

# Max Reinwald

PhD Candidate Graduate School of Decision Sciences, University of Konstanz

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## Education

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**PhD Graduate School of Decision Sciences** 10/2015–present

*University of Konstanz, Germany*

- Track: Behavioural Decision Making
- Topic: Diversity at Work - Drivers, Consequences, and Interventions
- 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

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### Peer-Reviewed Publications

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

(*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>

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., 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 Fuehrung 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 Fuehrungsteams 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 Selbstlaeufer [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 Ansaetze 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*.

## Presentations

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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. (2017, September). *Understanding the Complexities of Diversity and Diversity Management in Organizations*. The Science Retreat of the Graduate School of Decision Sciences, Black Forest, Germany.

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.

Reinwald, M. (2014, November). *Meta-Analysis of the Relationship between Gender Diversity in Leadership Teams and Organizational Performance*. Diversity workshop of the University of Konstanz, Constance, Germany.

## Awards, Grants and Fellowships

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**Doctoral Fellowship at Zukunftscolleg (Institute for Advanced Study)** 01/2019–present  
*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*

## Teaching

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**Co-supervision of Bachelor and Master Theses** 10/2017–present  
*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, Bachelor Level** 04/2018–08/2018  
*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)

## Media Coverage

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**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 Diskriminierungsfalle 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

<b>Business Standard:</b> Why certain employees always call in sick	12/05/2019
<b>MarketWatch, Morningstar:</b> What U.S. companies get wrong about diversity	13/05/2019
<b>ZEIT:</b> Der kleine Unterschied	27/09/2018
<b>ZEIT Wissen:</b> Arbeitsunterlagen	2/2015

## Professional Experience

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<b>Research Associate</b> <i>Chair for Organizational Studies, University of Konstanz, Germany</i>	10/2015–present
<b>Student Research Assistant</b> <i>Chair for Management (especially Strategy and Leadership) University of Konstanz, Germany</i>	06/2013–09/2015
<b>Human Resources Intern</b> <i>Bosch Engineering, Germany</i>	02/2012–03/2012
<b>Organizational Development Intern</b> <i>Robert Bosch, Germany</i>	03/2011–08/2011

## Additional Training

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<b>Leadership, Management, and Knowledge Transfer Certificate</b> <i>Academic Staff Development, University of Konstanz, Germany</i> – 70 Hours of Workshops on Guiding Group Discussion, Rhetoric, Project Management	05/2017–06/2018
<b>GESIS Summer School in Survey Methodology</b> <i>GESIS Leibniz Institute for the Social Sciences, Germany</i> – Structural Equation Modeling for Longitudinal and Panel Data	08/2017
<b>Introduction to Structural Equation Modeling in Mplus</b> <i>Academic Staff Development, University of Konstanz, Germany</i>	06/2017
<b>Introduction to Systemic Coaching</b> <i>Centre for Transferable Skills, University of Konstanz, Germany</i>	03/2017
<b>POLNET Winter School in Social Network Analysis</b> <i>University of Konstanz, Germany</i>	12/2014
<b>GESIS Summer School in Survey Methodology</b> <i>GESIS Leibniz Institute for the Social Sciences, Germany</i> – Web Survey Instrument Design	08/2014

## Services

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### Academic Memberships

- Academy of Management
- European Association of Work and Organizational Psychology

### Reviewing

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

### Statistical Software

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

Konstanz, October 2019