

STEVE SAUERWALD

Department of Managerial Studies | University of Illinois at Chicago
601 South Morgan Street, 2210 UH | Chicago, IL 60607

Phone: (312) 996-4054
ssauerw@uic.edu

ACADEMIC APPOINTMENTS

University of Illinois at Chicago, Associate Professor of Management 2020 – present

University of Illinois at Chicago, Assistant Professor of Management 2014 – 2020

EDUCATION

University of Texas at Dallas, Richardson, TX 2010 – 2014
Ph.D., International Management Studies (Major: Strategic Management)

University of Texas at Dallas, Richardson, TX 2007 – 2008
MBA, Concentration in International Management (Fulbright Scholar)

Jena University of Applied Sciences, Jena, Germany 2002 – 2007
Diploma, Business Administration and Engineering

RESEARCH INTERESTS

Strategic Management: Corporate governance; Shareholder activism; Board diversity; Strategic Leadership; State ownership; CSR; Sustainability

International Business: International comparative corporate governance; European business; Emerging economies; Informal and formal institutions

PUBLICATIONS

Nair, K.P., Haque, W.Z., & Sauerwald, S. It's Not What You Say, but How You Sound: CEO Vocal Masculinity and the Board's Early-stage CEO Compensation Decisions. *Journal of Management Studies* (accepted).

Mitra, A., Post, C., & Sauerwald, S. (2021). Evaluating Board Candidates: A Threat-Contingency Model of Shareholder Dissent Against Female Director Candidates. *Organization Science*, 32(1): 86-110. Research findings covered in [Forbes](#), [Board Agenda](#), [Harvard Business Review](#), and [BBC](#).

Mutlu, C., Mutlu, S., & Sauerwald, S. (2021). CEO Outside Directorships and Managerial Efficiency: The Role of Host Board Capital. *Corporate Governance: An International Review*, 29(1): 45-66. Research findings covered in [Columbia Law School's Blue Sky Blog](#).

Aguilera, R.V., Duran, P., Heugens, P., Sauerwald, S., Turturea, R., & van Essen, M. (2021). State Ownership, Political Ideology, and Firm Performance Around the World. *Journal of World Business*, 56(1): 101113.

Heugens, P., Sauerwald, S., Turturea, R., & van Essen, M. (2020). Does State Ownership Hurt or Help Minority Shareholders? International Evidence from Control Block Acquisitions. *Global Strategy Journal*, 10(4): 750-778.

van Essen, M., Heugens, P., Duran, P., Saleh, S., Sauerwald, S., van Oosterhout, H., & Xie, E. (2019). How Concentrated Owners Improve the Performance of Asian Firms: Filling Voids or Imposing Effective Governance? *Multinational Business Review*, 28(1): 39-63.

Sauerwald, S. & Su, W (2019). CEO Overconfidence and CSR Decoupling. *Corporate Governance: An International Review*, 27(4): 283-300.

- Blevins, D.P., Sauerwald, S., Hoobler, J.M., & Robertson, C.J. (2019). Gender Differences in Pay Levels: An Examination of the Compensation of University Presidents. *Organization Science*, 30(3): 600-616.
- Tihanyi, L., Aguilera, R.V., Heugens, P., van Essen, M., Sauerwald, S., Duran, P., & Turturea, R. (2019). State Ownership and Political Connections. *Journal of Management*, 45(6): 2293-2321.
- Sauerwald, S., Heugens, P., Turturea, R., & van Essen, M. (2019). Are All Private Benefits of Control Ineffective? Principal-Principal Benefits, External Governance Quality, and Firm Performance. *Journal of Management Studies*, 56(4): 725-757.
- Zhu, H., Ma, X., Sauerwald, S., & Peng, M.W. (2019). Home Country Institutions Behind Cross-Border Acquisition Performance. *Journal of Management*, 45(4): 1315-1342.
- Sauerwald, S., van Oosterhout, H., van Essen, M., & Peng, M.W. (2018). Proxy Advisors and Shareholder Dissent: A Cross-Country Comparative Study. *Journal of Management*, 44(8): 3364-3394.
- Su, W. & Sauerwald, S. (2018). Does Corporate Philanthropy Increase Firm Value? The Moderating Role of Corporate Governance. *Business & Society*, 57(4): 599-635.
- Sauerwald, S., van Oosterhout, H., & van Essen, M. (2016). Expressive Shareholder Democracy: A Multilevel Study of Shareholder Dissent in 15 Western European Countries. *Journal of Management Studies*, 53(4): 520-551.
- Sauerwald, S., Lin, Z., & Peng, M.W. (2016). Board Social Capital and Excess CEO Returns. *Strategic Management Journal*, 37(3): 498-520.
- Peng, M.W., Mutlu, C.C., Sauerwald, S., Au, K., & Wang, D.L. (2015). Board Interlocks and Corporate Performance Among Firms Listed Abroad. *Journal of Management History*, 21(2): 257-282.
- Dess, G.G. & Sauerwald, S. (2014). Creating Value in Organizations: The Vital Role of Social Capital. *Organizational Dynamics*, 43: 1–8.
- Sauerwald, S. & Peng, M.W. (2013). Informal Institutions, Shareholder Coalitions, and Principal-Principal Conflicts. *Asia Pacific Journal of Management*, 30(3): 853–870.
- Peng, M.W. & Sauerwald, S. (2013). Principal-Principal Conflicts. In M. Wright, D.S. Siegel, K. Keasey, and I. Filatotchev (eds.), *The Oxford Handbook of Corporate Governance*, 658-672. New York, NY: Oxford University Press.

TEXTBOOK

- Dess, G.G., McNamara, G., Eisner, A.B., & Sauerwald, S. (in progress). Strategic Management: Creating Competitive Advantages (11th ed.). New York: McGraw-Hill.

PAPERS UNDER REVISION (Abbreviated Titles to Protect Peer Review)

- Marano, V., Sauerwald, S., & van Essen, M. (Authors listed in alphabetical order) “Women Directors and Corporate Social Performance”. 3rd R&R at *Journal of International Business Studies*.
- Chen, V.Z., Duran, P., Hitt, M., Sauerwald, S., & van Essen, M. (Authors listed in alphabetical order) “Meta-Analysis on Institutional Configurations and Corporate Objective Pluralism”. 2nd R&R at *Journal of Management*.
- Andrei, A., van Oosterhout, H., & Sauerwald, S. “Shareholder Dissent and CEO Dismissals”. R&R at *Organization Science*.

WORKS IN PROGRESS (Abbreviated Titles to Protect Peer Review)

- Chen, V.Z., Duran, P., Sauerwald, S., & Zhong, M. (Authors listed in alphabetical order) “Firm Performance and Multiple Stakeholders”. Under Review at *Journal of Business Ethics*.

- Callahan, C., Mitra, A., & Sauerwald, S. (Authors listed in alphabetical order) “Female Directors and Firm Efficiency”. Under Review at *Organization Science*.
- Li, S., Sauerwald, S., & Hitt, M. “Power Contestability and Blockholder Exit”. Under Review at *Strategic Management Journal*.
- Turturea, R., Sauerwald, S., Heugens, P., & van Essen, M. “CEO Pay and Political Institutions in State-Owned Enterprises”. Revising manuscript for new submission.
- Birhanu, A., Sauerwald, S., van Essen, M., Tashman, P., & Kostova, T. “State Ownership and Corporate Environmental Performance”. Revising manuscript for new submission.
- Kostova, T., Marano, V., Sauerwald, S., & Tashman, P. (Authors listed in alphabetical order) “CSR Contracting Around the World”. Conceptual development.
- Norlander, P. & Sauerwald, S. (Authors listed in alphabetical order) “Corporate Boards and Immigrant Job Applicants (using Burning Glass labor market data)”. Conceptual development.

CONFERENCE PROCEEDINGS

- Callahan, C., Mitra, A., & Sauerwald, S. (2021) “Female Board Representation and Firm Efficiency: Investigating via Human Capital Development Policies”. *Academy of Management Best Paper Proceedings*.
- Marano, V., Sauerwald, S., & van Essen, M. (2019). Women Directors and Corporate Social Performance Around the World. *Academy of Management Best Paper Proceedings*.
- Blevins, D.P., Sauerwald, S., Hoobler, J.M., & Robertson, C.J. (2017). Gender Differences in Pay Levels and Dispersions: An Examination of the Compensation of University Presidents. *Academy of Management Best Paper Proceedings*.
- Mitra, A. & Sauerwald, S. (2017). ‘She’ Against ‘Her’? The Downside of Status Threat. *Academy of Management Best Paper Proceedings*.
- Nair, K.P., Haque, W.Z., & Sauerwald, S. (2016). It’s Not What I Say, but How I Sound: The Influence of CEO Vocal Masculinity on CEO Compensation. *Academy of Management Best Paper Proceedings*.
- Sauerwald, S., van Oosterhout, H., & van Essen, M., & Peng, M.W. (2015). Proxy Advisors as Gatekeepers of Shareholder Dissent. *Academy of Management Best Paper Proceedings*.
- Sauerwald, S., Lin, Z., & Peng, M.W. (2013). Board Social Capital and Excess CEO Compensation. *Academy of Management Best Paper Proceedings*.
- Sauerwald, S., van Essen, M., & van Oosterhout, H. (2013). Shareholder Activism in Europe: Evidence from Shareholder Dissent in France, Germany, and the U.K. *Academy of Management Best Paper Proceedings*.

CONFERENCE PRESENTATIONS

- Callahan, C., Mitra, A., & Sauerwald, S. (2021) “Women on boards and efficient firms: The employee case of board gender diversity”. *Southern Management Association Annual Meeting*, New Orleans.
- Callahan, C., Mitra, A., & Sauerwald, S. (2021) “Female Board Representation and Firm Efficiency: Investigating via Human Capital Development Policies”. *Academy of Management Annual Meeting*, Virtual.
- Turturea, R., Sauerwald, S., Heugens, P., & van Essen, M. (2021) “Forging Agents of the State? How Political Institutions Impact CEO Compensation in SOEs”. *Academy of Management Annual Meeting*, Virtual.

- Callahan, C., Mitra, A., & Sauerwald, S. (2021) “Female Board Representation and Firm Efficiency: An Investigation Through the Lens of Human Capital Development Policies”. *Western Academy of Management Annual Meeting*, Virtual.
- Birhanu, A., Sauerwald, S., van Essen, M., Tashman, P., & Kostova, T. (2020) When Is State Capitalism More Sustainable? Minority State Ownership and Environmental Performance. *Academy of Management Annual Meeting*, Virtual.
- Mitra, A. & Sauerwald, S. (2019). Gender, Upper Echelons, and Achieved Status Loss. *Strategic Management Society Annual Meeting*, Minneapolis, MN.
- Marano, V., Sauerwald, S., & van Essen, M. (2019). Women Directors and Corporate Social Performance Around the World. *Academy of Management Annual Meeting*, Boston, MA. **(Winner, Best Paper in Corporate Social Responsibility and Sustainability, IM Division)**
- Andrei, A., van Oosterhout, H., & Sauerwald, S. (2019). Small but Not Meaningless: Shareholder Dissent and CEO Dismissals in German Firms. *Academy of Management Annual Meeting*, Boston, MA.
- Chen, V.Z., Sauerwald, S., Banks, G., Bosco, F.A., Glick, W.H., Dhanaraj, C., van Essen, M., Tsui, A.S., Bridoux, F. (2019). PDW (AAT): Building a Management Knowledge Navigator: Organizational Performance for All Primary Stakeholders. *Academy of Management Annual Meeting*, Boston, MA.
- Birhanu, A., Sauerwald, S., van Essen, M., & Kostova, T. (2019) When do the Leviathans Get Greener? Environmental Performance of State-Owned Companies. *JMS-JWB Paper Development Workshop*, Copenhagen, Denmark.
- Aguilera, R.V., Duran, P., Heugens, P., Sauerwald, S., Turtorea, R., & van Essen, M. (2019). State Ownership, Politics, and Firm Performance Around the World: A Theory-Building Meta-Analysis. *The 4th Annual Global Strategy and Emerging Markets (GSEM) Conference*, Dallas, TX.
- Mitra, A., Post, C., & Sauerwald, S. (2019). Female Directors and Shareholder Dissent. *Strategic Management Society Special Conference*, Las Vegas, NV.
- Andrei, A., van Oosterhout, H., & Sauerwald, S. (2019). Shareholder Dissent and CEO Dismissal: Evidence from German Family and Non-Family Firms. *Strategic Management Society Special Conference*, Las Vegas, NV.
- Andrei, A., van Oosterhout, H., & Sauerwald, S. (2018). Shareholder Dissent and CEO Dismissal: Evidence from German Family and Non-Family Firms. *Strategic Management Society Annual Meeting*, Paris, France.
- Mitra, A. & Sauerwald, S. (2018). Gender Diversity in Corporate Board Committees. *Academy of Management Annual Meeting*, Chicago, IL.
- Mitra, A., Post, C., & Sauerwald, S. (2018). Institutional Logics about the Place of Women on Boards: Uncertainty and Shareholder Dissent. *Academy of Management Annual Meeting*, Chicago, IL.
- Sauerwald, S. & van Essen, M. (2017). Government Ownership and Corporate Environmental Performance Around the World. *Strategic Management Society Annual Meeting*, Houston, TX
- Mutlu, C.C, Mutlu, S., & Sauerwald, S. (2017). CEO Outside Board Directorship and Managerial Ability. *Strategic Management Society Annual Meeting*, Houston, TX
- Mitra, A. & Sauerwald, S. (2017). Do Women Always Support Other Women? A Study of the Upper Echelon. *Southern Management Association Meeting*, St. Petersburg Beach, FL.
- van Oosterhout, H. & Sauerwald, S. (2017). Symbolic Shareholder Democracy: Shareholder Voting as a Political Process. *ICGS Conference*, Rome, Italy.

- Blevins, D.P., Sauerwald, S., Hoobler, J.M., & Robertson, C.J. (2017). Gender Differences in Pay Levels and Dispersions: An Examination of the Compensation of University Presidents. *Academy of Management Annual Meeting*, Atlanta, GA.
- Mutlu, C.C, Mutlu, S., & Sauerwald, S. (2017). CEO Outside Board Directorship and Managerial Ability. *Academy of Management Annual Meeting*, Atlanta, GA.
- van Oosterhout, H. & Sauerwald, S. (2017). Symbolic Shareholder Democracy: A Behavioral Understanding of Shareholder Voting. *Academy of Management Annual Meeting*, Atlanta, GA.
- van Oosterhout, H. & Sauerwald, S. (2017). Symbolic Shareholder Democracy: A Behavioral Understanding of Shareholder Voting. *33rd EGOS Colloquium*, Copenhagen, Denmark.
- Mitra, A. & Sauerwald, S. (2016). Inclusive HR Practices and Female Board Committee Representation. *Southern Management Association Meeting*, Charlotte, NC.
- Heugens, P., Sauerwald, S., Turturea, R. & van Essen, M. (2016). States vs. Sharks: How Governments Remedy Private Benefits of Control. *ICGS Conference*, Boston, MA.
- Sauerwald, S. & Su, W. (2016). CEO Overconfidence and Impression Management through CSR reporting. *Academy of Management Annual Meeting*, Anaheim, CA.
- Heugens, P., Sauerwald, S., Turturea, R. & van Essen, M. (2016). States vs. Sharks: How Governments Remedy Private Benefits of Control. *Academy of Management Annual Meeting*, Anaheim, CA.
- Discussant in Caucus “Getting ‘Inside’ the Boardroom—Overcoming Data Challenges to Develop Impactful Governance Research” (2016). *Academy of Management Annual Meeting*, Anaheim, CA.
- Sauerwald, S., van Oosterhout, H., van Essen, M., & Peng, M.W. (2015). Proxy Advisors as Gatekeepers of Shareholder Dissent. *Academy of Management Annual Meeting*, Vancouver, Canada. (**Finalist, CGIO Best Paper in International Corporate Governance, IM Division**)
- Sauerwald, S., Heugens, P., & van Essen, M. (2015). Principal-Principal Relationships: Cost or Benefit to Minority Shareholders? *Academy of Management Annual Meeting*, Vancouver, Canada.
- Sauerwald, S., van Essen, M., van Oosterhout, H., & Peng, M.W. (2014). Proxy Advisors as Gatekeepers of Shareholder Dissent: A Multilevel Investigation. *Academy of International Business Southeast USA 2014 Annual Conference*, Miami, FL
- Sauerwald, S., van Essen, M., van Oosterhout, H. & Peng, M.W. (2014). Proxy Advisors as Gatekeepers of Shareholder Dissent: A Multilevel Investigation of Influence and Effectiveness. *Strategic Management Society Annual Meeting*, Madrid, Spain (**Nominated, Best Conference Paper Prize for Practice Implications**).
- Sauerwald, S., van Oosterhout, H., & van Essen, M. (2014). Towards a Political Understanding of Public Shareholder Activism. *Academy of Management Annual Meeting*, Philadelphia, PA (SIM PDW Shareholder Empowerment)
- Sauerwald, S., Lin, Z., & Peng, M.W. (2013). Board Social Capital and Excess CEO Compensation. *Strategic Management Society Annual Meeting*, Atlanta, GA.
- Sauerwald, S. & Peng, M.W. (2013). A Director Primacy View on CEO Dismissals. *Strategic Management Society Annual Meeting*, Atlanta, GA.
- Sauerwald, S., Lin, Z., & Peng, M.W. (2013). Board Social Capital and Excess CEO Compensation. *Academy of Management Annual Meeting*, Orlando, FL (**Winner, Distinguished Paper Award, BPS Division**).

Sauerwald, S., van Essen, M., & van Oosterhout, H. (2013). Shareholder Activism in Europe: Evidence from Shareholder Dissent in France, Germany, and the U.K. *Academy of Management Annual Meeting*, Orlando, FL (**Finalist, CGIO Best Paper in International Corporate Governance, IM Division**).

Su, W. & Sauerwald, S. (2013). Is Corporate Philanthropy an Agency Cost? The Moderating Role of Corporate Governance. *Academy of Management Annual Meeting*, Orlando, FL (**Winner, Best Paper Award, SIM Division**).

Sauerwald, S., van Essen, M., & van Oosterhout, H. (2013). Shareholder Activism in Europe: Evidence from Shareholder Dissent in France, Germany, and the U.K. *Academy of International Business Annual Meeting*, Istanbul, Turkey.

Sauerwald, S. & Peng, M.W. (2012). A Director Primacy View on CEO Dismissals. *Academy of Management Annual Meeting*, Boston, MA.

Sauerwald, S. (2012). Informal Institutions and Tax Evasion. *Academy of Management Annual Meeting*, Boston, MA.

Sauerwald, S. & Peng, M.W. (2011). How do Informal Institutions and Shareholder Coalitions Influence Principal-Principal Conflicts? *Academy of International Business Annual Meeting*, Nagoya, Japan (but unable to attend).

TEACHING EXPERIENCE

Courses taught at University of Illinois at Chicago

- Business Strategy (undergraduate, capstone strategy course, online asynchronous), Spring 2021
“Instructor’s overall teaching effectiveness”: 4.8 out of 5
- Enterprise Strategy (MBA, capstone strategy course; online synchronous), Fall 2020
“Instructor’s overall teaching effectiveness”: 5.0 out of 5
- Corporate Strategy (MBA, introductory strategy course; online synchronous), Fall 2020
“Instructor’s overall teaching effectiveness”: 5.0 out of 5
- Competitive Strategy (undergraduate, capstone strategy course; online hybrid), Fall 2020
“Instructor’s overall teaching effectiveness”: 4.6 out of 5
- Business Strategy (undergraduate, capstone strategy course, online asynchronous), Spring 2020
“Instructor’s overall teaching effectiveness”: 4.8 out of 5
- Enterprise Strategy (MBA, capstone strategy course), Fall 2019
“Instructor’s overall teaching effectiveness”: 4.7 out of 5
- Corporate Strategy (MBA, introductory strategy course), Fall 2019
“Instructor’s overall teaching effectiveness”: 4.9 out of 5
- Competitive Strategy (undergraduate, capstone strategy course), 2 sessions, Fall 2019
“Instructor’s overall teaching effectiveness”: 4.8 out of 5
- Business Strategy (undergraduate, capstone strategy course, online asynchronous), Spring 2019
“Instructor’s overall teaching effectiveness”: 4.6 out of 5
- Competitive Strategy (undergraduate, capstone strategy course), Spring 2019
“Instructor’s overall teaching effectiveness”: 4.9 out of 5
- Business Strategy (undergraduate, capstone strategy course, online asynchronous), Fall 2018
“Instructor’s overall teaching effectiveness”: 4.7 out of 5
- Enterprise Strategy (MBA, capstone strategy course), Fall 2018
“Instructor’s overall teaching effectiveness”: 4.6 out of 5
- Corporate Strategy (MBA, introductory strategy course), Fall 2018
“Instructor’s overall teaching effectiveness”: 4.9 out of 5
- Business Strategy (undergraduate, capstone strategy course, online asynchronous), Spring 2018
“Instructor’s overall teaching effectiveness”: 4.9 out of 5

- Competitive Strategy (undergraduate, capstone strategy course), Spring 2018
“Instructor’s overall teaching effectiveness”: 4.8 out of 5
- Enterprise Strategy (MBA, capstone strategy course), Fall 2017
“Instructor’s overall teaching effectiveness”: 4.8 out of 5
- Corporate Strategy (MBA, introductory strategy course), 2 sessions, Fall 2017
“Instructor’s overall teaching effectiveness”: 4.9 out of 5
- Competitive Strategy (undergraduate, capstone strategy course), 2 sessions, Spring 2017
“Instructor’s overall teaching effectiveness”: 4.8 out of 5
- Enterprise Strategy (MBA, capstone strategy course), Fall 2016
“Instructor’s overall teaching effectiveness”: 4.7 out of 5
- Corporate Strategy (MBA, introductory strategy course), Fall 2016
“Instructor’s overall teaching effectiveness”: 4.1 out of 5
- Competitive Strategy (undergraduate, capstone strategy course), 2 sessions, Spring 2016
“Instructor’s overall teaching effectiveness”: 4.7 out of 5
- Competitive Strategy (undergraduate, capstone strategy course), Fall 2015
“Instructor’s overall teaching effectiveness”: 4.8 out of 5
- Competitive Strategy (undergraduate, capstone strategy course), 2 sessions, Spring 2015
“Instructor’s overall teaching effectiveness”: 4.6 out of 5
- Competitive Strategy (undergraduate, capstone strategy course), Fall 2014
“Instructor’s overall teaching effectiveness”: 4.9 out of 5

Courses taught at University of Texas at Dallas

- Strategic Management (undergraduate, capstone course), Spring 2014
“Overall the instructor was excellent”: 4.9 out of 5
- Strategic Management (undergraduate, capstone course), Summer 2013
“Overall the instructor was excellent”: 4.9 out of 5
- International Business (undergraduate, senior level), Summer 2011
“The instructor’s effectiveness in teaching the subject matter was”: 4.9 out of 5

AWARDS

- Winner, Best Paper in Corporate Social Responsibility and Sustainability, IM Division (2019)
- Winner, 2018 Best Reviewer Award, Corporate Governance: An International Review (2019)
- Finalist, Karen Legge Prize: Awarded in recognition of exceptional contribution by an early career academic by Journal of Management Studies (2017)
- Winner, Distinguished Paper Award, Academy of Management, BPS Division (2013)
- Winner, Best Paper Award, Academy of Management, SIM Division (2013)
- Finalist, CGIO Best Paper Award in International Corporate Governance (2013, 2015)
- Dean’s Summer Research Grant, University of Illinois at Chicago (2015, ‘16, ‘18, ‘19, ‘20, ‘21)
- Nominated, UT Dallas Jindal School of Management PhD Student Teaching Award (2013)
- Dean’s Excellence Scholarship, University of Texas at Dallas (2008)
- Fulbright Scholarship for graduate studies at UT Dallas, Fulbright Commission (2007 – 2008)
- DAAD Scholarship for studies at Clemson University, German Academic Exchange Service (2005)

SERVICE

Editorial Review Boards

- Member, Editorial Board of Corporate Governance: An International Review (2019 – present)
- Member, Editorial Board of Human Relations (2020 – present)

Conference Leadership and Service

- Associate Editor, Academy of Management SIM division scholarly program (2016)
- Reviewer, Academy of Management Meetings (2011 – present)

- Reviewer, Strategic Management Society Meetings (2013, 2018 – present)
- Reviewer, International Corporate Governance Society Conference (2016)
- Reviewer, Society of Business Ethics Conference (2017)
- Panel Organizer and Presenter on the Topic “The CSR Implications of Cross-National Diversity in Corporate Governance Systems”, Society of Business Ethics Conference (2017)

Ad-hoc Reviewer for

- Academy of Management Journal, Asia Pacific Journal of Management, Business & Society, Corporate Governance: An International Review, Journal of Management, Journal of Management Inquiry, Journal of Management Studies, Journal of World Business, Leadership Quarterly, MIS Quarterly, Organization Science, Strategic Management Journal

University, College, and Departmental Service

- Fellow, UIC Honors College (2016 – present)
- Mentor, UIC College of Business “Business Scholars” program (2018 – present)
- Member, UIC Managerial Studies Onboarding Committee (2019)
- Member, UIC Managerial Studies Curriculum Review Committee (2019)
- Member, UIC Managerial Studies PhD Student Selection Committee (2015 – 2018)
- Member, UIC Managerial Studies PhD Student Preliminary Examination Committee (2014 – 2019)
- Member, UIC Managerial Studies Strategy Hiring Committee (2015, 2017, 2018)
- Member, UIC Managerial Studies PhD Dissertation Committee, Aarn Cao (2015)
- Member, UIC Managerial Studies PhD Dissertation Committee, Haesang Park (2016)
- Member, UIC Managerial Studies Faculty Advisory Committee (2019 – 2020)
- Chair, UIC Managerial Studies PhD Qualifying Paper Committee, Arjun Mitra (2017)
- Member, UIC Marketing PhD Dissertation Committee, Kohei Matsumoto (2021)
- Director of Undergraduate Studies for the B.S. in Management Major (2021 – present)
- Faculty Advisor, UIC Flames Consulting Group

INDUSTRY EXPERIENCE

xact4u strategy consulting AG , Karlsruhe, Germany (www.ec4u.com/en) Management Consultant	2006 – 2010
Carl Zeiss Meditec AG , Jena, Germany (www.zeiss.com) Business Analyst	2005
Hewlett Packard GmbH , Jena, Germany (www.hp.com) IT Management	2002 – 2004

OTHER

German Citizenship; US Permanent Resident

REFERENCES

Available Upon Request