

CURRICULUM VITA

Tobias M. Scholz

May 2018

Tobias M. Scholz
tobias.scholz@uni-siegen.de
University of Siegen
Unteres Schloß 3
57076 Siegen, Germany
Birthdate: 03.05.1983
Nationality: Austrian



EDUCATION & ACADEMIC POSITIONS

Winter 2018/19	Interim Professor, Chair for Human Resource Management and Organizational Behavior University of Siegen
2018 – present	Member of the Jury for the BestPersAward
2016 – present	Assistant Professor (Akademischer Rat), Chair for Human Resource Management and Organizational Behavior University of Siegen Habilitation on the topic “Organizational Technology Studies”
2010 – 2016	Doctoral Degree at the 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 (Peter Lang) Supervisor: Prof. Dr. Volker Stein Committee: Prof. Dr. Hanna Schramm-Klein and Prof. Dr. Arnd Wiedemann
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, Organizational Technology Studies, Complex Systems, Networks, Automatization and Digitalization, International Management, Blockchain, eSports and Gamification

GRANTS AND AWARDS

2018	Initial funding for a research project from the faculty (5000€)
2017	Best Dissertation of the University of Siegen (“Förderpreis der Dirlmeier-Stiftung”) (1000€)

PUBLICATIONS

Journal Articles, peer-reviewed

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- 2017 Scholz, Tobias M./Stein, Volker. Going beyond Ambidexterity in Media Industry: eSports as Pioneer of Ultradexterity. *International Journal of Gaming and Computer-Mediated Simulations*, 9(2), 47-62.
-
- 2017 Scholz, Tobias M./Stein, Volker. Juxtaposing Transduction and Transtraction: Pugging in International Virtual Teams. *Palabra Clave*, 20(3), 788-804
-
- 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.
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- 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.
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- 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.
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Books

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- 2019 Scholz, Tobias M., *eSports is Business - Management in the World of Competitive Gaming* (Palgrave). (in production)
- 2017 Scholz, Tobias M., *Big Data in Organizations and the Role of Human Resource Management – A Complex Systems Theory-Based Conceptualization*, Frankfurt (Peter Lang).
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Book-Editor

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- 2019 Hiltcher, Julia/Scholz, Tobias M., *eSports Yearbook 2017/18*, Norderstedt (BoD). (in production)
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- 2017 Hiltcher, Julia/Scholz, Tobias M., *eSports Yearbook 2015/16*, Norderstedt (BoD).
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- 2015 Hiltcher, Julia/Scholz, Tobias M., *eSports Yearbook 2013/14*, Norderstedt (BoD).
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- 2013 Christophers, Julia/Scholz, Tobias M., *eSports Yearbook 2011/12*, Norderstedt (BoD).
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- 2011 Christophers, Julia/Scholz, Tobias M., *eSports Yearbook 2010*, Norderstedt (BoD).
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- 2010 Christophers, Julia/Scholz, Tobias M., *eSports Yearbook 2009*, Norderstedt (BoD).
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Chapter in Books

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- 2018 Scholz, Tobias M., Coepetition and Co-Destiny as Business Model: Lessons from the eSports Industry, in: Scholz, Christian/Wildman, Steve (Eds.), *Media Business Models: Connecting Media to their Markets* (in print).
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- 2018 Scholz, Tobias M., Big Data & e-HRM, in: Thite, Mohan (Ed.), *e-HRM: Leveraging Digital Technology to Transform HRM*, Routledge (New York), 75-88.
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- 2018 Scholz, Tobias M., Gamification & e-HRM, in: Thite, Mohan (Ed.), *e-HRM: Leveraging Digital Technology to Transform HRM*, Routledge (New York), 140-149.
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- 2017 Scholz, Tobias M./Chaplin, Kevin/Reitz, Robin/Weuthen, Florian, Die Notwendigkeit einer Datensicherheitskultur in Unternehmen – eine fallbasierte Analyse, in: Habscheid, Stephan/Hoch, Gero/Schröteler-von Brandt, Hilde/Stein, Volker (Eds.) *Zum Thema: Sicherheit*, V & R unipress (Göttingen), 245-262.
-
- 2017 Feldhaus, Anna/Scholz, Tobias M., Strategische Steuerung von Mentoring in Unternehmen: Potenziale von Big Data, in: Stein, Volker/Carl, Mark-Oliver/Küchel, Julia (Eds.) *Dekonstruktion und Rekontextualisierung von Mentoring*, Budrich Unipress (Opladen), 99-107.
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2016	Stein, Volker/ <i>Scholz, Tobias M.</i> , 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	<i>Scholz, Tobias M.</i> , 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 Colección Compilaciones (Chía), 151-163.
2016	Stein, Volker/ <i>Scholz, Tobias M.</i> , 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	<i>Scholz, Tobias M./Reichstein, Matthis S.</i> , 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	<i>Scholz, Tobias M.</i> , Gamification in der Hochschuldidaktik, in: KoSi (Eds.) Werkstattbericht: Hochschuldidaktik 4: Die Idee dahinter... Aspekte zur Gestaltung lernerreicher Lehre, Universi (Siegen), 191-216.
2015	<i>Scholz, Tobias M./Feldhaus, Anna</i> , Mentoring in eSports, in: Hiltcher, Julia/ <i>Scholz, Tobias M.</i> (Eds.) eSports Yearbook 2013/14. BoD (Norderstedt), 66-75.
2015	<i>Scholz, Tobias M.</i> , Game Leadership - What Can We Learn from Competitive Games?, in: Hiltcher, Julia/ <i>Scholz, Tobias M.</i> (Eds.) eSports Yearbook 2013/14. BoD (Norderstedt), 93-106.
2015	Stein, Volker/ <i>Scholz, Tobias M.</i> , 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	<i>Scholz, Tobias M.</i> , The Human Role within Organizational Change – A Complex System Perspective, in: Dievernich, Frank/Tokarski, Kim O./Gong, Jie (Eds.) The Role of the Human Beings in Change Management, Springer (Heidelberg), 19-31.
2014	<i>Scholz, Tobias M./Feldhaus, Anna/Reichstein, Martin/Schöllhorn, Lena/Witzelmaier, Svenja</i> , 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/ <i>Scholz, Tobias M.</i> , 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	<i>Scholz, Tobias M.</i> , 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	<i>Scholz, Tobias M.</i> , 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	<i>Scholz, Tobias M.</i> , 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	<i>Scholz, Tobias M.</i> , 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/ <i>Scholz, Tobias M.</i> , Electronic Human Resource Management Strategies for Atypical Employment, in: Proceedings of the 10th International Conference on e-Business, SCITEPRESS, 2013, 129-136.
2013	<i>Scholz, Tobias M.</i> , New Broadcasting Ways in IPTV – The Case of the Starcraft Broadcasting Scene, in: Christophers, Julia/ <i>Scholz, Tobias M.</i> (Eds.), eSports Yearbook 2011/12, Norderstedt (BoD), 2013, 89-105.
2012	<i>Scholz, Tobias M.</i> , 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	<i>Scholz, Tobias M.</i> , What Can We Learn from Starcraft, in: Christophers, Julia/ <i>Scholz, Tobias M.</i> (Eds.), eSports Yearbook 2010, Norderstedt (BoD) 2011, 82-85.
2010	<i>Scholz, Tobias M.</i> , eSports in the Working World, in: Christophers, Julia/ <i>Scholz, Tobias M.</i> (Eds.), eSports Yearbook 2009, Norderstedt (BoD) 2010, 57-59.

PRESENTATIONS

Peer-reviewed Conference Presentations

2018	<i>Scholz, Tobias M.</i> , The Transformation of the eSports Landscape – The Clash of Traditional and Disruptive Businesses, IMMAA Conference, Stuttgart, Germany.
2018	Thite, Mohan/Wiblen, Sharna L./ McIver, Derrick A./Hartwell, Christopher J./Bhatta, NMK/Marler, Janet H./ <i>Scholz, Tobias M.</i> /Lengnick-Hall, Mark L./Lengnick-Hall, Cynthia A./Edwards, Martin, PDW Workshop on Digital HRM: Nirvana or Nemesis?, Academy of Management Conference, Chicago, U.S.A.
2018	<i>Scholz, Tobias M.</i> /Stein, Volker, Understanding the Risk of Data Constructivism: Achieving Justice by Incorporating Risk Governance. Data Justice Conference, Cardiff, Great Britain.
2018	<i>Scholz, Tobias M.</i> /Calvard, Thomas, Big Data and Employee Profiling: Not a Good Hit for Diversity? Big Data Conference of the Academy of Management, Surrey, Great Britain.
2018	<i>Scholz, Tobias M.</i> /Stein, Volker, Virtually Real: How Data Constructivism is Transforming Reality. Big Data Conference of the Academy of Management, Surrey, Great Britain.
2017	<i>Scholz, Tobias M.</i> /Uribe-Jongbloed, Enrique, The Globalization Strategy of Football Through Video Games. The Beautiful Frame Symposium, Animation, Video Games and Virtual Experience: Sport and the Artifice of Moving Image Media, Manchester, UK.
2017	<i>Scholz, Tobias M.</i> , Die Suche nach Risiken: Die Risk Governance aus Sicht der Akteur-Netzwerk-Theorie, 5. Jahreskonferenz Risk Governance, Siegen, Germany.
2016	<i>Scholz, Tobias M.</i> , The Business Model of eSports and How to Generate Money Off-line and On-line, IMMAA Conference, Seoul, South Korea.
2016	<i>Scholz, Tobias M.</i> , Flexibilisierung der Risk Governance im Mittelstand: Dynamic Capabilities als Lösungsansatz, 4. Jahreskonferenz Risk Governance, Siegen, Germany.
2016	Stein, Volker/Schramm-Klein, Hanna/ <i>Scholz, Tobias M.</i> , When Ambidexterity Meets Informality: A Hidden Network versus Shadow Network Perspective, Academy of Management Conference, Anaheim, U.S.A.
2016	<i>Scholz, Tobias M.</i> , Language as Means of Dynamizing of Organizations, European Group for Organizational Studies Conference, Naples, Italy.
2016	<i>Scholz, Tobias M.</i> /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/ <i>Scholz, Tobias M.</i> , 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/ <i>Scholz, Tobias M.</i> , 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/ <i>Scholz, Tobias M.</i> , 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	<i>Scholz, Tobias M.</i> , Big Data Risk Governance – A Theoretical Conceptualization, 3. Jahreskonferenz, Siegen Germany.
2015	<i>Scholz, Tobias M.</i> , The Impact of Big Data on the Organization from an Evolutionary Perspective, European Group for Organizational Studies Conference, Athen, Greece.
2014	<i>Scholz, Tobias M.</i> , Metadiskurs über die Auffassung von Risk Governance in Organisationen, 2. Jahreskonferenz Risk Governance, Siegen, Germany.
2014	<i>Scholz, Tobias M./Feldhaus, Anna</i> , Aligning the Mentoring Process with the Change Management Process by Using Big Data, 9th Colloquium on Organizational Change & Development, Essen, Germany.
2014	<i>Scholz, Tobias M.</i> , The Big Data Value Chain and its Implications on Electronic Human Resource Management, 5th International E-HRM Conference, New York, U.S.A.
2014	<i>Scholz, Tobias M.</i> , Dynamic Language for Dynamic Organization: The Role of Human Resource Management, Academy of Management Conference, Philadelphia, U.S.A.
2013	<i>Scholz, Tobias M.</i> , The Impact of Big Data on Risk Governance and Knowledge Management, 1. Jahreskonferenz Risk Governance, Siegen, Germany.
2013	<i>Scholz, Tobias M.</i> , Does Context Matter? Conceptualizing Relational Contextualization, Future and Reality of Gaming, Vienna Games Conference, Wien, Austria.
2013	<i>Scholz, Tobias M.</i> , Making Big Data Human – Obstacles and Insights from Human Resource Management, Conference on Big Data in Complex Systems, Barcelona, Spain.
2013	Stein, Volker/ <i>Scholz, Tobias M.</i> , Electronic Human Resource Management - Strategies for Atypical Employment, International Conference on E-Business, Reykjavík, Iceland.
2012	<i>Scholz, Tobias M.</i> , Spielend arbeiten – Parallelen zwischen der “World of Warcraft” und der “World of Workcraft”, Future and Reality of Gaming, Vienna Games Conference, Wien, Austria.
2012	<i>Scholz, Tobias M.</i> , Creating a Dynamic Framework for Human Resource Management within Organizational Change, 7th Colloquium on Organisational Change & Development, Bern, Switzerland.
2012	<i>Scholz, Tobias M.</i> , New Broadcasting Ways in IPTV – The Case of the Starcraft Broadcasting Scene, X World Media Economics and Management Conference, Thessaloniki, Greece.
2011	<i>Scholz, Tobias M.</i> , Soziale Netzwerke als Mittel zur Intensivierung von Personalbindung und Personalführung – ein theoriebasierter Ansatz, Interdisziplinäres Organisation&Psychologie-Doktorandenseminar „Fortschritte in Personalführung und -bindung“, Hamburg, Germany.
2011	<i>Scholz, Tobias M.</i> , Strategic Renewal of Complex Systems Based on the Case of the 1.FC Kaiserslautern, European Academy of Management Conference, Tallinn, Estonia.
2010	<i>Scholz, Tobias M.</i> , Can the HR World Learn from Game Design, Future and Reality of Gaming, Wien, Austria.
2010	<i>Scholz, Tobias M.</i> , International Talent Management – Tentative Implications from Cultural Background and Cultural Intelligence, 11th International Human Resource Management Conference, Birmingham, UK.

2010 *Scholz, Tobias M.*, Different Jobs Need Different Cultures, European Academy of Management Conference, Rome, Italy.

Invited Presentations

2017 Das Eigenleben von Big Data: Die neuen Aufgaben des Menschen in der Datenwelt. 26. Fachgespräch: BigData – Konzepte zur Analyse komplexer Infrastrukturen, University of Leipzig

2017 Presentation at the Open University Day, University of Siegen

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/VkjY9Przuc>).

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

2015 World of Workcraft, Playin'Siegen, International Urban Games Festival, Siegen, Germany (https://youtu.be/YK_S7FKbTXo).

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 Videospiele lernen? Researching Games Barcamp, Wiesbaden, Germany.

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

Conference 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

2018 eSports Interview: Deutschland ist ein Powerhouse in Europa, Trekstor, <http://www.trekstor.de/insider/detail/esports-interview-teil-1-deutschland-ist-ein-powerhouse-in-europa.html> + <http://www.trekstor.de/insider/detail/esports-interview-teil-2-die-olympia-teilnahme-legitimiert-unseren-sport.html>

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.

CONFERENCE & WORKSHOPS & SEMINARS

2018 Organizing a special track on eSports at the Internacional Media and Managment and Academic Association (IMMAA), Stuttgart, Germany

2015 Doctoral Seminar for Responsible Research and Innovation, 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, University of Bielefeld, Germany.
2013	Dean Conference – The Dean in The University of the Future – Learning from and progressing with each other, Saarland University, Saarbruecken, Germany
2012	Professional Development Workshop of the Journal of Management Studies, Oxford, UK.
2011	1. Interdisziplinäres Organisation&Psychologie-Doktorandenseminar “Fortschritte in Personalführung und –bindung”, Hamburg, Germany.

REVIEW EXPERIENCE

2018	International Conference on Information Systems
2018	AOM Big Data Conference
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; 2018	European Academy of Management Conference
2010	11 th International Human Resource Management Conference

Journals I reviewed for: Human Resource Management Journal, International Journal of Human Resource Management, Journal of Business Research, Journal of Management Studies, Journal of Risk Finance, Modern Physics Letters B, Organization

TEACHING EXPERIENCE

	Taught the following courses in German with Volker Stein (classes range from 10 to 200 students):
Winter 2010/11 – present	International Human Resource Management (Bachelor) (since 2015 in English)
Winter 2010/11 – present	Leadership and Motivation (Bachelor)
Winter 2010/11 – present	Organization Design (Bachelor)
Winter 2010/11 – present	Organizational Theory (Master)
Winter 2010/11 – present	Strategic Human Resource Management (Master)
Summer 2011 - present	Operational Human Resource Management (Bachelor)
Summer 2011 – 2013	Organizational Change (Master)
Summer 2012	Human Resource Management in Small and Medium Sized Enterprises
Summer 2015 – present	Works Council Function and Co-Determination
Summer 2012	Human Resource Management in Small and Medium Sized Enterprises
	Instructor in the following practice class in German:
Summer 2011 – 13	Organizational Change
Summer 2012	Human Resource Management in Small and Medium Sized Enterprises
Winter 2011/12 – 2012/13	Strategic Human Resource Management
Winter 2012/13 – present	Organizational Theory
Summer 2015 – present	Works Council Function and Co-Determination
	Supervisor in the following seminars in German (overall roughly 250 students):
Winter 2010/11	Expatriate Management of Employees
Summer 2011	Communication in the Human Resource Department (Bachelor)
Summer 2012	Complexity Theories in Human Resource Management (Master)
Summer 2012	Green Human Resource Management (Bachelor)
Summer 2012	Human Resource Management in universities (Bachelor)
Winter 2012/13	Measuring Modern Organizational Phenomena (Bachelor)

Winter 2012/13	Organization Conditions for Innovations in Companies (Master)
Summer 2013	Potential of Dynamization in a Professional HRM (Bachelor)
Winter 2013/14	Working World in the Future and its Implications on HRM (Master)
Summer 2014	Industry 4.0 and Human Resource Management (Bachelor)
Winter 2014/15	Development of Retail in Siegen as a Strategic Challenge (Master)
Summer 2015	Industrial Espionage: Challenges for the HRM (Bachelor)
Winter 2015/16	Masterminds of Systems Theory (Master)
Summer 2016	Conflict Management (Bachelor)
Winter 2016/17	Third Country Nationals (Master)
Summer 2017	Organizational Citizenship Behavior (Bachelor)
Winter 2017/18	Superstition in Management (Master)
Summer 2018	Talent Management in the Digitization (Bachelor)
Winter 2018/19	Management & eSports (Master)
2010 – present	(Co-)Advisor in bachelor-theses (roughly 160 students) and master-theses (roughly 70 students)
2015 – present	Remote Mentoring Saxion University of Applied Science in the class for Gamification in Human Resource Management
2018	Guest Lecture Automated Content Loop in Digital Media: Trapped in the Algorithmic Prison Korea University, Seoul, South Korea.
2018	Guest Lecture Automated Content Loop in Digital Media: Trapped in the Algorithmic Prison Hansei University, Seoul, South Korea.
2017	Guest Lecture Gamification and Big Data, Universidad de Bogotá Jorge Tadeo Lozano, Bogotá, Kolumbien.
2013	Certification for University Didactics Program follows International Standards from Germany, Great Britain, Scandinavia and USA. Didactics Classes with over 200 Hours of 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 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.

SCHOLARLY EXPERIENCE

2017 – present	Member for the Student Travel Grants Decision Committee
2015 – present	HRK-Audit „Internationalization of Universities“

2015 – present	Member of the Faculty Advisory Board for Studies
2014 – present	Member of the Faculty Quality Management Committee
2015 – 2017	Member of the Faculty Board
2014 – 2015	Member of the Task Force for the Regulations of the Doctorate Program
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
2011 – 2015	Member of the Examination Board for Business Administration and Economics

PROFESSIONAL EXPERIENCE

2009	WIBKE – Programmer The meaning of WIBKE means, roughly translated, “effect-oriented business culture-evaluation”. At this project, I was working on the realization of the system for a Website-System. WIBKE is a project of 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 coordination, organization, HR-problems and creating guidelines for this 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 eSports. 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, laying out, 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 eSports with support at the first coverage of it and releasing the first eSports magazine edition.

MEMBERSHIPS

Academy of Management
Deutscher Hochschulverband (German University Society)
Digitale Gesellschaft (German Digital Society)
European Group for Organizational Studies
Frankfurter Wirtschaftswissenschaftliche Gesellschaft (fwwg) (Frankfurt Society of Business Administration)
Verband der Hochschullehrer für Betriebswirtschaft (Society for Professors in 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, Premiere, Illustrator, OmniGraffle, HTML, CSS, Java, LUA, PHP, SQL, Apache