

**Dr. Leo Schmallenbach**

L5 4 | 68161 Mannheim | +49 (0) 621 181 1600

Email: [schmallenbach@uni-mannheim.de](mailto:schmallenbach@uni-mannheim.de) | ORCID-ID: [0000-0001-5302-2578](https://orcid.org/0000-0001-5302-2578)**Research Interests**

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Sociology of Science and Innovation, Innovation Teams, Gender Studies, Artificial Intelligence

**Academic Background/ Education**

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| Since 12/2024                           | <b>European School of Management and Technology</b> , Berlin, Germany<br>Part-time Visiting Scholar, Host: Linus Dahlander                                                                                                                                                                                                                                                                           |
| 09/2017 – 11/2022                       | <b>Graduate School of Economics and Social Sciences</b> , Mannheim                                                                                                                                                                                                                                                                                                                                   |
| <i>Dissertation title and committee</i> | <p><i>“<a href="#">Gender Differences in Innovation and Competitive Settings</a>”</i><br/> <i>graded with <b>summa cum laude</b></i></p> <ul style="list-style-type: none"> <li>• Karin Hoisl, <i>University of Mannheim/ Copenhagen Business School</i></li> <li>• Matthias Brauer, <i>University of Mannheim</i></li> <li>• Olav Sorenson, <i>University of California, Los Angeles</i></li> </ul> |
| 09/2021 – 12/2021                       | <b>UCLA Anderson School of Management</b> , Los Angeles, USA<br>Visiting Graduate Researcher, Host: Olav Sorenson                                                                                                                                                                                                                                                                                    |
| 09/2015 – 08/2017                       | <b>University of Mannheim</b> , Mannheim, M.Sc. Master of Management                                                                                                                                                                                                                                                                                                                                 |
| 09/2016 – 12/2016                       | <b>EM Lyon Business School</b> , Lyon, France, Management                                                                                                                                                                                                                                                                                                                                            |
| 09/2012 – 08/2015                       | <b>Ludwig-Maximilian-University</b> , Munich, B.Sc. Business Administration                                                                                                                                                                                                                                                                                                                          |
| 05/2015 – 07/2015                       | <b>Bond University</b> , Gold Coast, Australia, Management                                                                                                                                                                                                                                                                                                                                           |

**Academic Positions**

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| Since 10/2023     | <b>Chair of Organization and Innovation</b> , University of Mannheim<br>Habilitation Candidate |
| 06/2023- 10/2023  | <b>Parental leave</b>                                                                          |
| 12/2022 – 06/2023 | <b>Chair of Organization and Innovation</b> , University of Mannheim<br>Postdoc                |
| 09/2017 – 11/2022 | <b>Chair of Organization and Innovation</b> , University of Mannheim<br>Doctoral Candidate     |
| 01/2016 – 08/2017 | <b>Chair of Organization and Innovation</b> , University of Mannheim, RA                       |
| 10/2015 – 12/2015 | <b>Chair of Marketing and Financial Communication</b> , GGS Heilbronn, RA                      |

**Training**

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| 06/2022 | <b>TUM School of Management</b> , Munich, Seminar on Networks and Organizations (Prof. Piezunka)   |
| 08/2021 | <b>AoM 2021 Annual Meeting</b> , <i>Virtual Conference</i> , STR Doctoral Consortium               |
| 06/2021 | <b>9th SKEMA KTO Paper Development Workshop</b> , <i>Virtual Workshop</i><br>SKEMA Business School |

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| 06/2021 | <b>XIII Medici Summer School, Virtual Summer School</b><br>Summer School Theme: Cooperation in Organizing and Innovating |
| 08/2020 | <b>AoM 2020 Annual Meeting, Virtual Conference</b> , TIM Doctoral Consortium                                             |
| 04/2018 | <b>HEC Paris</b> , Paris, France, Seminar in Category Research (Prof. Durand)                                            |

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## Academic References

Hoisl, Karin, *University of Mannheim/ Copenhagen Business School*, [hoisl@uni-mannheim.de](mailto:hoisl@uni-mannheim.de)

Piezunka, Henning, *INSEAD*, [henning.piezunka@insead.edu](mailto:henning.piezunka@insead.edu)

Sorenson, Olav, *University of California, Los Angeles*, [olav.sorenson@anderson.ucla.edu](mailto:olav.sorenson@anderson.ucla.edu)

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## Publications

- (1) Schmallenbach, Leo/ Bärnighausen, Till/ Lerchenmueller, Marc (2024). **The Global Geography of Artificial Intelligence in Life Science Research**, *Nature Communication*, 15(1), 7527. doi: [10.1038/s41467-024-51714-x](https://doi.org/10.1038/s41467-024-51714-x).
- (2) Schmallenbach, Leo/ Biggi, Gianluca (2024). **Shortcuts to award winning research: analogies from ‘shortcuts to innovation: the use of analogies in knowledge production’**, *Industry & Innovation*, 31(9), 1093. doi: <https://doi.org/10.1080/13662716.2024.2420782> (Interview Article).
- (3) Schmallenbach, Leo (2024). **A journey through time: the story behind ‘eight decades of changes in occupational tasks, computerization and the gender pay gap’**, *Industry & Innovation*. doi: [10.1080/13662716.2024.2328005](https://doi.org/10.1080/13662716.2024.2328005) (Interview Article).
- (4) Lerchenmueller, Marc/ Schmallenbach, Leo/ Bley, Maximilian/ Lerchenmüller, Carolin (2023). **Gender disparities in altmetric attention scores for cardiovascular research**, *Communications Biology*, 6(1), 741. doi: [10.1038/s42003-023-05058-9](https://doi.org/10.1038/s42003-023-05058-9).
- (5) 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, Carsten/ Ménière, Yann/ Toole, Adrew A./ Veugelers, Reinhilde: [Resilience and Ingenuity: Global Innovation Responses to Covid-19](#), CEPR Press, pp. 163-173.
- (6) Lerchenmüller, Carolin/ Schmallenbach, Leo/ Jena, Anupam / Lerchenmueller, Marc (2021). **Longitudinal analyses of gender differences in first authorship publications related to COVID-19**, *BMJ Open*, 11:e045176. doi: [10.1136/bmjopen-2020-045176](https://doi.org/10.1136/bmjopen-2020-045176).

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## Policy Documents

- (1) Hoisl, Karin/ Schmallenbach, Leo (2024): **Technological Innovation and Economic Growth: A Policy Perspective**, [4IP Council](#) Research Report.

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## Conference Proceedings

- (1) Lerchenmüller, Marc/ Schmallenbach, Leo/ Hoisl, Karin: **Female Mentors in Science**, Best Paper Proceedings, Academy of Management Meeting, 2021.

- (2) Schmallenbach, Leo/ Singh, Himani/ Reber, Mona: **The Role of Female versus Male Stars in Team Knowledge Recombination**, Best Paper Proceedings, Academy of Management Meeting, 2021.
- (3) Lerchenmueller, Marc/ Hoisl, Karin/ Schmallenbach, Leo: **Homophily, Biased Attention, and the Gender Gap in Science**, Best Paper Proceedings, Academy of Management Meeting, 2019.

### Working Papers/ Current Projects

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- (1) **The Effect of Mentor Gender on the Evaluation of Protégés' Work** (with: M. Lerchenmueller/ K. Hoisl), status: manuscript in preparation for *Strategic Management Journal*
  - Academy of Management Meeting 2021, Best Paper Proceedings
- (2) **Knowledge Recombination in Teams with Female versus Male Stars** (with: M. Reber/ H. Singh), status: manuscript in preparation for *Management Science*
  - DRUID 2022 Steven Klepper Award for Best Young Scholar Paper
  - 2022 CDSB Award for Interdisciplinarity, GESS, Mannheim
  - Academy of Management Meeting 2021, Best Paper Proceedings
  - nominated for Young Scholar Award in Economics & Management at EPIP 2020
- (3) **The Technological Innovation–Economic Growth Relationship Revisited: The Importance of Patent Value and What We Know about Future Technologies** (with: K. Hoisl), status: manuscript in preparation for *Research Policy*
- (4) **A static research enterprise decouples from changes in the burden of disease** (with: M. Bley/ T. Bärnighausen/ C. Sugimoto/ C. Lerchenmüller/ M. Lerchenmüller), status: manuscript submitted to *Nature*
- (5) **Make no Mistakes – Performance of Extreme Precision Tasks under Pressure and the Role of Gender**
- (6) **The Diffusion of Ideas** (with: K. Hoisl/ M. Lerchenmueller/ O. Sorenson)
- (7) **The Evaluation of Ideas Generated by Artificial Intelligence** (with: B. Wirthmann)

### Presentations and Conferences

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| 2024 | <p><b>The Evaluation of Ideas Generated by Artificial Intelligence</b>, DRUID Conference, Nice, June 13-15, 2024</p> <p><b>Knowledge Recombination in Teams with Female versus Male Stars</b><br/>Academy of Management Journal PDW, Copenhagen, April 23, 2024</p> <p><b>Technological Innovation and Economic Growth</b>, 4iP Council Webinar, Virtual Webinar, April 22, 2024</p>                                     |
| 2023 | <p><b>Gender Differences in Innovation and Competitive Settings</b> (on invitation)<br/>Julie Bassermann Preis, Mannheim, October 26, 2023</p> <p><b>The Effect of Mentor Gender on the Evaluation of Protégés' Work</b>, Area Management Seminar, University of Mannheim, Mannheim, March 22, 2023</p>                                                                                                                  |
| 2022 | <p><b>Knowledge Recombination in Teams with Female versus Male Stars</b><br/>DRUID Conference, Copenhagen, June 13-15, 2022</p> <p><b>Female Mentors in Science</b><br/>NBER Investments in Early Career Scientists Meeting, Washington DC, April 29, 2022</p> <p><b>Knowledge Recombination in Teams with Female versus Male Stars</b><br/>Wharton Innovation Doctoral Symposium, Virtual Workshop, March 5-6, 2022</p> |

- 2021 **Knowledge Recombination in Teams with Female versus Male Stars**  
UCLA Anderson Strategy Seminar, *Los Angeles, December 10, 2021*
- Female Mentors in Science**  
AoM 2021 Annual Meeting, *Virtual Conference, July 30- August 2, 2021*
- Female Mentors in Science**  
IPI Virtual Seminar, *Virtual Seminar, July 23, 2021*
- The Creation of Knowledge in Teams** (*on invitation*)  
University of Mannheim Foundation, *Virtual Event, May 19, 2021*
- 2020 **Do Some Stars Shine Brighter Than Others?**  
DRUID Academy Conference, *Odense, January 16-17, 2020*
- 2019 **Homophily, Biased Attention, and the Gender Gap in Science**  
RISE2 Workshop, Max-Planck-Institute, *Munich, December 16-17, 2019*
- Homophily, Biased Attention, and the Gender Gap in Science**  
DRUID Conference, *Copenhagen, June 19-21, 2019*

### Research Grants and Fellowships

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- 06/2024 **Connex research grant**, Dr. Hans Riegel Foundation, Bonn (6,500 EUR)
- 06/2024 **Julius-Paul-Stiegler Foundation (travel allowance)**, Mannheim
- 11/2020-  
12/2023 **Add-on Fellowship for Interdisciplinary Economics and Interdisciplinary Business Administration**, Joachim-Herz Foundation, Hamburg (12,500 EUR)
- 04/2023 **Connex research grant**, Dr. Hans Riegel Foundation, Bonn (3,090 EUR)
- 06/2022 **IDEUM grant for travel expenses**, Mannheim
- 12/2021 **IDEUM grant for travel expenses**, Mannheim
- 12/2021 **Conference Subsidy**, Verein für Socialpolitik e.V., Berlin
- 09/2021 **Julius-Paul-Stiegler Foundation (travel allowance)**, Mannheim
- 01/2020 **Julius-Paul-Stiegler Foundation (travel allowance)**, Mannheim
- 05/2019 **Julius-Paul-Stiegler Foundation (travel allowance)**, Mannheim
- 11/2018 **Project Funding for Experimental Research**, Graduate School of Economics and Social Sciences, Mannheim
- 09/2016 –  
01/2018 **Support for Regional Postgraduates (Landesgraduierertenförderung)**, Ministry of Science, Research and Arts, Baden-Württemberg
- 04/2018 **IPID4all (travel allowance)**, German Academic Exchange Service, Bonn

### Honors and Awards

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- 02/2024 **Invitation to join the Editorial Review Board of the Strategic Management Journal**
- 12/2023 **Invitation to join the Social Media Editor Board of Industry and Innovation**
- 0/2023 **Julie Bassermann Award for outstanding scientific contributions to women in leadership**, Mannheim city council, Mannheim

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| 08/2023 | <b>Karin Islinger Award for outstanding scientific contributions</b> , University of Mannheim, Mannheim                       |
| 08/2023 | <b>Technology and Innovation Management Division Best Reviewer Award</b> , AoM 2023 Annual Meeting, Boston                    |
| 09/2022 | <b>CDSB Award for Interdisciplinarity</b> , Graduate School of Economics and Social Sciences, Mannheim                        |
| 06/2022 | <b>DRUID 2022 Steven Klepper Award for Best Young Scholar Paper</b> , DRUID Conference 2022, Copenhagen                       |
| 10/2021 | <b>CDSB Teaching Award</b> , Graduate School of Economics and Social Sciences, Mannheim                                       |
| 08/2021 | <b>Technology and Innovation Management Division Best Reviewer Award</b> , AoM 2021 Annual Meeting, <i>Virtual Conference</i> |
| 08/2020 | <b>Technology and Innovation Management Division Best Reviewer Award</b> , AoM 2020 Annual Meeting, <i>Virtual Conference</i> |
| 07/2019 | <b>Technology and Innovation Management Division Best Reviewer Award</b> , AoM 2019 Annual Meeting, Chicago                   |

#### Ad-hoc Reviewer

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|----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Conference(s)</b> | Academy of Management Meeting (since 2019), DRUID (since 2022)                                                                                           |
| <b>Journals</b>      | Management Science, Strategic Management Journal (Editorial Review Board), Research Policy, Journal of Industrial and Business Economics, Scientometrics |

#### Teaching

| Courses                                                    | Course Type             | Term                        | Target Audience                 |
|------------------------------------------------------------|-------------------------|-----------------------------|---------------------------------|
| MAN 806 - Advances in Organization and Innovation Research | Research Seminar        | Fall 2022                   | Doctoral students in Management |
| MAN 721 Research Seminar Organization and Innovation       | Research Seminar        | Fall 2018, 2019, 2021, 2022 | M.Sc. in Management             |
| MAN 690 Innovation Management                              | Exercise Class/ Lecture | Spring 2019, 2020, 2025     | M.Sc. in Management             |
| MAN 692 Organization Theory                                | Exercise Class          | Fall 2019, 2020             | M.Sc. in Management             |
| MAN 699 Advanced Topics in Digital Transformation          | Case Study Seminar      | Fall 2024                   | M.Sc. in Management             |
| MAN 401 Organization and Human Resource Management         | Exercise Class          | Spring 2019, 2020, 2022     | B.Sc. in Management             |
| Master Theses                                              | Supervision             | since Fall 2018             | M.Sc. in Management             |
| Bachelor Theses                                            | Supervision             | since Spring 2018           | B.Sc. in Management             |

#### Languages

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

**Social Engagement**

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|-------------------|----------------------------------------------------------------------------------------------------------------|
| 07/2017 – 08/2017 | <b>William Coward Secondary College, North Tarawa, Kiribati</b><br>Economics, English, and Mathematics Teacher |
| 08/2012 – 09/2012 | <b>Shree Bhumestan Secondary School, Lurpung, Nepal</b><br>English, Mathematics, and Sports Teacher            |