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Date of Birth: March 18, 1980

Family Situation: married, two daughters (July 12, 2011; February 7, 2013)

Citizenship: Swiss

EDUCATION

07/2013	Venia legendi , University of Zurich
12/2004 – 04/2007	PhD University of Zurich, Dr. oec. publ., <i>summa cum laude</i>
10/2000 – 10/2004	Master University of Zurich, lic. oec. publ., <i>summa cum laude</i>

ACADEMIC POSITIONS

Since 03/2018	Director of the Master für Hochschul- und Wissenschaftsmanagement, WWU Weiterbildung gemeinnützige GmbH
Since 09/2015	Director and Founder of the MBA in Medical Management, WWU Weiterbildung gemeinnützige GmbH
Since 03/2014	Full-Professor and Head of the Business Management Group, University of Muenster
10/2019 – 10/2022	Director of the Master in Business Administration, University of Muenster
04/2007 – 02/2014	Post-Doctoral Research Associate Strategic Management and Business Policy, University of Zurich
12/2004 – 03/2007	Research Associate Strategic Management and Business Policy, University of Zurich
10/2002 – 02/2004	Tutor Department of Economics, University of Zurich

PUBLICATIONS

Peer-Reviewed Articles

- 1) System Design Choice in the Sharing Economy: How Different Institutional Logics Drive Consumer Perception and Consumers' Intention to Use Sharing Systems (with V. Clemens, C.A. Sabel, J. N. Foege), *Schmalenbach Journal of Business Research*, Vol. 74 (2022), 201-234.
- 2) Organizational Attractiveness after Identity Threats of Crises: How Potential Employees Anticipate Social Identity (with G. Onken-Menke, G.D. Lauritzen and N. Foege), *European Journal of Work and Organizational Psychology*, Vol. 31 (2022), 622-640.
- 3) Toward a Shared Leadership Environment: Insights into Retail Salespeople's Work Environment (with A.M. van der Berg, J.N. Foege), *Journal of Personal Selling & Sales Management*, Vol. 42 (2022), 121-138.
- 4) Algorithm-driven Search: An Attention-based View on Artificial Intelligence for Organizational Exploitation and Exploration (with A. Eicke and C. Sabel), *Proceedings of the International Conference on Information Systems*, ICIS 2022.
- 5) CEO-CIO Shared Understanding of the Role of Technology: Outcomes for Technological Innovation Value (with D. Lohmar), *Proceedings of the International Conference on Information Systems*, ICIS 2022.
- 6) Incentivizing Creativity in Virtual Groups (with P. Brkovic and C. Sabel), *Proceedings of the International Conference on Information Systems*, ICIS 2022.
- 7) When and Why Technology Leadership Enters the C-Suite: An Antecedents Perspective on CIO Presence (with D. Bendig, R. Wagner, C. Jung), *Journal of Strategic Information Systems*, Vol 31 (2022), 101705.
- 8) Simply Clever – The Impact of Cognitive Simplicity on Organizational Digital Strategy Orientation (with D. Lohmar and C. Jung). *Proceedings of the International Conference on Information Systems*, ICIS 2021.
- 9) Forced Distribution Rating Systems and Team Collaboration (with L. Loberg and N. Foege), *Journal of Economic Behavior and Organization*, Vol. 188 (2021), 18-35.
- 10) Flexible Work Practices and Organizational Attractiveness in Germany: The Mediating Role of Anticipated Organizational Support (with C. Kröll and N. Foege), *International Journal of Human Resource Management*, Vol. 32 (2021), 543-572.
- 11) Determinants of Idea Sharing in Crowdsourcing: Evidence from the Automotive Industry (with T. Schäper, N. Foege and S. Schäfer), *R&D Management*, Vol. 51 (2021), 101-113.
- 12) Privacy Awareness under Scrutiny: Field Experimental Evidence on Health Data Protection in Underserved Communities (with M. Gabel and N. Foege), *Proceedings of the International Conference on Information Systems*, ICIS 2020.

- 13) Measuring Open Innovation through Textual Analysis: An Assessment of Nonlinear Performance Implications (with T. Schäper, N. Foege, C. Jung), *Proceedings of the International Conference on Information Systems*, ICIS 2020.
- 14) The Sharing Economy Landscape: Structuring Research from Airbnb to Zipcar (with V. Clemens and R. Wilden), *Academy of Management Best Paper Proceedings*, Academy of Management Meetings (2020), Vancouver, Canada.
- 15) Cash for contingencies: How the organizational task environment shapes the cash-performance relationship (with C. Jung and J.N. Foege), *Long Range Planning*, 53 (2020), 101885.
- 16) The (In)effectiveness of incentives: A field experiment on the adoption of personal electronic health records (M. Gabel and J.N. Foege), *Proceedings of the International Conference on Information Systems*, ICIS 2019.
- 17) The Effects of Flexible Work Practices on Employee Attitudes: Evidence from a Large-Scale Panel Study in Germany (with C. Kröll), *International Journal of Human Resource Management*, Vol. 30 (2019), 1505-1525.
- 18) Diversification and Organizational Environment: The Effect of Resource Scarcity and Complexity on the Valuation of Multi-Segment Firms (with M. Sturm), *Journal of Business Economics*, Vol. 89 (2019), 251–272.
- 19) Strong Shareholder Rights, Internal Capital Allocation Efficiency, and the Moderating Role of Market Competition and External Financing Needs (with M. Sturm), *Review of Managerial Science*, Vol. 13 (2019), 93-111.
- 20) The More Other Care, the More You Share? Social Contagion as a Stardom Trigger of Social Media Superstars (with C. Jung), *Applied Economics*, Vol. 51 (2019), 881-888.
- 21) Are you Attracted? Do you Remain? Meta-Analytic Evidence on Flexible Work Practices (with G. Onken-Menke and C. Kröll), *Business Research*, Vol. 11 (2018), 239-277.
- 22) Not only a matter of dynamic managerial capabilities (with C. Jung and J.N. Foege), *Academy of Management Best Paper Proceedings*, Strategic Management Division, Academy of Management Meeting (2018), Chicago, IL, USA.
- 23) Adjustments in the Housing Market After an Environmental Shock: Evidence from a Large-Scale Change in Aircraft Noise Exposure (with C. Almer and S. Boes), *Oxford Economic Papers*, Vol. 69 (2017), 918-938.
- 24) Meta-Analytic Evidence of the Effectiveness of Stress Management at Work (with C. Kröll and P. Doebler), *European Journal of Work and Organizational Psychology*, Vol. 26 (2017), 677-693.
- 25) Does Sports Activity Improve Health? Representative Evidence Using Local Density of Sports Facilities as an Instrument (with M. Brechot and E. Franck), *Applied Economics*, Vol. 49 (2017), 4871-4884.
- 26) The Liquidity Advantage of Quote-Driven Markets: Evidence from the Betting Industry (with R. Flepp and E. Franck), *The Quarterly Review of Economics and Finance*, Vol. 64 (2017), 306-317.

- 27) Trust in third parties. (with G. Eisenkopf), *Journal of Economic Behavior & Organization*, Vol. 137 (2017), 410-427.
- 28) Third Parties and Specific Investments (with G. Eisenkopf), *Schmalenbach Business Review*, Vol. 17 (2016), 151-175.
- 29) Dual-Class Shares, External Financing Needs, and Firm Performance, *Journal of Management and Governance*, Vol. 20 (2016), 525-551.
- 30) Death-Related Publicity as Informational Advertising: Evidence from the Music Industry (with L. Brandes and E. Franck), *Marketing Letters*, Vol. 27 (2016), 143-157.
- 31) Does Bettor Sentiment Affect Bookmaker Pricing? (with R. Flepp and E. Franck), *Journal of Sports Economics*, Vol. 17 (2016), 3-11.
- 32) Hedonic Valuation of the Perceived Risks of Nuclear Power Plants (with S. Boes and K. Wüthrich), *Economics Letters*, Vol. 133 (2015), 109-111.
- 33) How Performance Expectations Affect Managerial Replacement Decisions (with J. Pieper and E. Franck), *Schmalenbach Business Review (sbr)*, Vol. 66 (2014), 5-23.
- 34) Aircraft Noise, Health, and Residential Sorting: Evidence from Two Quasi-Experiments (with S. Boes and S. Stillman), *Health Economics*, Vol. 22 (2013), 1037-1051.
- 35) Inter-market Arbitrage in Betting (with E. Franck and E. Verbeek), *Economica*, Vol. 80 (2013), 300-325.
- 36) Are Multinational Teams More Successful (with H. Haas), *International Journal of Human Resource Management*, Vol. 23 (2012), 3105-3113.
- 37) Empirical Evidence on the “Never Change a Winning Team” Heuristic (with H. Haas), *Journal of Economics and Statistics*, Vol. 232 (2012), 247-257.
- 38) Talent and/or Popularity – What does it Take to Be a Superstar? (with E. Franck), *Economic Inquiry*, Vol. 50 (2012), 202-216.
- 39) Sentimental Preferences and the Organizational Regime of Betting Markets (with E. Franck and E. Verbeek), *Southern Economic Journal*, Vol. 78 (2011), 502-518.
- 40) Specific Human Capital as a Source of Superior Team Performance (with E. Franck and J. Pieper), *Schmalenbach Business Review (sbr)*, Vol. 63 (2011), 393-415.
- 41) The Effect of Wage Dispersion on Team Outcome and the Way Team Outcome is Produced (with E. Franck), *Applied Economics*, Vol. 43 (2011), 3037-3049.
- 42) Quasi-Experimental Evidence on the Effect of Aircraft Noise on Apartment Rents (with S. Boes), *Journal of Urban Economics*, Vol. 69 (2011), 196-204.
- 43) Prediction Accuracy of Different Market Structures – Bookmakers versus a Betting Exchange (with E. Franck and E. Verbeek), *International Journal of Forecasting*, Vol. 26 (2010), 448-459.
- 44) The Effect of Talent Disparity on Team Productivity in Soccer (with E. Franck), *Journal of Economic Psychology*, Vol. 31 (2010), 218-229.

- 45) A Note on the Endogeneity of the Pay-Performance Relationship in Professional Soccer, *Economics Bulletin*, Vol. 29 (2009), 1852-1857.
- 46) Are Demographic Diversity Effects Spurious? *Economic Analysis and Policy*, Vol. 39 (2009), 379-388.
- 47) The Role of Patriotism in Explaining the TV Audience of National Team Games – Evidence from Four International Tournaments (with E. Franck), *Journal of Media Economics*, Vol. 22 (2009), 6-19.
- 48) Mechanisms of Superstar Formation in German Soccer – Empirical Evidence (with E. Franck), *European Sport Management Quarterly*, Vol. 8 (2008), 145-164.
- 49) Local Heroes and Superstars – An Empirical Analysis of Star Attraction in German Soccer (with L. Brandes and E. Franck), *Journal of Sports Economics*, Vol. 9 (2008), 266-286.
- 50) Avoiding “Star Wars” – Celebrity Creation as Media Strategy (with E. Franck), *Kyklos*, Vol. 60, (2007), 211-230.
- 51) Are Voluntary Salary Caps Self-Enforcing (with H. M. Dietl and E. Franck), *European Sport Management Quarterly*, Vol. 6 (2006), 23-34.

Books

- 52) The Economics of Superstars and Celebrities, Deutscher Universitäts-Verlag (DUV), Wiesbaden 2007.

Other Articles

- 53) Im Musikgeschäft ist der Tod nicht das Ende (mit L. Brandes und E. Franck), UZH Business Insight vom Mai 2012.
- 54) Lokalmatadore und Superstars - Eine empirische Analyse des Stareffekts in der deutschen Bundesliga (mit L. Brandes und E. Franck), in: H.-D. Horch, C. Breuer, G. Hovemann, S. Kaiser and V. Roemisch (Eds.), *Qualitätsmanagement im Sport*, Edition Sportökonomie/Sportmanagement, Köln, 2007, pp. 25-34.
- 55) Alles nur Patrioten – Eine empirische Analyse der Fernsehnachfrage während der WM 2006 (mit E. Franck), in: H. Dietl, E. Franck und H. Kempf (Eds.), *Fußball – Ökonomie einer Leidenschaft*, Hofmann, 2009, pp. 83-101.

AWARDS AND GRANTS

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| 12/2020 | „Best Paper Award“, EURAM 2020, Organizational Behavior (OB) |
| 10/2020 | Nomination for „Best Research Methods Paper Price“, Strategic Management Society 40th Annual Meeting. |
| 12/2018 | Nomination for „Best Conference Paper Award“, 5th World Open Innovation |

	Conference.
Since 07/2017	Top 10 % of authors on SSRN by all-time downloads
09/2015	PERSONALquarterly Best Paper Award 2015
07/2013	Offer for a position as Full Professor of Business Management, University of Münster
04/2012	5000 CHF Grant from Helene Bieber-Fonds
08/2006	2 nd Lindau Meeting of the Nobel Prize Winners in Economics Invited as „Young Researcher“
01/2000 – 12/2005	Scholarship of the Swiss Study Foundation (Schweizerische Studienstiftung)
01/2000	Best higher education entrance qualification of the age group