

**ANNE BURMEISTER**

Full Professor in Organizational Behavior  
University of Cologne  
Faculty of Management, Economics, and Social Sciences  
burmeister@wiso.uni-koeln.de

**PROFESSIONAL EXPERIENCE**

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- 01/2023 – **Full Professor Organizational Behavior**  
Management, Economics, and Social Sciences, Area Corporate Development  
University of Cologne (Germany)  
- Maternity leave from 01/2023 – 07/2023
- 10/2022 – **Associate Professor Human Resource Management (with early tenure)**  
12/2022 Rotterdam School of Management, Erasmus University (Netherlands)
- 01/2019 – **Assistant Professor Human Resource Management**  
10/2022 Rotterdam School of Management, Erasmus University (Netherlands)  
- Maternity leave from 04/2021 to 10/2021
- 01/2017 – **Postdoctoral Researcher**  
12/2018 Work and Organizational Psychology, University of Bern (Switzerland)
- 01/2012 – **Strategy Consultant**  
06/2016 The Boston Consulting Group (Germany)

**EDUCATION**

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- 01/2014 – **Doctor of philosophy in Psychology (summa cum laude)**  
12/2016 Leuphana University of Lüneburg, Germany
- 10/2010 – **Master's in Management and Organizational Analysis (with distinction)**  
10/2011 Warwick Business School, United Kingdom
- 10/2007 – **Bachelor's in Business Psychology (with distinction)**  
10/2010 Leuphana University of Lüneburg, Germany

**PUBLICATIONS**

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**Peer-reviewed journal articles (\*denotes PhD student)**

1. Burmeister, A., Song, Y., Wang, M., & Hirschi, A. (in press). Understanding knowledge sharing from an identity-based motivational perspective. *Journal of Management*.
2. Kanitz, R., Reinwald, M., Gonzalez, K., Burmeister, A., Song, Y., & Hoegl, M. (in press). Supportive, resistant, or both? A person-centric view on employee responses to diversity initiatives. *Journal of Applied Psychology*. doi: 10.1037/apl0001190
3. Von Allmen, N.\*, Hirschi, A., Burmeister, A., & Shockley, K. (in press). The effectiveness of work-nonwork interventions: A theoretical synthesis and meta-analysis. *Journal of Applied Psychology*. Advance online publication. doi: 10.1037/apl0001105
4. Pfrombeck, J., Burmeister, A., & Grote, G. (2024). Older workers' knowledge seeking from younger coworkers: Disentangling countervailing pathways to successful aging at work. *Journal of Organizational Behavior*, 45(1), 1-20. doi: 10.1002/job.2751
5. Fasbender, U., Burmeister, A., & Wang, M. (2023). Managing the risks and side effects of workplace friendships: The moderating role of workplace friendship self-efficacy. *Journal of Vocational Behavior*, 143, 1-19. doi: 10.1016/j.jvb.2023.103875
6. Burmeister, A., Alterman, V., Fasbender, U., & Wang, M. (2022). Too much to know? The cognitive demands of daily knowledge seeking and the buffering role

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- of contact quality. *Journal of Applied Psychology*, 107(8), 1303-1322. doi: 10.1037/apl0000925
7. Iserhot, J.\*, Burmeister, A., & Deller, J. (2022). The influence of empowering leadership on repatriate knowledge transfer: Understanding mechanisms and boundary conditions. *International Journal of Human Resource Management*, 33(7), 1437-1462. doi: 10.1080/09585192.2020.1771400
  8. Hirschi, A., von Allmen, N.\*, Burmeister, A., & Zacher, H. (2022). Action regulation at the work-family interface: Nomological network and work-family consequences. *Journal of Business and Psychology*, 37(2), 369-387. doi: 10.1007/s10869-021-09751-6
  9. Burmeister, A., Gerpott, F.H., Hirschi, A., Scheibe, S., Pak, K.\*, & Kooij, D.T.A.M. (2021). Reaching the heart or the mind? Test of two theory-based training programs to improve interactions between age-diverse coworkers. *Academy of Management Learning & Education*, 20(2), 203-232. doi: 10.5465/amle.2019.0348 [[AOM Insights](#)] [[Forbes](#)] [[RSM discoveries](#)]
  10. Burmeister, A., Hirschi, A., & Zacher, H. (2021). Explaining age differences in the motivating potential of intergenerational contact at work. *Work, Aging and Retirement*, 7(3), 197-213. doi: 10.1093/workar/waab002
  11. Li, Y., Gong, Y., Burmeister, A., Wang, M., Alterman, V., Alonso, A., & Robinson, S. (2021). Leveraging age diversity for organizational performance: An intellectual capital perspective. *Journal of Applied Psychology*, 106(1), 71-91. doi: 10.1037/apl0000497
  12. Pit, S., Fisk, M., Freihaut, W., et al. (2021). COVID-19 and the ageing workforce: Global perspectives on needs and solutions across 15 countries. *International Journal for Equity in Health*, 20(1), 221. doi: 10.1186/s12939-021-01552-w
  13. Burmeister, A., Li, Y., Wang, M., Shi, J., & Jin, Y. (2020). Team knowledge exchange: How and when does transformational leadership have an effect? *Journal of Organizational Behavior*, 41(1), 17-31. doi: 10.1002/job.2411
  14. Burmeister, A., Wang, M., & Hirschi, A. (2020). Understanding the motivational benefits of knowledge transfer in age-diverse coworker dyads: An actor-partner interdependence model. *Journal of Applied Psychology*, 105(7), 748–759. doi: 10.1037/apl0000466
  15. Fasbender, U., Burmeister, A., & Wang, M. (2020). Motivated to be socially mindful: Explaining age differences in the effect of employees' contact quality with coworkers on their coworker support. *Personnel Psychology*, 73(3), 407-430. doi: 10.1111/peps.12359  
\*Top cited article in PPSYCH in 2020-2021
  16. Gerpott, F., Fasbender, U., & Burmeister, A.\* (2020). Respectful leadership and follower's knowledge sharing: A social mindfulness lens. *Human Relations*, 73(6), 789-810. doi: 10.1177/0018726719844813 \*Equal contribution
  17. Hirschi, A., Steiner, R., Burmeister, A., & Leemington, C. (2020). A whole-life perspective of sustainable careers: The nature and consequences of nonwork orientations. *Journal of Vocational Behavior*, 117, 103319. doi: 10.1016/j.jvb.2019.103319
  18. Burmeister, A.\*, Gerpott, F., & Fasbender, U. (2019). Consequences of knowledge hiding: The differential compensatory effects of guilt and shame. *Journal of Occupational and Organizational Psychology*, 92, 281-304. doi: 10.1111/joop.12249 \*Equal contribution  
\*Top cited article in JOOP in 2019-2020
  19. Spurk, D., Hofer, A., Burmeister, A., Muehlhausen, J., & Volmer, J. (2019). Occupational commitment from a life span perspective: An integrative review and a research outlook. *Career Development International*, 24(3), 190-221. doi: 10.1108/CDI-07-2018-0184
  20. Burmeister, A., Fasbender, U., & Deller, J. (2018). Being perceived as a knowledge sender or knowledge receiver: A multi-study investigation of the effect of age on knowledge transfer. *Journal of Occupational and Organizational Psychology*, 91, 518-545. doi: 10.1111/joop.12208
  21. Burmeister, A., Lazarova, M., & Deller, J. (2018). Repatriate knowledge transfer: Antecedents and boundary conditions of a dyadic process. *Journal of World Business*, 53(6), 806-816. doi: 10.1016/j.jwb.2018.06.004

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22. Burmeister, A., van der Heijden, B., Yang, J., & Deller, J. (2018). Knowledge transfer in age-diverse co-worker dyads in China and Germany: How and when do age-inclusive HR practices have an effect? *Human Resource Management Journal*, 28(4), 605-620. doi: 10.1111/1748-8583.12207
  23. Gericke, D.\*, Burmeister, A., Löwe, J., Pundt, L., & Deller, J. (2018). How do refugees use their social capital for successful labor market integration? An exploratory analysis in Germany. *Journal of Vocational Behavior*, 105, 45-61. doi: 10.1016/j.jvb.2017.12.002
  24. Puppatz, M., Burmeister, A., & Deller, J. (2017). The assessment of organizational culture in cross-cultural settings: Investigating the psychometric quality and cultural equivalence of three quantitative instruments. *International Journal of Selection and Assessment*, 25, 43-60. doi: 10.1111/ijsa.12159
  25. Burmeister, A., & Deller, J. (2016). Knowledge retention from older and retiring workers: What do we know, and where do we go from here? *Work, Aging and Retirement*, 2, 87-104. doi: 10.1093/workar/waw002
  26. Burmeister, A., & Deller, J. (2016). A practical perspective on repatriate knowledge transfer: The influence of organizational support practices. *Journal of Global Mobility*, 4, 68-87. doi: 10.1108/JGM-09-2015-0041
  27. Burmeister, A., Deller, J., Osland, J., Szkudlarek, B., Oddou, G., & Blakeney, R. (2015). The micro-processes during repatriate knowledge transfer: The repatriates' perspective. *Journal of Knowledge Management*, 19, 735-755. doi: 10.1108/JKM-01-2015-0011

#### **Book chapters (\*PhD student)**

1. Dietz, L.\*, Burmeister, A., & Fasbender, U. (2021). Age and knowledge exchange: Ability, motivation, and opportunities. In: H. Zacher, & C. W. Rudolph (Eds.), *Age and Work: Advances in Theories, Methods, and Practice*. SIOP Organizational Frontiers Series.
2. Engelhardt, R.\*, Burmeister, A., & Hirschi, A. (2017). Karrieremanagement von Talenten [Career management of talents]. In: A. Ritz & N. Thom (Eds.), *Talent Management: Talente identifizieren, Kompetenzen entwickeln, Leistungsträger erhalten* (pp. 33-44). Springer: Wiesbaden.
3. Burmeister, A. (2017). Repatriate knowledge transfer: A systematic review of the literature. In: B. Bader, B., T. Schuster, & A. K. Bader (Eds.), *Expatriate Management: Transatlantic Dialogues* (pp. 225-264). London: Palgrave MacMillan.
4. Burmeister, A., & Rooney, D. (2016). Knowledge retention at work and aging. In: N. A. Pachana (Ed.), *Encyclopedia of Geropsychology*. Singapore: Springer.
5. Burmeister, A., & Deller, J. (2016). Führung von Repatriates zur Unterstützung des Wissenstransferprozesses. In J. Felfe & R. Van Dick (Eds.), *Handbuch Mitarbeiterführung: Wirtschaftspsychologisches Praxiswissen für Fach- und Führungskräfte* (pp. 239-249). Heidelberg: Springer.

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#### **INVITED REVISIONS AND MANUSCRIPTS UNDER REVIEW (\*PhD student)**

1. Rinker, L.\*, Fasbender, U., Gerpott, F.H., & Burmeister, A. (1st revision). Conquering knowledge exchange barriers with age differences: A stress appraisal perspective on the consequences of upward social comparisons. *Journal of Occupational and Organizational Psychology*.
2. Burmeister, A., Venz, L., Gerpott, F. H., Fasbender, U., & Li, Y. (1st revision). The implications of hybrid working for daily social interactions and work engagement: A socio-motivational perspective. *Journal of Management*.
3. Burmeister, A., & Levin, D. Z. (under review). "I don't want to be a burden on them": Reframing networking as benefiting the other person (vs. oneself) encourages advice seeking. *Academy of Management Journal*.

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#### **SELECT RESEARCH IN PROGRESS (\*PhD student)**

1. Moelijker, R.,\* Burmeister, A., & Hewett, R. (writing). Coworker inclusive behavior: Conceptualization and operationalization of a new construct.
2. Moelijker, R.,\* Burmeister, A., Shore, L., & Chung, B. (data collection). Understanding and measuring exclusive interpersonal behavior at work.

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3. Moelijker, R. \*, Burmeister, A., & Leroy, H. (data collection). Fostering inclusive coworker behavior vs. reducing exclusive coworker behavior to create inclusive workplaces: A randomized controlled trial.
  4. Vestner, P. \*, & Burmeister, A. (data collection). Collaboration among age-diverse coworkers in a digitized world of work: An intervention study.
  5. Bredehorst, J. \*, Burmeister, A., & Wang, M. (data collection). A meta-analysis on effective bystander interventions at work.
  6. Bredehorst, J. \*, Burmeister, A., Miedtank, T., & Lee, C. (data collection). A virtual reality-based training to facilitate effective bystander confrontation behavior to counter discrimination at work.
  7. Bredehorst, J. \*, & Burmeister, A. (data collection). Requirements to confronting prejudice at work: Development of a scale.

#### ACADEMIC CONFERENCE PRESENTATIONS

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1. Kanitz, R., Reinwald, M., Gonzalez, K., Burmeister, A., Song, Y., & Hoegl, M. (2023, August). *Employee responses to diversity initiatives: A tripartite view and latent profile analysis*. Paper presented at the annual meeting of the Academy of Management (OB Division), Boston, USA.
2. Burmeister, A., Song, Y., Wang, M., & Hirschi, A. (2022, August). *Facilitating knowledge sharing: The role of knowledge sharing identity*. Paper presented at the annual meeting of the Academy of Management (OB Division), Seattle, USA.
3. Burmeister, A., Song, Y., Wang, M., & Hirschi, A. (2021, September). *Understanding daily knowledge sharing from an agentic perspective: A within-person experiment*. Paper presented at the congress of The German Association for Work, Organizational, and Business Psychology, Chemnitz, Germany (online).
4. Burmeister, A., Wang, M., & Hirschi, A. (2020, August). *Different roads to effective interactions among age-diverse coworkers: A dual pathway model of the effects of two age diversity training programs*. In: Knowledge is key: Unlocking the positive effects of age diversity in organizations (symposium organized by J. Pfrombeck and G. Grote). Paper presented at the annual meeting of the Academy of Management (OB Division), Online.
5. Burmeister, A., Wang, M., & Hirschi, A. (2019, November). *Understanding the motivational benefits of knowledge transfer for older and younger workers in age-diverse coworker dyads: An actor-partner interdependence model*. Paper presented at the Age in the Workplace Meeting, St. Gallen, Switzerland.
6. Burmeister, A., Wang, M., & Hirschi, A. (2019, August). *Differences in the motivational outcomes of knowledge transfer between older and younger coworkers*. Paper presented at the annual meeting of the Academy of Management (OB Division), Boston, USA.
7. Burmeister, A., Hirschi, A., & Zacher, H. (2019, August). *Engaging employees through intergenerational contact: The influence of age differences*. Paper presented at the annual meeting of the Academy of Management (GDO Division), Boston, USA.
8. Gerpott, F. G., Fasbender, U., & Burmeister, A. (2019, August). *Knowledge sharing and respectful leadership: The roles of perspective taking and empathic concern*. Paper presented at the annual meeting of the Academy of Management (OB Division), Boston, USA.
9. Fasbender, U., Burmeister, A., & Scheibe, S. (2018, September). *Age at work: Age-related differences in work behavior, coworker perception, and organizational support*. Symposium presented at the bi-annual meeting of the German Society of Psychology (DGPs), Frankfurt, Germany.
10. Burmeister, A., Li, Y., Wang, M., Shi, J., & Jin, Y. (2018, August). *Team knowledge exchange: How and when does transformational leadership have effects?* Paper presented at the annual meeting of the Academy of Management (OB Division), Chicago, USA.
11. Burmeister, A., Gerpott, F., & Fasbender, U. (2018, August). *Consequences of knowledge hiding: An emotion-based reparatory mechanism*. Paper presented at the annual meeting of the Academy of Management (OB Division), Chicago, USA.

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12. Rudolph, C., Lavigne, K., & et al. (2018, April). *New directions in age stereotype research*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, USA.
  13. Burmeister, A., van der Heijden, B., Deller, J., & Yang, J. (2017, November). *Intergenerational knowledge transfer: Antecedents of a dyadic process*. Paper presented at the Age in the Workplace Meeting, Lueneburg, Germany.
  14. Gerpott, F., Burmeister, A., & Hirschi, A. (2017, November). *Improving knowledge transfer in age-diverse teams: A controlled field experiment*. Poster presented at the Age in the Workplace Meeting, Lueneburg, Germany.
  15. Noethen, D., Bonache, J., & Burmeister, A., (2017, August). *Age, gender, and a double jeopardy in expatriate selection*. Paper presented at the annual meeting of the Academy of Management (IM division), Atlanta, USA.  
**\*Finalist AOM Annual Meeting Best Paper Award in OB / HRM / OT**
  16. Burmeister, A., Deller, J., & Yang, J. (2017, August). *Intergenerational knowledge transfer: Interpersonal effects of work values on knowledge transfer behavior*. Paper presented at the annual meeting of the Academy of Management (OB division), Atlanta, USA.
  17. Burmeister, A., & Deller, J. (2017, July). *Intergenerational knowledge transfer: Antecedents of a dyadic process*. Paper presented at the IAGG World Congress of Gerontology and Geriatrics, San Francisco, USA.
  18. Burmeister, A. (2017, Dublin). *An examination of the relationship between trait-level personality and employee conserving behaviors in Germany*. Paper presented at the congress of The European Association for Work & Organizational Psychology, Dublin, Ireland.
  19. Burmeister, A., Deller, J., & Yang, J. (2017, May). *Intergenerational knowledge transfer: How do work values drive knowledge transfer in dyadic interactions between younger and older co-workers?* Paper presented at the congress of The European Association for Work & Organizational Psychology, Dublin, Ireland.
  20. Burmeister, A., & Sanders, K. (2016, August). *The Big Five and knowledge transfer: A dyadic investigation*. Paper presented at the annual meeting of the Academy of Management (OB division), Anaheim, USA.
  21. Burmeister, A., Lazarova, M., & Deller, J. (2016, August). *The influence of motivation, opportunity, ability, and tacitness on repatriate knowledge transfer*. Paper presented the annual meeting of the Academy of Management (IM division), Anaheim, USA. **Finalist AOM Annual Meeting Best Paper in IM.**
  22. Burmeister, A., & Deller, J. (2016, July). *Knowledge retention from highly knowledgeable retirees*. Paper presented at the 31<sup>st</sup> International Congress of Psychology, Yokohama, Japan.
  23. Burmeister, A., Deller, J., Szkudlarek, B., Oddou, G., & Blakeney, R. (2015, August). *Trust and repatriate knowledge transfer: Whom do you trust, and how does this trust develop?* Paper presented at the annual meeting of the Academy of Management (OB division), Vancouver, Canada.
  24. Burmeister, A., Deller, J., Osland, J., Szkudlarek, B., Oddou, G., & Blakeney, R. (2015, August). *Repatriate knowledge transfer: Towards the development of a new measurement instrument*. Paper presented at the annual meeting of the Academy of Management (RM division), Vancouver, Canada.
  25. Burmeister, A., & Deller, J. (2015, June). *The facilitation of repatriate knowledge transfer: Which human resource management processes are effective?* Paper accepted at the annual meeting of the European Academy of Management, Warsaw, Poland.
  26. Burmeister, A., Deller, J., Osland, J., Szkudlarek, B., Oddou, G., & Blakeney, R. (2015, April). *Repatriates' perspectives on the repatriate knowledge transfer process*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, USA.

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#### GRANTS, EXTERNAL FUNDING & SCHOLARSHIPS

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| 1. Contract research project on "Inclusion" at petrochemical company (Principal Investigator: Anne Burmeister; Co-Investigators: Dr. Hannes Leroy, Rowan Moelijker); Three-phase project from January 2022 – December 2023 (Phase 1: | EUR 50,000 |
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Qualitative analysis, Phase 2: Quantitative analysis, Phase 3: Training intervention to initiate change in inclusion)	
2. COST (European Association for Science and Technology) Action Proposal OC-2021-1-25301 (Principal Investigators: Scheibe, S. & Kooij, D.; Secondary Proposer: Burmeister, A.): “A European Network to Leverage the Multi-Age Workforce”	EUR 520,000
3. Sachbeihilfeantrag (Principal Investigators: Fasbender, Ulrike & Gerpott, Fabiola H.; International Co-Applicants: Burmeister, Anne & Giessner, Steffen): “To share or not to share? Explaining bidirectional knowledge transfer between younger and older employees from a social comparison perspective” (2020); German Research Foundation (DFG), Project Number: FA 1593/4-1, Germany	EUR 257,599
4. Innovative teaching grant: Blended-learning using video lectures (2020), Rotterdam School of Management, Netherlands	EUR 25,000 CHF 12,000
5. Innovative teaching grant: Seminar on research-oriented learning (2018), University of Bern, Switzerland	
6. Postdoctoral mobility grant (Jan. – March 2018, University of Florida, USA), Swiss National Science Foundation, Switzerland	CHF 7,500
7. Grant for emerging female scientists: Data collection (2018) University of Bern, Switzerland	CHF 4,000
8. Grant for emerging female scientists: 50% research assistant for 6 months (2017), University of Bern, Switzerland	CHF 15,000
9. Travel award: “Translating research on aging and work into practice”, IAGG World Congress of Gerontology and Geriatrics, July 2017, USA	US\$ 1,000
10. Travel scholarship: 31 <sup>st</sup> International Congress of Psychology, Japan (2016) German Foreign Exchange Service (DAAD), Germany	EUR 1,500
11. Doctoral mobility grant (Feb. – April 2015, San Jose State University, USA), German Foreign Exchange Service (DAAD), Germany	EUR 3,000
12. Scholarship for outstanding students: September 2008 – October 2011, Evangelisches Studienwerk Villigst e.V., Germany	EUR 20,000

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#### CHAIRED SYMPOSIA AND PDW SESSIONS

1. *Do we know it all? New perspectives on studying knowledge behaviors in organizations* (Chairs: A. Burmeister, U. Fasbender & F. H. Gerpott). PDW sponsored by the HR division, Academy of Management, Seattle, USA, August 2023.
2. *Age at work: Age-related differences in work behavior, coworker perception, and organizational support* (Chairs: U. Fasbender & A. Burmeister). German Society for Psychology (DGPs), Academy of Management, Frankfurt am Main, Germany, September 2018.
3. *Publishing in top-tier journals for non-US scholars* (Chairs: L. Castro-Christiansen & A. Burmeister). PDW sponsored by the HR division, Academy of Management, Chicago, IL, August 2018.
4. *Publishing in top-tier journals for non-US scholars* (Chairs: L. Castro-Christiansen & A. Burmeister). PDW sponsored by the HR division, Academy of Management, Atlanta, GA, August 2017.
5. *Publishing in top-tier journals for non-US scholars* (Chairs: L. Castro-Christiansen & A. Burmeister). PDW sponsored by the HR division, Academy of Management, Los Angeles, CA, August 2016.

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#### SERVICE ACTIVITIES

*Service for the international community:*

Editorial Board Member	<i>Journal of Applied Psychology</i> (2023 – tbd) <i>Personnel Psychology</i> (2021 – today) <i>Work, Aging and Retirement</i> (2021 – today) <i>Journal of World Business</i> (2018 – 2020)
Academy of Management, HR Division	Doctoral student representative (2014 – 2016)
Ad Hoc Reviewer	<i>Human Relations, Journal of Applied Psychology, Journal of International Human Resource Management, Journal of Occupational and Organizational Psychology, Journal of World Business</i> <b>*Top ad-hoc reviewer award from JAP in 2021</b>

**Service for the school (RSM):**

Master Program Committee	Faculty member (2020-2022) Member of the teaching innovation subcommittee Member of the Diversity & Inclusion subcommittee
RSM STAR Case Club	Student mentoring, career advice (2019 – today) Team coach: RO/CA International Case Competition (Nov 2020) Jury member: Internal Case Competition (April 2020) Jury member: RSM STAR Case Competition (April 2019)

**Service for the department (Organisation & Personnel Management):**

Coordinator of search committee	PhD student Organisational Behavior (2021)
Co-director	HR center of excellence (2019-2020)
Co-coordinator of search committee	Assistant Professor Human Resource Management (2019)

**INVITED PRESENTATIONS**

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1. “Soziale Beziehungen am Arbeitsplatz.” Deutsche Bahn / ZEIT Akademie, Webinar, April 2023.
2. “Managing Generations.” KPMG Partner Group, Webinar and in-person workshop, June and October 2022.
3. “Age and Generations at Work.” FedEx, Keynote, October 2022.
4. “Managing Generations.” Rotterdam School of Management together with AWWN (Algemene Werkgeversvereniging Nederland), Webinar, February 2022.
5. “[Team Dynamics in the New Pandemic Workplace](#).” Academy of Management, Virtual Subject Matter Expert Panel, December 2021.
6. “[People first: What’s going to happen to the world of work after the great upheaval of 2020?](#)” Rotterdam School of Management, [Open lecture: sharing 50 years of knowledge](#), November 2020.
7. “Knowledge transfer processes at work.” Warwick Business School Applied and Organisational Psychology Seminar (AOP), Coventry, UK, January 2021.
8. “Workplace interactions and knowledge transfer between age-diverse coworkers: When differences make a difference.” Department of Human Resource Studies, Tilburg, NL, June 2019.
9. “When differences make a difference: The role of age in knowledge transfer processes at work.” University of Groningen, Faculty of Behavioral and Social Sciences, Heymans Colloquium Series, Groningen, NL, February 2019.

**MEDIA APPEARANCES**

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1. „Relationships at work”: WDR5 radio 08/23  
<https://www1.wdr.de/mediathek/audio/wdr5/innenwelt/audio-arbeitsbeziehungen-kollegen-sind-auch-nur-menschen-100.html>

2. “Reverse mentoring”: Frankfurter Allgemeine 08/23  
<https://zeitung.faz.net/faz/beruf-und-chance/2023-08-12/jung-und-weise/925611.html>
3. „Feedback in blue collar work”: Personalwirtschaft 03/23
4. “Knowledge transfer between generations”: Wirtschaftspsychologie aktuell 02/19

## **AWARDS & HONORS**

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1. Winner “Best Ad-Hoc Reviewer”,  
Journal of Applied Psychology (2021)
2. Finalist Professor Teaching Award (2021), based on student votes  
Rotterdam School of Management, Erasmus University
3. Winner Innovative Teaching Award (2020), based on nominations by colleagues  
Rotterdam School of Management, Erasmus University
4. Finalist AOM best paper award of the OB / HRM / OT divisions (2017)  
Academy of Management Conference, Atlanta
5. Winner Doctoral Thesis Award (2016)  
Leuphana University of Lueneburg, Germany
6. Finalist AOM Best Paper Award of the International Management division (2016)  
Academy of Management Conference, Anaheim
7. Winner Research Award for scholarly achievements of young academics (2014)  
Leuphana University of Lueneburg, Germany

## **TEACHING EXPERIENCE**

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### **University of Cologne, Germany**

1. Advanced Corporate Development (M.Sc., winter 2023): tbd

### **Rotterdam School of Management, Netherlands**

2. Human Resource Management (B.Sc., fall 2022): 4.6/5
3. Team leadership (Executive Education, spring 2022): 9.3/10
4. Human Resource Management (MBA, spring 2022): 3.7/5
5. Managing diversity in organizations (M.Sc., spring, 2021): 4.9/5
6. Human Resource Management (B.Sc., fall 2020): 4.6/5
7. Human Resource Management (MBA, spring 2020): 4.5/5
8. Human Resource Management (B.Sc., spring 2020): 8.1/10
9. Managing diversity in organizations (M.Sc., spring, 2020): 4.6/5
10. Human Resource Management (B.Sc., spring 2019): 8.0/10
11. Human Resource Management (MBA, spring 2019): 3.6/5
12. Team leadership (Executive Education, fall 2019): 8.8/10

### **University of Bern, Switzerland**

13. Organizational Interventions (M.Sc. elective, fall 2017): 4.8/5
14. Knowledge Transfer among Generations at Work (M.Sc. elective, spring 2017):  
4.8/5

### **Leuphana University of Lueneburg, Germany**

15. Experimental Research Methods (B.Sc. seminar, 2016/2017): 4.7/5
16. Differential Psychology (B.Sc. seminar, 2016/2017): 4.2/5
17. Experimental Research Methods (B.Sc. seminar, 2016): 4.7/5
18. Personnel Selection (B.Sc. seminar, 2015/2016): 4.7/5
19. Experimental Research Methods (B.Sc. seminar, 2015): 4.6/5
20. Personnel Selection (B.Sc. seminar, 2014/2015): 4.3/5

## **PHD SUPERVISION**

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| 10/2023 – tbd | Ruba Ezzeddine (University of Cologne)           |
| 04/2023 – tbd | Joy Bredehorst (University of Cologne)           |
| 09/2021 – tbd | Patrick Vestner (University of Cologne)          |
| 09/2021 – tbd | Rowan Moelijker (Rotterdam School of Management) |