

CURRICULUM VITAE

Prof. Dr. Elke Schüßler (*26.4.1978; one daughter *2010)

Assistant Professor of Organization Theory

Freie Universität Berlin
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EDUCATION

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|-------------------------|--|
| April 2005 - March 2008 | Freie Universität Berlin, Doctoral Program „Research on Organizational Path Dependence“, Doctorate in Business and Economics („summa cum laude“) Thesis topic (translated): Strategic Processes and Persistence: Path-Dependent Organization of Value Creation in the Fashion Industry Supervisors: Prof. Dr. Jörg Sydow (FU Berlin), Prof. Dr. Sigrid Quack (MPIfG), Prof. Dr. Ulrich Jürgens (WZB) |
| Oct 2000 - Sept 2001 | London School of Economics (LSE), London, UK MSc Industrial Relations and Personnel Management (“with distinction“) |
| Oct 1997 - Sept 2000 | University of Sussex, Brighton, UK BA Psychology (“first class“) |
| 1988 - 1997 | Karl-Theodor-von-Dalberg-Gymnasium, Aschaffenburg Abitur (Grade 1,3) |

RESEARCH INTERESTS

- Institutions and strategic choice
- Industrial transformation processes
- Coordination in complex organizational fields
- Creative organizations and markets
- Qualitative research

ACADEMIC POSITIONS

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| Since August 2012 | Freie Universität Berlin, Institute of Management Assistant Professor of Organization Theory |
| June 2009 – July 2012 | Freie Universität Berlin, Chair for Inter-Firm Cooperation (Prof. Sydow) Project Manager in externally funded research projects January – July 2012: „ <i>CREATE.NRW</i> “, Evaluation of the cultural and creative industries cluster in North-Rheine Westphalia June 2009 - Dec 2011: „ <i>Sound of Cologne</i> “, Evaluation of the Cologne music industry cluster; analysis of ego networks; event evaluation; cluster development consulting |
| April 2008 – July 2012 | Freie Universität Berlin, Chair for Inter-Firm Cooperation (Prof. Sydow) Postdoc/Lecturer Research; teaching at bachelor and master level; supervision of bachelor/master theses |
| Since April 2006 | Freelance lecturer at ESCP Europe, University of Applied Sciences Berlin, Volkswagen AG, German Aerospace Center (DLR) |

Oct - Dec 2007 University of Cambridge, UK, Faculty of Social and Political Sciences
Visiting Researcher (Michaelmas term)

BUSINESS EXPERIENCE

Since Sept 2011 Associate Consultant at Dahlem Research & Consulting Group
Since March 2010 CEO of DC pro UG (limited company)
March 2002 - March 2005 E&E information consultants AG, Berlin
Consultant for organizational restructuring und HRM in DAX-100 companies
1997 - 2002 Student positions at North British Housing Association Ltd., London, UK;
American Express Europe Ltd. and University of Sussex, Brighton, UK

AWARDS, HONORS AND GRANTS

- Selected participant of ProFiL 2012/13 (selective program to support the professionalisation of women in academia of the FU, TU and HU Berlin and university of Potsdam)
- Doctoral thesis prize of Wilhelm-Lorch-Stiftung 2009, €5,000
- Doctoral thesis prize of German Business History Society 2008, €2,000
- Doctoral thesis prize of German Female Academics Association 2008, €500
- Scholarship of Deutsche Forschungsgemeinschaft 2005-2008, €13,000 annually
- LSE Graduate Award of the Foundation for Automation and Human Development 2001

ACQUIRED FUNDS

- Travel fund German Academic Exchange Service (DAAD) 2012: €1500
- Cluster evaluation project „CREATIVE.NRW“, Ministry of Economics, North Rhine-Westphalia 2011: €18,326
- Travel fund German Academic Exchange Service (DAAD) 2011: €911
- Travel fund German Research Foundation 2011: €912
- Centre for International Cooperation, FU Berlin, travel and research fund 2009: €2,450

PROFESSIONAL ACTIVITIES

Teaching Topics

- Organization, Management & HRM
- Alliances and Networks
- General Business Studies
- Qualitative Research Methods
- Academic Writing & Publishing

Professional Affiliations

- European Group of Organization Studies
- Academy of Management
- Verband der Hochschullehrer für Betriebswirtschaft (German Business Research Association)

Ad-hoc Reviewer

- Journal of Management Studies
- Managementforschung
- British Journal of Industrial Relations
- Business & Society
- Economic & Industrial Democracy
- Management Research Review
- Academy of Management Annual Meetings, WK Org

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| Elected Committee Activities | <ul style="list-style-type: none"> • 2009 - 2010: Member of the Academic Senate, FU Berlin • 2005 - 2008: Spokesperson of Doctoral Program |
| Conference Organization | <ul style="list-style-type: none"> • Subtheme "Digital Technology and Creative Industries", EGOS 2011 • Side-Event „Parallel Worlds – The Role of Observer Organizations in the COP Process“ at UNFCCC SB 30, Bonn, 2009 |
| Languages | <ul style="list-style-type: none"> • German (mother tongue) • English (fluent in speaking and writing) • Catalan (good colloquial) |

TEACHING EXPERIENCE

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| Freie Universität Berlin | <ul style="list-style-type: none"> • Bachelor-level lecture "General Business Administration: Supply and Operations Management", winter term 2012/13 (in German, ~ 300 students) • Master-level seminar "Management Theory", winter term 2012/13 (in English, ~ 40 students) • Master-level seminar „Alliances and Networks“, winter terms 2010/11 and 2011/12 (in English, ~ 40 students) • Bachelor-level seminars and stand-in lectures „General Business Administration: Supply and Operations Management“, summer term 2008; winter terms 2008/09, 2009/10, 2010/11, 2011/12 (in German, ~ 300 students) • Master-level seminar „HRM in Inter-Organizational Networks“, summer term 2006 (in German, ~ 30 students) • Master-level seminar "Corporate Communication", summer term 2006 (in German, ~ 30 students) |
| ESCP Europe | <ul style="list-style-type: none"> • Master-level lectures and seminars "Organization & Management", summer term 2011, 2012 (in English, ~ 50-80 students) |
| University of Applied Sciences, Berlin | <ul style="list-style-type: none"> • Master-level (MBA&E) lectures and seminars „Strategy, Organization & HR Management“, winter term 2010/11 (in English, ~ 20 students) |
| Volkswagen AG, Auto Uni | <ul style="list-style-type: none"> • Doctoral-level workshop „Qualitative Research Methods“, annually (in German, ~ 10 students) |
| German Aerospace Center (DLR) | <ul style="list-style-type: none"> • Doctoral-level workshop „Mastering the PhD-Thesis“, annually (in English, ~ 10 students) • Doctoral-level workshop "Peer-Reviewed Publishing", annually (in English, ~ 10 students) |

SUPERVISION OF DOCTORAL CANDIDATES

- Christine Witteck: Sensemaking in High-Velocity Environments (work in progress)
- Sonja Muders: Path dependence in German schools (work in progress)

SUPERVISED BACHELOR, MASTER, AND DIPLOMA THESES AT FREIE UNIVERSITÄT BERLIN (IN GERMAN)

- Steuerung und Evaluation kreativer Cluster: Eine Analyse des Berliner Musik- und Veranstaltungswirtschaftsclusters (Master thesis, summer term 2011)
 - Netzwerkstrukturen in regionalen Clustern: Eine Analyse des Berliner Musik- und Veranstaltungswirtschaftsclusters (Master thesis, summer term 2011)
 - HRM in Unternehmensnetzwerken: Führungspraktiken in regionalen Clustern (Bachelor theses, winter term 2011)
 - Kooperation und Wettbewerb auf der Modemesse „Bread and Butter Berlin“: Ausnahmesituation oder „business as usual“? (diploma thesis, 2010)
 - Management großer Projekte in kleinen Unternehmen: Eine prozessorientierte Illustration von Grenzen und Möglichkeiten am Fallbeispiel einer IT-Einführung (diploma thesis, 2009)
 - Key Account Management “taken for granted”? Analyse einer gängigen Managementpraxis aus neoinstitutionalistischer Perspektive (diploma thesis, 2009)
 - Collective Institutional Entrepreneurship und die Kommerzialisierung des deutschen Profi-Fußballs – die Bundesliga im Wandel (diploma thesis, 2010)
 - Pfadbruch durch Digitalisierung? Eine pfadtheoretische Analyse der Umbrüche in den Vertriebsstrukturen der Musikindustrie (diploma thesis, summer term 2008)
- Perspektiven kreativer Industrien: Projektnetzwerke in der Produktion von Online-Content zwischen relationalen Wettbewerbsvorteilen und Pfadabhängigkeit (diploma thesis, 2008)

PUBLICATIONS AND WORK IN PROGRESS

MONOGRAPHS

Schüßler, E. (2009): **Strategische Prozesse und Persistenzen**. Pfadabhängige Organisation der Wertschöpfung in der Bekleidungsindustrie. Stuttgart: Kohlhammer [translation: Strategic Processes and Persistence: Path-Dependent Organization of Value Creation in the Clothing Industry].

REFEREED JOURNAL ARTICLES

Helfen, M./Schüßler, E./Botzem, S. (invited for publication): Legitimizing corporate power in transnational arenas: Resources, constraints, strategies. **Research in the Sociology of Organizations**.

*Dobusch, L./Schüßler, E. (2012): Theorizing path dependence: A review of positive feedback mechanisms in technology markets, regional clusters and organizations. In: **Industrial and Corporate Change**. In print.

Schüßler, E./Wessel, L./Gersch, M. (2012): Taking stock: Capability development in inter-organizational projects. In: **Schmalenbach Business Review** 64: 171-186. [B-ranked German Journal]

Helfen, M./Schüßler, E. (2009): Uncovering divergence: Management attitudes towards HRM practices and works council presence in German SMEs. In: **Economic and Industrial Democracy** 30(20): 207-240.

BOOK CHAPTERS

Schüßler, E./Dobusch, L. (forthcoming): Die Organisation von Branchenveranstaltungen als Bewältigungspraktik und Geschäftsmodell. In: Lange, B./Bürkner, H.-J./Schüßler, E. (Eds.) **Akustisches Kapital: Wertschöpfung in der Musikindustrie**. Bielefeld: transcript.

Schüßler, E./Sydow, J. (forthcoming): Organized events at the front stage and backstage of the creative industries. In: Jones, C./Lorenzen, M./Sapsed, J. (Eds.) **The Oxford Handbook of Creative Industries**. Oxford: Oxford University Press.

Schüßler, E. (2008): Implementing E-HRM. A structural approach to investigating technological and organisational change. In: Martin, G./Reddington, M./Alexander, H. (Eds.) **Technology, Outsourcing and Transforming HR**. Potential, Problems and Guidance for Practitioners. Oxford: Elsevier.

EDITORIAL WORK

Mangementin, V./Sapsed, J./Schüßler, E. (forthcoming): Digital Technology and Creative Industries. In: **Technological Forecasting and Social Change**.

Lange, B./Bürkner, H.-J./Schüßler, E. (forthcoming): **Akustisches Kapital: Wertschöpfung in der Musikindustrie**. Bielefeld: transcript [translation: Sonic Capital: Value Creation in the Music Industry].

Sydow, J./Schüßler, E./Müller-Seitz, G. (in progress) **Managing Interorganizational Relations – Cases on Networks, Clusters and Alliances**. tbd.

BOOK REVIEWS

Schüßler, E. (2011): *Book Review* zu Lane, C./Probert, J. (2011): National Capitalisms, Global Production Networks: Fashioning the Value Chain in the UK, USA, and Germany. In: **Organization Studies** 32(1): 143-146.

TEACHING MATERIALS

Schüßler, E. (2012): ELI SUITS: The Becoming of a Global Fashion Firm by Developing an International Production and Sales Network.

PAPERS UNDER REVIEW

Schüßler, E./Rüling, C./Wittneben, B.F. (2nd revise & resubmit): Mounting melting summits: Temporal dynamics of field-configuring events in transnational climate policy.

*Dobusch, L./ Schüßler, E. (1st revise & resubmit, minor revisions): Copyright reform and business model innovation: Regulatory propaganda at German music industry conferences.

Lerch, F./Schüßler, E./Decker, C. (revise & resubmit): Exploring forms of inter-cluster collaboration: Applying a network approach to governance.

Müller-Seitz, G./Schüßler, E. (revise & resubmit): Not an everyday occurrence: Towards a framework for researching and managing organized and unexpected events.

Helfen, M./Schüßler, E./Stavis, D. (under review): Changing local labor policies through global framework agreements? A comparative case study of European multinationals in the U.S.

CONFERENCE PAPERS/WORK IN PROGRESS

*Lange, B./Schüßler, E.: Organizing creative markets through events – Socio-spatial practices of design entrepreneurs in Berlin.

Schüßler, E./Dobusch, L./Wessel, L.: Backstage: Organizing field-configuring events as institutional work in a transforming creative industry.

Müller-Seitz, G./Schüßler, E./Sydow, J.: Institutional work in murky waters: Proto-institutions and bridging practices to generate a new technological paradigm for manufacturing semiconductors

Schüßler, E./Müller-Seitz, G./Dobusch, L.: The role of event ecologies in coordinating international network organizations, industries, and policy fields.

PROJECT REPORTS

Evaluation Report for CREATIVE.NRW Clustermanagement, 2009-2012, commissioned by the Ministry of Economics, North Rhine-Westphalia

Evaluation Report for Creative Business Convention „C'n'B“, 2010, commissioned by conpara Gesellschaft für Unternehmensberatung mbH

Evaluation Report for CREATE.NRW-Project „From Good to Great“, 2009-2010, commissioned by conpara Gesellschaft für Unternehmensberatung mbH

Evaluation Report for Creative Business Convention „C'n'B“, 2009, commissioned by conpara Gesellschaft für Unternehmensberatung mbH

Evaluation Report for CREATE.NRW-Project „From Good to Great“, 2008-2012, commissioned by conpara Gesellschaft für Unternehmensberatung mbH

*Authors in alphabetical order

REFEREED CONFERENCE PRESENTATIONS AND INVITED TALKS

- 2012 **Academy of Management Annual Meeting, IB Section**, Boston, 3.-7.8.: From Rule Definition to Rule Following? Analyzing Stakeholder Involvement in MNE Social Governance (with M. Helfen, D. Stevis)
- 2012 **Academy of Management Annual Meeting, OMT Section**, Boston, 3.-7.8.: Facing Technological Uncertainty: Managing Institutional Multiplicity in the Semiconductor Industry (with G. Müller-Seitz)
- 2012 **Royal Geographical Society-IBG Annual International Conference**, Edinburgh, 3.-5.7.: Constituting Local Creative Markets: Field Configuring Events and Professional Scene Formation in Berlin's Design Industries (with B. Lange)
- 2012 **28th European Group of Organization Studies Colloquium**, Helsinki, 4.-7.7.: Legitimizing Corporate Power: Resources, Constraints, Strategies (with M. Helfen, S. Botzem)
- 2012 **28th European Group of Organization Studies Colloquium**, Helsinki, 4.-7.7.: The Role of Space in the Organization of Creative Markets: the Case of Berlin Design (with B. Lange)
- 2012 **28th European Group of Organization Studies Colloquium**, Helsinki, 4.-7.7.: Facing Technological Uncertainty: Creating, Maintaining and Disrupting Institutional Multiplicity in the Semiconductor Industry (with G. Müller-Seitz)
- 2012 Internal Seminar at the **Seminar für Allgemeine Betriebswirtschaftslehre, Unternehmensentwicklung und Organisation, Universität zu Köln**, 20.6.: Facing Technological Uncertainty: Managing Institutional Multiplicity in the Semiconductor Industry (with G. Müller-Seitz)
- 2012 **36th VHB WK ORG Workshop 2012**, Berlin, 29.2.-2.3.: The Role of Event Ecologies in Coordinating International Network Organizations, Industries, and Policy Fields (with G. Müller-Seitz, L. Dobusch)
- 2012 **36th VHB WK ORG Workshop 2012**, Berlin, 29.2.-2.3.: Exploring Forms of Inter-Cluster Collaboration: A Typology and Investigation of Governances Issues (with F. Lerch, C. Decker)
- 2011 **Regional Studies Association Workshop "Theorizing the Experience Economy"**, HafenCity University Hamburg, 3.-4.11.: The Role of Space(s) and Experiences in the Creation of Market Categories: The Case of Berlin Design (with B. Lange)
- 2011 **Academy of Management Annual Meeting, OMT Section**, San Antonio, 12.-16.8.: Backstage: Organizing Events in the Music Industry as Relational Institutional Work (with L. Dobusch, L. Wessel)
- 2011 **Academy of Management Annual Meeting, OMT Section**, San Antonio, 12.-16.8.: Field Maintaining Events: The Role of Conferences in Structuring the Field of Climate Policy (with C. Ruling, B. Wittneben)
- 2011 **27th European Group of Organization Studies Colloquium**, Gothenburg, 6.-9.7.: Inter-Cluster Collaboration from a Governance Perspective: A Typology and Systematic Assessment (with C. Decker, F. Lerch)
- 2011 **35th VHB WK ORG Workshop 2012**, Berlin, 23.-25.2.: Project Capability Monitoring: Managing the Strategic Ambivalence of Routines in Project Networks (with M. Gersch, L. Wessel)
- 2010 **3rd Free Culture Research Conference**, Berlin, 8.-9.10.: Free Culture Field-Configuring Events and the Mobilization of Bias: The Copyright Discourse in the German Music Industry (with L. Dobusch)
- 2010 **BSA Work, Employment and Society Conference**, Brighton, UK, 7.-9.9.: Organizing Creative Work: Sources and Consequences of Network Citizenship Behavior in atypical Leadership Situations (with T. Braun)

- 2010 **26th European Group of Organization Studies Colloquium**, Universidade Nova de Lisboa, Portugal, 30.6.-2.7.: Backstage: Organizing Field-Configuring Events in the German Music Industry (with L. Dobusch, L. Wessel)
- 2010 **4th Conference on Economic Sociology and Political Economy** (MPIfG): "Transnational Copyright: Organization, Mobilisation, and Law", Villa Vigoni, Italy, 12.-15.6.: Transnational Change through Field-Configuring Events: The Copyright Discourse in the German Music Industry (with L. Dobusch)
- 2009 **IRNOP IX Research Conference on Organizing by Projects**, Berlin, 11.-13.10.: Inter-Organizational Project Capabilities: An Enhanced Model to Explain the Strategic Ambivalence of Routines in Inter-Organizational Project Settings (with L. Wessel, M. Gersch, C. Goeke)
- 2009 **25th European Group of Organization Studies Colloquium**, ESADE Business School, Barcelona, Spanien, 2-4.7.: How Does a Climate Summit Influence Climate Policy? Assessing the Impact of the Conference of Parties in Real Time (with B. F. Wittneben)
How Strong Ties and Repeated Projects Shape Creative Processes within the New Media Services Sector (with L. Wessel, M. Gersch, C. Goeke)
- 2008 **Strategic Management Society** 28th Annual International Conference, Köln, 12.-15.10.: Between Vertical Integration and Modularisation: Crossing Knowledge Boundaries by Building Strategic Networks in the Clothing Industry (with J. Sydow).
- 2008 Internal Seminar at the **Max-Planck Institut für Gesellschaftsforschung (MPIfG)**, Köln, 15.10.: Alternatives to Path Dependence: Strategizing in a Mature Organizational Field
- 2008 **Academy of Management Annual Meeting, OMT Section**, Anaheim, USA, 9.-13.8.: Strategizing/ Organizing in a Mature Organisational Field: Institutional Transformation and Path Dependence in the German Clothing Industry.
- 2008 Research Colloquium at the **Soziologisches Forschungsinstitut (SOFI)**, Göttingen, 6.6.: Strategische Prozesse und Persistenzen: Pfadabhängige Organisation der Wertschöpfung in der deutschen Bekleidungsindustrie?
- 2008 **70th Jahrestagung des Verbands der Hochschullehrer für Betriebswirtschaft**, Freie Universität Berlin, 15.-17.5.: Von der Metapher zur Theorie? Mechanismen der Pfadabhängigkeit in Märkten, Institutionen und Organisationen (mit L. Dobusch).
- 2008 **4th Workshop on New Institutionalism in Organization Theory**, University of Bergamo, Bergamo, Italy, 3.-4.4.: Strategic Processes and Persistence: Organisational and Institutional Path Dependence in the German Clothing Industry?
- 2008 **1st Conference on Path Dependence**, Freie Universität Berlin, 28.-29.2.: Between Vertical Integration and Modularisation: Crossing Traditional Boundaries in the Strategic Management of Value Chains.
- 2007 **23rd European Group of Organization Studies Colloquium**, Wirtschaftsuniversität Wien, Vienna, Austria, 5.-7.7.: From Storytelling to Theory: Unlocking Path Dependency from Metaphorical Usage (with L. Dobusch).
- 2007 **19th SASE Annual Meeting on Socio-Economics**, Copenhagen Business School, Copenhagen, Denmark, 28.-30.6.: Macro-Convergence and Micro-Divergence: Path-Dependent Value Chain Management in the German Clothing Industry?
- 2006 **EIASM Workshop** on Organizing Paths – Paths of Organizing, Freie Universität Berlin, 3.-4.11.: One Mechanism Does Not Make a Path. Revisiting Path Dependency's Favorites in a Quest for Clarity (with L. Dobusch).
- 2006 **1st European Academic Workshop on Electronic Human Resource Management**, University of Twente, Niederlande, 25.-26.10.: Implementing E-HRM. A Structural Approach to Investigating Technological and Organisational Change.

- 2006 **18th SASE Annual Meeting on Socio-Economics**, Universität Trier, 30.6.-2.7.:
Strategic Responses to Institutional Processes: Path-Dependent Outsourcing and
Offshoring Strategies in the German Clothing Industry?
- 2005 **European Doctoral Programmes Association** in Management and Business
Administration Executive Committee, Berlin, 28.11.: Locked-in on Outsourcing? A
Critical Perspective on the Decline of the German Clothing Industry.