CURRICULUM VITA

Tobias M. Scholz

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Tobias M. Scholz
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University of Siegen
Unteres Schloß 3
57076 Siegen, Germany
Birthdate: 03.05.1983
Nationality: Austrian

EDUCATION

2016 – present	**Assistant Professor (Akademischer Rat), Chair for Human Resource Management and Organizational Behavior** University of Siegen Habilitation on the field “Organizational Technology Studies”
2010 – 2016	**Doctoral Candidate, Chair for Human Resource Management and Organizational Behavior** University of Siegen Thesis: Big Data in organizations and the role of human resource management A Complex Systems Theory-Based Conceptualization (in preparation for publication at Peter Lang) Supervisor: Prof. Dr. Volker Stein Committee: Prof. Dr. Hanna Schramm-Klein and Prof. Dr. Arnd Wiedemann Won the Best Dissertation Award of the University of Siegen (“Förderpreis der Dirlmeier-Stiftung”)
2003 – 2009	**Diplom-Kaufmann, Business Administration** Goethe University Frankfurt, Germany Major: Management and Applied Microeconomics Minor: Information Systems Thesis: The Effects of Cultural Differences on Software Development Team Performance
2007	**Semester abroad** UCLA Anderson School of Management – Los Angeles, U.S.A.
2002 – 2003	**Computer Science** TU Kaiserslautern, Germany

TEACHING AND RESEACH INTERESTS

Big Data, Technology Studies, Complex Systems, Networks, Automatization and Digitalization, eSports

TEACHING EXPERIENCE

2015 – present	**Remote Mentoring** Saxion University of Applied Science in the class for Gamification in Human Resource Management
2013	**Certification for University Didactics** Program follows international standards from Germany, Great Britain, Scandinavia and USA. Didactics classes of over 200 hours training.
2013	**Advisor for a student project at the Postbank Finance Award** Erfolgsfaktor Humankapital – Warum nur der Mensch eine Bank aus der Krise führen kann.
2013	**Guest Lecture** Medienmanagement als faszinierend-gefährliche Herausforderung, Saarland University, Saarbruecken, Germany
2012	**Guest Lecture** Grüne Personalarbeit: "Green HRM" – Eine Chance für die Integration von Ökonomie und Ökologie. Siegener Alumni Career Forum.
	Guest Workshop Was ist grüne Personalarbeit und wie kann sie weiterhelfen, Siegener Alumni Career Forum.
2010	**Guest Lecture** New Ways of Leadership in Video Games, Universidad de la Sabana, Bogotá, Columbia.
2010 – present	**Teaching Assistant, Chair for Human Resource Management and Organizational Behavior, University of Siegen**
	Teaching Assistance in the following courses in German (classes range from 10 to 200 students):
	Human Resource Management in Small and Medium Sized Enterprises
	International Human Resource Management
	Leadership and Motivation
	Operational Human Resource Management
	Organization Design
	Organizational Change
	Organizational Theory
	Strategic Human Resource Management
	Works Council Function and Co-Determination
	Instructor in the following tutorials in German:
	Human Resource Management in Small and Medium Sized Enterprises
	Organizational Change
	Organizational Theory
	Strategic Human Resource Management
	Works Council Function and Co-Determination
	Supervisor in the following seminars in German (overall roughly 230 students):

Communication in the Human Resource Department

Complexity Theories in Human Resource Management

Expatriate Management of Employees

Green Human Resource Management

Human Resource Management in universities

Industry 4.0 and Human Resource Management

Measuring Modern Organizational Phenomena

Organization Conditions for Innovations in Companies

Potential of Dynamization in a Professional Human Resource Management

Working World in the Future and its Implications on Human Resource Management

Development of Retail in Siegen as a Strategic Challenge

Industrial Espionage: Challenges for the Human Resource Management

Masterminds of Systems Theory

Conflict Management

Third Country Nationals

(Co-)Advisor in bachelor-theses (roughly 120 students) and master-theses (roughly 50 students)

RESEARCH EXPERIENCE

2013	**Session Organizer and support in the editing & layouting process of the Proceedings** Dean Conference – The Dean in The University of the Future – Learning from and progressing with each other, Saarland University, Saarbruecken, Germany Session 5: Performance Controlling of Departments in Higher Education
2012 – 2015	**Member of the Research Group Region – Diversität – Innovation (Region – Diversity – Innovation)** FoKoS – Forschungskolleg Siegen “Zukunft menschlich gestalten” (Research Centre “Shaping the future”).
2011 – 2014	**Research Assistant, KORFU (Korporatismus als ökonomisches Gestaltungsprinzip für Universitäten)** The objective of KORFU is to analyze alternative governance structures of the higher education system. KORFU is funded by the German Federal Ministry of Education and Research and coordinated by DLR German Aerospace Center.
2010 – present	**Research Assistant, Chair for Human Resource Management and Organizational Behavior** University of Siegen

2005 – 2006	**Student Assistant, Chair for Management and Organizational Behavior** Goethe University Frankfurt

SCHOLARLY EXPERIENCE

2015 – present	HRK-Audit „Internationalization of Universities“
2015 – present	Member of Faculty Advisory Board for Studies
2015 – present	Member of the Faculty Board
2014 – present	Member of the Faculty Quality Management Committee
2014 – 2015	Member of the Task Force for the Regulations for the Doctorate and Habilitation
2014	Member of the Task Force “Strengths-Weakness-Analysis of the University”
2013 – 2015	Member of the University Senate
2014	Committee for Exchange Project with University of Tulsa
2013 – 2016	Member of the Committee of Research and Young Scientists
2013 – 2014	Follow-up Member of the Faculty Board
2012	Member of the Appointment Committee for Entrepreneurship & Innovation-Management
2012	Member of the Appointment Committee for a temporary professorship LINUS
2011 – 2015	Member of the Examination Board for Business Administration and Economics

PUBLICATIONS

Journal Articles, peer-reviewed

Scholz, Tobias M./Stein, Volker. Going beyond ambidexterity in media industry: eSports as pioneer of ultradexterity. International Journal of Gaming and Computer-Mediated Simulations (accepted).

2015 Uribe-Jongbloed, Enrique/Scholz, Tobias M./Espinosa-Medina, Hernán David, The joy of the easter egg and the pain of the numb hands: The augmentation and limitation of reality through video games, in: Palabra Clave, 18 (4/2015), 1167-1195.

2013 Row, Sergio R./Uribe-Jongbloed Enrique/Barker, Kim/Scholz, Tobias M., Authorship in virtual worlds : Author's death to rights revival?, in: Journal of Virtual Worlds Research 6 (3/2103), 1-15.

2012 Scholz, Tobias M., Talent management in the video-game industry: The role of cultural diversity and cultural intelligence, in: Thunderbird International Business Review 54 (6/2012), 845-858.

Book-Editor

2015 Hiltscher, Julia/Scholz, Tobias M., eSports Yearbook 2013/14, Norderstedt (BoD)

2013 Christophers, Julia/Scholz, Tobias M., eSports Yearbook 2011/12, Norderstedt (BoD).

2011 Christophers, Julia/Scholz, Tobias M., eSports Yearbook 2010, Norderstedt (BoD).

2010 Christophers, Julia/Scholz, Tobias M., eSports Yearbook 2009, Norderstedt (BoD).

Chapter in Books

2016 Feldhaus, Anna/Scholz, Tobias M., Strategische Steuerung von Mentoring in Unternehmen: Potenziale von Big Data, in: Stein, Volker/Carl, Mark-Oliver/Küchel, Julia (Eds.) Dekonstruktuion und Rekontextualisierung von Mentoring (in print).

2016 Stein, Volker/Scholz, Tobias M., Sky is the limit – eSports as entrepreneurial innovator for media management, in: Research Centre for Spatial and Organizational Dynamics (Eds.) Proceedings of the International Congress on Interdisciplinarity in Social and Human Sciences, University of Algarve (Faro), 622-631.

2016 Scholz, Tobias M., Una mirada a la textura causal e identidades múltiples para entender a los gurmés digitales: una observación teórica, in: Roncallo-Dow, Sergio/Uribe-Jongbloed, Enrique/Gutiérrez, Eduardo (Eds.) Identidades, Héroes y Discursos en la Modernidad Tardía, Universidad de La Sabana Collección Compilaciones (Chía), 151-163.

2016 Stein, Volker/Scholz, Tobias M., The intercultural challenge of building the European eSports League, in: Barmeyer, Christoph/Franklin, Peter (Eds.) Case Studies in Intercultural Management: Achieving Synergy from Diversity, Palgrave (London), 80-94.

2015 Scholz, Tobias M./Reichstein, Matthis S., Wenn neue Paradigmen in die Gestaltung eingreifen: Hacker-Ethos in der Digitalisierung, in: Habscheid, Stephan/Hoch, Gero/Schröteler-von Brandt, Hilde/Stein, Volker (Eds.) Zum Thema: Gestalten gestalten, V & R unipress (Göttingen), 135-148.

2015 Scholz, Tobias M., Gamification in der Hochschuldidaktik, in: KoSi (Eds.) Werkstattbericht: Hochschuldidaktik 4: Die Idee dahinter… Aspekte zur Gestaltung lernreicher Lehre, Universi (Siegen), 191-216.

2015 Scholz, Tobias M./Feldhaus, Anna, Mentoring in eSports, in: Hiltscher, Julia/Scholz, Tobias M. (Eds.) eSports Yearbook 2013/14. BoD (Norderstedt), 66-75.

2015 Scholz, Tobias M., Game leadership - What can we learn from competitive games?, in: Hiltscher, Julia/Scholz, Tobias M. (Eds.) eSports Yearbook 2013/14. BoD (Norderstedt), 93-106.

2015 Stein, Volker/Scholz, Tobias M., Personalentwicklung im Mittelstand: Zukunft verschlafen oder Zukunft gestalten?, in: Haag, Patrick/Roßmann, Patrick (Eds.) Management kleiner und mittlerer Unternehmen, De Gruyter Oldenburg (Berlin), 253-262.

2015 Scholz, Tobias M., The human role within organizational change – A complex system pespective, in: Dievernich, Frank/Tokarski, Kim O./Gong, Jie (Eds.) The role of the human beings in change management, Springer (Heidelberg), 19-31.

2014 Scholz, Tobias M./Feldhaus, Anna/Reichstein, Martin/Schöllhorn, Lena/Witzelmaier, Svenja, Umnutzung in Deutschland und Schweden – ein fallbasierter Vergleich, in: Habscheid, Stephan et al. (Eds.), Umnutzung. Alte Sachen, neue Zwecke, V&R unipress (Göttingen), 133-152.

2014 Scholz, Christian/Stein, Volker/Müller, Stefanie/Scholz, Tobias M., University Governance: A Research Agenda, in: Scholz, Christian/Stein, Volker (Eds.) The Dean in the University of the Future, Rainer Hampp Verlag (München and Mering), 199-216.

2014 Scholz, Tobias M., Big Data in Faculties – The dean's role in the brave new (data) world, in: Scholz, Christian/Stein, Volker (Eds.) The dean in the university of the future, Rainer Hampp Verlag (München and Mering), 155-161.

2013 Scholz, Tobias M., Does context matter? Conceptualizing relational contextualization, in: Mitgutsch, Konstantin/Huber, Simon/Wimmer, Jeffrey/Wagner, Michael G./Rosenstingl, Herbert (Eds.) Context matters! Exploring and reframing games and play in context, new academic press (Wien) 2013, 89-98.

2013 Scholz, Tobias M., Spielend arbeiten - Parallelen zwischen der "World of Warcraft" und der "World of Workcraft", in: Bundesministerium für Wirtschaft, Familie und Jugend (Eds.) Game Over. Was nun? Vom Nutzen und Nachteil des digitalen Lebens, BMWFJ (Wien), 2013, 119-129.

2013 Scholz, Tobias M., Complex systems in organizations and their influence on human resource management, in: Gilbert, Thomas/Kirkilionis, Markus/Nicolis, Gregoire (Eds.) Proceedings of the European Conference on Complex Systems, Springer (Heidelberg), 2013, 745-750.

2013 Stein, Volker/Scholz, Tobias M., Electronic human resource management strategies for atypical employment, in: Proceedings of the 10th International Conference on e-Business, SCITEPRESS, 2013, 129-136.

2013 Scholz, Tobias M., New broadcasting ways in IPTV – The case of the Starcraft broadcasting scene, in: Christophers, Julia/Scholz, Tobias M. (Eds.), eSports Yearbook 2011/12, Norderstedt (BoD), 2013, 89-105.

2012 Scholz, Tobias M., Dynamische Sprache für ein dynamisches Personalmanagement: Eine Anforderungsanalyse, in: Stein, Volker/Müller, Stefanie (Eds.), Aufbruch des strategischen Personalmanagements in die Dynamisierung, Baden-Baden (Nomos)/München (Vahlen) 2012, 291-296.

2011 Scholz, Tobias M., What can we learn from Starcraft, in: Christophers, Julia/Scholz, Tobias M. (Eds.), eSports Yearbook 2010, Norderstedt (BoD) 2011, 82-85.

2010 Scholz, Tobias M., eSports in the working world, in: Christophers, Julia/Scholz, Tobias M. (Hrsg.), eSports Yearbook 2009, Norderstedt (BoD) 2010, 57-59.

CONFERENCES

2016 Scholz, Tobias M., The business model of eSports and how to generate money off-line and on-line, IMMAA Conference, Seoul, South Korea.

2016 Scholz, Tobias M., Flexibilisierung der Risk Governance im Mittelstand: Dynamic Capabilities als Lösungsansatz, 4. Jahreskonferenz Risk Governance, Siegen, Germany.

2016 Stein, Volker/Schramm-Klein, Hanna/Scholz, Tobias M., When ambidexterity meets informality: a hidden network versus shadow network perspective, Academy of Management Conference, Anaheim, U.S.A.

2016 Scholz, Tobias M., Language as means of dynamizing of organizations, European Group for Organizational Studies Conference, Naples, Italy.

2016 Scholz, Tobias M./Stein, Volker, Pickup Groups or “pugging” as a prime example for international virtual teams, Cultural Transduction, Barranquilla, Colombia (https://youtu.be/ZfSIKCSf3zE).

2016 Stein, Volker/Scholz, Tobias M., The sky is the limit – eSports as an example for ultradexterity in media management, Interdisciplinarity in Social and Human Sciences International Congress, Faro, Portugal.

2016 Stein, Volker/Scholz, Tobias M., Making dynamics work: The strategic potential of gamification for human resource management, Academy of Management HR Division‘s International Conference (HRIC), Sydney, Australia.

2016 Stein, Volker/Scholz, Tobias M., E-HRM for atypical employment: A framework and findings from the Forbes Top-100, Academy of Management HR Division‘s International Conference (HRIC), Sydney, Australia.

2015 Scholz, Tobias M., Big data risk governance – A theoretical conceptualization, 3. Jahreskonferenz, Siegen Germany.

2015 Scholz, Tobias M., The impact of big data on the organization from an evolutionary perspective, European Group for Organizational Studies Conference, Athen, Greece.

2014 Scholz, Tobias M., Metadiskurs über die Auffassung von Risk Governance in Organisationen, 2. Jahreskonferenz Risk Governance, Siegen, Germany.

2014 Scholz, Tobias M./Feldhaus, Anna, Aligning the mentoring process with the change management process by using big data, 9th Colloquium on Organizational Change & Development, Essen, Germany.

2014 Scholz, Tobias M., The big data value chain and its implications on electronic human resource management, 5th International E-HRM Conference, New York, U.S.A.

2014 Scholz, Tobias M., Dynamic language for dynamic organization: The role of human resource management, Academy of Management Conference, Philadelphia, U.S.A.

2013 Scholz, Tobias M., The impact of big data on risk governance and knowledge management, 1. Jahreskonferenz Risk Governance, Siegen, Germany.

2013 Scholz, Tobias M., Does context matter? conceptualizing relational contextualization, Future and Reality of Gaming, Vienna Games Conference, Wien, Austria.

2013 Scholz, Tobias M., Making big data human – obstacles and insights from human resource management, Conference on Big Data in Complex Systems, Barcelona, Spain.

2013 Stein, Volker/Scholz, Tobias M., Electronic human resource management - Strategies for atypical employment, International Conference on E-Business, Reykjavík, Iceland.

2012 Scholz, Tobias M., Spielend arbeiten – Parallelen zwischen der “World of Warcraft” und der “World of Workcraft”, Future and Reality of Gaming, Vienna Games Conference, Wien, Austria.

2012 Scholz, Tobias M., Creating a dynamic framework for human resource management within organizational change, 7th Colloquium on Organisational Change & Development, Bern, Switzerland.

2012 Scholz, Tobias M., Complex systems in organizations and their influence on human resource management, European Conference on Complex Systems, Brussels, Belgium.

2012 Scholz, Tobias M., New broadcasting ways in IPTV – The Case of the Starcraft broadcasting scene, X World Media Economics and Management Conference, Thessaloniki, Greece.

2011 Scholz, Tobias M., Reconceptualizing human resource management by inclusion of social networks – A theoretical approach, 1. Interdisziplinärer Workshop "Dezentrale Organisation und Netzwerke", Siegen, Germany.

2011 Scholz, Tobias M., Soziale Netzwerke als Mittel zur Intensivierung von Personalbindung und Personalführung – ein theoriebasierter Ansatz, Interdisziplinäres Organisation&Psychologie-Doktorandenseminar „Fortschritte in Personalführung und -bindung" (Interdisciplinary Organisation and Psychology Doctoral Seminar "Progress in Leadership and Commitment"), Hamburg, Germany.

2011 Scholz, Tobias M., Strategic renewal of complex systems based on the case of the 1.FC Kaiserslautern, European Academy of Management Conference, Tallinn, Estonia.

2010 Scholz, Tobias M., Can the HR world learn from game design, Future and Reality of Gaming, Wien, Austria.

2010 Scholz, Tobias M., International talent management – Tentative implications from cultural background and cultural intelligence, 11th International Human Resource Management Conference, Birmingham, UK.

2010 Scholz, Tobias M., What can we learn from game leadership, IX World Media Economics and Management Conference, Bogotá, Colombia.

2010 Scholz, Tobias M., Different jobs need different cultures, European Academy of Management Conference, Rome, Italy.

Invited Presentations

2016 Stromberg meets Wall-E: der Roboter als Mitarbeiter, Science Slam Special „Menschen und Maschinen", Effekte – Wissenschaftsfestival Karlsruhe, Germany.

2016 Stromberg meets Wall-E: der Roboter als Mitarbeiter, Science Slam Siegen, Siegen, Germany (https://youtu.be/VkjY9Przukc).

2016 Making Dynamics Work: The Strategic Potential of Gamification for Human Resource Management. University of Sydney, Sydney, Australia *(invited)*.

2015 World of Workcraft , Playin'Siegen, International Urban Games Festival, Siegen, Germany.

2014 Gamification in der Hochschuldidaktik: Erfahrungen aus der Lehrpraxis, Ninth Day of University Didactics, Siegen, Germany.

2014 Mostly HARMless – Warum sich das Human Resource Management in ein Human Automation Resource Management weiterentwickeln muss!, Science Slam im Wissenschaftsjahr, Bonn, Germany (https://youtu.be/NFXCSnsWhbw).

2012 Grüne Personalarbeit: "Green HRM" – Eine Chance für die Integration von Ökonomie und Ökologie. Siegener Alumni Career Forum, Siegen, Germany.

2011 Was kann Personalmanagement von Videospielen lernen?, Researching Games Barcamp, Wiesbaden, Germany.

2009 Guild Leader a Potential Top Manager? Role Play Convention 2009, Cologne, Germany.

Posters

2014 Gamification in der Hochschuldidaktik: Erfahrungen aus der Lehrpraxis, Ninth Day of University Didactics, Siegen, Germany.

2012 Complex systems in organizations and their influence on human resource management, European Conference on Complex Systems, Brussel, Belgium.

2010 Can the HR world learn from Game Design?, Future and Reality of Gaming, Vienna, Austria.

News Articles

2016 Can eSports and traditional media get along?, Researchgate, https://www.researchgate.net/blog/post/can-esports-and-traditional-media-get-along

2014 Die große Zeitenwende, Zeit Campus (1/2014), 20-21.

WORKSHOPS

2015 Doctoral Seminar for Responsible Research and Innovation, University of Siegen, Siegen, Germany.

2015 Maastricht Talks, Dutch-German Conversations in Higher Education, Maastricht, Netherlands.

2015 Herrenhausen Conference: "Big Data in a Transdisciplinary Perspective", Hannover, Germany.

2014 Schlüsselwerke der Organisationsforschung (Key Works in the Organziational Theory Research), Bielefeld, Germany.

2012 Professional Development Workshop of the Journal of Management Studies, Oxford, UK.

2011 1. Interdisziplinäres Organisation&Psychologie-Doktorandenseminar "Fortschritte in Personalführung und –bindung" (1. Interdisciplinary Organisation and Psychology Doctoral Seminar "Progress in Leadership and Commitment"), Hamburg, Germany.

REVIEW EXPERIENCE

2015 – present	AOM HR International Conference
2014	Teaching and Learning Conference at the Academy of Management
2013	Review Committee of the Future and Reality of Gaming Conference
2012 – present	Academy of Management Conference
2011 – 2012	European Academy of Management Conference
2010	11th International Human Resource Management Conference

Journals I reviewed for: International Journal of Human Resource Management, Journal of Management Studies, Modern Physics Letters B

PROFESSIONAL EXPERIENCE

2009 **WIBKE – Programmer**

The meaning of WIBKE means, roughly translated, "effect-oriented business culture-evaluation". At this project I am working on the realization of the system for

a Website-System. WIBKE is a project of the Chair of Organization in Saarbruecken and the Bertelsmann Foundation.

2008 **UEFA EURO – Vienna, Austria: Team Leader Media-Hotline**

At the Euro Championship 2008 in football/soccer I was a Volunteer for the Media-Hotline department. Hereby I was the Team Leader over nearly 30 people and was responsible for the coordination, organization, HR-problems and the planning of some guidelines for this brand-new department.

2006 **FIFA Worldcup – Kaiserslautern, Germany: Media-Volunteer**

My first soccer/football related volunteership was at the FIFA Worldcup in Kaiserslautern. I worked there as a Photo-Desk Helper and as a Runner, at the desk I helped the photographers to get along in the stadium and in the city and as a Runner I was responsible to get the copies of the line-up, the statistics and other information to the photographs at the field.

2003 – 2005 **eMAG – Berlin, Germany: Founder, Editor-in-Chief and Top Management**

The startup eMAG was the first regularly published magazine about eSport. On a monthly base we informed about tournaments, players and other happenings in the scene. In this project, where I was founder, I was responsible for the publishing of the magazine, handling applications, coordinating the next edition, writing, interviewing, layouting, presenting the project for the public and talking with sponsors and partners.

2002 – 2003 **GameSports.de – Berlin, Germany: Project-Leader Magazine**

Preliminarily to the eMAG, the ground-stones of the magazine were made under the flag of GameSports where I helped building up this startup and internet-television in eSport with support at the first coverage of it and releasing the first eSport magazine edition.

MEMBERSHIPS

Academy of Management

Digitale Gesellschaft (German Digital Society)

European Group for Organizational Studies

Frankfurter Wirtschaftswissenschaftliche Gesellschaft (fwwg) (Frankfurt Society of Business Administration)

Zombie Research Society

LANGUAGES

German (mother-tongue), English (fluent), French (basics)

PROGRAMS and PROGRAMMING LANGUAGES

MS Office, Pages, Keynote, SPSS, SmartPLS, Indesign, Photoshop, Illustrator, OmniGraffle, HTML, CSS, Java (basics), LUA, PHP, SQL, Apache, Wordpress