Adaptation at Full Speed – Regulatory Changes in Fast-Moving Industries, DRUID Conference, Copenhagen, June 15-17, 2011.

Adaptation at Full Speed – Regulatory Changes in Fast-Moving Industries, TIME Colloquium, LMU & TU Munich, June 1, 2011.

Adaptation at Full Speed – Regulatory Changes in Fast-Moving Industries, GeorgiaTech Strategy Seminar 2011, Atlanta, March 16, 2011 ***(on invitation)***.

Gender, Education and Mobility of Inventors. InnoS&T Conference, Munich, February 15-16, 2011.

2010

Invention Processes and Knowledge Recombination across Technological Boundaries. SMS Conference, Rome, September 12-15, 2010.

Die Bedeutung von Patenten für das Innovationsverhalten von KMU - Eine empirische Analyse. Forum "Junge Spitzenforscher und Mittelstand", Bonn, June 23, 2010 ***(on invitation)***.

Invention Processes and Knowledge Recombination across Technological Boundaries. DRUID Conference, London, June 16-18, 2010.

Invention Processes and Knowledge Recombination across Technological Boundaries. EURAM Conference, Rome, May 19-22, 2010.

Invention Processes and Knowledge Recombination across Technological Boundaries. GeorgiaTech Strategy Seminar 2010, Atlanta, April 7, 2010 ***(on invitation)***.

2009

Invention Processes and Knowledge Recombination across Technological Boundaries. TIM Tagung 2009, Aachen, November 5-6, 2009.

Languages, Fees and the International Scope of Patenting. TIME Colloquium, LMU & TU Munich, July 7, 2009.

Languages, Fees and the International Scope of Patenting. DRUID Conference, Copenhagen, June 17-19, 2009.

What Inspires Leisure Time Invention? - Advancing the Study of Innovation and Globalization in Organizations (ASIGO) Conference, Nuernberg, May 29-30, 2009.

2008

Leisure Time Invention – Waste of Effort, or Wellspring of Breakthrough Ideas? - EPIP Conference, Bern, October 3-4, 2008.

Patent Validations at the Country Level - The Role of Fees and Translation Costs. EEA/ESEM Conference 2008, Milan, August 27-31, 2008.

Patent Validations at the Country Level - The Role of Fees and Translation Costs. DRUID Conference, Copenhagen, June 18-20, 2008.

Leisure Time Invention – Waste of Effort, or Wellspring of Breakthrough Ideas? - DRUID Conference, Copenhagen, June 18-20, 2008.

Patent Validations at the Country Level - The Role of Fees and Translation Costs. 3rd ZEW Conference on the Economics of Innovation and Patenting, Mannheim, June 13-14, 2008.

The Determinants of the Validation Behavior of Applicants - Do Fees Matter? - MSI Workshop, K.U. Leuven, May 29, 2008 ***(on invitation)***.

2007

The Determinants of the Validation Behavior of Applicants - Do Fees Matter? - Economic Seminar Series, European Patent Office, Munich, December 14, 2007 ***(on invitation)***.

A Closer Look at Inventive Output - The Role of Age and Career Paths. EPIP Conference, Lund, September 2007.

Tracing Mobile Inventors - The Causality between Inventor Mobility and Inventor Productivity. CEBR Workshop on "Human Capital, Patenting Activity, and Technology Spillovers", Copenhagen, September 2007 ***(on invitation)***.

A Closer Look at Inventive Output - The Role of Age and Career Paths. AEA Conference on INNOVATIONS and INTELLECTUAL PROPERTY VALUES - Econometric Studies, Strasbourg, June 28-29, 2007.

Does Mobility Increase the Productivity of Inventors? New Evidence from a Quasi-Experimental Design. DRUID Conference, Copenhagen, June 18-20, 2007.

Alter und Erfinderproduktivität - Eine empirische Analyse, Vortrag im Rahmen des Forschungsseminars der Wirtschafts- und Sozialwissenschaftlichen Fakultät der Universität Rostock, January 2007 ***(on invitation)***.

2006

Tracing Mobile Inventors - The Causality between Inventor Mobility and Inventor Productivity. EPIP Conference, Munich, September 2006.

Tracing Mobile Inventors - The Causality between Inventor Mobility and Inventor Productivity. E.A.R.I.E. Conference, Amsterdam, August 25-27, 2006.

2005

A Closer Look at Inventor Productivity - What Makes the Difference. AEA Conference on INNOVATIONS and INTELLECTUAL PROPERTY VALUES - Econometric Studies, Paris, October 20-21, 2005.

A Closer Look at Inventor Productivity - What Makes the Difference. 2nd ZEW Conference on the Economics of Innovation and Patenting, Mannheim, Sept 19-20, 2005.

A Closer Look at Inventor Productivity. EURAM Conference, Munich, May 4-7, 2005.

2004

Institutionalized Incentives for Ingenuity - Patent Value and the German Employees' Invention Act. GEABA-Symposium, Bonn, September 22-24, 2004.

C. TEACHING

Courses	**Course Type**	**Semester** SS:summer term WS:winter term	**Target Audience** BWL = business administration	**University**
MAN 692 Organisationstheorie	Lecture	HWS 2016 - HWS 2020	M.Sc. in Management	Univ. of Mannheim
MAN 693 Strategic Intellectual Property Management	Lecture	HWS 2016 - HWS 2026*	M.Sc. in Management	Univ. of Mannheim
MAN 806 Advances in Organization and Innovation Research	Seminar	HWS 2016 - HWS 2026	PhD in Business (CDSB)	Univ. of Mannheim
MAN 690 Innovation Management	Lecture	FSS 2016 - FSS 2026*	M.Sc. in Management	Univ. of Mannheim
MAN 691 Selected Topics in Organizational Behavior	Lecture	FSS 2016 - FSS 2024*	M.Sc. in Management	Univ. of Mannheim
MAN 401 Organization and Human Resource Management	Lecture	FSS 2016 - FSS 2024*	B.Sc. in Management	Univ. of Mannheim
MAN 721 Research Seminar Organization and Innovation	Seminar	HWS 2015 - FSS 2024*	M.Sc. in Management	Univ. of Mannheim
MAN 605 - Mastering Complexity in Organizations	Seminar	FSS 2025 - FSS 2026	M.Sc. in Management	Univ. of Mannheim
Innovation Management	Lecture	Winter Term 2015	B.Sc. in Innovation	CBS
Strategy and Intellectual Property Rights	Lecture	Spring Term 2015	B.Sc. in Entrepreneurship	CBS
Management and Economics of Innovation (Faculty: 6 CBS Professors)	Seminar	Winter Term 2017, 2019 - 2025	Ph.D. School in Economics and Management	CBS
Project Seminar	Seminar	WS 2011- WS 2013	PHD in Management, PHD in Physics, PHD in Biotech, MBA, Law School	LMU, Georgia Tech, Emory University
Innovation Management *(Innovation Strategy & Organization for Innovation)*	Lecture & Tutorial	SS 2011	BWL BSc	LMU
Innovation Management 1 *(Innovation Strategy)*	Lecture & Tutorial	SS 2005	BWL Diploma	LMU
Innovation Management 2 *(Organization for Innovation)*	Lecture & Tutorial	WS 2005/06	BWL Diploma	LMU
IP Management	Proseminar	WS 2002/03 - WS 2014/15	BWL BSc and Diploma, Diploma students from other faculties	LMU
SQ2 Start with Business Planning (Podcast on iTunes U)	Lecture & Tutorial	WS 2008/09; WS 2009/10; WS 2010/11; WS 2011/12	BWL BSc	LMU

* Fall semester 2021, spring semester 2022, and spring semester 2025: research semester.

Courses	**Course Type**	**Semester** SS=summer semester WS=winter semester	**Target Audience** BWL = business administration	**University**
Train the Trainer – "Start with Business Planning"	Seminar	WS 2010/11 - WS 2015/16	BWL PhD	LMU
Business Planning for HighTech-Industries	Proseminar	SS 2015	BWL MSc	LMU
Social Entrepreneurship	Proseminar	SS 2015	BWL MSc	LMU/TUM
Business Planning	Seminar	SS 2011, SS 2013	Informatics BSc and Diploma, BWL BSc and MSc	LMU
Advanced Seminars	Seminar	SS 2003-SS 2012	BWL BSc and Diploma	LMU
Empirical Research	Proseminar	WS 2006/07; SS 2010	BWL BSc and Diploma	LMU
Skills & Tools	Proseminar	WS 2002/03; WS 2003/04	BWL Diploma	LMU
Investment & Financing	Tutorial	SS 2002	BWL Diploma	LMU

Ph.D. Committees / Support of Dissertation Projects / Supervision of Theses

Assessment Committees / PhD Committees / Habilitation Committees

2026 - External Member of the Hiring Committee, Professorship in Technology Management, Technical University Munich Germany

Assessment Committee, Professor in Strategic Organization Design, Department of Business & Management, University of Southern Denmark, DK

Lena Rudat, University of Mannheim (Supervisor and First Referee, PhD)

Robert Dehghan, University of Mannheim (Second Referee, PhD)

2025 - Marc Mertens, University of Mannheim (Second Referee, PhD)

2024 - Search Committee Director at the German Institute of Japanese Studies (DIJ), Tokyo, Japan

Elise Petit, Solvay Business School, Université libre de Bruxelles (External Member of the PhD Committee)

Naeem Zakir, University of Mannheim (Second Referee, PhD)

2023 - Search Committee President (Rector) of the University of Mannheim

Assessment Committee, Professor in Strategic Organization Design, Department of Business & Management, University of Southern Denmark, DK

Review Panel, Niedersachsen-Impuls-Professuren

Claudia Rossetti, University of Mannheim (Supervisor and First Referee, PhD)

Himani Singh, University of Mannheim (Supervisor and First Referee, PhD)

Martin Jerusalem, University of Mannheim (Second Referee, PhD)

2022 - Assessment Committee, Assistant Professorship in Mangement, Politecnico di Milano School of Management, IT

Leo Schmallenbach, University of Mannheim (Supervisor and First Referee, PhD)

Nico Zeiner, University of Mannheim (Supervisor and First Referee, PhD)

Philipp Binder, University of Mannheim (Second Referee, PhD)

Marc Kowalzick, University of Mannheim (Second Referee, PhD)

Search Committee Chancellor (Executive Vice President) of the University of Mannheim

Search Committee President of the Mannheim Business School

2021 - Martin Hetu, HEC Paris (PhD Committee: President of the Jury and Rapporteur)

Search Committee ZEW-Professorship in Economics of Innovation

Ernest Miguelez, University of Bordeaux (External Member of the Committee for the Habilitation à Diriger les Recherches)

Andreas Koch, University of Mannheim (Second Referee, PhD)

Mona Reber, University of Mannheim (Supervisor and First Referee, PhD)

2020 - Chairman of the Assessment Committee, Professorship in Innovation and Entrepreneurship, Department of Strategy and Innovation, Copenhagen Business School, DK

2019 - Chairman of the Assessment Committee, Junior Professorship “Sustainable Entrepreneurship”, University of Mannheim

2018 - Antanina Garanasvili, University of Padua (Referee, PhD)

2017 - David Wehrheim, Universidad Carlos III de Madrid (Member of the PhD Evaluation Panel)

Marie Oehme, University of Mannheim (Second Referee, PhD)

Jens Förderer, University of Mannheim (Second Referee, PhD)

Assessment committee, Full Professorships in Business Economics, Aarhus University, DK

2016 - Ding Ding, KTH Royal Institute of Technology, Stockholm, SE (Member of the PhD Committee)

Bernadette Baumstark, University of Mannheim (Second Referee, PhD)

Jan Zybura, University of Mannheim (Second Referee, PhD)

Armita Atabaki, University of Mannheim (Second Referee, PhD)

Suleika Bort, University of Mannheim (Second Referee, Habilitation)

2015 - Senem Aydin, Bocconi University, IT (External Discussant in the PhD Defense)

Hiring Committee, Assistant Professor of Technology Entrepreneurship, The Mads Clausen Institute at the University of Southern Denmark, DK

2013 - Arjan Markus, Copenhagen Business School, DK (Member of the PhD Committee)

PhD Supervision

- Supervision at the University of Mannheim: Nico Zeiner (2016-2022), Mona Reber (2016-2020), Leo Schmallenbach (2017-2022), Claudia Rossetti (2018-2023), Himani Singh (2018-2023), Nils Schweikard (from 2021), Lena Rudat (2021-2026), Nicola Schmitt (from 2024)
- Supervision at Copenhagen Business School: Fiammetta Grieco Cinquegrana (from 2025)
- I have closely supported the following doctoral students who have completed their thesis at INNO-tec (LMU) or at the Max Planck Institute for Innovation & Competition:

Bernhard Kirchmair:	*Spinoffs from established companies*
Stephan Hundertmark:	*The usefulness of IP and other protection mechanisms*
Maria Heibel:	*Inventor networks*
Jeannine Sütterlin:	*Knowledge recombination in nanotechnology*
Volker Ruerup:	*The breadth and the depth of technological knowledge*
Michael Natterer:	*Similarity of patens*
Alexander Suyer:	*Ideology's Role in Adaptation to Technological Change*
Christian Steinle:	*Inventor networks and inventor productivity*
Michael Moedl:	*Crowd-based means of financing*
Jonas Heite:	*Asymmetric contests, stress and performance*

Supervision of Theses

- Supervision of Business Master Projects in the course of the full-time and part-time MBA and the Executive MBA at the Mannheim Business School.
- Supervision of various Diploma, Project, Bachelor, and Master Theses in management at the University of Mannheim, CBS, and LMU.
- Supervision of Master's Theses in the course of the European Master in Management (EMM) run jointly by EMLyon Business School (France), Aston Business School (UK) and LMU (Germany)
- Supervision of Master's Theses in the course of the Master of Laws in Intellectual Property (LL.M. IP) program of the Munich Intellectual Property Law Center (MIPLC)

Executive / MBA Education

- Munich Intellectual Property Law Center (MIPLC): Course “Technology and Innovation Management” (from 2014)
- Munich Intellectual Property Law Center (MIPLC): Course "Valuation of Intangibles" (2010-2015)
- LMU EC Business Planning Seminar for physicists: Lecture on intellectual property (2008-2013)
- LMU EC Entrepreneurship Seminars: Lecture "IP Management for Start-ups" (2008-2013)
- European Patent Academy: Lecture "University patents – Incentive for Innovation?" (2008-2009)
- DIHK: Lecture "Development of Patent Applications in the US and Europe" (10/2006 and 12/2006)

D. LIST OF PROJECTS

Research Funding

(1) Karl Schlecht Foundation – Leadership in the Digital Era: Adapting to the Future of Work (joint project with Max Reinwald, University of Mannheim) (Ref.: 1525008) (2025-2027)

Funding volume: 40,896 €

Role: Acquisition of the funds; PI

Content

The research program addresses key issues at the intersection of digitalization, work, and leadership, making it highly relevant for various target groups from both academia and practice. It focuses on two complementary sub-projects, each dealing with current challenges faced by organizations, leaders, and employees in the context of digital transformation processes.

(2) DFG Grant - Innovation and the Formation of Business Groups (joint project with Ernst Maug, University of Mannheim, Christoph Schneider, University of Münster, Ahmet Ali Taşkın IAB, Nuremberg (Ref.: HO 6984/8-1; MA 3317/5-1; SCHN 1448/2-1; TA 1740/1-1; ProjectNo.: 550193790) (2025-2027)

Funding volume: 231,678 €

Role: Acquisition of the funds; PI

Content

This project examines the role of corporate transactions—specifically mergers, acquisitions, and divestitures—in shaping the structure of business groups and explores the resulting impacts on innovation and labor market dynamics. Positioned at the intersection of corporate finance, labor economics, and organizational economics, this research contributes to understanding how these transactions facilitate the creation or dissolution of conglomerates. In the first study, we analyze the processes through which business groups are formed and disbanded. The second project examines the impact of mergers and acquisitions (M&As) on local labor market concentration. The third project investigates inventor turnover following M&As. The fourth project assesses M&A effects on inventors' career trajectories and its implications for innovation. Central to this research is the development of a comprehensive new database of German inventor, patent, employee, and firm data for broader academic use.

(3) Leibniz Society – Leibniz Collaborative Excellence funding programme "High-Growth Entrepreneurship, innovation, and the transformation of the economy" (joint project with: Ufuk Akcigit, University of Chicago (US); Andre Diegmann, IWH; Hanna Hottenrott, ZEW & TUM; Javier Miranda, IWH & Friedrich-Schiller University Jena; Enrico De Monte, ZEW; Merih Sevilir, IWH & ESMT-Berlin) (Ref.: xxx) (2024-2026)

Funding volume: 1,000,000 €

Role: PI

Content

Transformative innovation is fundamentally disruptive leading to reallocation, productivity growth, and growing standards of living. Entrepreneurial firms are believed to be at the heart of this process by introducing new ideas, products, and services that displace those offered by less innovative firms. This creative-destruction process underlies business dynamism in modern market economies. However, entrepreneurship and business dynamism are in decline in the US and Europe with potentially broad implications for innovation, productivity growth, and well-being. The arising key question is what can be done to achieve sustainable competitiveness. We propose a program to study the conditions, determinants, and implications of innovative high-growth entrepreneurship in Germany and develop a rich new data infrastructure to study high-growth entrepreneurship.

(4) (a) Karl Schlecht Foundation - Digitalisation and future of work - leadership in virtual ad hoc teams (Ref.: 1523002) (2023-2024)

Funding volume: 22,070 €

(b) Dr. Werner Jackstaedt Foundation - Future of work – drivers of performance in virtual ad hoc teams (2023-2024)

Funding volume: 20,000 €

Role: Acquisition of the funds; PI

Content

While ad hoc virtual teams, i.e., teams that work together virtually on demand and for a limited time, can bring significant flexibility and cost benefits to organisations, they pose new challenges for leaders. Due to a lack of long-term perspective and limited face-to-face communication, members of virtual ad hoc teams often face a lack of trust, conflicts and increased coordination efforts compared to traditional teams. This project addresses the specifics of leadership (a), incentives (b), and communication (b) in virtual ad hoc teams.

(5) Start-up funding at the University of Mannheim - Behavior and performance in hypercompetitive environments – A gender perspective (2023)

Funding volume: 18,000 €

Role: Acquisition of the funds; PI

Content

Hypercompetitive environments are characterized by high uncertainty, complex tasks, and extreme competitive pressure. While prior research has advanced our understanding of how these environments affect strategy and performance at the industry and firm level, relatively little attention has been paid to individuals. In particular, we lack a clear understanding of how individuals behave and, consequently, accomplish complex tasks in such competitive settings and how performance and behavior may differ by individuals' characteristics. This study will address these open questions.

(6) DFG Grant - Patterns of knowledge diffusion and knowledge recombination (Ref.: HO 6984/7-1) (2023-2025)

Funding volume: 115,200 €

Role: Acquisition of the funds; PI

Content

Although the existing literature has considerably improved our understanding of knowledge recombination and diffusion, the two concepts generally exist in parallel literature and have not yet been meaningfully integrated. As a result, the boundaries of the concepts in relation to each other have not been (sufficiently) elaborated. Integration of the two concepts is necessary because knowledge diffusion and knowledge recombination, although different concepts, are mutually dependent. In a second step, we will analyze how knowledge diffusion and knowledge recombination patterns impact the economic value of inventions by comparing these patterns prior to and after an exogenous shock, i.e., the Fukushima Daiichi nuclear disaster in Japan in March 2011.

Start-up funding at the University of Mannheim

Funding volume: 18,000 €

Role: Acquisition of the funds; PI

(7) FORTE – Swedish Research Council – Challenges in working life 2021 "Women in science and technology: career impediments and the child penalty" (joint project with: Olof Ejermo, University of Sweden, Ari Hyytinen, Hanken School of Economics (FI), HC Kongsted, Copenhagen Business School, Myriam Mariani, Bocconi University (IT), Valentina Tartari, Copenhagen Business School, and Otto Toivanen, Aalto University (FI)) (Ref.: 2021-01552) (2022-2027)

Funding volume: 2,000,000 €

Role: Researcher; contribution to draft the proposal

Content

Women face difficult trade-offs in juggling the demands of working life and family life. This research program addresses these trade-offs by investigating the career paths of women and men in two particularly knowledge-intensive areas of key importance to societal progress, science and technology. We will provide causal evidence on the impact of childbearing on academic careers and careers in highly innovative private firms and how this impact is related to the roll-out of parental leave schemes. Going beyond the focus on earnings inequalities, we will examine the potential adverse effects on knowledge output in terms of publications and patents, which might have long-lasting, negative implications for societal growth and welfare. Our study also addresses the reasons for and consequences of women's continued underrepresentation in science and technology professions, addressing the fairness of access for both genders to high-earning, knowledge-intensive jobs.

(8) Volkswagen Foundation – MOMENTUM Grant "Organization Design for Digital Transformation" (Ref.: 96 857) (2021-2025)

Funding volume: 631,300 €

Role: Acquisition of the funds; PI

Content

Recent technological advances, such as machine learning, use of cloud-computing, and blockchain have opened tremendous opportunities for all types of organizations. Even though organizations have, by now, understood the predictive power of big data, most of them have not transformed into data-driven organizations. This transformation poses a huge challenge to organization design because big data enables completely new business models, shifts the internal distribution of power, changes structures and hierarchies, increases the speed of decision-making, requires new capabilities, and changes the culture of an organization. To successfully master this challenge, an overarching and general theory that explains the emergence of new organization designs as well as an understanding of how organizations transform into digital organizations are required. The outcomes of this research program will advance the theory of organization design. Additionally, the results will be of utmost importance for practice, since the digital transformation helps organizations to address fast-paced change and to fully exploit the potential of big data to remain competitive and to survive in the long run.

(9) European Commission - ENGAGE.EU European University (joint application with Luiss Libera Università Internazionale degli Studi Sociali Guido Carli (Italy), NHH Norwegian School of Economics (Norway), Tilburg University (The Netherlands), University of National and World Economy (Bulgaria), University Toulouse 1 Capitole (France), and WU Vienna University of Economics and Business (Austria) (2021-2023)

Funding volume: 5,000,000 € (for all partners)

Role: Contribution to draft the proposal: Coordinator of Work Package 3 "Research and Innovation"; Co-coordinator of the Work Package – Learning Analytics

Content

ENGAGE.EU is a consortium of seven universities sharing European values and a global outlook. The alliance aims to enable its learners to act as socially engaged European citizens and to have impact on society at large. Building on a solid background in the social sciences, the alliance is based on a comprehensive approach, following three interconnected paths: Engaged Learning, Engaged Research and Innovation and Engaged in Society. More specifically, the partner universities pursue the goal of developing new joint courses and teaching formats addressing current, future-oriented topics. These offers shall not only involve the institutions' actual students, but also interested learners from society in general. In research, among other

things, a think tank is intended to enrich the structural cooperation between researchers, learners and other alliance actors. Finally, ENGAGE.EU Labs enable universities to exchange ideas with stakeholders from civil society and business and open up space for innovations.

(10) DFG Grant - Productivity Effects of Inventor Mobility in Agglomerations and Teams (joint project with Dr. Joerg Heining, IAB, Germany and Dr. Fabian Gaessler, Max Planck Institute for Innovation and Competition Germany) (Ref.: HO 4468/2-1) (2017-2019)

Funding volume: 271,320 € (for all partners)

Role: Acquisition of the funds; PI

Content

The main goal of the proposed project is to contribute to the understanding of knowledge production by inventors in either teams or (industrial) agglomerations. Towards this objective, our main focus will be on the role of inventor mobility via the labor market. In the first part of the project, we analyse the effects of spatial mobility on inventive productivity in the context of agglomerations. The results will provide micro level evidence how knowledge production of inventors benefits from an environment of agglomeration. In the second part, we address the dynamics of inventor teams in form of individual mobility or the co-mobility of inventor teams. By using changes in team composition, we want to explain the role of team specific capital for inventive performance. In our research we aim at identifying the causal effects of mobility on knowledge production, as measured by patent applications.

(11) Hans-Sauer-Foundation Junior Professorship "Invention Processes and Intellectual Property" (2011-2016)

Funding volume: 410,000 €

Role: Acquisition of the funds; Junior Professor 2011-2015

(Applicant of each of the following projects: Prof. D. Harhoff, Ph.D.)

(12) DFG Grant - Clean Technology-Innovation in Germany: Human Capital Accumulation in Case of Heterogenous Knowledge Inputs (joint project with Prof. Dr. T. Zwick, University of Wuerzburg, Germany) (Ref.: ZW 172/2-1) (2012-2014)

Funding volume: 340,000 € (for both partners)

Role: Project management; contribution to draft the proposal

Content

Clean technology is characterized by the combination of different knowledge domains including information technology, bio- and nanotechnology as well as other engineering technologies. The project addresses inventors active in the field of clean technology and aims at analyzing the career paths of these inventors to obtain information about the types of human capital accumulation observable in clean technology. Furthermore, the project analyzes the importance of diverse knowledge inputs to foster innovation success.

(13) ESF / DFG Grant – APE - Academic Patenting in Europe: Database Sharing, Applications and Extensions (Coordinated Funding via ESF and DFG) (07-RNP-011) (2009-2012)

Funding volume: 380,000 € (for all 11 partners)

Role: Member of the Steering Committee; contribution to draft the proposal

Content

The APE-INV program (Academic Patenting in Europe: Database Sharing, Applications and Extensions) was a Database Harmonization project. The main objectives of APE-INV were (1) to share expertise and methods for the creation of an inventors' database, (2) to share expertise and methods for matching the inventors' database with national databases of academic scientists, and (3) to produce a freely available database on "academic patenting in Europe". The project was conducted in co-operation with researchers from Bocconi University (Milan, IT), University of Vienna (AT), K.U. Leuven (Leuven, BE), Solvay Business School (Brussels, BE), the Institute of Economics Zagreb (HR), Copenhagen Business School (DK),

BETA Université de Strasbourg (FR), Maastricht University (NL), Institute of Innovation and Entrepreneurship (Gotheburg, SE), École Polytechnique Fédérale de Lausanne (CH), and the Centro de Ciencias Humanas y Sociales (Madrid, ES).

(14) European Commission (7th FP) – InnoS&T - Innovative S&T indicators combining patent data and surveys: Empirical models and policy analyses (FP7-SSH-2007-1) (2008-2011)

Funding volume: 604,000 €

Role: Project management (inventor survey); contribution to draft the proposal

Content

InnoS&T ("Innovative S&T indicators combining patent data and surveys: Empirical models and policy analyses") was a project conducted in co-operation with researchers from Bocconi University (Milan, IT), Bologna University (IT), K.U. Leuven (Leuven, BE), and IESE Business School (Barcelona, ES). InnoS&T developed and collected novel and systematic science and technology indicators covering Europe, Israel, the United States, and Japan through extensive surveys of patent inventors and the creation of indicators based on citations to science in patents. The project also developed empirical models and policy analyses using these indicators in the following research topics: the economic use of patents; science-industry links and innovation performance; gender, education and mobility of inventors; and the economic value of patents. The PatVal-EU II, PatVal-US (in co-operation with Prof. Eric von Hippel, Massachusetts Institute of Technology (Boston, US)) and PatVal-JP (in co-operation with Prof. Sadao Nagaoka, RIETI & Hitotsubashi University (Tokyo, JP) surveys, conducted as part of the InnoS&T project, interviewed inventors of EPO patents with priority dates between 2003-2005 in 20 European countries, the US, Japan and Israel. 22,533 responses were received from the inventors in all of the countries surveyed.

(15) DAAD Travel Grant (VIGONI-Program 2007) (D/06/19579) (2007-2008)

Funding volume: 7,000 €

(16) European Commission - Tender ENTR/05/82 – Strategic Patenting (2006-2007)

Funding volume: 125,000 €

Role: Researcher; contribution to draft the proposal

Content

In conjunction with Professor Bronwyn Hall and Fondazione CERM, INNO-tec undertook a study into the strategic use of patents in Europe. This study ran over a period of 18 months and was commissioned by the Enterprise and Industry Directorate General of the European Commission.

(17) ESF / DFG Grant - Inventor Mobility, Knowledge Flows and Firm Productivity (Coordinated Funding via ESF and DFG) (joint project Dr. G. Licht, Dr. E. Müller, Dr. K. Cremers from the Centre for European Economic Research (ZEW), Mannheim, Germany) (7/2005-6/2007)

Funding volume: 100,000 €

Role: Project management; contribution to draft the proposal

Content

This project was part of the ESF Collaborative Research Project "Science and Technology Research in the Knowledge-Based Economy" carried out by research groups from eight European universities. Research carried out in this project aimed at a better understanding of the impact and determinants of inventor mobility. Using available survey data on the biography of individual inventors as well as firm-level data, the Munich and Mannheim teams sought to identify the determinants of inventor mobility as well as the impact of mobility on company performance.

(18) European Commission - EPIP - European Policy for Intellectual Property (HPSE-CT-2002-60053) (2003-2005)

Funding volume: 150,000 € (for all partners)

Role: Founding Member of EPIP

Content

EPIP stands for European Policy for Intellectual Property. It is an international, independent, interdisciplinary, non-profit association of researchers that grew out of a network financed by the European Commission from 2003 to 2005.

The objectives of the project were to create a leading European platform for the analysis and discussion of intellectual property systems and intangible assets; to encourage research regarding economic, legal, social, political and historical aspects of intellectual property rights at the national, European and international levels; to contribute ideas, concepts and discussions that will promote innovation, productivity and growth in Europe and beyond; to inform and to encourage policy-oriented discussion involving political and administrative bodies and stakeholders in Europe; and to cooperate with other associations with similar objectives.

The ongoing activities of EPIP include the organization of one major annual conference, two or more workshops per year, and collaborative work among members of the association.

(19) European Commission (6th FP) – PatVal - The Value of European Patents: Empirical Models and Policy Implications based on a Survey of European Inventors (HPV2-CT-2001-00013) (2002-2004)

Funding volume: 130,000 €

Role: Researcher

Content

PatVal was a European research project carried out by research groups from six European universities. The project aimed at creating a data base of patent characteristics drawn from the patent documents and obtained from a survey of inventors located in six European countries: France (Université de Lyon 2), Germany (LMU, Munich), Italy (Sant'Anna School of Advanced Studies, Pisa), the Netherlands (Eindhoven University of Technology), Spain (Universitat Pompeu Fabra, Barcelona), and the UK (SPRU - University of Sussex, Brighton). Most importantly, the survey provided information on the economic value of patents, the biographies of inventors, and the processes that led to the inventions.