

Curriculum Vitae - Bjoern C. Mitzinneck

Last updated: Nov-2019

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ACCADEMIC APPOINTMENTS

since 07/2018 **Assistant Professor**, Innovation Management and Strategy Department
Faculty of Economics and Business | University of Groningen | Netherlands

EDUCATION

08/2013 - 05/2018 **PhD in Management and Organization**
Johnson Graduate School of Management | Cornell University | USA

Minors: Organizational Behavior, Sociology of Organizations
Committee: Glen Dowell (chair), Marya Besharov (co-chair), Pamela Tolbert, Christopher Marquis

Dissertation: "Organizing for Sustainable Change: Collective Entrepreneurship in the German Energy Sector"

10/2012 - 07/2013 **MPhil in Innovation, Strategy, and Organization**
University of Cambridge Judge Business School | United Kingdom

Final grade: distinction

Master Thesis: "Acquiring Legitimacy: The Role of Organizational Identity"

10/2008 - 07/2011 **BSc in Management and Economics**
Otto-von Guericke University Magdeburg | Germany

Final grade: 1,3 (excellent), grading scale: 1,0 (excellent) to 5,0 (fail)

Bachelor Thesis: "Devising and Pretesting a Measure for the Attitude towards Corporate Sustainability," grade: 1,0 (excellent)

RESEARCH INTERESTS

My research focuses on business-enabled sustainability transitions, sustainability focused innovation, and alternative forms of organizing to address societal problems through business means. Corresponding to the novel nature of the phenomena I study, much of my research follows a qualitative, inductive approach. I complement this theory-building research with theory-testing quantitative analyses.

PUBLICATIONS

Mitzinneck, B. & Besharov, M. (2019) "Managing Value Tensions in Collective Social Entrepreneurship: The Role of Temporal, Structural, and Collaborative Compromise" **Journal of Business Ethics**, 159(2): 381-400.

Battilana, J., Besharov, M., & **Mitzinneck, B.*** (2017) "On Hybrids and Hybrid Organizing: A Review and Roadmap for Future Research" In Greenwood, R., et al. [Eds.] **The Sage Handbook of Organizational Institutionalism**, 2nd edition, New York: Sage.

** authors listed alphabetically, authors contributed equally*

MANUSCRIPTS UNDER REVIEW

Mitzinneck, B., Walls, J. & Dowell, G. (under review) [Title redacted for review purposes: CSR and Social Expectations]. **Strategic Management Journal**.

Best Paper Award for the OT Division of the Administrative Sciences Association of Canada, 2017

Besharov, M. & **Mitzinneck, B.**, Editors (under contract) "Organizational Hybridity: Perspectives, Processes, Contexts". Volume 67 of **Research in the Sociology of Organizations**.

WORKING PAPERS

Mitzinneck, B. "Ending Fossil Energy: Micro-Level Dynamics of Institutional Disruption" (working paper; target: **Organization Studies**)

Berends, G., **Mitzinneck, B.** & Surroca, J. "Signal Characteristics and Reputational Repair after Sustainability Scandals" (working paper; target: **Academy of Management Journal**)

RESEARCH IN PROGRESS

Berends, G., Surroca, J. & **Mitzinneck, B.** "Greening Innovation: Connections and the Costs of Sustainability Transitions" (manuscript in preparation; target: **Research Policy**)

Mitzinneck, B. & Greco, A. "Organizational Hybridity" (manuscript in preparation; target: **Oxford Bibliographies**)

Mitzinneck, B., Kok, H. & de Faria, P. "Corporate Innovation and Political Orientation" (data analysis)

Mitzinneck, B. & Bartosch, J. "Corporate Irresponsibility and Political Orientation" (data analysis)

Besharov, M. & **Mitzinneck, B.** "The role of intermediaries in systemic change: How local food hubs work to shift power in support of sustainable and equitable regional food systems" (field work)

Mitzinneck, B. "Replicating Success? How Models of Social Innovation are Translated as They Diffuse" (preliminary research)

AWARDS AND GRANTS

- 11/2019 **NWO Trans-Atlantic Platform Grant** “Collaboration for Social Innovation: Scaling for Impact”, with international partners at Queen’s University (Canada) and the University of Wuppertal (Germany) and Noseleit, P., de Faria, P. & Steinberg, P.
Total Value: EUR 671,000
- 04/2019 **Project Grant of the Cornell Institute for Social Sciences** “Food Hubs: Revitalizing Local Food Systems”, with M. Besharov
Total Value: USD 10,000
- 08/2018 **Honorable Mention Best Dissertation Award** of the Organization and Natural Environment Division | Academy of Management
- 08/2018 **Runner-up Best Dissertation Award** of the Society for Business Ethics
- 09/2017 **Bartholomew Family Doctoral Student Award** for academic merit
Total Value: USD 4,000
- 08/2017 **OMT Division ABCD Reviewer Award**
of the Academy of Management
- 06/2017 **Cornell Graduate School Research Travel Grant**
Total Value: USD 1,750
- 05/2017 **Best Paper Award OT Division** at the Annual Conference of the Administrative Sciences Association of Canada (ASAC) | Montreal, QC
- 03/2017 **ODC Division Travel Grant**
2017 University of Edinburgh Business School Paper Development Workshop
Total Value: USD 500
- 08/2016 **ONE Division Outstanding Reviewer Award**
of the Academy of Management
- 06/2015 **OMT Division Travel Grant**
Alberta Institutions Conference 2015 Doctoral Workshop
Total Value: USD 500
- 10/2012 - **Kurt Hahn Scholar 2012/13**
06/2013 Graduate Scholarship of the German Academic Exchange Service (DAAD) and the Kurt Hahn Trust at the University of Cambridge
Total Value: EUR 10,065
- 01/2009 - **Fellow of the German National Academic Foundation**
06/2013

TEACHING EXPERIENCE

- since 2018 **Organizational Theory and Design for PreMSc** (graduate level) | **Course-Cordinator** | University of Groningen | Netherlands
- since 2019 **Energy Transition and Innovation** (graduate level) | **Instructor**
University of Groningen | Netherlands
- since 2019 **Contemporary Theories on Business and Management** (undergraduate level) | **Instructor** | University of Groningen | Netherlands

- 08/2016 - 12/2016 **Managing and Leading in Organizations** (undergraduate and non-business graduate students) | **Principal Instructor**
Johnson Graduate School of Management | USA

Instructor Rating: 4.55 (of 5) | school average: 4.47
Course Rating: 4.33 (of 5) | school average: 4.34
- 01/2016 - 04/2016 **Strategies for Sustainability** (MBA Elective) | **Teaching Assistant**
Johnson Graduate School of Management | USA
- 09/2015 - 10/2015 **Principled Leadership** (MBA Core) | **Teaching Assistant**
Johnson Graduate School of Management | USA
- 08/2015 - 10/2015 **Managing and Leading Organizations** (EMBA) | **Teaching Assistant**
Johnson Graduate School of Management | USA
- 04/2011 - 07/2011 **Human Resource Management** (Undergraduate) | **Teaching Assistant**
for the Chair in International Management, Otto-von-Guericke University
Magdeburg | Germany
- 10/2010 - 01/2011 **Introduction to Management** (Undergraduate) | **Teaching Assistant**
for the Chair in International Management, Otto-von-Guericke University
Magdeburg | Germany

INVITED TALKS

- 11/2018 **Aalto University** | Helsinki | Finland
- 04/2018 **Fordham University** | New York City | USA

CONFERENCE PRESENTATIONS AND WORKSHOPS

- 08/2019 **AOM- Academy of Management Annual Meeting** | Boston, MA
presenting: "Organizational Hybridity: Perspectives, Processes, Contexts"
and: "Institutional Theory and Social Innovation"
- 07/2019 **EGOS - European Group for Organizational Studies Annual Meeting** | Edinburgh
presenting: "Ending Fossil Energy: Micro-Level Dynamics of Institutional Disruption"
- 07/2018 **EGOS - European Group for Organizational Studies Annual Meeting** | Tallinn
presenting: "Disrupting Institutions: How Bioenergy Villages Break Fossil Dominance"
- 06/2018 **Business and Society Seminar 2018** | Mannheim
presenting: "Disrupting Institutions: How Bioenergy Villages Break Fossil Dominance"
- 06/2018 **Alberta Institutions Conference Doctoral Paper Development Workshop** | Edmonton, AB
- 08/2017 **AOM - Academy of Management Annual Meeting** | Atlanta, GA
presenting: "Institutional Resistance: All-Male Boards in the 21st Century"
- 07/2017 **EGOS - European Group for Organizational Studies Annual Meeting** | Copenhagen
presenting: "Cooperative Compromise: Avoiding Logic Tensions in Hybrid Organizing"

- 06/2017 **Hertie School of Governance International PhD Workshop** on “Alternative Organizational Forms in the Economy” | Berlin
- 06/2017 **ARCS - Alliance for Research on Corporate Sustainability Annual Meeting** | Rotterdam
presenting: “Only Men on Board? Institutional Resistance in the S&P500”
- 05/2017 **Community on Social Innovation Annual Meeting** | Toronto, ON
- 03/2017 **EMLyon PhD Seminar in Management** | Chamonix
- 03/2017 **University of Edinburgh Business School Paper Development Workshop** | Edinburgh
- 11/2016 **Annual Social Entrepreneurship Conference** | Los Angeles, CA
presenting: “Cooperative Compromise: Avoiding Logic Tensions in Practice”
- 09/2016 **9th Annual PhD Sustainability Academy** | London, ON
hosted by Ivey Business School and the Alliance for Research on Corporate Sustainability (ARCS)
- 07/2016 **EGOS - European Group for Organizational Studies Annual Meeting** | Naples
presenting: “Inspiring Pride: How Bio-Energy Villages Change Institutionalized Energy Supply in Germany”
- 04/2016 **Community on Social Innovation Annual Meeting** | Stanford, CA
- 08/2015 **AOM - Academy of Management Annual Meeting** | Vancouver, BC
presenting: “The Follower’s Role in the Institutionalization of a Social Innovation: Overcoming an Underappreciated Challenge”
- 06/2015 **Alberta Institutions Conference Doctoral Paper Development Workshop** | Banff, AB
- 05/2015 **Community on Social Innovation Annual Meeting** | Ann Arbor, MI
- 2009 - 2011 **Sustainability Economics Colloquium** of the German National Academic Foundation

PROFESSIONAL MEMBERSHIPS

- since 12/2013 **Academy of Management** (OMT, ONE divisions)
- since 01/2016 **European Group for Organizational Studies** (EGOS)
- since 03/2018 **Alliance for Research on Corporate Sustainability** (ARCS)

SERVICE

- Ad-hoc reviewer **Organization Science**
Strategic Management Journal
Journal of Business Venturing
Organization Studies
Journal of Business Ethics
Business Ethics Quarterly
Business and Society
Strategic Organization
Journal of Management Inquiry
Academy of Management Annual Meeting (OMT, ONE & SIM divisions)

- 08/2016 – 06/2018 **Events Committee | Management and Organizations Group** of the SC Johnson College of Business | Cornell University
- 09/2016 – 08/2018 **Social Media Team | Organization and Management Theory** Division of the Academy of Management

INDUSTRY WORK EXPERIENCE

- 08/2011 - 12/2011 **Assistant to CEO**
4G Wines (Pty.) Ltd. | Cape Town, South Africa
- 08/2009 - 09/2009 **Intern at the Internal Audit Division**
Salzgitter AG | Salzgitter, Germany

ADDITIONAL SKILLS

- Technical: ATLAS.ti, Stata, R, SPSS
- Languages: German (native) | English (fluent) | French (intermediate) | Dutch (beginner)