

PERSONAL INFORMATION

Name Rouven Kanitz
Email kanitz@bwl.lmu.de
Nationality German
Website <https://www.ilo.bwl.uni-muenchen.de/index.html>

WORK EXPERIENCE

04.2019 – current **Assistant Professor**, Institute for Leadership and Organization, Ludwig-Maximilians-University Munich

01.2014 – 03.2019 **Research and Teaching Assistant**, Institute for Leadership and Organization, Ludwig-Maximilians-University Munich, Supervisor: Prof. Dr. Martin Högl

05.2011 – 06.2012 **Analyst**, Management Consultancy

09.2007 – 04.2011 **Trainee**, Medical Technology Industry

ACADEMIC EDUCATION

01.2014 – 01.2019 **Doctoral Studies** (Dr. oec. publ.), Munich School of Management, Ludwig-Maximilians-University (Graduation with summa cum laude)

01.2014 – 05.2016 **Master of Business Research** at Munich School of Management, Ludwig-Maximilians-University, Program with methodological, scientific citizenship, and subject-specific training in advanced management research

10.2012 - 12.2013 **Master of Science** in Business Administration at Munich School of Management, Ludwig-Maximilians-University (Switch to Master of Business Research)

09.2007 - 04.2011 **Bachelor of Science** in Business and Management at NORDAKADEMIE University of Applied Sciences

RESEARCH INTEREST

Research Interests: Organizational change
Human side of organizational change
Change implementation, communication, and interventions

PUBLICATIONS

Publications:

Kanitz, R., Hoegl, M., (2017). „Kann Arbeit glücklich machen?“ Zeitschrift Führung + Organisation (zfo), 86 (1), 10-17

Kanitz R., (2018). Occasions for sensemaking and responses to change: A quasi-field experiment. Academy of Management 2018 Best Paper Proceedings. DOI: 10.5465/AMBPP.2018.148

PEER-REVIEWED CONFERENCE PRESENTATIONS*

**The presenting author of each paper is italicized*

05.2019 (to be presented) **European Association of Work and Organizational Psychology Congress** (EAWOP) in Turin, *Kanitz, R. & Gonzalez, K.*, “Synthesizing research on organizational change reactions: A systematic review”. (Symposium on “Discovering antecedents and consequences of recipients' reactions to organizational change” organized by M. Vakola and K. Van Dam)

- 08.2018** **Annual Meeting of the Academy of Management 2018** in Chicago, USA,
Kanitz, R., “Occasions for sensemaking and responses to Change: A quasi-field experiment”

Kanitz, R., Fichte, J., Lê, J., Hoegl, M., “Strategizing across levels: How middle managers’ practices achieve strategic alignment”
- 08.2017** **Annual Meeting of the Academy of Management 2017** in Atlanta, USA,
Kanitz, R., Backmann, J., Huy, Q., Hoegl, M., “When one organizational undermines the other: Exploring the dynamics of legitimacy judgments and responses to change”

Kanitz, R., Backmann, J., Anzengruber, J., “The role of participatory communication intensity for perceived change benefits“
- 06.2017** **Frontiers in Managerial Organizational Cognition (MOC)-Technology Innovation Management (TIM) Conference** at ETH Zürich, *Kanitz, R.*, Backmann, J., Hoegl, M., “When one organizational change undermines the other: Exploring the dynamics of legitimacy judgments”
- 05.2017** **European Association of Work and Organizational Psychology Congress (EAWOP)** in Dublin, *Kanitz, R.*, Backmann, J., “The role of appraisal and high activation affect for engagement with change”
- 08.2016** **Annual Meeting of the Academy of Management 2016**, Anaheim, USA,
Kanitz, R. “Maybe It’s not Just About Me? The role of perceived impact and worth for meaningful work”
- 08.2015** **Annual Meeting of the Academy of Management 2015**, Vancouver, Canada,
Kanitz, R., Backmann, J., “Understanding multiple worlds: Roles of multiculturals in multinational teams”

PROFESSIONAL MEMBERSHIPS, SERVICES, AND DEVELOPMENT

- Ad hoc Reviewer:** Annual Meeting of the Academy of Management, Human Resource Management
- Active Memberships:**
- Since 2015 Member of the Academy of Management (AOM)
- Since 2017 Member of the European Association of Work and Organizational Psychology (EAWOP)
- Membership Services:** Organizer and chair of presenter symposium on “New frontiers in employee responses to organizational change” (Academy of Management Meeting 2017, ODC division)
- Organizer and chair of the three-day Mplus workshop at Munich School of Management (funded by Alumni Munich School of Management)
- Leadership Development:**
- 2014-2017 Leadership development for academics at Center for People Management (Participation in e.g., Basic Leadership Skills, Ethics in Leadership, Intercultural Communication, Teaching Skills)
- Research Workshops and Experiences:**
- 06.2018** Early Career Summer School for Advanced Work and Organizational Psychology (EAWOP)
- 10.2017** CASS Business School, Strategy-as-Practice Research Workshop
- 03.2017** University of Edinburgh Business School, ODC and OMT Paper Development Workshop
- 09.2016** Strategy, Entrepreneurship and Innovation (SEI) Doctoral Consortium at ETH Zürich
- 06.2015** Ph.D. Summer School at Arison Business School (guided by A. Galinsky & Y. Trope)
- 05.2015 - 06.2015** Visiting PhD at the University of Western Australia, Perth (John Cordery and Amy Tian)

FUNDING

Research Funding:

2015 Industry grant for research on change implementation (13000€)

Travel Funding:

2018 For participating at the Annual Meeting of the Academy of Management in Chicago, travel funding of 1600 € was granted by the German Academic Exchange Service (DAAD)

2016 For participating at the Annual Meeting of the Academy of Management in Anaheim, travel funding of 1000 € was granted by Munich School of Management Alumni

2015 For participating at the Annual Meeting of the Academy of Management in Vancouver, travel funding of 1300 € was granted by the German Academic Exchange Service (DAAD)

AWARDS AND RECOGNITIONS

2018 **Best Division Paper Award** of Organizational Development and Change Division at the 78th Annual Meeting of the Academy of Management for the paper "Occasions for sensemaking and responses to Change: A quasi-field experiment"

2018 Acceptance for **Job Market Fellowship Program** - Munich School of Management

2017 **Best Reviewer Award**, Academy of Management Meeting 2017, ODC division

2016 **Best Reviewer Award**, Academy of Management Meeting 2016, OB division

2012 - 2014 **Student Scholarship**, Schmalenbach Foundation

TEACHING EXPERIENCES

Selected courses at Ludwig-Maximilians-University Munich

Tutorials (B.Sc.) Organization and Innovation
Organization Theory

Seminars (B.Sc.) Executive Leadership Styles
Leadership & Organization: Organizational Change

Seminars (M.Sc.) Project Courses on Organizational Change (in collaboration with industry)
Leadership & Organization: Organizational Change

Supervision of Theses at Ludwig-Maximilians-University Munich

2014 - 2018 Bachelor Theses (N=22)

2014 - 2018 Master Theses (N=6)

Munich, 12th March 2019

Rouven Kanitz