

DR. SYLVIA HUBNER

Assistant Professor of Management
Faculty of Economics and Management
Free University of Bozen-Bolzano

ACADEMIC AFFILIATIONS

Current position	Assistant Professor of Management – Faculty of Economics and Management, Free University of Bozen-Bolzano (unibz) Research and teaching focused on management, entrepreneurship, and innovation Collaborator at the National University of Singapore in the EPICS project ‘Enhancing productivity and innovation across countries for Singapore’ of Prof. Dr. Michael Frese and Prof. Zhaoli Song
07/2019 – 08/2020	Postdoctoral Research Fellow – Department of Management & Organisation, National University of Singapore (NUS) Researcher in the EPICS project ‘Enhancing productivity and innovation across countries for Singapore’ of Prof. Dr. Michael Frese
02/2017 – 06/2019	Post-doc and project leader – Chair of Research and Science Management, Technical University of Munich (TUM) Leader of the BMBF funded research project ‘FührMINT: Success Factors for Women in Academic STEM Fields’; Chair: Prof. Dr. Claudia Peus
09/2013 – 01/2017	PhD student and research associate – Chair of Entrepreneurship, University of Kaiserslautern (TUK) Research and teaching at the intersection of entrepreneurship and leadership; Chair: Prof. Dr. Matthias Baum
09/2015 – 01/2016	Visiting researcher – Department of Management & Organisation, National University of Singapore (NUS) Research stay invited by Prof. Dr. Michael Frese
01/2012 – 10/2012	Student research assistant – Department for Human Resource Education & Management, LMU Munich

EDUCATION

01/2017	Doctoral degree: Dr. rer. pol. University of Kaiserslautern (TUK); Dissertation title: How entrepreneurs develop and influence their employees; supervisor: Prof. Dr. Matthias Baum
08/2013	Diploma in Human Resource Education & Management Ludwig-Maximilians-University (LMU), Munich
06/2009	General qualification for university entrance (Abitur) Gymnasium Weilheim

AWARDS AND ACQUISITION OF FUNDS

2020	Free University of Bozen-Bolzano Funding for the CULTEAM project (as PI): How national culture determines team dynamis in entrepreneurial teams
2020	Free University of Bozen-Bolzano Funding for the IMPEV project (as co-PI): Implementing marketing practices in entrepreneurial ventures: group dynamics and human capital diversity
2018	Haaß-Promotionspreis Dissertation award of the Department of Business Studies and Economics at the University of Kaiserslautern
07/2018	TUM School of Management Resources Funding for buying a humanoid robot for scientific studies on humans' perceptions of robots
10/2016	FGF Best Entrepreneurship Research Newcomer Award Award for a paper submitted for the 'G-Forum'
03/2015	Haaß-Stipendium Scholarship for a research stay at NUS
04/2014	Deutscher Akademischer Auslandsdienst (DAAD) Scholarship for a presentation at the Annual Meeting of the Academy of Management, Entrepreneurship Division
10/2012	Member of the TOP-BWL program Listed on Dean's list at LMU

MANAGEMENT OF THIRD-PARTY FUNDED PROJECTS

07/2019 – 08/2020	EPICS: Enhancing productivity and innovation across countries for Singapore Management of research activities in five countries (China, India, Indonesia, Japan, and Singapore), supervision of doctoral students and student assistants; funded by the Ministry of Education in Singapore
02/2017 – 06/2019	FührMINT: Erfolgsfaktoren für Gewinnung und Aufstieg von Frauen in MINT-Führungspositionen in der Wissenschaft [Success factors of recruiting and promoting women in STEM leadership positions in academia] Project leader of a 3-year research project; project management, supervision of PhD students and student assistants, conference organization; funded by the German Federal Ministry of Education and Research (BMBF)

SERVICE TO THE UNIVERSITY

Since 11/2021	Bilateral Agreements Coordinator at the Free University of Bozen-Bolzano
10/2014 – 01/2017	Equal opportunities commissioner of the Department of Business Studies and Economics at the University of Kaiserslautern

EDITORIAL AND REVIEWER ACTIVITY

Editorial Board Member	Management Review Quarterly (since 03/2022)
Guest Editor	Journal of Comparative International Management (JCIM) special issue: International entrepreneurs and SMEs: new challenges and opportunities (2022) Hochschulmanagement [university management journal] special issue: Success factors in academic careers (2018)
Ad-hoc Reviewer	Entrepreneurship Theory and Practice, Journal of Business Venturing, Journal of Business Ethics, Journal of World Business, Journal of Small Business Management, Management Review Quarterly, Organizational Psychology Review
Conference Reviewer	Annual Meeting of the Academy of Management (Organizational Behavior Division and Entrepreneurship Division), G-Forum, Conference of the Commission Personnel Management [Kommission Personal des VHB], ICOBAR Conference at BINUS University, Jakarta, Indonesia

PROMOTING ENTREPRENEURSHIP AND RESEARCH TRANSFER

Taught courses/ workshops	Business planning, business model evaluation, entrepreneurial leadership, team formation, communication and conflict management
Start-up coaching	Coachings for start-ups in the unibz pre-incubation program
Organized conferences	4-day research conference for PhD students and post-docs; full-day practice-oriented conference (as part of the FührMINT project)
Collaborations	Long-term data collections in startups; workshops to help startups learn from research findings
Practitioner tools	Transfer videos, recommendations for action, gender decoder
Invited & practice-oriented talks/ interviews	<i>Robot Leadership</i> . Future of Leadership Initiative Munich (2019) <i>Would you work for a robot?</i> University of St. Gallen (2019) <i>Unternehmerisches Denken und Handeln</i> . ‘Kompetenzzentrum Industrie 4.0’ in Marktoberdorf (2017) <i>Erfolgsfaktor Grit</i> . Interview for an article of Andrea Bittelmeyer in the ‘ManagerSeminare’ (2017) <i>Higher Education Personnel Management</i> . Danube Conference for Higher Education in Ulm (2017)

RESEARCH AND TEACHING RELATED QUALIFICATIONS

06/2020	Workshop on human-centred design for social entrepreneurship (Acumen Academy und ideo.org)
04/2020	Workshop on teaching online (NUS)
07/2018	Workshop for acquiring research funding from the EU (TUM)

09/2016	International research workshop - methods for PhD (Akademie Sankelmark; University of Southern Denmark): Data analysis with R, qualitative comparative analysis (QCA), academic English writing
04/2015	Workshop on qualitative research methods (VHB – FU Berlin)
03/2015	Workshop on diversity and gender sensitivity for teaching (TUK)
11/2014	Workshop on structural equation modeling (TUK)
07/2014	Workshop on innovative teaching in higher education (TUK)
06/2011	Instructor qualification in outdoor education (Outward Bound Canada)

TEACHING

2020/21 – 2021/22	Innovation Management and Startup Bachelor course for Design & Arts students at unibz; 30 hours
2021/22	Innovation Management and Entrepreneurship Bachelor course for Management students at unibz; 45 hours
2022	Entrepreneurial Thinking Certified course for professors, scientists, and research managers at TUM (with Dr. Biljana Rudic; in English)
2022	Train-the-Trainer: HRM in Startups Course for entrepreneurship coaches at TUM (with Dr. Biljana Rudic; in English)
2020/21	Introduction to Management – Developing Business Models Bachelor course for Management students at unibz; 32 hours
2019	Leadership in Academia Certified course for professors at TUM (with Dr. Kristin Knipfer)
2019	Communication & Conflict Management Young Professional Program Master in Management & Innovation at the TUM Executive Education Center (in English)
2018	Team Formation EMBA Innovation and Business Creation at the TUM Executive Education Center (with Thomas Münch; in English)
2018	Entrepreneurial Leadership Customized Program at the TUM Executive Education Center
2018	The Big Bang Theory Syndrome: How Stereotypes Influence Our Careers Soft-skills course for Physics students at TUM; 3 ECTS (with Prof. Dr. Elena Hassinger; in English)
2017/18	Entrepreneurial Leadership Master seminar at TUM; 6 ECTS (with Prof. Dr. Claudia Peus)
2017	How Do Humans Function? Bachelor seminar at TUM; 6 ECTS (with Prof. Dr. Claudia Peus)
2017	Leadership in Academia Certified course for professors at TUM (with Prof. Dr. Claudia Peus)

2013/14 – 2016/17	Business Planning Master seminar at TUK; 6 ECTS (with Prof. Dr. Matthias Baum)
2014/15	Train-the-Trainer: Entrepreneurial Leadership Certified course for master students at TUK
2014	Train-the-Trainer: Communication & Conversation Certified course for master students at TUK (team teaching)
2012/13	Start with Business Planning: Key Qualifications Course for bachelor students at LMU; 6 ECTS (tutor)
2012	Career Orientation and Scientific Skills Course for bachelor students at LMU; 3 ECTS (tutor)

MEMBERSHIPS

Academy of Management (Entrepreneurship and OB division)
Deutscher Hochschulverband
FGF Förderkreis Gründungs-Forschung e.V.
Deutsche Gesellschaft für Psychologie
LMU Management Alumni

LIST OF PUBLICATIONS (March 2022)

Publications in peer-reviewed journals

1. Rehbock, S., Hubner, S., Knipfer, K., & Peus, C. (accepted). What kind of leader am I? An exploration of professionals' leader identity construal. *Applied Psychology: An International Review*.
2. Hubner, S., Frese, M., Song Z., Tripathi, N., Kaschner, T., & Kong, X. L. (2022). An Asia-centric approach to team innovation: Cultural differences in exploration and exploitation behavior. *Journal of Business Research*, 138, 408-421.
Project featured in ThinkChina (July 2020): "'Kiasu' Singapore, 'yao mianzi' China, and 'leela' India: How does culture influence innovation?'
3. Hubner, S., Most, F., Wirtz, J., & Auer, C. (2021). Narratives in entrepreneurial ecosystems: Drivers of effectuation versus causation. *Small Business Economics*.
4. Dutz, R., Hubner, S., & Peus, C. (2021). When agency 'fits' regardless of gender: Perceptions of applicant fit when job and organization signal male stereotypes. *Personnel Psychology*.
5. Hubner*, S., Rudic*, B., & Baum, M. (2021). How entrepreneurs' leadership behavior and demographics shape applicant attraction to new ventures: The role of stereotypes. *International Journal of Human Resource Management*. [*equal contribution]
6. Rudic*, B., Hubner*, S., & Baum, M., (2021). Hustlers, hipsters and hackers: Potential employees' stereotypes of entrepreneurial leaders. *Journal of Business Venturing Insights*, 15, e00220. [*equal contribution]
Project picked up in the SWZ, South Tyrol's economics newspaper (February 2021): 'Start-upper-Stereotypen'

7. Hubner, S., Baum, M., & Frese, M. (2020). Contagion of entrepreneurial passion: Effects on employee outcomes. *Entrepreneurship Theory and Practice*, 44(6), 1112-1140.
Project picked up in Forbes by Marc Travers (November 2019): 'How Important is Entrepreneurial Passion to a Startup's Success? New Research Explores'
8. Gales, A. & Hubner, S. (2020). Perceptions of the self versus one's own social group: (Mis)conceptions of older women's interest in and competence with technology. *Frontiers in Psychology*, 11, 848.
9. Hubner, S. (2020). When entrepreneurs become leaders: How entrepreneurs deal with people management. *International Journal of Entrepreneurial Venturing*, 12(2), 61-182.
10. Hubner, S. & Baum, M. (2018a). Entrepreneurs' human resources development. *Human Resource Development Quarterly*, 29(4), 357-381.
11. Hubner, S. & Baum, M. (2018b). Effectuation, entrepreneurs' leadership behavior, and employee outcomes: A conceptual model. *International Journal of Entrepreneurial Venturing*, 10(4), 383-411.
12. Dutz, R., Hubner, S., & Peus, C. (2018). Der Einfluss der Darstellung unterschiedlicher Organisationskulturen in Stellenausschreibungen für MINT-Professuren. *Hochschulmanagement*, 03/2018, 74-80. [Effects of organizational culture statements in job ads for STEM-professorships.]

Dissertation

- Hubner, S. (2017). How Entrepreneurs Develop and Influence Their Employees. Dissertation at the Department of Business Studies and Economics at the University of Kaiserslautern.

Invited and practice-oriented publications

1. Hubner, S. (2021) Von kreativem Chaos zu Professionalität: Entstehung von Unternehmenskultur in Start-ups, *kibun blog*. [From creative chaos to professionalism: The development of organizational culture in startups.]
2. Hubner, S., Benz, T., & Peus, C. (2019). Würden Sie für einen Roboter arbeiten? Chancen und Herausforderungen beim Einsatz von Robotern in Führungsrollen. *PERSONALquarterly*, 03/2019. [Would you work for a robot? Opportunities and challenges of robots in leadership roles.]
3. Peus, C., Hubner, S., Dutz, R., & Rehbock S. (Hrsg.) (2018). Erfolgsfaktoren für wissenschaftliche Karrieren (Editorial zum Themenschwerpunktheft). *Hochschulmanagement*, 03/2018. [Success factors of scientific careers.]
4. Rehbock, S. & Hubner, S. (2018). Stereotype als Karrierekiller? *news - Gender | Politik | Universität*, 01/2018. [Stereotypes as career killers?]
5. Hubner, S. & Peus, C. (2017). Das Führungspotenzial von MINT-Wissenschaftler/innen erkennen und fördern. *Personal in Hochschule und Wissenschaft entwickeln*, 11/2017. [Identifying the potential in junior scientists.]

Contributions to conferences

1. Hubner, S. (2022). When new ventures grow up: Organizational change in growing new ventures. 82nd Annual Meeting of the Academy of Management (AOM) in Seattle, Washington, USA.

2. Hubner, S., Deng, W., Frese, M., & Song, Z. (2022). National culture and innovation – an Asia-centric review and research agenda. In the symposium of Ng, J., and Song, Z.: Advancing an Asia-centric perspective of innovation. 82nd Annual Meeting of the Academy of Management (AOM) in Seattle, Washington, USA.
3. Hubner, S., Darouei, M., Rudic, B., & Baum, M., (2022). Minority entrepreneurs: Effects of entrepreneurs' ethnicity, gender, and job role in recruitment. European Academy of Management (EURAM) Conference in Winterthur, Switzerland.
4. Cubillos Pinilla, L. Y., Hubner, S., & Emmerling, F. (2021). I make my own rules! A multi-method analysis of individual antecedents of entrepreneurial intention. 81st Annual Meeting of the Academy of Management (AOM).
5. Ng, J. W. X., Hubner, S., Teow, J., Song, Y., Wang, Y., Kaur, A., Frese, M., Song, Z., Lee, L., Moriguchi, T., Rahate, P., & Surantha, N. (2021). Development of cultural inventory on Asian countries and exploratory approach to predict innovation. 81st Annual Meeting of the Academy of Management (AOM).
6. Hubner, S. & Rehbock, S. (2021). When start-ups grow up: The struggles of formalization. 41st Babson College Entrepreneurship Research Conference (BCERC).
7. Hubner, S., Tripathi, N., Kong, X. L., & Kaschner, T. (2020). Team innovation in China, India, and Singapore: Culture differences affecting exploration & exploitation. 80th Annual Meeting of the Academy of Management (AOM).
8. Hubner, S., Most, F., Wirtz, J., & Auer, C. (2020). Effectuation across ecosystems: How ecosystem differences influence entrepreneurial actions. 80th Annual Meeting of the Academy of Management (AOM).
9. Cichor, J. E., Hubner, S., Peus, C. & Emmerling, F. (2020). I, robot – or leader? Investigating transformational and transactional behavior in robot leaders. 80th Annual Meeting of the Academy of Management (AOM).
10. Hubner*, S., Tripathi*, N., Frese, M., Song Z., Kong, X. L., & Kaschner, T. (2021). Culture differences across China, India, and Singapore and how they affect exploration, exploitation, and innovation. The International Association for Chinese Management Research (IACMR) Conference in Xi'an, China. [*equal contribution]
11. Hubner, S., Tripathi, N., Frese, M., Song Z., & Kong, X. L. (2020). How culture affects exploration and exploitation in China, India, and Singapore. 6th Indian Academy of Management Conference (INDAM) in Tiruchirappalli, India.
12. Cichor, J. E., Hubner, S., Benz, T., & Peus, C. (2019). Warum der Umgang mit Robotern in Führungsrollen die Reflektion falscher Annahmen, Utopien, Angstvorstellungen und ethischer Fragen erfordert. 11. Tagung der Fachgruppe Arbeits-, Organisations- und Wirtschaftspsychologie der Deutschen Gesellschaft für Psychologie (DGPs) in Braunschweig, Germany. [Ethical questions of robot leadership]
13. Hubner, S. (2019). What Predicts Effectuation Preferences - Individual or Situational Factors? 79th Annual Meeting of the Academy of Management (AOM) in Boston, Massachusetts, USA.
14. Dutz, R., Hubner, S., & Peus, C. (2019). In Search of Agency? Perceptions of Applicant Fit in Male-Dominated High-Status Contexts. 79th Annual Meeting of the Academy of Management (AOM) in Boston, Massachusetts, USA.

15. Rehbock, S., Knipfer, K., Hubner, S., & Peus, C. (2019). The Role of Power in Leader Identity Construal. 4th Interdisciplinary Perspectives on Leadership Symposium in Corfu, Greece.
16. Hubner, S., Benz, T., & Peus, C. (2018). Would you Work for a Robot? Examining Perceptions of a Robot Showing Different Leadership Styles. 51st Congress of the DGPs (Deutsche Gesellschaft für Psychologie) in Frankfurt, Germany.
*Project featured on **wissensdialoge.de** by Kristin Knipfer (July 2019): 'Würden Sie für einen Roboter arbeiten?'*
17. Hubner, S. & Benz, T. (2018). Can Robots Assist Leadership Training? 51st Congress of the DGPs (Deutsche Gesellschaft für Psychologie) in Frankfurt, Germany.
18. Hubner*, S., Rudic*, B., & Baum, M. (2018). Does Entrepreneurial Leadership always Enhance Applicant Attraction to New Ventures? 22. Interdisziplinäre Jahreskonferenz zur Gründungsforschung (G-Forum) in Stuttgart, Germany. [*equal contribution]
19. Dutz, R., Hubner, S., & Peus, C. (2018). Context is Key: Fit Perceptions of Female Scholars in STEM. 78th Annual Meeting of the Academy of Management (AOM) in Chicago, Illinois, USA.
20. Rudic, B., Hubner, S., & Baum, M. (2018). The Influence of Entrepreneurial Leadership on Applicant Attraction in New Ventures. 78th Annual Meeting of the Academy of Management (AOM) in Chicago, Illinois, USA.
21. Rehbock, S., Knipfer, K., Hubner, S., & Peus, C. (2018). Born Researcher or Political Influencer? Professorial Identity in Higher Education. 78th Annual Meeting of the Academy of Management (AOM) in Chicago, Illinois, USA.
22. Hubner, S. & Peus, C. (2017). What Influences Professors' Leadership? Conference of the Commission Personnel Management (Kommission Personal) of the German Academic Association for Business Research (VHB) in Paderborn, Germany.
23. Hubner, S. & Peus, C. (2017). Frauen in Führungspositionen in männerdominierten Kontexten. Arbeitsgruppe bei der 10. Tagung der Fachgruppe Arbeits-, Organisations- und Wirtschaftspsychologie der Deutschen Gesellschaft für Psychologie (DGPs) in Dresden, Germany.
24. Hubner, S. & Baum, M. (2017). Geschlechterspezifische Unterschiede in Präferenzen für unternehmerische Strategien. 10. Tagung der Fachgruppe Arbeits-, Organisations- und Wirtschaftspsychologie der Deutschen Gesellschaft für Psychologie (DGPs) in Dresden, Germany.
25. Hubner, S. & Baum, M. (2017). Contagion of Entrepreneurial Passion and Its Effects on Employees' Affective Commitment and Work Performance. 77th Annual Meeting of the Academy of Management (AOM) in Atlanta, Georgia, USA.
26. Hubner, S. (2017). Effectuation and Employees' Intrinsic Motivation - The Contingent Role of Environmental Dynamism. 77th Annual Meeting of the Academy of Management (AOM) in Atlanta, Georgia, USA.
27. Hubner, S., Baum, M., & Frese, M. (2016). Contagion of Entrepreneurial Passion and Its Effects on Employees' Affective Commitment and Work Performance. 20. Interdisziplinäre Jahreskonferenz zur Gründungsforschung (G-Forum) in Leipzig, Germany. **FGF Best Entrepreneurship Research Newcomer Award 2016.**

28. Hubner, S., Baum, M., & Frese, M. (2016). Contagion of Entrepreneurial Passion and Its Effects on Employees' Affective Commitment and Work Performance. Conference of the Commission Personnel Management (Kommission Personal) of the German Academic Association for Business Research (VHB) in Paderborn, Germany.
29. Hubner, S., Baum, M., & Frese, M. (2016). The Power of Entrepreneurial Passion - Effects on Employees' Commitment. Greater Region Workshop on Entrepreneurship and Innovation in Saarbrücken, Germany.
30. Hubner, S. & Baum, M. (2015). Passion Contagion in Entrepreneurial Firms. Greater Region Workshop on Entrepreneurship and Innovation in Luxembourg.
31. Hubner, S. & Baum, M. (2014). How does Effectuation Contribute to Firm Performance – The Mediating Role of Employee Motivation, Commitment, and Creativity. 6th Research Seminar of the Virtual Entrepreneurship Center in Aachen, Germany.
32. Hubner, S. & Baum, M. (2014). Teaching Emotional Intelligence Using Outdoor Trainings. Conference of the Commission Personnel Management (Kommission Personal) of the German Academic Association for Business Research (VHB) in Graz, Austria.
33. Hubner, S., Baum, M., & Hofmuth, M. (2014). Exploring Human Resources Development Strategies in Entrepreneurial Firms. 74th Annual Meeting of the Academy of Management (AOM) in Philadelphia, Pennsylvania, USA.
34. Hubner, S., Hofmuth, M., & Baum, M. (2013). Personalentwicklungsstrategien in jungen Unternehmen - eine qualitative Befragung von Gründern, Gründungsberatern und Personalentwicklern. 17. Interdisziplinäre Jahreskonferenz zur Gründungsforschung (G-Forum) in Koblenz, Germany.
35. Hubner, S. & Baum, M. (2013). Human Resources Development Strategies in Entrepreneurial Firms. Conference of the Commission Personnel Management (Kommission Personal) of the German Academic Association for Business Research (VHB) in Hamburg, Germany.