

Prof. Dr. MONA WEISS

Junior Professor of Management & Diversity
Management-Department | School of Business and Economics | Freie Universität Berlin
Garystr. 21 | 14195 Berlin
mona.weiss@fu-berlin.de

ACADEMIC EMPLOYMENT

- Since 10/2018 **Jun.-Professor of Management & Diversity, FU Berlin, Germany**
School of Business and Economics | Management-Department
Freie Universität Berlin
- 03/2015 –
12/2016 **Post-Doc New York University (NYU), New York, USA**
NYU Stern School of Business | Management & Organizations Department
- 11/2011 –
03/2015 **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, Leipzig Graduate School of Management, Leipzig, Germany
- 01/2017 – 12/2018 **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 | 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

Status and Power in Organizations, Leadership, Employee Voice Behavior, Diversity, High Reliability Organizations, Team Processes, Technology Implementation, Organizational Learning

RESEARCH GRANTS

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.

AWARDS and FELLOWSHIPS

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.

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 1'000).

2008 **German Academic Exchange Service (DAAD)**
Travel fund for a research stay at University of Queensland, Brisbane, Australia (EUR 500).

INTERNATIONAL RESEARCH STAYS

2015 – 2017 **New York University (NYU), New York, USA**
NYU Stern School of Business | Management & Organizations Department

2016 **The Hongkong Polytechnic University, Hong Kong**
Department of Management and Marketing

2013 **Harvard University, Cambridge, MA, USA**
Center for Medical Simulation | Harvard Medical School

2008 **University of Queensland, Brisbane, Australia**
School of Psychology

PUBLICATIONS

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

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: 3.6**

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.

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.

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: 6.49**

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. *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. **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**

*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*.
*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: 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

Work in Progress

Weiss, M. & Zacher, H. (invited revision). Why and when does promotive voice lead to increased job engagement? The role of perceived voice appreciation, age, and emotional stability. *Journal of Vocational Behavior*.

Weiss, M., Weiss, D., & Zacher, H. (under review). All set in stone? How and why essentialist beliefs about aging affect older workers' motivation to continue working. *Journal of Organizational Behavior*.

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

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

Weiss, M. & Weiss, D. (writing stage, data collection completed). As old as I feel: Subjective age affects self-perceived competence and speaking up at work.

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

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. & 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. (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 SIOF 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

Summer 2021	Research Seminar Challenges in Diversity Management Master, ca. 20 participants, German
Winter 2020/21	Lecture & Exercise Leadership and Organization Master, ca. 50 participants, German
Winter 2019/20	Lecture & 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 & 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 Exercise **Teamwork and Leadership**
Master, ca. 20 participants, English

Universitätsspital Zürich, Department for Anesthesiology

Spring 2014 Seminar and Excercise **Teamwork and Leadership**
Anesthesia Nurses and Physicians, ca. 60 participants, German

Fall 2013 Seminar and Excercise **Teamwork and Leadership**
Anesthesia Nurses and Physicians, ca. 60 participants, German

Spring 2013 Seminar and Excercise **Teamwork and Leadership**
Anesthesia Nurses and Physicians, ca. 60 participants, German

Fall 2012 Seminar and Excercise **Teamwork and Leadership**
Anesthesia Nurses and Physicians, ca. 60 participants, German

Spring 2012 Seminar and Excercise **Teamwork and Leadership**
Anesthesia Nurses and Physicians, ca. 60 participants, German

ETH Zurich, Department of Management, Technology and Economics

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

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

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

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

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

ETH Zurich, Department of Management, Technology and Economics

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

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

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

THESES SUPERVISION

PhD Theses

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

Master Theses

2020/21 Physical Attractiveness, Gender, and Voice in Organizations (English)

The Importance of Subjective Age in Organizations (English)

2020 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

2019 Von Proaktivität bis Whistleblowing: Konsequenzen individuellen Verhaltens in
Organisationen (German)

The Influence of Leadership Styles in Agile Teams (English)

Auswirkungen von und Umgang mit Altersstereotypen im
Unternehmenskontext (German)

Antezedenzen und Konsequenzen von Employee Voice in Organisationen
(German)

Einfluss des Geschlechts der Führungsperson auf proaktives
Kommunikationsverhalten von Mitarbeitenden

KNOWLEDGE TRANSFER AND OUTREACH

- Fall 2019 **NeuroLeadership Institute**
Interview and Podcast on *How to Create Cultures of Speaking up*, 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 *Team Structure and Collaboration*, ca. 200 participants,
English
- Summer 2018 **Diversity Day at Merck, KGaA**, Darmstadt, Germany
Invited Research Talk *Diversity and Bias*, ca. 60 participants, German
- Spring 2018 **NeuroLeadership Institute**, New York, USA
Invited Research Talk *Voice and Silence in Organizations*, 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)

Organization Studies
Journal of Organizational Behavior
Leadership Quarterly
Human Relations
Journal of Occupational and Organizational Psychology
European Journal of Work and Organizational Psychology
Group and Organization Management
Small Group Research

MEMBERSHIPS

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