

LENA RUDAT

University of Mannheim • Area Management
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RESEARCH INTERESTS

Topics: Future of Work, Gender Equality, Online Labor Markets, Virtual Teams

Methods/Data: Large Datasets, Experiments, Field Experiments, Natural Language Processing

EDUCATION

Yale University Aug 2024 – May 2025
Visiting PhD Candidate, hosted by Prof. Tristan Botelho

University of Mannheim Since 2021
PhD Candidate in Management at the Graduate School of Economics and Social Sciences
Supervisor: Prof. Dr. Karin Hoisl

University of St. Gallen Sep 2019 – Sep 2021
Master in Strategy and International Management (SIM)

University of Mannheim Sep 2015 – Jun 2019
Bachelor in Business Administration
Study Option: International Business Education Alliance (IBEA) with three semesters abroad:

- FGV Ebape Rio de Janeiro, Brazil Sep 2018 – Dec 2018
- ESSEC Business School, Singapore Jan 2018 – Apr 2018
- University of South Carolina, USA Sep 2017 – Dec 2017

PUBLICATIONS

1. Sander, G., Hartmann, I., Keller, N., & Rudat, L. (2021). *Diversity und Inklusion als Führungsaufgabe* [Diversity and Inclusion as a Leadership Responsibility]. In P. Genkova (Ed.), *Handbuch globale Kompetenz* (pp. 1–14). Springer VS.
2. Sander, G., Hartmann, I., Keller, N., & Rudat, L. (2024). *Warum Diversity und Inklusion eine Führungsaufgabe ist* [Why Diversity and Inclusion are a Leadership Task]. In M. Winkler, U. Hirschfeld, & U. Liedke (Eds.), *Verstehen und Verantwortung in Organisationen und Bildungsprozessen* (pp. 246–257). Beltz Juvent.

SELECTED WORK IN PROGRESS

1. **Rudat, Lena**; Schweikard, Nils; & Singh, Himani. “Striving for Performance, Struggling for Satisfaction: The Effects of Decision-Making Structure in Virtual Teams.” [Under review at *Organization Science*]
2. Botelho, Tristan & **Rudat, Lena**. “Breaking the Bias? Examining the Persistence of the Gender Pay Gap in Online Freelance Labor Markets.” [Manuscript preparation]
3. **Rudat, Lena**. “Gender Differences in Leading and Being Led During Team Crises.” [Conceptual stage]

SCHOLARSHIPS & GRANTS

Research Project Grant [€1,700] 2022
German Society for Online Research

PhD Scholarship [€70,000] 2021
Cusanuswerk (funded by the German Federal Ministry of Education and Research)

PhD Scholarship 2021
Graduate School of Economics and Social Sciences, University of Mannheim

Jane M. Klausman Women in Business Scholarship [\$12,500] 2019
Zonta International Foundation

Promos Scholarship for Student Mobility 2018
German Academic Exchange Service

IBEA Scholarship 2016
Dean's Office at the University of Mannheim

IJFD Scholarship for a Voluntary Service Year Abroad 2014
German Federal Ministry of Family, Senior Citizens, Women and Youth

TEACHING & RESEARCH ASSISTANT POSITIONS

University of Mannheim

- Teaching Assistant for the following courses
 - *Organization and Human Resource Management (Bachelor)* Spring 2024, Spring 2025
 - *Innovation Management (Master)* Spring 2025
 - *Strategic Intellectual Property Management (Master)* Fall 2023
 - *Advanced Topics in Digital Transformation (Master)* Fall 2023
 - *Financial Mathematics (Bachelor)* Fall 2016
- Supervision of a total of 8 Master theses since Spring 2024
- Supervision of a total of 9 Bachelor theses since Spring 2024
- Coordination of Bachelor thesis process for the *Chair of Organization and Innovation* since Spring 2025

University of St. Gallen

- Research Assistant *Diversity & Inclusion (Prof. Dr. Gudrun Sander)* Spring 2020, Fall 2020, Spring 2021

NON-ACADEMIC EXPERIENCE

Schenker AG May 2018 – May 2019
Working Student and Intern, Data Strategy & Analytics

University of Mannheim Feb 2017 – Feb 2019
Executive Assistant to the Managing Director of the Business School

PRESENTATIONS

Academy of Management Conference 2025: Symposium Presentation Jul 2025

The (Re)production of Inequality in Evaluations Conference (Columbia Business School): Lightning Talk May 2025

Yale University: Research Seminar Presentation March 2025

INGroup Midyear Conference: Paper Presentation Jan 2025

Academy of Management Conference 2024: Paper Presentation Aug 2024

VOLUNTARY SERVICE

Voluntary Social Service Year in Viet Tri, Vietnam Aug 2014 – Aug 2015
English Teacher with a program by the German Federal Ministry of Family Affairs, Senior Citizens, Women and Youth

FURTHER SKILLS

Languages: German (native), English (fluent), French (fluent), Vietnamese (elementary)

Computing: R (advanced), Stata (advanced), Natural Language Processing (advanced), ATLAS.ti (proficient), Python (proficient)