

Mona Weiss, PhD

*Junior Professor of Management & Diversity
Department of Management
School of Business and Economics
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EDUCATION

- 02/2015 **Doctor of Sciences**
ETH Zurich, Department of Management, Technology and Economics; Organization,
Work, Technology Group (Advisors: Prof. Dr. Gudela Grote & Prof. Dr. Stefano Brusoni)
- 04/2009 **MA Psychology ('Dipl. Psych.')**
Friedrich-Alexander-University Erlangen-Nuremberg, Germany (Advisor: Prof. Dr.
Andrea Abele-Brehm)
- 09/2006 **BA Psychology ('Vordiplom')**
Martin-Luther-University Halle-Wittenberg, Germany

PROFESSIONAL POSITIONS

- Since 10/2018 **Junior Professor of Management and Diversity**
Department of Management, School of Business and Economics, Freie Universität Berlin,
Germany
- 06/2018 – 09/2018 **Postdoctoral Research Fellow**
Chair of Work and Organizational Psychology, Institute of Psychology, University of
Leipzig
- 06/2018 – 12 /2018 **Guest Lecturer**
Leipzig Graduate School of Management, Leipzig, Germany
- since 04/2018 **Senior Scientist and Independent Contractor**
NeuroLeadership Institute, New York, USA
- 03/2015 – 01/2017 **Postdoctoral Researcher**
New York University, Stern School of Business, Management & Organizations
Department
- 09/2016 – 12/2018 **Maternity leave**
- 10/2011 – 11/2014 **Doctoral student and teaching assistant**
ETH Zurich, Department of Management, Technology and Economics; Organization,
Work, Technology Group
- 09/2010 – 09/2011 **Project Manager and Consultant**
Accelerom AG (Zurich, Switzerland), Management & Strategy Consulting

11/2009 – 08/2010 **Research Assistant**
University of Konstanz, School of Psychology, Social Psychology and Motivation

RESEARCH INTERESTS

- Employee voice and silence
- Leadership and status hierarchies in (healthcare) organizations
- Health and well-being at work

PUBLICATIONS IN PEER-REVIEWED JOURNALS

Tscholl, D. W., Handschin, L., Neubauer, P., **Weiss, M.**, Seifert, B., Spahn, D. R., ... & Ganter, M. T. (2018). Using an animated patient avatar to improve perception of vital sign information by anaesthesia professionals. *British Journal of Anaesthesia* [online first]. **IF: 6.49**

Weiss, M. & Morrison, E. W. (2018). Speaking up and moving up? How voice affects employees' social status. *Journal of Organizational Behavior* [online first]. **IF: 3.6**

Weiss, M., Kolbe, M, Grote, G., Spahn, D., R., & Grande, B. (2017). We can do it! Inclusive leader language promotes voice behavior in multi-professional teams. *Leadership Quarterly*, 29(3), 389-402. **IF: 3.09**

Weiss, M., Kolbe, M, Grote, G., Spahn, D., R., & Grande, B. (2017). Why didn't you say something? Effects of after-event-reviews on voice behavior and hierarchy beliefs in multi-professional action teams. *European Journal of Work and Organizational Psychology*, 26, 66-80. doi: 10.1080/1359432X.2016.1208652 **IF: 2.3**

Weiss, D. & **Weiss, M.** (2016). The interplay of subjective social status and essentialist beliefs about aging on cortisol responses to challenge in older adults. *Psychophysiology*, 53, 1256-1262. **IF: 2.67**

Tscholl, D. W., **Weiss, M.**, Noethiger, C. & Spahn D. R. (2016). How to conduct multi-method field studies in the operating room: The iPad® combined with a survey application as a valid and reliable data collection tool. *JMIR Research Protocols*, 5(1): e4. **IF: 5.18**

Tscholl, D. W., **Weiss, M.**, Kolbe, M., Staender, S., Seifert, B., Landert, D., ... Noethiger, C. B. (2015). An Anesthesia Preinduction Checklist to Improve Information Exchange, Knowledge of Critical Information, Perception of Safety, and Possibly Perception of Teamwork in Anesthesia Teams. *Anesthesia & Analgesia*, 121, 948–956. doi:10.1213/ANE.0000000000000671. **IF: 4.01**

Schick, C., **Weiss, M.**, Marty, A., Dambach, M., Spahn, D. R., Grote, G., Kolbe, M., & Grande, B. (2015). Simulation with PARTS (Phase Augmented Research and Training Scenarios): a structure facilitating focused research and assessment for crisis resource management and team training simulation. *Simulation in Healthcare*, 10, 178-187. **IF: 1.6**

Weiss, M., Kolbe, M., Grote, G., Dambach, M., Marty, A., Spahn, D., & Grande, B. (2014). Agency and communion predict speaking up in acute care teams. *Small Group Research*, 45, 290-313. **IF: 1.67**

Kolbe, M., **Weiss, M.**, Grote, G., Knauth, A., Dambach, M., Spahn, D. R., & Grande, B. (2013). TeamGAINS: A tool for structured debriefings for simulation-based team trainings. *BMJ Quality & Safety*, 22, 541-553. doi:10.1136/bmjqs-2012-000917 **IF: 6.19**

Published under Mona Issa:

Von Hippel, C., **Issa, M.**, Ma, R., & Stokes, A. (2011). Stereotype threat: Antecedents and consequences for working women. *European Journal of Social Psychology*, 41(2), 151-161. **IF: 1.97**

Martiny-Hünger, T., Thürmer, J. L., **Issa, M.**, & Gollwitzer, P. M. (2011). Über die Unterstützung reflektiver Verhaltensdeterminanten. [On the Support of reflexive Determinants of Behavior]. *Psychologische Rundschau*, 62, 179-187. IF: N/A

GRANTS & AWARDS

Swiss National Science Foundation, Early PostDoc Mobility Grant (March 2015). The power of voice: The dynamics of speaking up and power perceptions in healthcare teams. Postdoctoral fellowship at New York University, Stern School of Business, Management & Organizations Department (CHF 94'600).

Swiss Quality Award for Innovations in Healthcare (September, 2014). Talking about the 'elephant in the room'—even in acute care medicine: Using simulation-based trainings to improve behavioral and clinical skills within inter-professional acute care teams. Swiss Society for Quality Management in Healthcare (USD 10'000).

Swiss Academy of Humanities and Social Sciences (May, 2014). Travel Award for Society of Industrial and Organizational Psychology, SIOP in Honolulu, Hawaii (USD 1'100).

Award for Best Contribution (May, 2013). International Conference on Safety Management in Context, Ascona, Switzerland.

Q-Award (June, 2013). TeamGAINS: A more effective approach to the use of a medical team's potential in crises situations. University Hospital Zurich, Department of Quality Management (USD 1'000).

German Academic Exchange Service (January 2008). Fellowship support for research stay at University of Queensland, Brisbane, Australia (USD 500).

ORGANIZED SYMPOSIA

Weiss, M. (2018, September). Work-related attitudes. Symposium organized and presented at the 51st Congress of the German Society of Psychology, Frankfurt, Germany.

Weiss, M. (2016, August). How to Open the Door? Investigating the Link Between Leadership and Employee Voice. Symposium organized and presented at the 76th Annual Academy of Management Conference in Anaheim, CA, USA.

Ramanujam, R., & **Weiss, M.** (2013, May). Individual and Organizational Learning from Error. *International Conference on Safety Management in Context*, Ascona, Switzerland.

CONFERENCE PRESENTATIONS

Weiss, M. (2018, September). Is silence really golden? The relationship between employee voice and social status in organizations. Paper presented at the 51st Congress of the German Society of Psychology, Frankfurt, Germany.

Weiss, M. (2017, May). Speaking up and moving up? How voice affects employees' social status. 18th International Convention of the EAWOP (European Association of Work and Organizational Psychology) in Dublin, Ireland.

Weiss, M. (2016, July). Speaking up and moving up? A status enhancement model of employee voice. Paper presented at the 2016 Conference "The Consequences of Proactive Behaviors at Work: New Directions" in Hong Kong.

Weiss, M. (2015, July). Studying Time and Temporal Dynamics in Groups – Just Lip Service? Invited panelist at the 10th Annual INGRoup Conference in Pittsburgh, USA.

Weiss, M., Kolbe, M., Grote, G., Spahn, D. R., & Grande, B. (2015, May). Stepping into your shoes: Development and evaluation of a cross-training intervention for healthcare teams. Paper presented at the 17th International Convention of the EAWOP (European Association of Work and Organizational Psychology) in Oslo, Norway.

Weiss, M., Kolbe, M., Grote, G., Spahn, D., & Grande, B. (2014, May). We can do it-A three-way multilevel interaction of leader communication, intergroup relations and status in healthcare teams. Paper presented at Society for Industrial and Organizational Psychology in Honolulu, Hawaii, USA.

Weiss, M., Kolbe, M., Grote, G., Dambach, M., Marty, A., Spahn, D., & Grande, B. (2013, September). How to break the silence? Development and evaluation of a speaking up intervention for acute care teams. Paper presented at the 13. biannual Congress of the Swiss Psychological Society in Basel, Switzerland.

Weiss, M., Kolbe, M., Grote, G., Dambach, M., Marty, A., Spahn, D., & Grande, B. (2013, July). Should I voice my concerns? Self-perceptions of agency and communion predict speaking up in acute care teams. Paper presented at the 8th Annual INGRoup Conference in Atlanta, GA, USA.

Weiss, M., Kolbe, M., Grote, G., Dambach, M., Marty, A., Spahn, D. & Grande, B. (2013, May). Do I have what it takes? Agency and communion predict speaking up in acute care teams. Paper presented at the 16th International Convention of the EAWOP (European Association of Work and Organizational Psychology) in Münster, Germany.

Weiss, M., Kolbe, M., Dambach, M., Schick, C., Marty, A., Grote, G., Spahn, D.R., & Grande, B. (2013, April). Training anesthesia team members to speak up: A simulation-based study. Paper presented at the 28th Annual SIOP Conference, Houston, TX, USA.

Weiss, M., Kolbe, M., Grande, B., Dambach, M., Spahn, D., & Grote, G. (2012, September). Shall I Do It or Not? The Influence of the Self-Concept on Speaking Up. Paper presented at the 48. Congress of the German Society of Psychology, Bielefeld, Germany.

Weiss, M., Kolbe, M., Grande, B., Dambach, M., Marty, A., Spahn, D., & Grote, G. (2012, July). Being rather assertive or helpful? Relating team members' self-perceptions to speaking up and psychological safety. Paper presented at the 7th Annual INGRoup Conference, Chicago, IL, USA.

TEACHING

Freie Universität Berlin, Berlin, Germany

- Leadership and Organizations (Lecture and Seminar for MSc Management & Marketing, Winter 2018/19)

Leipzig Graduate School of Management, Leipzig, Germany

- Organizational Behavior (Part-time MSc Management, Fall 2018)

New York University, Langone Medical Center, New York Simulation Center of the Health Sciences

- Interclerkship intensive course for Emergency Medicine residents including leadership and teamwork skills training (Fall 2015)

University Hospital Zurich, Department of Anesthesiology

- Combined medical and teamwork skills training for nurses, resident and attending physicians (Spring, 2012; Fall 2012; Spring 2013; Fall 2013; Spring 2014)

ETH Zurich, Department of Management, Technology and Economics (MSc Management)

- Work Process Design (Fall 2012; Fall 2013)
- Risk Management (Fall 2012; Fall 2013; Fall 2014)
- Human Resource Management: Flexible Work (Spring 2013; Spring 2014)
- Human Resource Management: Assessment Centers (Spring 2012)

University of Konstanz, Social Psychology and Motivation

- Psychology of Action (Spring 2010)

AD-HOC REVIEWS

Academy of Management

Journal of Organizational Behavior

Human Relations

European Journal of Work and Organizational Psychology

Journal of Occupational and Organizational Psychology

Group and Organization Management

Small Group Research

PROFESSIONAL AFFILIATIONS

Academy of Management
European Association of Work and Organizational Psychology
German Society for Psychology