
ACADEMIC EMPLOYMENT

- Since 10/2018 **Junior Professor of Management & Diversity, FU Berlin, Germany**
School of Business and Economics | Management-Department
Freie Universität Berlin
- June 2022 **Shortlisted for the W2 Professorship Work and Organizational Psychology, University of Göttingen**
- March 2021 **Shortlisted (2nd) for the W2 Professorship Business Administration, specifically Organization, TU Dresden**
- 03/2015 –
12/2017 **Post-doctoral Researcher, New York University (NYU), New York, USA**
NYU Stern School of Business | Management & Organizations Department
- 11/2011 –
03/2015 **Doctoral Student and Research Associate, ETH Zurich, Zurich, Switzerland**
ETH Zurich | Department for Management, Technology and Economics
Organization, Work, Technology Group | Zurich, Switzerland
- Since 04/2018 **Guest Lecturer, HHL Leipzig**
HHL Leipzig, Leipzig Graduate School of Management, Leipzig, Germany
- 08/2017 – 03/2018 **Parental Leaves (Two children, born 2016 and 2020)**
01/2020 – 09/2020

EDUCATION

- 11/2011 –
03/2015 **Doctor of Sciences (Dr. Sc.*, ETH Zurich)**
Dissertation: *Speaking Up for Patient Safety. Antecedents and Consequences of Voice in Healthcare Teams*
** ETH Zurich does not award a grade with the Dr. Sc.*

ETH Zurich | Department for Management, Technology and Economics
Organization, Work, Technology Group | Zurich, Switzerland
Advisors: Prof. Dr. Gudela Grote & Prof. Dr. Stefano Brusoni
- 10/2006 –
04/2009 **MSc Psychology (Dipl. Psych.)**
Friedrich-Alexander-University of Erlangen-Nuremberg, Germany
Final Grade: 1.2 (Top 5%)
- 10/2004 –
09/2006 **BSc Psychology (Vordiplom)**
Martin-Luther-Universität Halle-Wittenberg, Deutschland
Final Grade: 1.5 (Top 5%)

RESEARCH INTERESTS

Employee Voice Behavior, Social Status and Power, Diversity (esp. Age and Gender), Team and Group Processes, Leadership, High-Risk Organizations, Organizational and Technological Change

RESEARCH GRANTS

Awarded

- 03/2015 – 12/2016 **Swiss National Science Foundation, PostDoc Mobility Grant, Principal Investigator.** Grant No.: P2EZP1_159082 (CHF 94.600)
The power of voice: The dynamics of speaking up and power perceptions in healthcare teams.
- 11/2011 – 11/2013 **Swiss National Science Foundation, Project Funding, Project Employee.** Grant No: 138545 (CHF 370.300)
Combined technical and non-technical skills training for managing unanticipated difficult intubations

Submitted

- December 2021 **German Research Foundation (DFG).** *Preventing Corporate Misconduct.* Research Training Group (spokesperson: Prof. Dr. Jochen Bigus); Role: Principal Researcher (requested project volume: 2,5 Mio Euro; 15 doctoral positions in business or law (E13, 75%) and 1 position for scientific coordination (E13, 100%), all for a period of four years; 1 postdoctoral position (E13, 100%) for five years.
-

AWARDS and FELLOWSHIPS

- 2019 **Dean's Award for Best Contribution to Open University Day**
Freie Universität Berlin
- 2014 **Swiss Quality Award for Innovations in Healthcare**
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 (CHF 10.000)
- 2014 **Swiss Academy for Humanities and Social Sciences**
Travel fund to participate in the at the Society for Industrial and Organizational Psychology (SIOP) in Honolulu, Hawaii, USA (CHF 1500).
- 2013 **Award for Best Contribution**
International Conference "Safety Management in Context", Ascona, Switzerland
- 2013 **Q-Award**
TeamGAINS: A more effective approach to the use of a medical team's potential in crises situations
University Hospital Zurich, Department for Quality Management (CHF 1000).
- 2008 **German Academic Exchange Service (DAAD)**
Travel fund for a research stay at the University of Queensland, Brisbane, Australia (EUR 500).

INTERNATIONAL RESEARCH STAYS

- 2015 – 2017 **New York University (NYU), New York, NY, USA**
Postdoctoral Researcher, NYU Stern School of Business | Management & Organizations Department
- 2016 **The Hongkong Polytechnic University, Hong Kong**
Visiting Scholar, Department of Management and Marketing
- 2013 **Harvard University, Cambridge, MA, USA**
Visiting Scholar, Center for Medical Simulation | Harvard Medical School
- 2008 **University of Queensland, Brisbane, Australia**
Visiting Scholar, Centre for Research in Social Psychology, School of Psychology
-

PEER-REVIEWED PUBLICATIONS

Weiss, D., **Weiss, M.**, Rudolph, C., & Zacher, H. (2022). Tough times at the top: The role of occupational status and perceived constraints at work for changes in job satisfaction during the early stages of the COVID-19 pandemic. *Journal of Vocational Behavior*, *139*, 103804
<https://doi.org/10.1016/j.jvb.2022.103804> (IF: 12.08)

Weiss, M., Weiss, D., & Zacher, H. (2022). All set in stone? How and why essentialist beliefs about aging affect older workers' motivation to continue working. *Journal of Organizational Behavior*, *43*, 1446-1461. <https://doi.org/10.1002/job.2647> (IF: 10.07)

Weiss, M. (2022, in press). The Critical Role of Team Processes in the Emergence and Prevention of Racialized Police Violence. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

Weiss, D. & **Weiss, M.** (2022). Beyond chronological age: Alternative age constructs and their implications in the work context. In Zacher, H. & Rudolph, C. (Eds.), *Age and Work: Advances in Theory, Methods, and Practice. The SIOP Organizational Frontiers Series*. Routledge.

Weiss, M. & Zacher, H. (2022). Why and when does voice lead to increased job engagement? The role of perceived voice appreciation and emotional stability. *Journal of Vocational Behavior*, *132*, 103662. <https://doi.org/10.1016/j.jvb.2021.103662> (IF: 12.08)

Röllmann, L. F., **Weiss, M.**, & Zacher, H. (2021). Does voice benefit or harm occupational well-being? The role of job insecurity. *British Journal of Management*. online first. (IF: 6.58)

Weiss, M. & Morrison, E. W. (2019). Speaking up and moving up? How voice affects employees' social status. *Journal of Organizational Behavior*, *40*(1), 5-19. (IF: 10.07)

Weiss, D., & **Weiss, M.** (2019). Why people feel younger: Motivational and social-cognitive mechanisms of the subjective age bias and its implications for work and organizations. *Work, Aging and Retirement*, *5*(4), 273-280. (IF: 5.68)

Tscholl, D. W., Handschin, L., Rössler, J., **Weiss, M.**, Spahn, D. R., & Nöthiger, C. B. (2019). It's not you, it's the design-common problems with patient monitoring reported by anesthesiologists: a mixed qualitative and quantitative study. *BMC Anesthesiology*, *19*(1), 87. (IF: 2.21)

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*, *121*(3), 662-671. (IF: 9.17)

Weiss, M., Kolbe, M, Grote, G., Spahn, D., R., & Grande, B. (2018). We can do it! Inclusive leader language promotes voice behavior in multi-professional teams. *The Leadership Quarterly*, *29*(3), 389-402. (IF: 10.52)

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. (IF: 3.97)

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: 4.02)

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: 1.85)

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. (IF: 5.18)

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: 1.93)

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: 2.5)

*Grande, B., **Weiss, M.**, Biro, P., Grote, G., Steiger, P., Spahn, D. R. & Kolbe, M. (2014). Do we have to talk? Technical vs. combined technical(non-technical) airway training in anesthesia and intensive care medicine. [Ist Reden wichtig? Technisches versus kombiniert technisches / nicht-technisches Atemwegstraining in der Anästhesie und Intensivmedizin.], *Anästhesiologie und Intensivmedizin* 56, 5-12. (IF: 1.0)

**shared first-authorship*

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: 7.23)

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: 3.93)

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: 1.74)

Work in Progress (invited revisions, papers under review and in preparation)

Weiss, M., Morrison, E. W., & Szyld, D. (in revision). Nurses' voice and its perceived value for team decision-making: The moderating role of psychological safety. *Journal of Managerial Psychology*.

Weiss, M. & Weiss, D. (in revision). Feeling younger or older makes me bolder: How subjective age bias affects employee voice behavior among younger and older workers. *Journal of Applied Psychology*.

Weiss, M. & Zacher, H. (in revision). Still Waters are Deep and Dangerous: Employee Silence, Organizational Identification, and Instigated Incivility. *Journal of Organizational Behavior*.

Röllmann, L., **Weiss, M.**, & Zacher, H. (under review). Status beliefs and debate climate affect well-being in activist groups. *Small Group Research*.

Weiss, M. (in prep.). Pretty faces can say anything? How physical attractiveness affects evaluations of employee voice.

Weiss, M. & Unger, D. (in prep.). Dual-career couples and proactive work behavior: A crossover-spillover perspective.

Weiss, M. (writing stage, data collection completed). Voice and workplace deviance.

Weiss, M. & Weiss, D. (writing stage, data collection completed). Working hard or hardly working? High status employees and the influence of performance norms.

ORGANIZED CONFERENCES AND 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.

Grote, G., **Weiss, M.**, Kolbe, M., & Corver, S. (2013). Member of the organizing committee for the *International Conference on Safety Management in Context*, Ascona, Switzerland.

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

CONFERENCE PRESENTATIONS

Weiss, M. (2022). Speaking Up at Work: Antecedents and Consequences of Employee Voice Behavior. Position talk presented at the 52nd DGPs congress 2022 in Hildesheim.

Weiss, M., Morrison, E.W., Szyld, D. (2021). Nurses' Voice and Its Perceived Value for Team Decision-Making: The Moderating Role of Psychological Safety. Paper presented at the 2021 INGRoup conference (virtual meeting).

Weiss, M. & Zacher, H. (2019, September). Voice and job engagement over time: the interplay of age and emotional stability. Paper presented at the 11th Work and Organizational Psychology Congress (Fachgruppe AOW: Arbeits-, Organisations- und Wirtschaftspsychologie), Braunschweig, Germany.

Weiss, M. (2019, July). We can do it! Inclusive leader language promotes voice behavior in multi-professional teams. Invited panelist at the 14th Annual INGRoup Conference in Lissabon, Portugal.

Weiss, M. (2019, July). Team learning at the heart of implementation success: How individual, team, and organizational factors affect new technology implementation in healthcare teams. Paper presented at the 14th Annual INGRoup Conference in Lissabon, Portugal.

Weiss, M. (2019, July). Investigating relationships between assertiveness, gender and stress in organizations. Paper presented at the Gender in Organizations Small Group Meeting, Berlin, Germany.

Weiss, M. & Morrison, E.W. (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", The Hong Kong Polytechnic University, 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., 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., 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., 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., 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., 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., 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

Winter 2022/23	Research seminar Coordination in Groups and Teams Bachelor, 20 participants, German
	Lecture Leadership and Organization Master, ca. 50 participants, German
Summer 2022	Seminar Research Methods for Bachelor Thesis Bachelor, 7 participants, German
Winter 2021/22	Lecture Leadership and Organization Master, ca. 50 participants, German
	Exercise Leadership and Organization Master, ca. 50 participants, German
	Seminar Research Concepts PhD course, ca. 15 participants, English
	Faculty Colloquium " Forschungswerkstatt " PhD course, ca 20 participants, English
Summer 2021	Research Seminar Challenges in Diversity Management Master, ca. 20 participants, German
Summer 2020	Parental Leave
Winter 2020/21	Lecture Leadership and Organization Master, ca. 50 participants, German
	Exercise Leadership and Organization Master, ca. 50 participants, German
Winter 2019/20	Lecture Leadership and Organization Master, ca. 50 participants, German
	Exercise Leadership and Organization Master, ca. 50 participants, German
Summer 2019	Seminar Diversity Management in Organizations Master, ca. 20 participants, German
Winter 2018/19	Lecture Leadership and Organization Master, ca. 50 participants, German
	Exercise Leadership and Organization Master, ca. 50 participants, German

Lecture **HRM Managing Diversity**
Bachelor, ca. 200 participants, German

HHL Leipzig Graduate School of Management

Spring 2019 Seminar **Foundations of Organizational Behavior**
MBA, ca. 60 participants, English

Fall 2018 Seminar **Foundations of Organizational Behavior**
MBA, ca. 60 participants, English

New York University, Langone Medical Center

Fall 2015 Seminar and Exercise **Crises Resource Management**
Master, ca. 20 participants, English

Universitätsspital Zürich, Department of Anesthesiology

Spring 2014 Seminar and Exercise **Crises Resource Management**
Anesthesia Nurses and Physicians, ca. 60 participants, German

Fall 2013 Seminar and Exercise **Crises Resource Management**
Anesthesia Nurses and Physicians, ca. 60 participants, German

Spring 2013 Seminar and Exercise **Crises Resource Management**
Anesthesia Nurses and Physicians, ca. 60 participants, German

Fall 2012 Seminar and Exercise **Crises Resource Management**
Anesthesia Nurses and Physicians, ca. 60 participants, German

Spring 2012 Seminar and Exercise **Crises Resource Management**
Anesthesia Nurses and Physicians, ca. 60 participants, German

ETH Zurich, Department of Management, Technology and Economics

Fall 2014 Seminar **Work Process Design**
Master, ca. 60 participants, English

Lecture **Risk Management**
Master, ca. 60 participants, English

Spring 2014 Seminar **Flexible Work Structures**
Master, ca. 60 participants, English

Fall 2013 Seminar **Work Process Design**
Master, ca. 60 participants, English

Lecture **Risk Management**
Master, ca. 60 participants, English

Spring 2013 Seminar **Flexible Work Structures**
Master, ca. 60 participants, English

Fall 2012 Seminar **Leading Teams**
Master, ca. 60 participants, English

Lecture **Risk Management**
Master, ca. 60 participants, English

Universität Konstanz

Winter 2009/10 Seminar **Motivation and Action Psychology**
Bachelor Psychology, ca. 40 participants, German

THESES SUPERVISION

PhD Theses

ongoing *Well-being and Employee Proactivity in Organizations*
Laura Röllmann; together with Prof. Dr. Hannes Zacher (Leipzig University)

2020 *Diversity and In_Equality in Organizations:
Reflections on Detecting and Deconstructing Power and Dominance*
Dr. Isabelle Collien; Together with Prof. Dr. Barbara Sieben (University of
Hamburg, Germany)

Master Theses (selection)

- Management of Uncertainty in Anesthesia Teams The Impact of Teleworking on Job Satisfaction (German)
- How the Covid Pandemic affects Employee Well-being and Performance (German)
- Physical Attractiveness, Gender, and Voice in Organizations (English)
- The Importance of Subjective Age in Organizations (English)
- Employee Voice Behavior and Implications for Organizational Deviance (German)
- When diverse teams are more successful: interactive effects of task context and leadership (English)

Bachelor Theses (selection)

- Von Proaktivität bis Whistleblowing: Konsequenzen individuellen Verhaltens in Organisationen
- The Influence of Leadership Styles in Agile Teams (English)
- Auswirkungen von und Umgang mit Altersstereotypen im Unternehmenskontext
- Antezedenzen und Konsequenzen von Employee Voice in Organisationen
- Einfluss des Geschlechts der Führungsperson auf proaktives Kommunikationsverhalten von Mitarbeitenden

ADMINISTRATIVE SERVICE

Summer 2022	Member of the Search Committee W3-Professorship for Strategic Management and Business Ethics
Since 2022	Re-Organization of the Master Program “Management & Marketing”
Since 2020	Member of the Doctoral Committee (Fachbereich Wirtschaftswissenschaft)
Winter 20/21	Study Abroad Program (FU Berlin) Member of the Selection Committee (Conducting and analyzing interviews)
Summer 2019	in:FU Days, FU Berlin Organisation and Implementation of Faculty-wide scientific program for future students

KNOWLEDGE TRANSFER AND OUTREACH

Fall 2019	NeuroLeadership Institute Interview and Podcast on <i>How to Create Cultures of Speaking up</i> , English Available at https://neuroleadership.com/podcast/create-cultures-of-speaking-up-with-dr-mona-weiss-and-khalil-smith/
Spring 2019	Featured Research in Strategy and Business Article on Speaking Up at Work Available at: https://www.strategy-business.com/article/Create-a-workplace-where-everyone-feels-comfortable-speaking-up?gko=7c8d3
Fall 2018	NeuroLeadership Summit , New York, USA Invited Panelist <i>Team Structure and Collaboration</i> , ca. 200 participants, English
Summer 2018	Diversity Day at Merck, KGaA , Darmstadt, Germany Invited Research Talk <i>Diversity and Bias</i> , ca. 60 participants, German
Spring 2018	NeuroLeadership Institute , New York, USA Invited Research Talk <i>Voice and Silence in Organizations</i> , ca. 25 participants, English
2016	ZHAW Das Schweizer Spitalwesen: Eine Management Perspektive Simulationstrainings zur Verbesserung klinischer und kommunikativer Kompetenzen

SERVICE TO THE FIELD (Ad-hoc Reviewer)

Journal of Organizational Behavior
The Leadership Quarterly
Human Relations
Human Factors
Organization Studies
Journal of Occupational and Organizational Psychology
European Journal of Work and Organizational Psychology
Group and Organization Management
Small Group Research
BMJ Quality & Safety
Safety Science
PLOS One
Frontiers in Psychology

MEMBERSHIPS

Academy of Management/European Association of Work and Organizational Psychology / German Society for Psychology / German Association of University Professors and Lecturers (DHV)