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EMPLOYMENT HISTORY

- 01/2020 – today **Junior Professor of Management**
Freie Universität Berlin, Berlin, Germany
Department of Management | School of Business and Economics
- 08/2016 – 12/2019 **Assistant Professor (and Project Coordinator*)**
Ludwig-Maximilians-Universität München, Munich, Germany
Munich School of Management | Institute for Leadership & Organization
** From 04/2017 to 12/2019 fully funded by the Federal Ministry of Education and Research.*
- 01/2012 – 07/2016 **Research Assistant**
Ludwig-Maximilians-Universität München, Munich, Germany
Munich School of Management | Institute for Leadership & Organization
- 07/2011 – 12/2011 **Research Assistant**
WHU – Otto Beisheim School of Management, Vallendar, Germany
Strategy and Organization Group | Chair of Leadership and Human Resource Management

ACADEMIC EDUCATION

- 07/2011 – 07/2016 **Ph.D. (Dr. rer. pol.)**
WHU – Otto Beisheim School of Management, Vallendar, Germany
Dissertation: “Stressors in Teams: A Multilevel Approach” (*summa cum laude*)
- 10/2006 – 03/2011 **Diplom-Kaufmann**
Technische Universität München (TUM), Munich, Germany
Course of studies: Management & Technology (TUM-BWL) (*with distinction*)

RESEARCH INTERESTS

Organizational behavior during (team-based) innovation.
Cross-level influences of stressors and diversity in teams and small groups.
Methods in multi- and cross-level organizational research.

PEER-REVIEWED PUBLICATIONS

- Razinskas, S. & Hoegl, M. (2020). A Multilevel Review of Stressor Research in Teams. *Journal of Organizational Behavior*, 41(2): 185-209. <https://doi.org/10.1002/job.2420>
- Weiss, M., Backmann, J., Razinskas, S., & Hoegl, M. (2018). Team Diversity in Innovation—Salient Research in the Journal of Product Innovation Management. *Journal of Product Innovation Management*, 35(5): 839-850. <https://doi.org/10.1111/jpim.12465>
- Razinskas, S., Weiss, M., Kearney, E., & Hoegl, M. (2018). The Role of Interacting Diversities and the Location of Faultlines in Inter-Organizational Teams. *Academy of Management 2018 Best Paper Proceedings*. <https://doi.org/10.5465/AMBPP.2018.168>
- Weiss, M., Razinskas, S., Backmann, J., & Hoegl, M. (2018). Authentic Leadership and Leaders' Mental Well-Being: An Experience Sampling Study. *The Leadership Quarterly*, 29(2): 309-321. <https://doi.org/10.1016/j.leaqua.2017.05.007>

PRACTITIONER-ORIENTED PUBLICATIONS

- Hofmann, Y., Datzer, D., Razinskas, S., & Hoegl, M. (2019). Die Rolle von Resilienz bei Studienabbruchentscheidungen [Engl.: The Role of Resilience in Study Termination Decisions]. *QiW – Qualität in der Wissenschaft*, 3+4: 77-82.
- Datzer, D., Razinskas, S., & Hoegl, M. (2018). Rückschläge erfolgreich bewältigen: Psychologische Resilienz als wertvolle Ressource am Arbeitsplatz [Engl.: Mastering Setbacks: Psychological Resilience as a Valuable Resource at Work]. *Personal in Hochschule und Wissenschaft entwickeln*, 4: 103-113.

PEER-REVIEWED CONFERENCE PRESENTATIONS*

* The presenting author of each paper is italicized.

- Razinskas, S., & Weiss, M.* (2020). The Role of Bricolage for Situational Constraints Affecting Daily Creativity Across Contexts. Paper accepted for presentation at the **80th Annual Meeting of the Academy of Management**, Vancouver, Canada.
- Hundschell, A., & Razinskas, S.* (2020). Diversity and Creativity Across Levels: A Multilevel Literature Review and Future Research Agenda. Paper accepted for presentation at the **80th Annual Meeting of the Academy of Management**, Vancouver, Canada.
- Datzer, D., Razinskas, S., Hoegl, M., & Hofmann, Y.* (2020). Moral Disengagement After Academic Setbacks: The Moderating Role of Resilience. Paper accepted for presentation at the **80th Annual Meeting of the Academy of Management**, Vancouver, Canada.
- Datzer, D., Backmann, J., Razinskas, S., Schippers, M., & Hoegl, M.* (2020). How to Overcome Habitual Procrastination? The Moderating Effect of Task Enjoyment and Resilience. Paper accepted for presentation at the **2020 European Academy of Management Conference**, Dublin, Ireland.
- Razinskas, S., Backmann, J., Weiss, M., & Hoegl, M.* (2019). Creativity Despite (or Because of) Constraints: The Contingent Role of Individual and Contextual Characteristics. Paper presented at the **2019 Annual JPIM Research Forum**, Orlando, FL.

- Razinskas, S., Weiss, M., Kearney, E., & Hoegl, M. (2019). Inter-Organizational Collaboration Despite (or Because of) Team Diversity Faultlines. Paper presented at the **19th Congress of the European Association of Work and Organizational Psychology EAWOP**, Turin, Italy.
- Razinskas, S., Backmann, J., Weiss, M., & Hoegl, M. (2019). The Joint Effects of Situational Constraints and Bricolage on Daily Creativity Across Contexts. Paper presented at the **19th Congress of the European Association of Work and Organizational Psychology EAWOP**, Turin, Italy.
- Datzer, D., Razinskas, S., & Hoegl, M. (2018). Overcoming Academic Setbacks at German Institutions of Higher Education: A Qualitative Study on Student Resilience. Paper presented at the **51st Congress of the German Psychological Society (DGPs)**, Frankfurt, Germany.
- Razinskas, S., Weiss, M., Kearney, E., & Hoegl, M. (2018). The Role of Interacting Diversities and the Location of Faultlines in Inter-Organizational Teams. Paper presented at, and selected for the Best Paper Proceedings of, the **78th Annual Meeting of the Academy of Management**, Chicago, IL.
- Datzer, D., & Razinskas, S. (2018). Bouncing Back from Setbacks in a Phase of Transition: The Role of Resilience in Higher Education. Paper presented, and awarded as the MED Division's Best Student Paper, at the **78th Annual Meeting of the Academy of Management**, Chicago, IL.
- Razinskas, S., & Hoegl, M. (2018). The Interplay of Stressors and Resources Across Levels: A Cross-Level Match—Mismatch Perspective. Paper presented at the **2018 European Academy of Management Conference**, Reykjavik, Iceland.
- Backmann, J., de Groote, J. K., Razinskas, S., & Hoegl, M. (2018). Unpacking Charismatic Leadership of Top Management Teams: A Cross-Level Investigation. Paper presented at, and nominated as Best Paper of, the **2018 European Academy of Management Conference**, Reykjavik, Iceland.
- Razinskas, S. (2017). How Three May Tango: A Cross-Level Match—Mismatch Perspective on Stressors, Resources, and Outcomes. Paper presented at the **77th Annual Meeting of the Academy of Management**, Atlanta, GA.
- Razinskas, S. (2017). Stressors and Demands in Teams and Work Groups: A Review and Synthesis of 25 Years of Research. Paper presented at the **77th Annual Meeting of the Academy of Management**, Atlanta, GA.
- Backmann, J., de Groote, J. K., & Razinskas, S. (2017). Unpacking Charismatic Leadership of Top Management Teams: A Cross-Level Investigation. Paper presented at the **77th Annual Meeting of the Academy of Management**, Atlanta, GA.
- Razinskas, S., & Hoegl, M. (2017). Shaped by Passive Leaders? The Moderated Curvilinear Effects of Experienced Passive Leadership on Executives' Exemplification Tendency. Paper presented at the **18th Congress of the European Association of Work and Organizational Psychology EAWOP**, Dublin, Ireland.
- Weiss, M., Razinskas, S., Backmann, J., & Hoegl, M. (2017). DON'T Fake It 'Til You Make It: An Experience Sampling Study on Authenticity and Leaders' Well-Being. Paper presented at the **18th Congress of the European Association of Work and Organizational Psychology EAWOP**, Dublin, Ireland.
- Razinskas, S., Weiss, M., & Hoegl, M. (2016). Innovation Teams' Performance Despite (or Because of) Team Stressors. Paper presented at the **2016 Annual PDMA Research Forum**, Atlanta, GA.
- Razinskas, S., & Weiss, M. (2016). DON'T Fake It 'Til You Make It: An Experience Sampling Study on Authenticity and Leaders' Well-Being. Paper presented at the **76th Annual Meeting of the Academy of Management**, Anaheim, CA.

- Razinskas, S., Weiss, M., & Hoegl, M. (2016). The Relationship between Team Stressors and Team Performance. Paper presented at the **78th Annual Meeting of the VHB**, Munich, Germany.
- Razinskas, S., Weiss, M., & Hoegl, M. (2015). Innovation Teams and Their Compositional Team Resources: The Opposing Interaction Effects of Diversity Attributes with Team Demands. Paper presented at, and awarded as Best Student Paper of, the **2015 Annual PDMA Research Forum**, Anaheim, CA.
- Razinskas, S., Weiss, M., & Hoegl, M. (2015). Opening the Black Box of Challenge and Hindrance Team Stressors Predicting Team Performance. Paper presented at the **75th Annual Meeting of the Academy of Management**, Vancouver, Canada.
- Razinskas, S. (2015). Balancing the Imbalance: A Cross-Level Interaction Analysis on Diversity in Innovation Teams. Paper presented at the **75th Annual Meeting of the Academy of Management**, Vancouver, Canada.
- Razinskas, S., & Backmann, J. (2015). Goal Clarity and Peer Support in Stressor—Strain Relationships: An Experience Sampling Study. Paper presented at the **75th Annual Meeting of the Academy of Management**, Vancouver, Canada.
- Razinskas, S., Backmann, J., Weiss, M., & Hoegl, M. (2015). Coping Styles and the Challenge-Hindrance Stressor Framework: An Experience Sampling Study on Their Interacting Role on Daily Job Stress and Work Engagement. Paper presented at, and awarded as Best Scientist Paper of, the **17th Congress of the European Association of Work and Organizational Psychology EAWOP**, Oslo, Norway.
- Razinskas, S., Backmann, J., Weiss, M., & Hoegl, M. (2014). An Experience Sampling Study on the Role of Coping with Challenge and Hindrance Stressors at Work. Paper presented at the **74th Annual Meeting of the Academy of Management**, Philadelphia, PA.
- Razinskas, S., & Weiss, M. (2013). A Cross-Level Analysis of Innovation Project Team Members' Functioning under Stress. Paper presented at the **73rd Annual Meeting of the Academy of Management**, Lake Buena Vista, FL.
- Razinskas, S., Weiss, M., & Hoegl, M. (2013). The Interplay of Stressors and Cross-Functionality in Innovation Project Teams: A Cross-Level Study. Paper presented at the **2013 Western Academy of Management Conference**, Santa Fe, NM.
- Razinskas, S., & Weiss, M. (2012). Leveraging Individuals' Skills in Innovation Projects Exposed to Stress: A Multi-Level Analysis. Paper presented at the **2012 European Academy of Management Conference**, Rotterdam, The Netherlands.

AWARDS AND RECOGNITIONS

Research:

- 2018 **Best Student Paper Award** (as co-author) of the Management Education and Development Division at the 78th Annual Meeting of the Academy of Management for the paper "Bouncing Back from Setbacks in a Phase of Transition: The Role of Resilience in Higher Education."
- 2018 **Best Paper Nomination** (as co-author) at the 2018 European Academy of Management Conference for the paper "Unpacking Charismatic Leadership of Top Management Teams: A Cross-Level Investigation."

- 2015 **Best Student Paper Award** (as lead author) at the 2015 Annual PDMA Research Forum for the paper “Innovation Teams and Their Compositional Team Resources: The Opposing Interaction Effects of Diversity Attributes with Team Demands.”
- 2015 **Best Scientist Paper Award** (as lead author) at the 17th Congress of the EAWOP for the paper “Coping Styles and the Challenge-Hindrane Stressor Framework: An Experience Sampling Study on Their Interacting Role on Daily Job Stress and Work Engagement.”

Scientific Service:

- 2019 **Best Reviewer Award** of the Technology and Innovation Management Division at the 79th Annual Meeting of the Academy of Management.
- 2017 **Best Reviewer Award** of the Technology and Innovation Management Division at the 77th Annual Meeting of the Academy of Management.
- 2016 **Best Reviewer Award** of the Technology and Innovation Management Division at the 76th Annual Meeting of the Academy of Management.
- 2015 **Outstanding Reviewer Award** of the Organizational Behavior Division at the 75th Annual Meeting of the Academy of Management.
- 2014 **Best Reviewer Award** of the Technology and Innovation Management Division at the 74th Annual Meeting of the Academy of Management.

FUNDING (805.540 € in total)

For research:

- 2019 For a project in the field of team-based work, a total amount of **600 €** was granted to Stefan Razinkas **by the mentoring program *excellent* of the Munich School of Management.**
- 2018 For a project in the field of diversity, a total amount of **4.500 €** was granted to Julia Backmann and Stefan Razinkas **by the mentoring program *excellent* of the Munich School of Management.**
- 2017 For the project “ReSt@MINT: Resilienz und Studienerfolg in MINT-Fächern” (“ReSt@STEM: Resilience and Academic Success in STEM Disciplines”), a total amount of **739.151 €** was granted to Martin Hoegl, Yvette Hofmann, Julia Backmann, and Stefan Razinkas **by Germany’s Federal Ministry of Education and Research (BMBF).**
- 2016 For the project “Adjustment Processes to Shocks – Adaptation and Resilience,” seed funding of **50.000 €** was granted to Martin Hoegl, Tobias Kretschmer, Matthias Weiss, and Stefan Razinkas **by the Investment Fund of LMU Munich’s Excellence Initiative.**

For conference participations:

- 2019 For participating at the 2019 Annual JPIM Research Forum in Orlando (FL), travel funding of **1.000 €** was granted to Stefan Razinkas **by the LMU Management Alumni.**
- 2019 For participating at the 79th Annual Meeting of the Academy of Management in Boston (MA), travel funding of **2.200 €** was granted to Stefan Razinkas **by the mentoring program *excellent* of the Munich School of Management.**
- 2018 For participating at the 78th Annual Meeting of the Academy of Management in Chicago (IL), travel funding of **2.168 €** was granted to Stefan Razinkas **by the German Academic Exchange Service (DAAD).**

- 2018 For participating at the 2018 European Academy of Management Conference in Reykjavik (Iceland), travel funding of **1.250 €** was granted to Stefan Razinskas **by the mentoring program *excellent* of the Munich School of Management**.
- 2017 For participating at the 77th Annual Meeting of the Academy of Management in Atlanta (GA), travel funding of **1.000 €** was granted to Stefan Razinskas **by the LMU Management Alumni**.
- 2015 For participating at the 2015 Annual PDMA Research Forum in Anaheim (CA), travel funding of **1.000 €** was granted to Stefan Razinskas **by the LMU Management Alumni**.
- 2015 For participating at the 75th Annual Meeting of the Academy of Management in Vancouver (Canada), travel funding of **1.671 €** was granted to Stefan Razinskas **by the German Academic Exchange Service (DAAD)**.
- 2014 For participating at the 74th Annual Meeting of the Academy of Management in Philadelphia (PA), travel funding of **1.000 €** was granted to Stefan Razinskas **by the LMU Management Alumni**.

PROFESSIONAL MEMBERSHIPS AND ACTIVITIES

Member of the *Academy of Management (AOM)*, the *European Association of Work and Organizational Psychology (EAWOP)*, and the *Product Development and Management Association (PDMA)*.

Ad-hoc reviewer for scientific journals (*Group & Organization Management, Human Resource Management, Journal of Product Innovation Management, Review of Managerial Science*) and conferences (*the AOM Conferences, the EAWOP Congresses, and the PDMA Research Forums*).