

# Academic Curriculum Vitae

AkadR Dr. rer. pol. Jan-Philipp Ahrens, Dipl.-Kfm.  
Habilitation/Assistant Professor  
Head of the Interdisciplinary Research Group Family Firms  
University of Mannheim

**Education:** Mannheim University, Stanford University

**Fields:** Behavioral Scientist. Interests: Sustainability; AI & Supercomputer; Dreams; Social Capital.

## *Honours, best article awards, and nominations*

- [31] Award for outstanding engagement, University of Passau (2023)  
For establishing partnerships and exchange programmes with 12 Ukrainian universities
- [30] 18th European Institute for Advanced Studies in Management  
Workshop on Family Firm Management Research (2023)  
Nomination for Best Article Award  
Article: Rethinking the merits of family firm exposure of the CEO prior to family business succession
- [29] 27th Interdisciplinary Annual Conference on Entrepreneurship, Innovation, and Mittelstand (2023)  
Nomination for Best Article Award  
Article: Childhood exposure to family firm and transgenerational orientation: Moderated mediation of affective commitment
- [28] 27th Interdisciplinary Annual Conference on Entrepreneurship, Innovation, and Mittelstand (2023)  
Nomination II for Best Article Award  
Article: Exploring how CEO characteristics explain variation of company sustainability
- [27] Nomination "Student council award for good teaching, summer term 2023" (2023)  
Fachschaft Philo (student council of the philosophical faculty), University of Passau
- [26] Nomination "Award for merits in internationalization" (2023)  
University of Passau
- [25] European Academy of Management, 23th Annual Conference (2023)  
Nomination for the Most Innovative Article Award of the Family Business Research SIG  
Article: "What's Past is Prologue": Childhood Exposure to the Family Firm, Affective Commitment, and Transgenerational Orientation
- [24] STEP Project Global Consortium for Family Enterprising: Global Family Business Summit (2023)  
Nomination for the Best Paper Award  
Article: It takes two to tango - conceptualizing the "succession dance" in family firms through Social Exchange Theory
- [23] 5th International Family Business Research Forum (2022)  
Best Contribution to Practice Award  
Article: Fusing contingency theory and upper echelon theory for a new perspective on the critical juncture of family firm succession

*Best article awards, honours, nominations (continued)*

- [22] European Academy of Management, 20th Annual Conference (2020)  
Best Article of the Family Business Research SIG  
Nomination for the EURAM Overall Best Paper Award  
Article: How Leader Identity Content and Social Context Shape Turnaround Performance
- [21] 18th Interdisciplinary European Conference on Entrepreneurship Research - IECER (2020)  
Best Article Award  
Article: Business on the Line: Entrepreneurs and Family Firms in Crises
- [20] 24th Interdisciplinary Annual Conference on Entrepreneurship, Innovation, and Mittelstand (2020)  
Nomination for Best Article Award  
Article: Business on the Line: Entrepreneurs and Family Firms in Crises
- [19] Publons (Journal Review Platform) (2020)  
Excellent Reviewer 2020
- [18] 17th Interdisciplinary European Conference on Entrepreneurship Research - IECER (2019)  
Best Article Award  
Article: Learning the Bias? How Successor Pre-succession Firm Experience Affects Family Firm Performance
- [17] 23th Interdisciplinary Annual Conference on Entrepreneurship, Innovation, and Mittelstand (2019)  
Nomination for Best Article Award  
Article: Learning the Bias? How Successor Pre-succession Firm Experience Affects Family Firm Performance
- [16] 23th Interdisciplinary Annual Conference on Entrepreneurship, Innovation, and Mittelstand (2019)  
Nomination for Best Article Award  
Article: On Conflict and Consonance: Founder and Family Involvement in Turnaround Situations
- [15] Academy of Management, 79th Annual Meeting (2019)  
Academy of Management Best Paper Proceedings 2019  
Article: The Role of Sovereignty Goals in Explaining the Stakeholder Orientation of Family Firms
- [14] 4th International Family Business Research Forum (2019)  
Rosemont International Best Article Award  
Article: Learning the Bias? How Successor Pre-Succession Firm Experience Affects Family Firm Performance
- [13] Junior Management Science (2019)  
Best Reviewer Award (Journal)
- [12] 9th Annual Conference of German Family Business Research Institutes (2019)  
Nomination for the Best Article  
Article: How CEO Identity and Social Structure Dynamics mold Crisis Response and Performance in Founder and Family Influenced Firms - Evidence from S&P 1500
- [11] 22th Interdisciplinary Annual Conference on Entrepreneurship, Innovation, and Mittelstand (2018)  
Nomination for the Best Family Firm Article  
Article: The Role of Change in CEO Succession in Family Firms
- [10] European Academy of Management, 18th Annual Conference (2018)  
Best Article Award of the Strategic Management SIG  
Article: The Performance Effect of CEO Overconfidence in Turnaround Situations

*Best article awards, honours, nominations (continued)*

- [09] 21th Interdisciplinary Annual Conference on Entrepreneurship, Innovation, and Mittelstand (2017)  
Nomination for the Best Family Firm Article  
Article: The “Succession-Performance Paradox: A Reconciliation Attempt Using Social Exchange Theory
- [08] 5tes Forum Mittelstandsforschung (2017)  
Best Article Award  
Article: The “Succession-Performance Paradox: A Reconciliation Attempt Using Social Exchange Theory
- [07] 2nd International Family Business Research Forum (2016)  
Best Article Award  
Article: The Janus-face of CEO retention:  
CEO succession and performance under concentrated ownership & control
- [06] European Academy of Management, 16th Annual Conference (2016)  
Nomination for Best Article Award of the Family Business Research SIG  
Honorable Mention of the Family Business Research SIG  
Article: The Succession-Performance-Paradox: Is Family Successor Inferiority only a Mirage?  
Isolating the Family-Successor-Attribute Effect from other Socio-Economic Forces
- [05] Woven Publish Prize (2015)  
University of Mannheim, 2015  
Article: Gender Preferences in CEO Successions in Family Firms:  
Family Characteristics and Human Capital of the Successor
- [04] Academy of Management, 75th Annual Meeting (2015)  
Academy of Management Best Paper Proceedings 2015  
Article: Underlying Mechanics of a Succession Dance: Predecessor Preferences, Human Capital, and Ownership
- [03] Family Firm Institute (FFI) - Global Conference (2014)  
FFI Best Unpublished Research Award 2014  
Article: Heroes of the Green Room - Post-Succession Restructuring and Corporate Performance in Family Firms
- [02] Family Enterprise Research Conference, 10th Annual Conference (2014)  
Best Article Award  
Article: Inside CEO Successions in Family Firms: Should Predecessors Stay Active or Cultivate Roses?
- [01] European Academy of Management, 13th Annual Conference (2013)  
Best Article Award of the Family Business Research SIG  
Article: Nepotism - CEO Succession, Ownership and Enterprise Performance

*Peer-reviewed research - Published or accepted for publication*

Peer reviewed publication	VHB-JOURQUAL3	ABDC Ranking
[13] Marriage: An institution you can't disparage? Evidence on marriage norms of business owners Isabell Stamm, Fabian Bernhard, Jan-Philipp Ahrens, and Baris Istipliler, Small Business Economics, accepted for publication, forthcoming.	B	A
[12] Is exposure to the family firm always good for the next CEO? How successor pre-succession firm experience affects post-succession performance in family firms, Baris Istipliler, Jan-Philipp Ahrens, Suleika Bort, Andrew Isaak, Journal of Business Research, online first, forthcoming.	B	A
[11] Childhood Exposure to Family Firm and Transgenerational Orientation: Moderated Mediation of Affective Commitment, Baris Istipliler, Annegret Hauer, Detlef Keese, Michael Woywode, and Jan-Philipp Ahrens, Journal of Small Business Management, online first, forthcoming.	B	A
[10] Overconfident CEOs in Dire Straits: How Incumbent and Successor CEO Overconfidence Affects Firm Turnaround Performance, Marc Kowalzik, Jan-Philipp Ahrens, Jochim Lauterbach, and Yi Tang, Journal of Management Studies, online first, forthcoming.	A	A+
[09] Heroes of the Green Room - How Able Successors Revitalize and Reinvent Family Firms, Baris Istipliler, Jan-Philipp Ahrens, Annegret Hauer, Dennis Steininger, and Michael Woywode, Journal of Small Business Management, online first, forthcoming.	B	A
[08] Innovation in the Post-Succession Phase of Family Firms: Family CEO Successors and Leadership Constellations as Resources, Nora Zybura, Jan Zybura, Jan-Philipp Ahrens, and Michael Woywode, Journal of Family Business Strategy 2021, vol. 12 (2), 100336.	C	B
[07] The Biased Crowd? Personality Perceptions in Crowdfunding, Maren Rottler, Bernd Helmig, Jan-Philipp Ahrens, ICIS - Proceedings of the International Conference on Information Systems 2020, vol.41, 1768, pp. 1-9.	A	n.a.
[06] The Enigma of Family Successor Performance - A Methodological Reflection and Reconciliation Attempt, Jan-Philipp Ahrens, Andrea Calabro, Jolien Huybrechts, and Michael Woywode, Entrepreneurship Theory and Practice 2019, vol.43 (3), pp. 437-474.	A	A+
[05] The Star Citizen Phenomenon & the "Ultimate Dream Management" Technique in Crowdfunding, Jan-Philipp Ahrens, Andrew Isaak, Baris Istipliler, and Dennis Steininger, ICIS - Proceedings of the International Conference on Information Systems 2019, vol.40, 1959, pp. 1-9.	A	n.a.
[04] The Role of Sovereignty Goals in Explaining the Stakeholder Orientation of Family Firms, Baris Istipliler and Jan-Philipp Ahrens, Academy of Management Best Paper Proceedings 2019 (peer-reviewed short paper), (1):14418, DOI: 10.5465/AMBPP.2019.213.	n.a.	n.a.

*Peer-reviewed research - Published or accepted for publication (continued)*

Peer reviewed publication	VHB-JOURQUAL3	ABDC Ranking
[03] "Shadow Emperor" or "Loyal Paladin"? - The Janus Face of Previous Owner Involvement in Family Firm Successions, Jan-Philipp Ahrens, Lorraine Uhlaner, Michael Woywode, and Jan Zybura, <i>Journal of Family Business Strategy</i> 2018, vol.9 (1), pp. 73-90.	C	B
[02] Underlying Mechanics of a Succession Dance: Predecessor Preferences, Human Capital, and Ownership, Jan Zybura, Jan-Philipp Ahrens, <i>Academy of Management Best Paper Proceedings 2015 (peer-reviewed short paper)</i> , (1):17109, DOI: 10.5465/AMBPP.2015.211.	n.a.	n.a.
[01] Gender Preferences in CEO Successions in Family Firms: Family Characteristics and Human Capital of the Successor, Jan-Philipp Ahrens, Andreas Landmann and Michael Woywode, <i>Journal of Family Business Strategy</i> 2015, vol.6 (2), pp. 86-103.	C	B

**Books**

[02] Topics in Entrepreneurship and Family Business Management  
Dissertation University of Mannheim

URL: [https://ub-madoc.bib.uni-mannheim.de/33326/1/Dissertation\\_Jan-Philipp\\_Ahrens\\_MAdoc\\_Final.pdf](https://ub-madoc.bib.uni-mannheim.de/33326/1/Dissertation_Jan-Philipp_Ahrens_MAdoc_Final.pdf), 6/2013.

[01] 125 Jahre Mittelstand - Freiheit, Marktwirtschaft, Soziale Verantwortung  
Book, First Edition ISBN-10: 30001406547, 01/2004.

**Further publications: Peer-reviewed book chapters**

Peer reviewed publication	VHB-JOURQUAL3	ABDC Ranking
[03] Performance - Performance Theory and Performance Concepts between Achievement, Profit, and Sustainability, Jan-Philipp Ahrens, bookchapter (competitive & peer-reviewed), in: Edward Elgar <i>Encyclopedia of Family Business</i> , Edward Elgar Publishing, forthcoming.	n.a.	n.a.
[02] Gender Equality in Firm Leadership Worldwide: Where Are We Now and How Do Family and Non-Family Firms Differ? Jan-Philipp Ahrens, Freya Onneken, Maren Rottler, Robert Strohmeier, and Mariateresa Torchia, bookchapter (competitive & peer-reviewed), in: <i>A Research Agenda for Women in Family Business</i> , Edward Elgar Publishing, forthcoming.	n.a.	n.a.
[01] The Succession Question and the Family Firm - A Theoretical, Conceptual, and Historical Reflection, Bookchapter (competitive & peer-reviewed), in: <i>European Entrepreneurship Research and Practice: A Multifaceted Effort Towards Integration of Different Perspectives</i> , pp. 109-139, IAP - Information Age Publishing, Charlotte, NC., 2020	n.a.	n.a.

***Further publications: Technical reports and governmental reports***

- [06] Die TOP 500 Familienunternehmen in Deutschland.  
Funded research (five-digit Euro amount), Institute for SME Research and Stiftung Familienunternehmen.  
with Annegret Hauer, pp: 1-46, 2022.
- [05] Benchmark Familienunternehmen 2022 - Eine vergleichende Analyse der 11 Metropolregionen in Deutschland.  
(in two editions: Metropolregion Rhein-Neckar / Nürnberg)  
Funded research (five-digit Euro amount), Institute for SME Research and KPMG AG.  
with: Selina Ebert, Freya Onneken, Baris Istipliler, Marc Kowalzick, Yannick Ullmann, Marie Karikh,  
Annegret Hauer, Eva Dötschel, Jochen Baumgardt, Detlef Keese und Sebastian Ullrich, pp: 1-92, 2022.
- [04] Benchmark Familienunternehmen 2019 - Schwerpunkt: Frauen in Führungspositionen  
und Familien- vs. Fremdgeschäftsführung.  
Funded research (five-digit Euro amount), Institute for SME Research and KPMG AG.  
with: Detlef Keese, Baris Istipliler, Marc Kowalzick, Annabelle Broestl, Malena Hussy, and Charlotte Patzer,  
Maximilian Heimerl, pp: 1-62, 2019.
- [03] Gründungspotenziale von Menschen mit ausländischen Wurzeln: Entwicklungen, Erfolgsfaktoren, Hemmnisse  
Government report (six-digit Euro amount), German Federal Ministry for Economic Affairs and Energy.  
with: René Leicht et al., pp: 1-174, 2017.
- [02] Benchmark Familienunternehmen  
Funded research (five-digit Euro amount), Institute for SME Research and KPMG AG.  
with: Annegret Hauer, Detlef Keese, Felix Pinkow, and Jan-Klaus Tänzler, pp: 1-56, 2016.
- [01] Generationswechsel im Mittelstand. Herausforderungen und Erfolgsfaktoren aus der Perspektive der Nachfolger.  
Funded research (six-digit Euro amount), Institute for SME Research, Center for European Economic Research,  
and Baden-Württembergische Bank.  
with: Sandra Gottschalk et al., pp: 1-97, 2010.

*Pipeline: Revise & resubmissions, submissions, and working papers*

Revise & resubmission, submission, or working paper	VHB-JOURQUAL3	ABDC Ranking
[11] Title hidden for review - On dreams, shared stories, and digital interaction. with Andrew Isaak, Baris Istipliler, Maren Rottler, Dennis Steininger, and Ana Ortiz de Guinea Lopez de Arana. Target: Management Information Systems Quarterly.	A+	A+
[10] An algorithm for the global identification of family firms to run on supercomputer structures. with Baris Istipliler, Mark Kowalzik, and Detlef Keese. Target: Strategic Management Journal.	A	A
[09] Title hidden for review - big data on gender equality in leadership and performance. with Natalie Welch, Jörn Block, and Kimberly Eddleston. Target: Entrepreneurship Theory & Practice.	A	A+
[08] Title hidden for review - AI & big data on corporate governance and sustainability. with Melania Riefolo. Target: Entrepreneurship Theory & Practice.	A	A+
[07] Title hidden for review - on CEO characteristics, AI, and sustainability. with Alicia Minnerup and Pramodita Sharma. Target: Entrepreneurship Theory & Practice.	A	A+
[06] Title hidden for review - on crowdfunding, videometrics, and Socio-analytic Theory. with Maren Rottler and Bernd Helmig. <b>1st Revise &amp; resubmit</b> at Business & Information Systems Engineering. Status: Preparing resubmission to Business & Information Systems Engineering	B	A
[05] Title hidden for review - research on identity and firm crisis. with Marc Kowalzik, Jochim Lauterbach, and Jennifer Petriglieri. <b>2nd Revise &amp; resubmit (minor)</b> at Family Business Review. Status: Resubmitted to Family Business Review. <b>Awarded</b> with 1 best article awards and nominated for 3 best article awards.	B	A
[04] How can big data and artificial intelligence advance family business research? Editorial with Jörn Block and Torsten Pieper. <b>Conditional accept</b> at Journal of Family Business Strategy. Status: Preparing manuscript.	C	B
[03] Title hidden for review - on family firms and sovereignty. with Baris Istipliler, Andrea Calabro, and Christian Hauser. <b>1st Revise &amp; resubmit</b> at Journal of Small Business & Entrepreneurship. Status: Preparing resubmission to Journal of Small Business & Entrepreneurship. <b>Awarded</b> with 1 best article award.	C	C

***Pipeline: Revise & resubmissions, submissions, and working papers (continued)***

Revise & resubmission, submission, or working paper	VHB-JOURQUAL3	ABDC Ranking
<p>[02] Title hidden for review - research on succession and Social Exchange Theory. with Andrew Isaak, Baris Istipliler, Michael Woywode, and Jan Zybura. <b>Revise &amp; resubmit</b> at Journal of General Management. Status: Preparing resubmission to Journal of General Management. <b>Awarded</b> with 1 best article award and nominated for 1 best article award.</p>	C	B
<p>[01] Economic Geographies of Family Firms and Hidden Champions - Introduction to the Special Issue. with Rodrigo Basco and Lech Suwala. Submitted to: Advances in Economic Geography. Status: Under review.</p>	n.a.	n.a.

***Further Publications: Conference proceedings, presentations, and contributions***

Legend:

# = Publications in conference proceedings or online program publications

+ = Personally invited keynote, talk, presentation or contribution

\* = Poster/Pitch presentation only

Non-marked = Full conference presentations without publication

2023

- *21st Interdisciplinary European Conference on Entrepreneurship Research (Corvilha, Portugal)*
  1. Gender Equality in Firm Leadership Worldwide: Where are We Now and How do Family Firms Differ?
  2. Drivers of sustainability intensity - An artificial intelligence and big data approach
- *18th European Institute for Advanced Studies in Management (EIASM) Workshop on Family Firm Management Research (Naples, Italy)*  
Rethinking the merits of family firm exposure of the CEO prior to family business succession
- *27th Interdisciplinary Annual Conference on Entrepreneurship, Innovation, and Mittelstand 2023 (Darmstadt, Germany)*
  1. Exploring how CEO characteristics explain variation of company sustainability
  2. Childhood exposure to family firm and transgenerational orientation: Moderated mediation of affective commitment
  3. Gender equality in firm leadership worldwide: Where are we now and how do family and non-family firms differ?
- *\* Jahrestagung der Wissenschaftlichen Kommission Technologie, Innovation und Entrepreneurship (TIE) des Verbandes der Hochschullehrerinnen und Hochschullehrer für Betriebswirtschaftslehre e.V. 2023 (Frankfurt, Germany)*  
Gender equality in firm leadership worldwide: Where are we now and how do family and non-family firms differ?
- *# Academy of Management, 83rd Annual Meeting (Boston, USA)*  
Childhood Exposure to the Family Firm, Affective Commitment, and Transgenerational Orientation
- *13. Konferenz deutschsprachiger Zentren für Familienunternehmensforschung (Hamburg, Germany)*  
Gender equality in firm leadership worldwide: Where are we now and how do family and non-family firms differ?
- *# European Academy of Management, 23th Annual Conference, June 14-16, 2021 (Dublin, Ireland)*
  1. Family Firms, Hidden Champions and Regional Development
  2. Exploring How CEO Characteristics Explain Variation of Company Sustainability
  3. "What's Past is Prologue": Childhood Exposure to the Family Firm, Affective Commitment, and Transgenerational Orientation
- *STEP Project Global Consortium (SPGC) Global Family Business Summit 2023 (Valencia, Spain)*
  1. Gender equality in firm leadership worldwide: Where are we now and how do family and non-family firms differ?
  2. Exploring How CEO Characteristics Explain Variation of Company Sustainability
  3. It takes two to tango - conceptualizing the 'succession dance' in family firms through social Exchange Theory
- *EQUA Colloquium (München, Germany)*  
Female leadership in family firms, an update

- *2nd Danube Cup Conference (Belgrade, Serbia)*  
+ Invited for keynote speech on family firms and hidden champions
- *2nd Workshop on Organization Studies and Family Firms (Wiesbaden, Germany)*  
When time is not a healer, but a killer: Temporality and Sustainability

2022

- *Interdisciplinary European Conference on Entrepreneurship Research (IECER 2022), 20th Annual Conference (Maastricht, The Netherlands)*  
Fusing Contingency Theory and Upper Echelon Theory - For A New Perspective on the Critical Juncture of Family Firm Succession
- *5th International Family Business Research Forum (Hasselt, Belgium)*
  1. The ATALANTA algorithm- An algorithm for the global identification of family firms
  2. Fusing Contingency Theory and Upper Echelon Theory - For A New Perspective on the Critical Juncture of Family Firm Succession
- *EQUA Colloquium (München, Germany)*  
Female leadership in family firms

2021

- *# European Academy of Management, 21th Annual Conference, June 16-18, 2021 (Virtual / Montreal, Canada)*
  1. What do entrepreneurs expect from their spouses? And how do family entrepreneurs differ?
  2. Ultimate Dream Management: An Innovative Crowdfunding Management Technique for the Creation of Desired Products
- *# International Family Enterprise Research Academy, 21th Annual Conference, (virtual, June 14-25, 2021)*  
What do entrepreneurs expect from their spouses? And how do family entrepreneurs differ?
- *Interdisciplinary European Conference on Entrepreneurship Research (IECER 2021), 19th Annual Conference (Virtual)*  
What do entrepreneurs expect from their spouses? And how do family entrepreneurs differ?
- *Regional Studies Association:*  
*Regions in Recovery Building Sustainable Futures ? Global E-Festival (virtual, June, 2-18, 2021)*  
Family Firms, Hidden Champions and Regional Development: Entry Points, Summary and Avenues for the Future

2020

- *# Academy of Management, 80th Annual Meeting, 7-11th August 2020 (Vancouver, Canada)*  
Learning the Bias? How Successor Pre-Succession Firm Experience Affects Family Firm Performance
- *# 41th International Conference on Information Systems, ICIS 2020 (Virtual / Hyderabad, India)*  
The Biased Crowd? Personality Perceptions in Crowdfunding
- *# European Academy of Management, 20th Annual Conference, 4-6th December 2020 (Virtual / Dublin, Ireland)*
  1. How Incumbent and Successor CEO Overconfidence Affects Firm Turnaround Performance
  2. Impact of Human Capital of Successors in Family Firm Post-Succession Changes
  3. How Leader Identity Content and Social Context Shape Turnaround Performance
- *# International Family Enterprise Research Academy, 20th Annual Conference (only proceedings) (Santander, Spain)*
  1. The interplay of leader identity and social context during family firm crises
  2. Role of Sovereignty Goals in explaining Stakeholder Orientation in Family Firms
  3. Learning the Bias? How Successor Pre-Succession Firm Experience Affects Family Firm Performance
  4. Rolling Stone Gathers no Moss: The Role of Change in the Successions of Family Firms
- *6th International Research Forum on Mittelstand - Exploring Entrepreneurial Ventures, Family Firms, and Hidden Champions (Virtual / Mannheim, Germany)*
  1. Identity and Crisis Behavior of Entrepreneurial and Family Firms
  2. Perceived personality in online funding decisions: A socioanalytic lens on crowdfunding
- *Interdisciplinary European Conference on Entrepreneurship Research (IECER 2020), 18th Annual Conference (Virtual)*
  1. Business on the Line: Entrepreneurs and Family Firms in Crises
  2. Impact of Human Capital of Successors in Family Firm Post-Succession Changes
  3. Keeping up with the Dreams for Crowdfunding Success: A New Management Technique
- *24th Interdisciplinary Annual Conference on Entrepreneurship, Innovation, and Mittelstand 2020 (virtual)*
  1. Exclusive crowdfunding: Resource provision bias and social categorization discrimination
  2. Exchanges about dreams: Towards a new management technique for crowdfunding
  3. Business on the Line: Entrepreneurs and Family Firms in Crises
- *10. Konferenz deutschsprachiger Zentren für Familienunternehmensforschung (Witten, Germany)*  
Learning the Bias? How Successor Pre-Succession Firm Experience Affects Family Firm Performance

2019

- *# Academy of Management, 79th Annual Meeting (Boston, U.S)*
  1. Identity and Turnaround Performance - Evidence from S&P 1500
  2. The Role of Sovereignty Goals in Explaining Stakeholder Orientation in Family Firms
- *# European Academy of Management, 19th Annual Conference (Lisbon, Portugal)*
  1. Identity, Strategy, and Firm Performance - Evidence from Firm Crises
  2. Learning the Bias? How Successor Pre-Succession Firm Experience Affects Family Firm Performance

3. When is it time to stop dancing the succession dance?

- # *Fortieth International Conference on Information Systems, ICIS 2019 (Munich, Germany)*  
The Star Citizen Phenomenon & the “Ultimate Dream Management” Technique in Crowdfunding
- *Interdisciplinary European Conference on Entrepreneurship Research (IECER 2019), 17th Annual Conference (Utrecht, The Netherlands)*
  1. The Role of Sovereignty Goals in Explaining Stakeholder Orientation in Family Firms
  2. Learning the Bias? How Successor Pre-Succession Firm Experience Affects Family Firm Performance
  3. On Conflict and Consonance: Founder and Family Involvement in Turnaround Situations
- + *Mapping Entrepreneurial Groups Conference, 2019 (Berlin, Germany)*  
Identity Change across Time in Entrepreneurial Families: Founder and Family Involvement in Turnaround Situations
- *23th Interdisciplinary Annual Conference on Entrepreneurship, Innovation, and Mittelstand 2019 (Vienna, Austria)*
  1. The Role of Sovereignty Goals in Explaining Stakeholder Orientation in Family Firms
  2. Learning the Bias? How Successor Pre-Succession Firm Experience Affects Family Firm Performance
  3. On Conflict and Consonance: Founder and Family Involvement in Turnaround Situations
- + *Conference “Family business: thinking about the future”, Catholic University of Lemberg (Lemberg, Ukraine)*
  1. The “Succession-Performance-Paradox” - A Reconciliation Attempt Using Social Exchange Theory
  2. How CEO Identity and Social Structure Dynamics mold Crisis Response and Performance in Founder and Family Influenced Firms - Evidence from S&P 1500
- *4th International Family Business Research Forum (Monaco, Monaco)*
  1. Learning the Bias? How Successor Pre-Succession Firm Experience Affects Family Firm Performance
  2. Family Firms at the Hardness Test
- *9. Konferenz deutschsprachiger Zentren für Familienunternehmensforschung (Bielefeld, Germany)*  
How CEO Identity and Social Structure Dynamics mold Crisis Response and Performance in Founder and Family Influenced Firms - Evidence from S&P 1500
- + *2nd Junior Management Science Conference (Hamburg, Germany)*  
Invited participant (reception of the journal’s best reviewer award)
- + *Opening of the Graduate School (Siegen, Germany)*  
Invited discussant on the past and future of SME research

2018

- # *Academy of Management, 78th Annual Meeting (Chicago, U.S.)*
  1. Revisiting Family Successor Performance
  2. The Performance Effect of CEO Overconfidence in Turnaround Situations
- # *European Academy of Management, 18th Annual Conference (Reykjavik, Iceland)*
  1. Family Successor Performance Revisited
  2. On the Goals of Family Firms: From Family Involvement to Sovereignty and Social Responsibility
  3. The Performance Effect of CEO Overconfidence in Turnaround Situations
- *Academy of Management Specialized Conference: From Start-up to Scale-up (Tel-Aviv, Israel)*  
PDW: Emerging topics in crowdfunding research - Star Citizen.
- *9th International Research Meeting in Business and Management (Nice, France)*  
On the Goals of Family Firms: From Family Involvement to Sovereignty and Social Responsibility
- *16th Interdisciplinary European Conference on Entrepreneurship Research: Entrepreneurship and Innovation in the Future (Innsbruck, Austria)*  
On the Goals of Family Firms: From Family Involvement to Sovereignty and Social Responsibility
- *22th Interdisciplinary Annual Conference on Entrepreneurship, Innovation, and Mittelstand (Stuttgart, Germany)*
  1. The Role of Change in the Succession of Family Firms
  2. Does being a family firm matter? CSR engagement for employees: A stakeholder and socioemotional wealth perspective

2017

- # *European Academy of Management, 17th Annual Conference (Glasgow, U.K.)*  
The Janus-Face of CEO Retention - CEO Succession & Performance under Unity of Ownership & Control
- *5tes Forum Mittelstandsforschung (Vienna, Austria)*  
The “Succession-Performance-Paradox” - A Reconciliation Attempt Using Social Exchange Theory
- *13th Workshop on Family Firm Management Research (Bilbao, Spain)*  
Innovation in the Post-Succession Phase of Family Firms
- *3rd International Family Business Research Forum (Vienna, Austria)*
  1. Heroes of the Green Room - Post-Succession Restructuring and Corporate Performance in Family Firms
  2. Innovation in the Post-Succession Phase of Family Firms
  3. On the Goals of Family Firms: From Family Involvement to Sovereignty and Social Responsibility
- *21th Interdisciplinary Annual Conference on Entrepreneurship, Innovation, and Mittelstand (Wuppertal, Germany)*  
The “Succession-Performance-Paradox” - A Reconciliation Attempt Using Social Exchange Theory
- *SIDREA Workshop on Family Involvement in Management and Firm Growth (Naples, Italy)*  
The “Succession-Performance-Paradox” - A Methodological Reflection and Reconciliation Attempt

2016

- # *Academy of Management, 76th Annual Meeting (Anaheim/Los Angeles, U.S.)*  
The Janus-Face of CEO Retention - CEO Succession & Performance under Unity of Ownership & Control
- # *European Academy of Management, 16th Annual Conference (Paris, France)*
  1. The Succession-Performance-Paradox: Is Family Successor Inferiority only a Mirage?  
Isolating the Family-Successor-Attribute Effect from other Socio-Economic Forces
  2. Innovation in the Post-Succession Phase of Family Firms: Seizing a Window of Opportunity?
- *2nd International Family Business Research Forum (Naples & Capri, Italy)*  
The Janus-Face of CEO Retention - CEO Succession & Performance under Concentrated Ownership & Control
- *6. Konferenz deutschsprachiger Zentren für Familienunternehmensforschung (Siegen, Germany)*  
Innovationen im Rahmen der Nachfolge in deutschen Familienunternehmen
- + *Center for European Economic Research - Scientific Data Conference - Invited speaker (Mannheim, Germany)*  
The Janus-Face of CEO Retention - CEO Succession & Performance under Unity of Ownership & Control
- + *Ministry for Economics, State Baden-Württemberg - 30.06. - Invited speaker (Stuttgart, Germany)*  
Nachfolge - Impressionen aus der Forschung

2015

- # *Academy of Management, 75th Annual Meeting (Vancouver, Canada)*
  1. Rigging the Contest? CEO Succession in Family Firms: Contest and Agency Theory, & Evidence.
  2. Underlying Mechanics of a Succession Dance: Predecessor Preferences, Human Capital, and Ownership
  3. Drivers of Innovation in Family Firm CEO Successions
- # *European Academy of Management, 15th Annual Conference (Warsaw, Poland)*  
Heroes of the Green Room - Post-Succession Restructuring and Corporate Performance in Family Firms
- *Family Firm Institute (FFI) - 28th Global Conference 2015 (London, U.K.)*  
Inside CEO Successions in Family Firms: Should Predecessors Stay Active or Cultivate Roses?
- *International Family Enterprise Research Academy, 15th Annual Conference (Hamburg, Germany)*  
Family Successor Inferiority: A Mirage ? -  
CEO Succession in Family Firms: Contest and Agency Theory, & Evidence.
- *1st International Family Business Research Forum, (Witten, Germany)*  
Family Successor Inferiority: A Mirage ? -  
CEO Succession in Family Firms: Contest and Agency Theory, & Evidence.
- \* *Family Enterprise Research Conference, 11th Annual Conference (Burlington, U.S.)*
  1. Family Successor Inferiority: A Mirage ? -  
CEO Succession in Family Firms: Contest and Agency Theory, & Evidence.
  2. Heroes of the Green Room - Post-Succession Restructuring and Corporate Performance in Family Firms
  3. Drivers of Innovation in Family Firm CEO Successions
- *5. Konferenz deutschsprachiger Zentren für Familienunternehmensforschung (Friedrichshafen, Germany)*  
Heroes of the Green Room - Post-Succession Restructuring and Corporate Performance in Family Firms
- *4. Forum Mittelstandsforschung (Chur, Switzerland)*
  1. Heroes of the Green Room - Post-Succession Restructuring and Corporate Performance in Family Firms
  2. Underlying Mechanics of a Succession Dance: Predecessor Preferences, Human Capital, and Ownership
  3. Facilitator or Chock Block: Are Active Predecessors Really Inhibitors to Organizational Change?
  4. Drivers of Innovation in Family Firm CEO Successions

2014

- # *Academy of Management, 74th Annual Meeting (Philadelphia, U.S.)*  
Heroes of the Green Room - Post-Succession Restructuring and Corporate Performance in Family Firms
- # *European Academy of Management, 14th Annual Conference (Valencia, Spain)*  
Gender Preferences in CEO Successions in Family Firms: Family Characteristics and Human Capital
- *Hamburg Institute of Family-Owned Business Conference, 4th Annual International Academic Symposium (Hamburg, Germany)*  
Heroes of the Green Room - Post-Succession Restructuring and Corporate Performance in Family Firms
- *International Family Enterprise Research Academy, 14th Annual Conference (Lappenranta, Finland)*
  1. Inside CEO Successions in Family Firms: Should Predecessors Stay Active or Cultivate Roses?
  2. Succeeding Icarus: Freshwater Stewards in Winds of Change?
- \* *Family Enterprise Research Conference, 10th Annual Conference (Portland, U.S.)*  
Inside CEO Successions in Family Firms: Should Predecessors Stay Active or Cultivate Roses?
- *4. Konferenz deutschsprachiger Zentren für Familienunternehmensforschung (Vienna, Austria)*  
Nepotism - CEO Succession, Ownership and Enterprise Performance

2013

- # *European Academy of Management, 13th Annual Conference (Istanbul, Turkey)*
  1. Inside CEO Successions in Family Firms: Should Predecessors Stay Active or Cultivate Roses?
  2. Nepotism - CEO Succession, Ownership and Enterprise Performance

- *Hamburg Institute of Family-Owned Business Conference,  
3rd Annual International Academic Symposium (Hamburg, Germany)*  
Facilitator or Chock Block - Are Active CEO Predecessors really Inhibitors to Organizational Change?
- *European Economic Association, 28th Annual Congress &  
Econometric Society, 67th European Meeting (Gothenburg, Sweden)*  
Inside CEO Successions in Family Firms: Should Predecessors Stay Active or Cultivate Roses?
- *International Family Enterprise Research Academy, 13th Annual Conference (St. Gallen, Switzerland)*  
Gender Preferences in CEO Successions in Family Firms: Family Characteristics and Human Capital of the Successor
- *3. Konferenz deutschsprachiger Zentren für Familienunternehmensforschung (St. Gallen, Switzerland)*  
Inside CEO Successions in Family Firms: Should Predecessors Stay Active or Cultivate Roses?

### ***Upcoming conference presentations and contributions***

- *STEP Project Global Consortium (SPGC) Global Family Business SUMMIT 2024, Amalfi, Italy*  
(Invited contribution and for scientific committee)
- *Academy of Management Journal paper and idea development workshop, Darmstadt, Germany, 2024 (1 Accepted Submission)*

## **List of courses taught & theses supervised**

### **Teaching activity - University of Passau**

2023

- (Spring/Summer): *Sustainability and Business Ethics: Shaping Transformation*  
(Master; University evaluation: 1,29)
- (Spring/Summer): *AI-enabled Crowdfunding, Crowd Campaign Management, and Purpose: Navigating Customer Dreams, Social Links, and Sustainability*  
(Master, artificial intelligence enabled course; University evaluation: 1,05)
- (Spring/Summer): *Master colloquium: International Management and Social Entrepreneurship*  
(Master)
- (Spring/Summer): *International Management*  
(Bachelor; University evaluation: 2,09)
- (Spring/Summer): *Bachelor research seminar: International Management and Social Entrepreneurship*  
(Bachelor)
- (Spring/Summer): *Bachelor colloquium: International Management and Social Entrepreneurship*  
(Bachelor)

2022

- (Fall/Winter): *International Networks and Cooperation*  
(Master; University evaluation: 1,9)
- (Fall/Winter): *Master research seminar: International Management and Social Entrepreneurship*  
(Topic: A structural transformation of organizations towards a sustainability and the post-growth economy)  
(Master; University evaluation: 1,6)
- (Fall/Winter): *Master colloquium: International Management and Social Entrepreneurship*  
(Master)
- (Fall/Winter): *Fundamentals of Entrepreneurship*  
(Bachelor; University evaluation: 2,1)
- (Fall/Winter): *Bachelor research seminar: International Management and Social Entrepreneurship*  
(Topic: A gendered perspective on Entrepreneurship) (Bachelor)
- (Fall/Winter): *Bachelor colloquium: International Management and Social Entrepreneurship*  
(Bachelor)

### **Teaching activity - University of Mannheim**

2023

- MAN 301 (Fall/Winter) *International and Strategic Management* (Bachelor)
- (Spring/Summer): *The Volkswagen Diesel Scandal - University Connecticut School of Business & University of Mannheim Case Competition 2023*: (Bachelor)

2022

- MAN 770 (Spring/Summer) *Sustainability, Management, and Entrepreneurship*  
(Master; University evaluation: 1,1)
- MAN 456 (Spring/Summer): *Digital Entrepreneurship and Virtual Crowd Campaign Management: Navigating Dreams, Social Links, and Sustainability*  
(Bachelor; University evaluation: 1,7)
- MAN 301 (Fall/Winter) *International and Strategic Management* (Bachelor)

2021

- MAN 770 (Fall/Winter) *Sustainable Management: Digitalization, Sociology and Psychology in Family Businesses*  
(Master; University evaluation (JPA): 1,2)
- MAN 770 (Spring/Summer): *Sustainable Management: Digitalization, Sociology and Psychology in Family Businesses*  
(Master; University evaluation: Text-based, no grade available)
- MAN 634 (Fall/Winter): *Entrepreneurial Behavior - Behavioural Crowds*  
(Master; University evaluation (JPA): 1,9)
- MAN 456 (Spring/Summer): *Digital Entrepreneurship and Virtual Crowd Campaign Management: Navigating Dreams, Social Links, and Sustainability*  
(Bachelor; University evaluation: Text-based, no grade available)
- MAN 301 (Fall/Winter) *International and Strategic Management* (Bachelor)

2020

- *CES 3 (Fall/Winter) Digital Entrepreneurship and Virtual Crowd Campaign Management: Navigating Dreams, Social Links, and Sustainability*  
(Master; University evaluation (JPA): 1,8)
- *MAN 770 (Fall/Winter) Sustainable Management: Digitalization, Sociology and Psychology in Family Businesses*  
(Master; University evaluation: Text-based, no grade available)
- *MAN 770 (Spring/Summer) Econometric Methods: Management, Sociology and Psychology in the Family Business*  
(Master; University evaluation: Text-based, no grade available)
- *MAN 450 (Spring/Summer) Entrepreneurship, Innovation, and Business Model Design in a Digital World*  
(Bachelor, University evaluation: 1,8)
- *MAN 301 (Fall/Winter) International and Strategic Management*  
(Bachelor; University evaluation: 1,8)

2019

- *MAN 804 (Spring/Summer) Advances in Strategic Management*  
(Ph.D. - Graduate School; University evaluation: 1,0)
- *MAN 770 (Spring/Summer) Strategic Management in Family Firms*  
(Master; University evaluation: 1,1)
- *MAN 770 (Spring/Summer) Host: Restructuring Simulation - Joint with Roland Berger and McKinsey Company*  
(Master; University evaluation: 1,1)
- *MAN 450 (Spring/Summer) Entrepreneurship, Innovation, and Business Model Design in a Digital World*  
(Bachelor, University evaluation: 1,2)
- *MAN 770 (Fall/Winter) Strategic Management, Sociology, and Psychology in the Family Business*  
(Master; University evaluation: 1,0)
- *MAN 301 (Fall/Winter) Strategic Management*  
(Bachelor; University evaluation: 2,5)

2018

- *MAN 801 (Spring/Summer) Advances in Entrepreneurship and Management Research*  
(Ph.D. - Graduate School; University evaluation: 1,4)
- *MAN 770 (Fall/Winter) Strategic Management, Entrepreneurship and Digitalization in Family Firms*  
(Master; University evaluation: 1,4)
- *MAN 770 (Spring/Summer) Leadership and (Family-)CEOs, Restructuring, & Financial Performance Research*  
(Master, University evaluation: 1,3)
- *MAN 770 (Spring/Summer) Host: Restructuring Simulation - Joint with Roland Berger*  
(Master; University evaluation: 1,1)
- *MAN 450 (Spring/Summer) Entrepreneurship, Innovation, and Business Model Design in a Digital World*  
(Bachelor, University evaluation: 1,8)
- *MAN 301 (Fall/Winter) Strategic Management*  
(Bachelor; Introduction lecture and strategic innovation management lecture, substitute for Prof. Woywode)

2017

- *MAN 801 (Spring/Summer) Advances in Entrepreneurship and Management Research*  
(Ph.D. - Graduate School)
- *MAN 770 (Fall/Winter) Star Citizen: The Art of Going Beyond Crowdfunding in Video Gaming Business*  
(Master, University evaluation: 1,6)
- *MAN 450 (Spring/Summer) Entrepreneurship, Innovation, and Business Model Design*  
(Bachelor, University evaluation: 1,5)

2016

- *MAN 912 (Fall/Winter) Family Business Research and the Art of Article Writing*  
(Ph.D. - Graduate School; University evaluation: 1,0)
- *MAN 770 (Fall/Winter) Econometric Methods in Family Business, Restructuring & Financial Performance Research*  
(Master; University evaluation: 1,0)
- *MAN 770 (Fall/Winter) Host: Restructuring Simulation - Joint with Roland Berger*  
(Master; University evaluation: 1,1)
- *MAN 770 (Spring/Summer) Leadership, Innovation & Financial Performance*  
(Master; University evaluation: 1,2)
- *MAN 450 (Spring/Summer) Entrepreneurship, Innovation, and Business Model Design*  
(Bachelor, University evaluation: 1,6)
- *Seminar (Spring/Summer) Coordination of the chair's master thesis colloquium*

2015

- *MAN 770 (Fall/Winter) Corporate Restructuring, Corporate Performance, and Family Firms (Master; University evaluation: 1,4)*
- *MAN 770 (Fall/Winter) Host: Restructuring Simulation - Joint with Roland Berger (Master; University evaluation: 1,0)*
- *Seminar (Fall/Winter) Coordination of the chair's master thesis colloquium*
- *MAN 632 (Spring/Summer) Advanced Entrepreneurship (Master; University evaluation: 2,2)*
- *MAN 801 (Spring/Summer) Advances in Entrepreneurship & Organization - Guest lecture (Ph.D. - Graduate School)*

2012

- *MAN 632 (Spring/Summer) Advanced Entrepreneurship (Master; University evaluation: 2,4)*

### ***Teaching activity - University of Tübingen***

2017

- *(Spring/Summer) Family Firms and the German Mittelstand (Guest lecture)*

### ***Teaching activity - Mannheim Business School & executive education***

2023

- *ESSEC & MANNHEIM executive MBA: The DNA of the German Industry*
- *Summer School (one week): Entrepreneurship and Innovation: AI entrepreneurship*
- *Lecture: The German Mittelstand, Hidden Champions, and Global Players*

2022

- *Lecture: The German Mittelstand, Hidden Champions, and Global Players*
- *Lecture: Crisis Leadership and Crisis Performance in Entrepreneurial Firms, Family Firms, and Widely-Held Corporations*
- *Summer School (one week): Entrepreneurship and Innovation (MBS Evaluation: 1,0)*

2021

- *Lecture: Crisis Leadership and Crisis Performance in Entrepreneurial Firms, Family Firms, and Widely-Held Corporations*

2020

- *Lecture: Introduction to (German) start-up culture: the German model vs. the Silicon Valley model*
- *Lecture: The German Mittelstand, Hidden Champions, and Global Players (held both in spring and fall semester)*
- *Lecture: Entrepreneurship and Innovation: Theoretical Foundations and Practical Approaches*
- *Impulse: Insights from Crisis Management in Entrepreneurial Firms and Family Firms*

2019

- *Lecture: Introduction to (German) start-up culture: the German model vs. the Silicon Valley model*
- *Lecture: The German Mittelstand, Hidden Champions, and Global Players (held three times in spring and fall semester)*
- *Lecture: Entrepreneurship and Innovation: Theoretical Foundations and Practical Approaches*
- *Lecture: Strategic Leadership in German Family Firms*

2018

- *Lecture: Strategies of Family Firms, Hidden Champions, and the German Mittelstand*

2016

- *Lecture: Strategies of Family Firms, Hidden Champions, and the German Mittelstand*

2015

- *Lecture: Strategies of Family Firms, Hidden Champions, and the German Mittelstand*

### ***Teaching activity - Supervision work***

Average evaluation of supervision quality by students (University evaluation): 1,4

### ***University of Mannheim***

Number of PhD-theses closely supported: 5  
Number of Diploma- or Mastertheses supervised: 21  
Number of Bachelortheses supervised: 10  
Number of Start-up team business plans coached: 28

### ***University of Passau***

Number of PhD-theses closely supported: 2  
Number of Diploma- or Mastertheses supervised: 5  
Number of Bachelortheses supervised: 3  
Number of Start-up team business plans coached: 2

### ***Academic administration - Supportive administrative and faculty level work***

In 2022/23 I served the faculty of Business, Economics, and Information Systems of the University of Passau as the faculty delegate for:

- *Internationalization, as well as for the “Task Force Ukraine”*  
Establishment of more than a dozen university partnerships with Ukrainian universities to achieve exchange options and safe places to continue studying for Ukrainian students and academics.
- *Sustainability Hub (spokesperson of the faculty)*
- *Europa Hub (spokesperson of the faculty)*

In 2019/2020 I served the Area Management, Business School (faculty), at the University of Mannheim by teaching additional courses in “International and Strategic Management” at Bachelor and PhD level to facilitate a research sabbatical of a colleague.

### ***Academic administration - Hiring committees & PhD committees***

2019

- *International Alternate Committee Member*  
PhD-thesis Fernando Mikel Alayo, University of the Basque Country, Spain

2018

- *Hiring Committee*  
Assistant Professor (W1) of Technological Innovation & Management Science, University of Mannheim, Germany
- *International Referee*  
PhD-thesis Fernando Reyes Reina, University of Salamanca, Spain

2015

- *Hiring Committee*  
Assistant Professor (W1) of Corporate Social Responsibility, University of Mannheim, Germany

## ***Associate editorial work***

- Associate Editor for the *Journal of Family Business Strategy* (US Journal, impact factor 7.2, 2023-).

## ***Editorial work***

- Special Issue Guest Editor for the *Journal of Family Business Strategy* (2020-2023).
- Special Issue Guest Editor for *The German Journal of Economic Geography* (2020-2023).
- Editorial Review Board Member of the *Journal of Entrepreneurship* (2021-).
- Editorial Board Member of the *Journal Family Business Strategy* (2020-2023).
- Advisory Editorial Board Member of the *Junior Management Science* (2023-).

## ***Reviewing activity***

- *Entrepreneurship Theory & Practice* (Since 2018. Total reviews for ET&P: 6)
- *Journal of Management Studies* (Since 2023. Total reviews for JOMS: 1)
- *Journal of Business Ethics* (Since 2023. Total reviews for JBE: 1)
- *Family Business Review* (Since 2018. Total reviews for FBR: 7)
- *Britisch Journal of Management* (Since 2023. Total reviews for BJoM: 1)
- *Internet Research* (Since 2020. Total reviews for IR: 1)
- *IEEE Transactions on Engineering Management* (Since 2020. Total reviews for IEEE TEM: 4)
- *Business & Information Systems Engineering* (Since 2021. Total reviews for BISE: 1)
- *European Management Review* (Since 2015. Total reviews for EMR: 6)
- *Small Business Economics* (Since 2020. Total reviews for SBE: 1)
- *Journal of Small Business Management* (Since 2023. Total reviews for JSBM: 1)
- *Journal of Family Business Strategy* (Since 2016. Total reviews for JFBS: 10)
- *Journal of Industrial and Business Economics* (Since 2023. Total reviews for JIBE: 1)
- *Management and Organization Review* (Since 2023. Total reviews for MOR: 1)
- *Emerging Markets Finance and Trade* (Since 2023. Total reviews for EMFT: 1)
- *Junior Management Science* (Since 2018. Total reviews for JUMS: 5)
- *ZFW - Advances in Economic Geography* (Since 2019. Total reviews for ZFW: 3)
- *European Academy of Management, Annual Conference* (Since 2016)
- *Interdisciplinary Annual Conference on Entrepreneurship, Innovation, and Mittelstand (G-Forum), Review Board* (Since 2020)
- *International Conference on Information Systems (ICIS)* (Since 2019)
- *International European Conference on Entrepreneurship Research* (Since 2020)

*Third party funded research and governmental research*

**Total third party funds** connected to research (in all roles, by 01.08.2023): 603T Euro

*Completed third-party projects with publications or reports:*

<b>Completed third-party projects with publication or reports</b>	<b>Source</b>
[08] Die Entwicklung der TOP 500 Familienunternehmen in Deutschland Funded research; Foundation Family Firms (third party); 01/2022-05/2022; Role: Lead.	<b>Foundation</b>
[07] Benchmark Metropolregionen Deutschland Funded research; Institute for SME Research and Freudenberg & Co. Kommanditgesellschaft (third party); 03/2021-06/2022; Role: Lead.	<b>Industry</b>
[06] DFG International Scientific Conference Organization (300 participants) Funded international conference; German Research Foundation (Deutsche Forschungsgemeinschaft e.V. - DFG) (third party); 11/2020-03/2021; Role: Lead.	<b>DFG (Government)</b>
[05] Entrepreneurial Orientation in Familienunternehmen Funded research; Institute for SME Research and Freudenberg & Co. Kommanditgesellschaft (third party); 11/2018-06/2021; Role: Joint lead.	<b>Industry</b>
[04] Benchmark Familienunternehmen 2019 - Schwerpunkt: Frauen in Führungspositionen und Familien- vs. Fremdgeschäftsführung Funded research; Institute for SME Research and KPMG AG (third party); 07/2018-12/2019; Role: Joint lead.	<b>Industry</b>
[03] Gründungspotenziale von Menschen mit ausländischen Wurzeln: Entwicklungen, Erfolgsfaktoren, Hemmnisse Government report; Institute for SME Research and German Federal Ministry for Economic Affairs and Energy (third party); 08/2016-11/2017; Role: Co-author.	<b>Ministry (Government)</b>
[02] Benchmark Familienunternehmen Funded research; Institute for SME Research and KPMG AG (third party); 01/2016-12/2016; Role: Joint lead.	<b>Industry</b>
[01] Generationswechsel im Mittelstand. Herausforderungen und Erfolgsfaktoren aus der Perspektive der Nachfolger Funded research; Institute for SME Research, Center for European Economic Research, and Baden-Württembergische Bank (third party); 10/2009-05/2010; Role: Co-author.	<b>Industry</b>

*Ongoing projects - Third party funded research and governmental research:*

<b>Ongoing projects - Third party funded research and governmental research</b>	<b>Source</b>
[01] Führung in Familienunternehmen - Frauen auf dem Vormarsch? Funded research; EQUA foundation (third party); 07/2021-06/2024; Role: Co-lead.	<b>Foundation</b>

### *Third party funded research and governmental research (continued)*

#### *Acquisition phase - Third party funded research and governmental research:*

<b>Application Phase - Third Party Funded Research and Governmental Research</b>	<b>Source</b>
[02] Supercomputer-based research on economic geography and Mittelstand: Sustainability and knowledge networks, space, and regional trajectories Partners: TU Berlin, University of Trier, University of Gießen, University of Mannheim Funded research; German Research Foundation (Deutsche Forschungsgemeinschaft e.V. - DFG); Role: Network initiator and proposal co-submitter.	<b>DFG (Government)</b>
[01] Sustainability, circular economy, and family firm CEOs Funded research; Institute for SME Research and third party; Role: Proposal submitter.	<b>Foundation</b>

### *Further scholarships and grants*

#### Family Assistance in Research Program

Grant for a scientific assistant position 2022  
Grant for a scientific assistant position 2021  
Grant for a scientific assistant position 2020

#### Deutscher Akademischer Austauschdienst e.V.

Conference travel-grant (2018):  
Presentation at the Academy of Management 78th Annual Meeting, Chicago, U.S.  
Conference travel-grant (2016):  
Presentation at the Academy of Management 76th Annual Meeting, Anaheim/Los Angeles, U.S.  
Conference travel-grant (2015):  
Presentation at the Academy of Management 75th Annual Meeting, Vancouver, Canada  
Research grant (2014):  
Research stay & presentation at the Chinese University of Hong Kong - Center for Family Business (3-4/2014)

#### Konrad-Adenauer-Stiftung e.V.

Promotionstipendium der Deutschen Graduiertenförderung (2013-2010)  
Full PhD scholarship for outstanding students

#### EQUA-Stiftung e.V.

Conference travel grant (2017)

#### Karin-Islinger-Stiftung e.V.

Research grant (2013): Project: Nepotism - CEO Succession, Ownership and Enterprise Performance

#### Julius-Paul-Stiegler-Gedächtnis-Stiftung e.V.

Conference travel-grant (2019):  
Presentation at the Academy of Management 79th Annual Meeting, Boston, U.S.  
Conference travel-grant (2018):  
Presentation at the European Academy of Management 18th Annual Conference, Reykjavik, Iceland  
Conference travel-grant (2016):  
Presentation at the European Academy of Management 16th Annual Conference, Paris, France

#### University of Mannheim

Several conference travel-grants (2014, 2013):

1. Nepotism - CEO Succession, Ownership and Enterprise Performance
2. Inside CEO Successions in Family Firms: Should Predecessors Stay Active or Cultivate Roses?
3. Gender Preferences in CEO Successions in Family Firms: Family Characteristics and Human Capital
4. Heroes of the Green Room - Post-Succession Restructuring and Corporate Performance in Family Firms

## Conference organization

2024

- **SIG Chair (Division leadership)**, Special Interest Group 04: Family Business Research, European Academy of Management, Annual Conference (2024)
- **At-large-representative**: Special Interest Group Gamification, SIG GAME, Association for Information Systems (AIS) (2024)
- **Scientific committee and track lead**: "Leadership Awareness and Styles in Family Firms", STEP Project Global Consortium (SPGC) Global Family Business SUMMIT 2024, Amalfi Coast (Italy)

2023

- **SIG Programme Chair**, Special Interest Group 04: Family Business Research, European Academy of Management, Annual Conference (2023)
- **Vice-President**: Special Interest Group Gamification, SIG GAME, Association for Information Systems (AIS) (2023)
- **Initiator/Organizer**: Mannheim Castle Days 2023, Interdisciplinary Conference on Entrepreneurship & Family Firms (2023)
- **Initiator and co-chairman of the track**: "Performance, Goals, & Behavior in Family Firms - Focus 2023: Innovation & Sustainability" Special Interest Group Family Business Research at the European Academy of Management, Annual Conference (2023)  
Co-organizers of the track: S. Amato (ITA), R. Amit (USA), C. Barrédy (FRA), M. Berent-Braun (NL), M. Bennedsen (FRA), A. Calabrò (FRA), A. Cirillo (ITA), G. Gimesti (ITA), C. Hauser (CH), E. Laveren (BEL), E. Memili (USA), M. Ossorio (ITA), R. Randolph (USA), D.M. Reeb (Singapore), C.M. Ringle (GER), M. Sarstedt (GER), P. Sharma (USA), T. Schmid (Hong-Kong), Y. Tang (Hong-Kong), P. Ulrich (GER), J Voget (GER), D. Wolfenzon (USA), M. Woywode (GER).
- **Initiator and chairman of the track**: "Entrepreneurial Behavior in Entrepreneurial Teams & Families, and Family Firms", Interdisciplinary European Conference on Entrepreneurship Research, 21th Annual Conference (2023)  
Co-organizer of the track: C. Hauser (CH), Solvej Lorenzen (GER)
- **Track Chair**: Tracks "The Innovation and Entrepreneurial Ecosystem" and "Entrepreneurship" Jahrestagung der Wissenschaftlichen Kommission Technologie, Innovation und Entrepreneurship (TIE) des Verbandes der Hochschullehrerinnen und Hochschullehrer für Betriebswirtschaftslehre e.V. (2023)
- **Track Chair**: Track "Growth and Performance", European Institute for Advanced Studies in Management (EIASM), 18th EIASM workshop on family firm management research (2023)

2022

- **SIG Programme Chair-Elect and Event Officer**, Special Interest Group Family Business Research, European Academy of Management, Annual Conference (2022)
- **Vice-President of the Special Interest Group Gamification**, SIG GAME, Association for Information Systems (AIS) (2022)
- **Initiator and chairman of the track**: "Performance, Goals, & Behavior in Family Firms - Focus 2022: Sustainability & Digital Transformation" Special Interest Group Family Business Research at the European Academy of Management, Annual Conference (2022)  
Co-organizers of the track: R. Amit (USA), C. Barrédy (FRA), M. Berent-Braun (NL), M. Bennedsen (FRA), A. Cirillo (ITA), C. Hauser (CH), E. Laveren (BEL), E. Memili (USA), R. Randolph (USA), D.M. Reeb (Singapore), C.M. Ringle (GER), M. Sarstedt (GER), P. Sharma (USA), T. Schmid (Hong-Kong), Y. Tang (Hong-Kong), P. Ulrich (GER), J Voget (GER), D. Wolfenzon (USA), M. Woywode (GER).
- **Initiator and chairman of the track**: "Entrepreneurial Behavior in Entrepreneurial Teams & Families, and Family Firms", Interdisciplinary European Conference on Entrepreneurship Research, 20th Annual Conference (2022)  
Co-organizer of the track: C. Hauser (CH)

## Conference organization (continued...)

2021

- **Vice-President of the Special Interest Group Gamification, SIG GAME,** Association for Information Systems (AIS) (2021)
- **Initiator and chairman of the track:** “Entrepreneurial Behavior in Entrepreneurial Teams & Families, and Family Firms”, Interdisciplinary European Conference on Entrepreneurship Research, 19th Annual Conference (2021)  
Co-organizer of the track: C. Hauser (CH)
- **Initiator and chairman of the track:** “Governance, Goals, & Behaviour in Family Firms”  
Special Interest Group Family Business Research at the European Academy of Management, Annual Conference (2021)  
Co-organizers of the track:  
R. Amit(USA), M. Benmedsen(FRA), A. Cirillo(ITA), E. Laveren(BEL), E. Memili(USA), R. Randolph(USA), D.M. Reeb (Singapore), C.M. Ringle(GER), M. Saarstedt(GER), T. Schmid(Hong-Kong), P. Ulrich(GER), D. Wolfenzon(USA).
- **Organizer of the track:** “Family Firms, Hidden Champions and Regional Development”  
Regions in Recovery Building Sustainable Futures - Global E-Festival 2nd-18th June, Regional Studies Association (2021)  
Co-organizers of the track: L. Suwala (GER), R. Basco (UAE)

2020

- **President of the conference (leading organizer, 300 participants)** “6th International Research Forum on Mittelstand - Exploring Entrepreneurial Ventures, Family Firms, and Hidden Champions” (2020)  
Keynotes: D. Audretsch (USA), H. Krcmar (GER), P. Sharma (USA), C. Günther (GER)  
Co-organizers: C. Hauser(CH), A. Kieser(GER), P. Moog(GER), H. Neubauer(AUT), D. Simons(GER), M. Woywode(GER)
- **President of the Special Interest Group Gamification, SIG GAME,** Association for Information Systems (AIS) & “41th International Conference of Information Systems, ICIS” (2020)
- **Initiator and chairman of the track:** “Finance, Management, Governance & Accounting in Family Business”  
Special Interest Group Family Business Research at the European Academy of Management, Annual Conference (2020)  
Co-organizers of the track:  
R. Amit(USA), M. Benmedsen(FRA), A. Cirillo(ITA), E. Laveren(BEL), E. Memili(USA), R. Randolph(USA), D.M. Reeb (Singapore), C.M. Ringle(GER), M. Saarstedt(GER), T. Schmid(Hong-Kong), P. Ulrich(GER), D. Wolfenzon(USA).
- **Initiator and chairman of the track:** “Strategic Management, Sociology, and Psychology in Family Firms: Behavior, Values, Relations, and Social Structure”  
Special Interest Group Family Business Research at the European Academy of Management, Annual Conference (2020)  
Co-organizers of the track: P. Sharma(USA), Y. Tang(HK), B. Istiqliler(GER), A. Kieser(GER)

2019

- **President of the Special Interest Group Gamification, SIG GAME,** Association for Information Systems (AIS) & “40th International Conference of Information Systems, ICIS” (2019)
- **Initiator and chairman of the track:** “Finance, Management, Governance & Accounting in Family Business”  
Special Interest Group Family Business Research at the European Academy of Management, Annual Conference (2019)  
Co-organizers of the track:  
R. Amit(USA), M. Benmedsen(FRA), A. Cirillo(ITA), E. Laveren(BEL), E. Memili(USA), R. Randolph(USA), D.M. Reeb (Singapore), C.M. Ringle(GER), M. Saarstedt(GER), T. Schmid(Hong-Kong), P. Ulrich(GER), D. Wolfenzon(USA).
- **Initiator and chairman of the track:** “General Family Firm Track: Steering in the tension of sustainable growth & strategic renewal”, Interdisciplinary European Conference on Entrepreneurship Research, 17th Annual Conference (2019)  
Co-organizer of the track: C. Hauser(CH)

2018

- **Initiator and chairman of the track:** “Finance & Accounting in Family Business Research”  
Special Interest Group Family Business Research at the European Academy of Management, Annual Conference (2018)

## *Conference organization (continued...)*

2017

- **Initiator and chairman of the track:** *“Methods & Theories in Family Business Research”*  
*Special Interest Group Family Business Research at the European Academy of Management, Annual Conference (2017)*
- **Session Chair:** *European Institute for Advanced Studies in Management, 13th Workshop on Family Firm Management Research (2017)*

2015

- **Session Chair:** *Academy of Management, Annual Meeting (2015)*

## *Radio and media coverage, newspaper comments, interviews, essays*

- *PROMagazin, December, 2023*  
“Das hat einen echten Performance Effekt” - Wirtschaft, Familienunternehmen
- *Spiegel Online, 4th January, 2023*  
Vor allem im Inland - Familienunternehmen schaffen mehr Jobs als DAX-Konzerne  
URL: <https://www.spiegel.de/wirtschaft/arbeitsplaetze-familienunternehmen-schaffen-mehr-jobs-als-dax-konzerne-a-67ce9b2d-a580-4899-95c0-665f5c94ef48>
- *Südwestrundfunk (SWR), 4th January, 2023*  
Familienunternehmen schaffen mehr Jobs als DAX-Konzerne  
URL: <https://www.swr.de/swraktuell/radio/familienunternehmen-schaffen-mehr-jobs-als-dax-konzerne-100.html>
- *Handelsblatt online, 4th January, 2023*  
Deutsche Wirtschaft - Studie: Familienunternehmen schaffen mehr Jobs als Dax-Konzerne  
URL: <https://www.handelsblatt.com/unternehmen/mittelstand/familienunternehmer/deutsche-wirtschaft-studie-familienunternehmen-schaffen-mehr-jobs-als-dax-konzerne/28903698.html>
- *Der Tagesspiegel, print, 5th January, 2023*  
Familienunternehmen; Ein Jobmotor für den Standort Deutschland
- *Manager Magazin Online, 4th January, 2023*  
Familienunternehmen schaffen mehr Jobs als Dax-Konzerne  
URL: <https://www.manager-magazin.de/unternehmen/lidl-aldi-volkswagen-beiersdorf-familienunternehmen-schaffen-mehr-jobs-als-dax-konzerne-a-b4098c54-66f1-41bd-a1ed-d31b0b0de277#ref=rss>
- *n-tv online, 4th January, 2023*  
Größerer Aufbau als DAX-Konzerne - Studie: Familienunternehmen sind wichtigster Job-Motor  
URL: <https://www.n-tv.de/wirtschaft/Studie-Familienunternehmen-sind-wichtigster-Job-Motor-article23820832.html>
- *Dow Jones Newswires Print, 4th January, 2023*  
Familienunternehmen schaffen in Krisenzeiten mehr Jobs als DAX-Firmen
- *Focus Online, 9th January, 2023*  
URL: [https://www.focus.de/finanzen/kommentar-von-hugo-mueller-vogg-vermoegenssteuer-spd-und-gruene-wollen-deutschlands-job-maschine-sabotieren\\_id\\_182503635.html](https://www.focus.de/finanzen/kommentar-von-hugo-mueller-vogg-vermoegenssteuer-spd-und-gruene-wollen-deutschlands-job-maschine-sabotieren_id_182503635.html)
- *Personalpraxis24, 6th January, 2023*  
Familienunternehmen schaffen mehr Arbeitsplätze als DAX-Konzerne  
URL: <https://www.personalpraxis24.de/recruiting/familienunternehmen-schaffen-mehr-arbeitsplaetze-als-dax-konzerne-15168/>
- *Personalwirtschaft, 5th January, 2023*  
Familienunternehmen schaffen mehr Arbeitsplätze als Dax-Konzerne  
URL: <https://www.personalwirtschaft.de/news/recruiting/familienunternehmen-schaffen-mehr-arbeitsplaetze-als-dax-konzerne-146590/>
- *Die Deutsche Wirtschaft ? Stimme des Mittelstandes, 5th January, 2023*  
Top-500-Familienunternehmen schaffen selbst in der Krise mehr Arbeitsplätze  
URL: <https://die-deutsche-wirtschaft.de/liste-der-top-500-familienunternehmen-arbeitsplaetze/>
- *The Limited Times, 4th January, 2023*  
Family Businesses Create More Jobs Than DAX-Companies - Especially Domestically  
URL: <https://newsrnd.com/business/2023-01-04-family-businesses-create-more-jobs-than-dax-companies>
- *Rheinische Post Online, 4th January, 2023*  
Familienunternehmen schaffen mehr Arbeitsplätze als DAX-Konzerne  
URL: [https://rp-online.de/wirtschaft/familienunternehmen-schaffen-mehr-arbeitsplaetze-als-dax-konzerne\\_aid-82384285](https://rp-online.de/wirtschaft/familienunternehmen-schaffen-mehr-arbeitsplaetze-als-dax-konzerne_aid-82384285)
- *MSN, 4th January, 2023*  
Arbeitsplätze: Familienunternehmen schaffen mehr Jobs als Dax-Konzerne  
URL: <https://www.msn.com/de-de/finanzen/top-stories/>
- *Markt und Mittelstand, 4th January, 2023*  
Zehn-Jahres-Vergleich mit DAX-Firmen: Familienunternehmen sind Deutschlands Job-Motor  
URL: <https://www.marktundmittelstand.de/personal/familienunternehmen-sind-deutschlands-job-motor-1305491/>
- *Indo & New York, 4th January, 2023*  
Study: Family businesses create more jobs than Dax companies  
URL: <https://www.indonewyork.com/business/study-family-businesses-create-more-jobs-than-dax-companies-h66679.html>
- *Finanznachrichten.de, 4th January, 2023*  
Familienunternehmen schaffen in Krisenzeiten mehr Jobs als DAX-Firmen  
URL: <https://www.finanznachrichten.de/nachrichten-2023-01/57975956-familienunternehmen-schaffen-in-krisenzeiten-mehr-jobs-als-dax-firmen-015.htm>
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 URL: <https://www.finanzen.ch/nachrichten/aktien/familienunternehmen-schaffen-in-krisenzeiten-mehr-jobs-als-dax-firmen-1031999186>
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  - *Staatsanzeiger (Germany)*, 29th May, 2020  
 Forscher geben Empfehlungen für das Management in Krisenzeiten -  
 Universität Mannheim untersucht Verhalten von Führungskräften
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  - *MANNHEIM BUSINESS RESEARCH INSIGHTS, Mannheim Business School*, 1/2020  
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    2. Female Leadership and Professionalization of Leadership, News
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  - *Businessfamily*, 21th January 2016  
 The Dreyfus women are role-models, media coverage online  
 URL: <http://www.businessfamily.london/stories/margarita-dreyfus-role-model>
  - *Frankfurter Allgemeine Zeitung*, 16-17th June 2012  
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