

**Dr. Leo Schmallenbach**

L5 4 | 68161 Mannheim | +49 (0) 621 181 1605

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

**Education**

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09/2017 – 11/2022	<b>Graduate School of Economics and Social Sciences, Mannheim</b>
<i>Dissertation title and committee</i>	<i>“<a href="#">Gender Differences in Innovation and Competitive Settings</a>” graded with <i>summa cum laude</i></i>
	<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, Los Angeles, USA</b> Visiting Graduate Researcher, Host: Olav Sorenson
09/2015 – 08/2017	<b>University of Mannheim, Mannheim, M.Sc. Master of Management</b>
09/2016 – 12/2016	<b>EM Lyon Business School, Lyon, France, Management</b>
09/2012 – 08/2015	<b>Ludwig-Maximilian-University, Munich, B.Sc. Business Administration</b>
05/2015 – 07/2015	<b>Bond University, Gold Coast, Australia, Management</b>

**Academic Positions**

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

**Training**

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06/2022	<b>TUM School of Management, Munich, Seminar on Networks and Organizations (Prof. Piezunka)</b>
08/2021	<b>AoM 2021 Annual Meeting, Virtual Conference, STR Doctoral Consortium</b>
06/2021	<b>9th SKEMA KTO Paper Development Workshop, Virtual Workshop</b> SKEMA Business School
06/2021	<b>XIII Medici Summer School, Virtual Summer School</b> Summer School Theme: Cooperation in Organizing and Innovating

08/2020	<b>AoM 2020 Annual Meeting</b> , <i>Virtual Conference</i> , TIM Doctoral Consortium
04/2018	<b>HEC Paris</b> , Paris, France, Seminar in Category Research (Prof. Durand)

### Academic References

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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)

### Publications

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- (1) 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: <https://www.tandfonline.com/doi/full/10.1080/13662716.2024.2328005> (Interview Article)
- (2) 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).
- (3) 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.
- (4) 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).

### Conference Proceedings

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- (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 Global Geography of Artificial Intelligence in Life Science Research** (with T. Bärnighausen/ M. Lerchenmueller), status: R&R at *Nature Communications*
- (2) **The Effect of Mentor Gender on the Evaluation of Protégés’ Work** (with: M. Lerchenmueller/ K. Hoisl), status: manuscript in preparation for *Academy of Management Journal*
  - Academy of Management Meeting 2021, Best Paper Proceedings

- (3) **Knowledge Recombination in Teams with Female versus Male Stars** (with: M. Reber/ H. Singh), status: manuscript in preparation for *Strategic Management Journal*
- 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
- (4) **Make no Mistakes – Performance of Extreme Precision Tasks under Pressure and the Role of Gender**
- (5) **Does More Money Lead to More Innovation? Evidence from the Life Sciences** (with: M. Lerchenmüller)
- (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      **Knowledge Recombination in Teams with Female versus Male Stars**  
Academy of Management Journal PDW, *Copenhagen, April 23, 2024*
- 2023      **Gender Differences in Innovation and Competitive Settings** (*on invitation*)  
Julie Bassermann Preis, *Mannheim, October 26, 2023*
- The Effect of Mentor Gender on the Evaluation of Protégés' Work**, Area  
Management Seminar, University of Mannheim, *Mannheim, March 22, 2023*
- 2022      **Knowledge Recombination in Teams with Female versus Male Stars**  
DRUID Conference, *Copenhagen, June 13-15, 2022*
- Female Mentors in Science**  
NBER Investments in Early Career Scientists Meeting, *Washington DC, April 29, 2022*
- Knowledge Recombination in Teams with Female versus Male Stars**  
Wharton Innovation Doctoral Symposium, *Virtual Workshop, March 5-6, 2022*
- 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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11/2020- 12/2023	<b>Add-on Fellowship for Interdisciplinary Economics and Interdisciplinary Business Administration</b> , Joachim-Herz Foundation, Hamburg (12,500 EUR)
04/2023	<b>Connex research grant</b> , Dr. Hans Riegel Foundation, Bonn (3,090 EUR)
06/2022	<b>IDEUM grant for travel expenses</b> , Mannheim
12/2021	<b>IDEUM grant for travel expenses</b> , Mannheim
12/2021	<b>Conference Subsidy</b> , Verein für Socialpolitik e.V., Berlin
09/2021	<b>Julius-Paul-Stiegler Foundation (travel allowance)</b> , Mannheim
01/2020	<b>Julius-Paul-Stiegler Foundation (travel allowance)</b> , Mannheim
05/2019	<b>Julius-Paul-Stiegler Foundation (travel allowance)</b> , Mannheim
11/2018	<b>Project Funding for Experimental Research</b> , Graduate School of Economics and Social Sciences, Mannheim
09/2016 – 01/2018	<b>Support for Regional Postgraduates (Landesgraduierertenförderung)</b> , Ministry of Science, Research and Arts, Baden-Württemberg
04/2018	<b>IPID4all (travel allowance)</b> , German Academic Exchange Service, Bonn

## Honors and Awards

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02/2024	<b>Invitation to join the Editorial Review Board of the Strategic Management Journal</b>
12/2023	<b>Invitation to join the Social Media Editor Board of Industry and Innovation</b>
10/2023	<b>Julie Bassermann Award for outstanding scientific contributions to women in leadership</b> , Mannheim city council, Mannheim
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 (2019, 2020, 2021, 2022, 2023, 2024), DRUID (2022, 2023, 2024)
<b>Journals</b>	Management Science, Strategic Management Journal (Editorial Review Board), Research Policy, Journal of Industrial and Business Economics

**Teaching**

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<b>Courses</b>	<b>Course Type</b>	<b>Term</b>	<b>Target Audience</b>
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	Spring 2019, 2020	M.Sc. in Management
MAN 692 Organization Theory	Exercise Class	Fall 2019, 2020	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**

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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> Economics, English, and Mathematics Teacher
08/2012 – 09/2012	<b>Shree Bhumestan Secondary School, Lurpung, Nepal</b> English, Mathematics, and Sports Teacher