

CURRICULUM VITAE MATTHIAS WEISS (as of December 31, 2024)

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Research interests Supporting creativity and innovation in organizations
Digital transformation of organizations
Consequences of adverse conditions for innovators and entrepreneurs
Social and ecological innovation and entrepreneurship
Sustainability of businesses

CURRENT POSITION

Since 07/2023 **Zeppelin University**
Professor and Head of the ZEPPELIN Chair of Innovation Management
and Transformation

ACADEMIC EDUCATION

01/2012-12/2017 **Ludwig-Maximilians-Universität München**
Habilitation at the Munich School of Management
Advisors: Martin Hoegl, Anja Tuschke, Tobias Kretschmer

06/2007 – 06/2011 **WHU – Otto Beisheim School of Management**
Doctoral degree in Business Administration (summa cum laude)
Advisors: Martin Hoegl, Jürgen Weber

10/2000 – 03/2007 **Universität Hohenheim**
Studies of Business Administration and Economics (Diplom-Ökonom)

PREVIOUS ACADEMIC AND VISITING POSITIONS

- 10/2022 – 06/2023 **Radboud University Nijmegen, Netherlands**
Associate Professor for Innovation Management and Entrepreneurship
- 01/2018 – 09/2022 **Ruhr-Universität Bochum**
W3-Professor of Innovation Management and Head of the Center for Entrepreneurship, Innovation, and Transformation (CEIT)
- 01/2012 – 12/2017 **Ludwig-Maximilians-Universität München**
Assistant Professor of Management, Institute for Leadership and Organization
- 03/2016 **Università della Svizzera Italiana, Lugano, Switzerland**
Visiting researcher, Department of Communication Sciences
- 07/2011 – 12/2011 **WHU – Otto Beisheim School of Management, Vallendar**
Post-doctoral researcher, Chair of Leadership and HR Management
- 04/2009 – 05/2009 **Università Commerciale Luigi Bocconi, Milano, Italy**
Visiting researcher, Department of Management
- 06/2007 – 06/2011 **WHU – Otto Beisheim School of Management, Vallendar**
Research assistant and doctoral student, Chair of Leadership and Human Resource Management

AWARDS

- 2023 **Best Paper Award of the SIG Organizational Behavior & HRM at the 2023 EURAM Conference** for the paper “A multilevel perspective on membership model divergence in teams” (with J. Backmann, J. Wimmer, M. Mortensen, and M. Hoegl)
- 2022 **Top Downloaded Article in the Journal of Organizational Behavior 2019-2020** “How does an emotional culture of joy cultivate team resilience? A sociocognitive perspective” (with S. Hartmann, M. Hoegl, and A. Carmeli)
- 2022 **Best Paper Award of the Organizational Behavior Track Team Performance Management at the 2022 EURAM Conference** for the paper “A meta-analysis on the relationship between team boundary management and team performance” (with U. Leicht-Deobald, J. Backmann, T.A. de Vries, S. Hohmann, F. Walter, M. Hoegl, and G.S. van der Vegt)
- 2020 **Top Downloaded Article in Applied Psychology: An International Review 2018-2019** “Resilience in the workplace: A multilevel review and synthesis” (with S. Hartmann, M. Hoegl, and A. Newman)

- 2019 **Top Downloaded Article in the Journal of Product Innovation Management 2017-2018** “Team diversity in innovation – salient research in the Journal of Product Innovation Management” (with J. Backmann, S. Razinskas, and M. Hoegl)
- 2016 **Knut Holt Overall Best Paper Award at the 2016 ISPIM Innovation Forum** for the paper “The rhythm of innovation at the BOP: Dealing with multiple constraints through effectuation and causation” (with H. Koepplin and M. Hoegl)
- 2015 **Best Scientist Presentation Award at the 17th congress of the European Association of Work and Organizational Psychology (EAWOP)** with the paper “Coping styles and the challenge-hindrane stressor framework: An experience sampling study on their interacting role on daily job stress and work engagement” (with S. Razinskas, J. Backmann, and M. Hoegl)
- 2015 **Best Paper Based on a Dissertation Award at the PDMA 2015 Research Forum** for the paper “Innovation teams and their compositional team resources: The opposing interaction effects of diversity attributes with team demands” (with S. Razinskas and M. Hoegl)
- 2015 **Best Reviewer Award of the Technology and Innovation Management Division** at the 2015 Academy of Management Conference
- 2014 **Sage Publications Best Paper Award of the Research Methods Division** at the 2014 Academy of Management Conference for the paper “Ooops, I've got an outlier in my data - what now? Using the deviant case method for theory building” (\$ 2.000, with M. Gibbert and L. B. Nair)
- 2014 **Outstanding Reviewer Award of the Organizational Behavior Division** at the 2014 Academy of Management Conference
- 2013 **Best Reviewer Award of the Technology and Innovation Management Division** at the 2013 Academy of Management Conference
- 2012 **Best Paper Based on a Dissertation Award at the PDMA 2012 Research Forum** for the paper “The influence of social support during and after innovation project terminations on innovator resilience potential” (with G. Moenkemeyer and M. Hoegl)
- 2011 **Finalist Western Academy of Management 2011 Past Presidents Best Paper Award** with the paper “What makes the glass half full and (how) does it matter? Material resource perceptions in innovation projects” (with M. Hoegl and M. Gibbert)
- 2010 **2nd Place Best Paper Award Innovation Management of EBS Business School** for the paper “Making virtue of necessity: The role of team climate for innovation in resource-constrained innovation projects” (1.500 €, with M. Hoegl and M. Gibbert)

THIRD PARTY FUNDING

- 2022 **Stiftung Innovation in der Hochschullehre:** Cooperative teaching project “Interdisziplinäres Mentoring für Innovation – MentorInn“ within the competitive program “Freiraum 2022” in a collaboration among the three universities in the Ruhr-Valley (University of Duisburg-Essen, TU Dortmund, Ruhr-University Bochum). Amount for subproject: 21.062 €, contract period 09/22 – 08/23
- 2021 **Ministry of Culture and Science, State of North Rhine Westphalia:** Member of the interdisciplinary research consortium *INTERACT!* within the competitive program “Profilbildung 2020”, focusing on the study of new forms of social interaction between humans and artificial intelligence (AI). Principal researcher for subproject on the integration of AI-actors in teams. Amount for subproject: 282.000 € (overall amount of project 2.035.892 €), contract period 11/21 – 10/24
- 2021 **German Federal Ministry of Education and Research (BMBF):** Member of the interdisciplinary research and transfer project *GenoMobil* within the program “FONA3: MobilitätsZukunftsLabor2050” to develop an innovative concept for integrated local mobility cooperatives. Principal researcher for subproject on organizational foundations of the cooperative. Amount for subproject: ca. 150.000 € (overall amount of project 1.505.564 €), contract period 01/21 – 12/23
- 2021 **RUB Funds for innovative and practice-oriented teaching:** Support for the further development and expansion of the project seminar course *Praxisseminar Innovationsmanagement*. Amount 47.703 €, contract period 06/21 – 06/22
- 2020 **European Fund for Regional Development (EFRE):** Transfer startup project *Bottom-Up.City* within the program “Startup-Transfer NRW” on digital tools to forecast and sustainably develop urban areas. Amount 319.303 €, contract period 12/20 – 12/22
- 2020 **German Research Foundation (DFG):** Lead proposal author and principal researcher for the project *The Effects of Rewards on Team Creativity*. Amount: 178.400 €, contract period 07/20 – 12/22
- 2019 **Exzellenz Start-up Center.NRW (Ministry of Economic Affairs, Innovation, Digitalization and Energy, State of North Rhine Westphalia):** Member of the extended author team of the successful proposal of RUB to acquire one of six Start-Up Centers in NRW (overall amount for RUB 20.8 million Euro). Responsibility for the work package *Monitoring of Start-Up Support Performance* including 1 full time position (TV-L 13, 5 years), contract period 09/19 – 07/24
- 2019 **Mercator Research Center Ruhr (MERCUR):** Lead proposal author and principal researcher for the project *The Human Side of Digitalizing Innovation Processes*. Amount 26.643 €, contract period 09/19 – 04/20
- 2013 **Bavarian State Ministry of Sciences, Research and the Arts:** Lead proposal author and co-principal researcher for the project *Team Resilience* within the interdisciplinary Bavarian research cooperation “ForChange” (co-principal researcher: M. Hoegl). Amount: 180.036 €, contract period 09/13 – 12/17

- 2013 **German Research Foundation (DFG):** Proposal co-author and project manager for the project *Success Factors of Innovation in Resource-Scarce Environments* (principal researcher: M. Hoegl). Amount: 211.100 €, contract period 01/14 – 12/16
- 2011 **Rheinland-Pfalz Foundation for Innovation:** Proposal co-author and project manager for the project *Fostering Innovative Capacity in Times of Crisis* (principal researcher: M. Hoegl). Amount: 213.159 €, contract period 08/11 – 07/14

REVIEWING ACTIVITIES

Editorial Boards	Journal of Product Innovation Management Human Resource Management Frontiers of Psychology (Organizational Psychology)
Funding Agencies	German Research Foundation (DFG) German Academic Exchange Service (DAAD) Studienstiftung des Deutschen Volkes
Guest Editorships	Journal of Product Innovation Management Asian Business & Management
Ad Hoc Reviewer	Applied Psychology: An International Review BuR – Business Research California Management Review Creativity & Innovation Management Entrepreneurship Theory & Practice European Journal of Work and Organizational Psychology Human Relations Industrial Marketing Management International Journal of Human Resource Management Journal of Business Venturing Journal of Management Studies Journal of Organizational Behavior Journal of Personal Selling & Sales Management Long Range Planning Organizational Psychology Review Project Management Journal R&D Management Schmalenbach Journal of Business Research Small Group Research

ACADEMIC MEMBERSHIPS

- Since 2022 Interdisciplinary Network for Group Research (INGRoup)
- Since 2017 Society for Industrial and Organizational Psychology (SIOP)
- Since 2015 German Academic Association for Business Research (VHB),
Wissenschaftliche Kommissionen: Organisation (ORG), Technologie,
Innovation und Entrepreneurship (TIE)
- Since 2013 American Psychological Association (APA)
- Since 2011 European Association of Work and Organizational Psychology (EAWOP)
- Since 2010 European Academy of Management (EURAM), Strategic Interest Groups:
Innovation, Organizational Behavior, Project Organising, Research Methods &
Research Practice
- Since 2010 American Association for the Advancement of Science (AAAS)
- Since 2009 Academy of Management (AOM), Divisions: Technology and Innovation
Management (TIM), Organizational Behavior (OB), Organizational
Neuroscience (NEU), Research Methods (RM)