

Nicola Schmitt

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EDUCATION

University of Mannheim, Mannheim, Germany Sep 2024 – Present

- Graduate School of Economics and Social Sciences
- Doctoral Studies (Ph.D.) in Management

University of Cologne, Cologne, Germany Sep 2020 – Sep 2024

- Master of Science in Business Administration: Corporate Development

ALBA Graduate Business School, Athens, Greece Mar 2022 – Jun 2022

- Exchange Semester
- Msc in Shipping Management ranked No. 12 in Maritime Management worldwide

University of Cologne, Cologne, Germany Oct 2016 – Feb 2021

- Bachelor of Science in Business Administration: Corporate Development

EXPERIENCE

University of Mannheim: Research Assistant and Ph.D. Candidate Feb 2025 – Present

Chair of Organization and Innovation (Prof. Dr. Karin Hoisl)

- Support the chair with administrative and research tasks.

University of Cologne: Student Research Assistant Feb 2024 – Jul 2024

Junior professorship of Organizational Behavior (J-Prof. Dr. Annabelle Hofer)

- Assisted with teaching the course 'Contemporary Topics in Organizational Behavior – From Theory to Practice,' including the preparation of course materials and course coordination support.
- Conducted targeted literature reviews to support academic publications.
- Cleaned data for multi-wave studies on sustainable career development using SPSS.

University of Cologne: Student Research Assistant Aug 2023 – Jan 2024

DFG-funded research project on Gig Work and Future Employment Prospects: A

Correspondence Study (J-Prof. Dr. Annabelle Hofer (UZK) & Dr. Elisa Gerten (LMU))

- Conducted literature reviews and analyses on the functioning, participants, and trends in the GigEconomy market.
- Participated in the planning and design of a correspondence study.
- Coordinated the team of student research assistants.

Ernst&Young Global Limited, Switzerland: Junior Consultant Intern Apr 2018 – May 2018
People Advisory Service

- Conducted a research project on the latest developments in Change-Management.
- Developed and coordinated the implementation of an internal system for the exchange of data.

ICGK International Consulting Group Kapur GmbH: Training Apr 2018 – Present
Preparation for Entering the Business Consulting Profession

- Education and training in the field of Innovative Economic and Business Systems.

Research Projects

Master Thesis, Graded: 1.7

The Politics of Corporate Venture Capital with Prof. Christian Schwens 2024

- Literature review on the influence of Economic Policy Uncertainty (EPU) and political connectedness on Corporate Venture Capital investments (CVC).
- Quantitative analysis of a large-scale dataset matching CVC panel data (1995–2020) with Corporate Political Action Committees (PACs) contributions data from the US Federal Election Commission and further firm-specific data.
- **Results:** Contrary to expectations, EPU does not moderate the relationship between political connectedness and CVC investments. Instead, EPU positively moderates the effect of corporate contributions on political connectedness, as firms increase contributions during periods of high uncertainty to secure access to policy-related information. Furthermore, political connectedness mediates the impact of political contributions on CVC investments, highlighting its role in driving investment decisions.

Research Project, Graded: 1.0 2023

Impact of a Gender Quota targeting Top Management on Gender-Specific Hiring Behavior regarding the Subordinate Managerial Level with Dr. Louis Strang

- Literature review on the limited spillover effects of gender quotas, analyzing why existing quotas fail to enhance gender diversity beyond executive leadership positions.
- Development of an experimental design to demonstrate the effect of experiencing a gender quota in raising awareness of gender inequality and promoting more gender-inclusive hiring practices at subordinate managerial levels.

Research Project, Graded: 1.3 2021

Gender Differences in Networking and Implications for Career Success with Dr. Anna Olszewska

- Literature review on networking, social capital, and gender-specific differences in professional networks.

- Comparative analysis of network structures between men and women, and their implications for gender-specific career success.
- **Results:** Women benefit from dual networking strategies by combining strong local support networks with diverse, high-status professional contacts to enhance career success.

Bachelor Thesis, Graded: 1.3

2021

Spillover Effects of Pro-Environmental Behavior on the Moral-Licensing-Theory with Prof. Bernd Irlenbusch

- Literature review on Moral Licensing Theory, focusing on key moderators influencing consistent environmentally friendly behavior.
- Examined behavioral spillover effects in the energy sector and developed targeted intervention strategies.
- **Results:** Interventions fostering intrinsic motivation, strong environmental identity, and goal framing can effectively reduce negative spillover effects and promote sustainable energy consumption behavior.

Research Project, Graded: 1.0

2020

Which Institutional Initiatives Potentially Influence the Governance-Structure in Global Value Chains? A Case Study on the Indian Garment Industry (Graded: 1.0)

- Literature review on the Governance Structures within Global Value Chains.
- Case study analysis on the Indian garment industry, examining the influence of local initiatives on the evolution of power dynamics from captive to relational governance structures.
- **Results:** Government-led policies, technological upgrading programs, and skill development initiatives significantly contributed to reducing supplier dependency on lead firms, facilitating greater autonomy for Indian manufacturers and supported their transition from Original Equipment Manufacturer to Original Design Manufacturer.

Skills

Languages

- German (native), English (fluent), French (basic), Spanish (basic)

Software

- Microsoft Excel, R, Stata, SPSS, LaTeX

Social Engagement

Voluntary Worker

Sep 2020 – Present

ZGW-Zukunft Gestalten Wir e.V.

- Assisted the Chairman of the Board with administrative and strategic tasks.
- Contributed to the planning, coordination, and implementation of Global Aid Projects.
- Planned and executed marketing campaigns to enhance public outreach.

Mentor for Exchange Students

Oct 2023 – Dec 2023

PIM&CEMS Student and Alumni Club Cologne e.V.

- Provided individual guidance and support to exchange students as part of the PIMentor Program.
- Assisted with academic and cultural integration at the university.

Mentor for First Semester Students

Oct 2020 – Feb 2021

PIM&CEMS Student and Alumni Club Cologne e.V.

- Supported first-semester students in transitioning to university life in Cologne through academic and personal mentoring.
- Fostered community building through mentoring events.

Mentor for Younger Students

Jan 2011 – Apr 2011

Förderverein der Gertrud-Luckner-Realschule e.V.

- Provided academic support and homework assistance to students.
- Encouraged self-organization and learning motivation.