

Dr. Max Reinwald

Assistant Professor Ludwig-Maximilians-University Munich

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Academic Positions

Assistant Professor

Institute for Leadership and Organization

Munich School of Management

09/2020–present

Ludwig-Maximilians-University Munich, Germany

Postdoctoral Researcher

Chair for Organizational Studies &

Cluster of Excellence "The Politics of Inequality"

03/2020–09/2020

University of Konstanz, Germany

Education

PhD Graduate School of Decision Sciences, *summa cum laude*

10/2015–03/2020

University of Konstanz, Germany

- Track: Behavioural Decision Making
- Topic: Putting Workplace Demography in Context - A Cross-Level Perspective
- Committee: Prof. Florian Kunze, Prof. Sabine Boerner, Prof. Stephan Boehm

Master of Arts in Politics and Management, *with distinction*

10/2013–10/2015

University of Konstanz, Germany

Bachelor of Arts in Political and Administrative Science, *with distinction*

10/2009–04/2013

University of Konstanz, Germany

Study Abroad

9/2011–2/2012

University of Nottingham, Great Britain

Abitur (High-school Diploma)

9/2000–6/2009

Remstal-Gymnasium Weinstadt, Germany

Publications

Peer-Reviewed Publications

Gloor, J. L., Gazdag, B., & Reinwald, M. (forthcoming). Overlooked or Undercooked? Critical Review and Recommendations for Experimental Methods in Diversity Research. In A. Risberg, S. Just, & F. Villeseche (Eds.) *Routledge Companion to Organizational Diversity Research Methods*.

Routledge.

(*Impact Factor 2018: n.a., VHB Ranking Jourqual3: n.a.*)

Reinwald, M. & Kunze, F. (2020). Being Different, Being Absent? A Dynamic Perspective on Demographic Dissimilarity and Absenteeism in Blue-Collar Teams. *Academy of Management Journal*, 63 (3), 1-25.

(*Impact Factor 2018: 7.191, VHB Ranking Jourqual3: A+*)

– Summarized in: When Diversity Increases Absenteeism.

Academy of Management Insights. <https://journals.aom.org/doi/10.5465/amj.2018.0290.summary>

Reinwald, M., Huettermann, H., & Bruch, H. (2019). Beyond the Mean: Understanding Firm-Level Consequences of Variability in Diversity Climate Perceptions. *Journal of Organizational Behavior*, 40 (4), 472-491.

(*Impact Factor 2018: 5.000, VHB Ranking Jourqual3: A*)

– This paper has been selected to receive the Best Student Paper Award by the Gender & Diversity in Organizations Division at the 2018 Annual Meeting of the Academy of Management.

Reinwald, M., Huettermann, H., & Bruch, H. (2018). More Than the Average: Examining Variability in Employee Perceptions of Diversity Climate. *Academy of Management Best Paper Proceedings*, 2018(1), 10789.

(*Impact Factor 2018: n.a., VHB Ranking Jourqual3: n.a.*)

Boerner, S., Huettermann, H., & Reinwald, M. (2017). Effektive Führung heterogener Teams: Wie kann das Erfolgspotential von Diversity genutzt werden? [Effective Leadership for Diverse Teams: How to Realize the Performance Potentials of Diversity?]. *Gruppe. Interaktion. Organisation. Zeitschrift fuer Angewandte Organisationspsychologie (GIO)*, 48(1), 41–51.

(*Impact Factor 2018: n.a., VHB Ranking Jourqual3: n.a.*)

Reinwald, M., Huettermann, H., Kroell, J., & Boerner, S. (2015). Gender Diversity in Führungsteams und Unternehmensperformanz: Eine Meta-Analyse [Gender Diversity in Leadership Teams and Organizational Performance: A Meta-Analysis]. *Schmalenbachs Zeitschrift fuer betriebswirtschaftliche Forschung*, 67(3), 262 – 296.

(*Impact Factor 2018: n.a., VHB Ranking Jourqual3: B*)

Practice-Oriented Publications

Kunze, F., & Reinwald, M. (forthcoming). Diversity im Team ist kein Selbstläufer [Positive Effects of Team Diversity are Not a Given]. *Personalwirtschaft*.

Kunze, F., & Reinwald, M. (2017). Age-Diversity-Management in Teams und Organisationen [Age-Diversity Management in Teams and Organizations]. In W. Jochmann, I. Boeckenholt, & S. Diestel (Eds.), *HR-Exzellenz. Innovative Ansätze in Leadership und Transformation* (pp. 237 – 252). Wiesbaden: Springer Fachmedien.

Boerner, S., Huettermann, H., Reinwald, M. (2017). Diversity - A Double Edged Sword. *Stars Insights*

- *For Leaders of the Next Generation.*

Work in Progress (Journal Articles Only)

* Denotes authors contributed equally

Huetterman, H., Berger, S.*, Reinwald, M.*, & Bruch, H. Title blinded for anonymity reasons (Stage: 1st revise and resubmit at the *Academy of Management Journal*)

Reinwald, M., Zaia, J. & Kunze, F. Title blinded for anonymity reasons (Stage: Under review at *Management Science*)

Reinwald, M.*, Zimmermann, S.*, & Kunze, F.*, Title blinded for anonymity reasons. (Stage: Under review at *Journal of Applied Psychology*)

Gerdiken, E., Reinwald, M., & Kunze, F. A Meta-Analytic Review of the Consequences of Technostress. (Stage: Working Paper; Target Journal: *Management Information Systems Quarterly*)

Guillén, L., Reinwald, M., & Kunze, F. Exploring the Relationship Between the Share of Women in Groups and Absenteeism. (Stage: Writing; Target Journal: *Human Relations*)

Reinwald, M., Dwertmann, D.J.G., & Kunze, F., The interplay between election results and experienced workplace threat of immigrants. (Stage: Data Analysis; Target Journal: *Academy of Management Journal*).

Moser, S., Reinwald, M., & Kunze, F. Faultlines and Leader Sub-group Differentiation. (Stage: Data Analysis; Target Journal: *Journal of Occupational Health Psychology*)

Reinwald, M., Apostolidou, A., & Kunze, F. Managing the Socialization Process of Migrant Workers in Teams. (Stage: Data Collection; Target Journal: *Organization Science*)

Peer-Reviewed Conference Presentations

Reinwald, M., Zaia, J. & Kunze, F. (August, 2020). *When Others Are Watching: Visibility and Appointment of Women to Precarious Leadership Positions.* The 80th Annual Meeting of the Academy of Management, Vancouver, Canada.

Huettermann, H., Berger, S., Reinwald, M., & Bruch, H. (August, 2020). *Broadening our Sight on the Decentralization-Organizational Performance Link: A Multi-Level Study.* The 80th Annual Meeting of the Academy of Management, Vancouver, Canada.

Reinwald, M., & Kunze, F. (2019, August). *Temporal Dynamics of Relational Demography: Exploring Effects and Interventions.* In: Jia Li, Advancing Team Research along the Temporal-Dynamic Avenue. Symposium at the 79th Annual Meeting of the Academy of Management, Boston, Massachusetts, USA.

Reinwald, M., & Kunze, F. (May, 2019). *Dynamic Effects of Demographic Dissimilarity: An Anchoring Events Perspective.* The 19th congress of the European Association of Work and Organizational

Psychology, Turin, Italy.

Reinwald, M., & Kunze, F. (February, 2019). *A Dynamic Perspective on Demographic Dissimilarity and Absenteeism*. WK ORG Workshop 2019, Muenster, Germany.

Reinwald, M., Huettermann, H., & Bruch, H. (August, 2018). *More than the Average: Examining Variability in Employee Perceptions of Diversity Climate*. The 78th Annual Meeting of the Academy of Management, Chicago, Illinois, USA.

Reinwald, M., & Kunze, F. (August, 2018). *Being Different, Being Absent? A Dynamic Perspective on Demographic Dissimilarity and Absenteeism*. The 78th Annual Meeting of the Academy of Management, Chicago, Illinois, USA.

Reinwald, M., Kunze, F., Huettermann, H., Bruch, H. (2016, August). *Do we all agree? Considering dispersion in diversity climate as a boundary condition to the effect of diversity climate on organizational performance*. In: A.K. Ward, diversity climate is good...so how do we get there? Showcase symposium at the 76th Annual Meeting of the Academy of Management, Anaheim, California, USA.

Reinwald, M., Huettermann, H., Kroell, J., Boerner, S. (2015, May). *Gender Diversity in Leadership Teams and Organizational Performance: A Meta-Analysis*. The 17th congress of the European Association of Work and Organizational Psychology, Oslo, Norway.

Teaching

Co-supervision of Bachelor and Master Theses 10/2017–09/2020

University of Konstanz, Germany

Human Resource Management and Organization, Bachelor Level 10/2018–02/2019

University of Konstanz, Germany

- Weekly course sections accompanying the lecture Human Resource Management and Organization
- Overall student satisfaction: 1.09 (scale from 1-5 with 1 being the best rating)

Teams at Work: Opportunities and Challenges of Teamwork, 04/2018–08/2018

Bachelor Level University of Konstanz, Germany

- Sole lecturer. Responsible for the development of the course content as well as for all lecturing, administrative issues, grading, and managing student inquiries
- Overall student satisfaction: 1.33 (scale from 1-5 with 1 being the best rating)

Human Resource Management and Organization, Bachelor Level 10/2017–02/2018

University of Konstanz, Germany

- Weekly course sections accompanying the lecture Human Resource Management and Organization

- Overall student satisfaction: 1.00 & 1.22 (scale from 1-5 with 1 being the best rating)

Human Resource Management and Organization, Bachelor Level 10/2016–02/2017

University of Konstanz, Germany

- Weekly course sections accompanying the lecture Human Resource Management and Organization
- Overall student satisfaction: 1.28 & 1.35 (scale from 1-5 with 1 being the best rating)

Awards, Grants and Fellowships

Schmalenbach-Preis 2020 09/2020

Given to the best dissertation in business administration (€10,000)

Schmalenbach-Gesellschaft fuer Betriebswirtschaft e. V.

which is the oldest association concerned with business administration in Germany

Outstanding Reviewer Award Annual Meeting of the Academy of Management 08/2020

Gender & Diversity in Organizations Division, Academy of Management

Funding to Host Workshop on Diversity & Inclusion in the Workplace 01/2020

Application together with Florian Kunze (€7,255)

Excellence Cluster "Politics of Inequality", Konstanz, Germany

Shortlisted for the VHB Best Paper Award 2020 01/2020

Award Given to Best Scientific Paper in Management & Business Administration in Germany

VHB - Verband der Hochschullehrer für Betriebswirtschaft e. V., Germany

Doctoral Fellowship at Zukunftskolleg (Institute for Advanced Study) 01/2019–10/2019

University of Konstanz, Germany

Doctoral Fellowship at Graduate School of Decision Sciences 10/2015–12/2018

University of Konstanz, Germany

Winning Team of Start-up Idea Competition "Kilometer 1" 09/2018

Prize: 10-Day trip to the Silicon Valley)

Funded by Federal State of Baden-Wuerttemberg

Best Student Paper Award Annual Meeting of the Academy of Management 08/2018

Gender & Diversity in Organizations Division, Academy of Management

Outstanding Reviewer Award Annual Meeting of the Academy of Management 08/2018

Gender & Diversity in Organizations Division, Academy of Management

Erasmus Fellowship for Semester at the University of Nottingham

09/2011–02/2012

Funded by the European Union

Media Coverage

Stuttgarter Zeitung: Das Ankommen im neuen Team ist entscheidend	25/05/2019
Der Tagesspiegel: Ein junger Kollege, viele aeltere	18/05/2019
Frankfurter Rundschau, Handelsblatt, SZ.de, BZ: So klappt Teamintegration	17/05/2019
Westfaelische Nachrichten: Kein Selbstlaeufer. So klappt Teamintegration	17/05/2019
Suedkurier: In der Diskriminierungsfall	16/05/2019
The Economic Times: You will never believe why some employees always call in sick	13/05/2019
The New Indian Express: Why certain employees always call in sick	12/05/2019
Business Standard: Why certain employees always call in sick	12/05/2019
MarketWatch, Morningstar: What U.S. companies get wrong about diversity	13/05/2019
ZEIT: Der kleine Unterschied	27/09/2018
ZEIT Wissen: Arbeitsunterlage	2/2015

Additional Training

Leadership, Management, and Knowledge Transfer Certificate 05/2017–06/2018

Academic Staff Development, University of Konstanz, Germany

- 70 Hours of Workshops on Guiding Group Discussion, Rhetoric, Project Management

GESIS Summer School in Survey Methodology 08/2017

GESIS Leibniz Institute for the Social Sciences, Germany

- Structural Equation Modeling for Longitudinal and Panel Data

Introduction to Structural Equation Modeling in Mplus 06/2017

Academic Staff Development, University of Konstanz, Germany

Introduction to Systemic Coaching 03/2017

Centre for Transferable Skills, University of Konstanz, Germany

POLNET Winter School in Social Network Analysis 12/2014

University of Konstanz, Germany

GESIS Summer School in Survey Methodology 08/2014

GESIS Leibniz Institute for the Social Sciences, Germany

- Web Survey Instrument Design

Services

Academic Memberships

- Academy of Management
- European Association of Work and Organizational Psychology
- Schmalenbach-Gesellschaft für Betriebswirtschaft e.V.

Reviewing

see also my publons reviewer profile (publons.com/researcher/1713233/max-reinwald)

- Academy of Management Annual Meeting 2018, 2019, 2020
- Committee Member, Best Student Paper Award, GDO Division, AOM 2019, 2020
- European Journal of Work and Organizational Psychology
- Journal of Managerial Psychology
- Journal of Organizational Behavior
- Organizational Psychology Review
- Personnel Review
- Small Group Research

Statistical Software

- Stata
- R
- *Mplus*
- UCINET
- Visone

Munich, September 2020