Curriculum Vitae - Bjoern C. Mitzinneck

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EDUCATION

since 08/2013 **PhD Student in Management and Organizations**
Johnson Graduate School of Management | Cornell University | USA

Minors: Organizational Behavior, Sociology of Organizations
Committee: Glen Dowell (chair), Marya Besharov (co-chair), Pamela Tolbert, Christopher Marquis

Dissertation: "Organizing for Sustainable Change: Community Entrepreneurship in the German Energy Sector"

10/2012 - 07/2013 **MPhil in Innovation, Strategy, and Organization**
University of Cambridge Judge Business School | United Kingdom

Final grade: distinction

Master Thesis: "Acquiring Legitimacy: The Role of Organizational Identity"

10/2008 - 07/2011 **BSc in Management and Economics**
Otto-von Guericke University Magdeburg | Germany

Final grade: 1,3 (excellent), grading scale: 1,0 (excellent) to 5,0 (fail)

Bachelor Thesis: "Devising and Pretesting a Measure for the Attitude towards Corporate Sustainability," grade: 1,0 (excellent)

RESEARCH INTERESTS

My research focuses on business-enabled social innovation and novel forms of organizing to address societal problems through business means. Drawing primarily on institutional theory, my dissertation investigates the development of two novel organizational models in Germany's changing energy sector, Bioenergy Villages and Renewable Energy Cooperatives, which are allowing unprecedented citizen involvement and community-entrepreneurship. These new ways of organizing bring together a diverse set of private individuals, farmers, municipalities, and local banks to collectively run renewable energy businesses and foster green, regional development.
My dissertation work speaks to my broader research program on facilitators and hindrances for business-driven change towards greater social and environmental sustainability. Corresponding to the novel nature of the phenomena I study, much of my research follows a qualitative or inductive approach. I complement this theory-building research with theory-testing quantitative analyses.

PUBLICATIONS

Battilana, J., Besharov, M., & **Mitzinneck, B.*** 2017. "On Hybrids and Hybrid Organizing: A Review and Roadmap for Future Research" In Greenwood, R., et al. [Eds.] The Sage Handbook of Organizational Institutionalism, 2nd edition, New York: Sage.

** authors listed alphabetically, authors contributed equally*

WORKING PAPERS AND RESEARCH IN PROGRESS

Mitzinneck, B., Walls, J., & Dowell, G. "Institutional Resistance: All-male Boards in the 21st Century" (under review at *Organization Science*)

Best Paper Award for the OT Division of the Administrative Sciences Association of Canada, 2017

Mitzinneck, B., & Besharov, M. "Cooperative Compromise: Avoiding Logic Tensions in Hybrid Organizing" (under review at *Journal of Business Ethics*, thematic symposium)

Mitzinneck, B. "Theorizing an Alternative Future: Bioenergy Villages in the German Energy Market" (manuscript under preparation for *Administrative Science Quarterly*)

Mitzinneck, B. & Walls, J. "Divergent: Drivers of Corporate Over- and Under-Performance in Sustainability" (data preparation phase)

Mitzinneck, B. "Food Hubs: Reinvigorating Local Food" (initial field work)

TEACHING EXPERIENCE

08/2016 - 12/2016	**Managing and Leading in Organizations** (undergraduate and non-business graduate students) ǀ **Principal Instructor** Johnson Graduate School of Management ǀ USA Instructor Rating: 4.55 (of 5) ǀ Course Rating: 4.33 (of 5) ǀ Participation Rate: 97%
01/2016 - 04/2016	**Strategies for Sustainability** (MBA Elective) ǀ **Teaching Assistant** Johnson Graduate School of Management ǀ USA
09/2015 - 10/2015	**Principled Leadership** (MBA Core) ǀ **Teaching Assistant** Johnson Graduate School of Management ǀ USA
08/2015 - 10/2015	**Managing and Leading Organizations** (EMBA) ǀ **Teaching Assistant** Johnson Graduate School of Management ǀ USA
04/2011 - 07/2011	**Human Resource Management** (Undergraduate) ǀ **Teaching Assistant** for the Chair in International Management, Otto-von-Guericke University Magdeburg ǀ Germany
10/2010 - 01/2011	**Introduction to Management** (Undergraduate) ǀ **Teaching Assistant** for the Chair in International Management, Otto-von-Guericke University Magdeburg ǀ Germany

AWARDS AND SCHOLARSHIPS

06/2017 **Cornell Graduate School** Research Travel Grant
Total Value: USD 1,750.00

05/2017 **Best Paper Award OT Division** at the Annual Conference of the Administrative Sciences Association of Canada (ASAC) | Montreal, QC

03/2017 **ODC Division Travel Grant**
2017 University of Edinburgh Business School Paper Development Workshop
Total Value: USD 500.00

08/2016 **ONE Division Outstanding Reviewer Award**
of the Academy of Management

06/2015 **OMT Division Travel Grant**
Alberta Institutions Conference 2015 Doctoral Workshop
Total Value: USD 500.00

10/2012 - 06/2013 **Kurt Hahn Scholar 2012/13**
Graduate Scholarship of the German Academic Exchange Service (DAAD) and the Kurt Hahn Trust at the University of Cambridge
Total Value: EUR 10,065.00

01/2009 - 06/2013 **Scholarship of the German National Academic Foundation**
Value: EUR 505.00 per month

CONFERENCE PRESENTATIONS AND WORKSHOPS

08/2017 **AOM** - Academy of Management Annual Meeting | Atlanta, GA
presenting: "Institutional Resistance: All-Male Boards in the 21st Century"

07/2017 **EGOS** - European Group for Organizational Studies Annual Meeting | Copenhagen
presenting: "Institutionalizing Compromise: Avoiding Logic Tensions in Hybrid Organizing"

06/2017 **Hertie School of Governance International PhD Workshop** on "Alternative Organizational Forms in the Economy" | Berlin
presenting: "Cooperative Compromise: Avoiding Logic Tensions in Hybrid Organizing"

06/2017 **ARCS** - Alliance for Research on Corporate Sustainability Annual Meeting | Rotterdam
presenting: "Only Men on Board? Institutional Resistance in the S&P500"

05/2017 **Community on Social Innovation** Annual Meeting | Toronto,

03/2017 **EMLyon PhD Seminar in Management** | Chamonix

03/2017 **University of Edinburgh Business School Paper Development Workshop** | Edinburgh

11/2016 **Annual Social Entrepreneurship Conference** | Los Angeles, CA
presenting: "Cooperative Compromise: Avoiding Logic Tensions in Practice"

09/2016 **9th Annual PhD Sustainability Academy** | London, ON
hosted by Ivey Business School and the Alliance for Research on Corporate Sustainability (ARCS)

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07/2016	**EGOS** - European Group for Organizational Studies Annual Meeting	Naples *presenting:* "Inspiring Pride: How Bio-Energy Villages Change Institutionalized Energy Supply in Germany"
04/2016	**Community on Social Innovation** Annual Meeting	Stanford, CA
08/2015	**AOM** - Academy of Management Annual Meeting	Vancouver, BC *presenting:* "The Follower's Role in the Institutionalization of a Social Innovation: Overcoming an Underappreciated Challenge"
06/2015	**Alberta Institutions Conference** Doctoral Paper Development Workshop	Banff, AB
05/2015	**Community on Social Innovation** Annual Meeting	Ann Arbor, MI
08/2014	**AOM** - Academy of Management Annual Meeting	Philadelphia, PA
10/2009 - 03/2011	**Sustainability Economics Colloquium** of the German National Academic Foundation

PROFESSIONAL MEMBERSHIPS

since 12/2013	**Academy of Management** (OMT, ONE, ENT divisions)
since 01/2016	**European Group for Organizational Studies** (EGOS)

SERVICE

Events Committee	**Management and Organizations Group** of the SC Johnson College of Business Cornell University
Social Media Team	**Organization and Management Theory (OMT)** Division of the Academy of Management
Ad-hoc reviewer	**Organization Studies** **Journal of Management Inquiry** **Academy of Management Annual Meeting** (OMT & ONE divisions)

INDUSTRY WORK EXPERIENCE

08/2011 - 12/2011	**Assistant to CEO** 4G Wines (Pty.) Ltd.	Cape Town, South Africa
08/2009 - 09/2009	**Intern at the Internal Audit Division** Salzgitter AG	Salzgitter, Germany

ADDITIONAL SKILLS

Technical:	ATLAS.ti, Stata, R, SPSS
Languages:	German (native speaker)	English (fluent)	French (intermediate)