July 2026

MAREN MICKELER

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ACADEMIC POSITIONS

Assistant Professor (Tenure Track), ESSEC Business School, France Since September 2023

EDUCATION

PhD in Management, Ludwig-Maximilians-Universität (Munich, Germany) 2023
Visiting Scholar, University of Southern California (Los Angeles, US) 2022
MBR, Ludwig-Maximilians-Universität (Munich, Germany) 2020
MA, University of Hamburg (Hamburg, Germany) 2016
BSc, University of Hohenheim (Stuttgart, Germany**)** 2013

RESEARCH INTERESTS

Knowledge & Innovation, Strategic Human Capital, Field Experiments

PUBLICATIONS

[1] **Mickeler, M.**, Khashabi, P., Kleine, M., & Kretschmer, T. (2023), Knowledge Seeking and Anonymity in Digital Work Settings, ***Strategic Management Journal,*** *44*(10), 2413-2442.

- Academy of Management Best Paper Proceedings 2022
- ESSEC Foundation Research Award Runner Up 2024

[2] Grohsjean, T., Piezunka, H., & **Mickeler, M.** (2025), When Colleagues Compete Outside the Firm, ***Strategic Management Journal****, 46*(3), 640-666.

WORKING PAPERS

[3] **Mickeler, M.**, Zunino, D., Kretschmer, T., & Hadengue, M., Anonymity and Peer-Feedback in Crowdsourcing: Evidence From a Field Experiment [Link] (Revise & Resubmit at ***Management Science***)

[4] Castro, S., Ho, H., & **Mickeler, M.**, Making Help Visible: Experimental Evidence from a Recognition Program in the Workplace [Link], (Revise & Resubmit at ***Organization Science***).

WORK IN PROGRESS

[5] Castro, S., Grothe, D., Haeckl-Schermer, S., Ho, H., & **Mickeler, M.***, Leadership that Listens: The Influence of Supportive Leadership Training on Bottom-up Knowledge Sharing (Field experiment – Data analysis stage).

[6] Ghaderi, Y., **Mickeler, M**., & Conti, R. Hiding in Plain Sight: Geopolitical Shocks and Identity Management on Online Knowledge Platforms.

* Indicates equal contribution of all co-authors.

[7] **Mickeler, M.**, & Kretschmer, T., Effort Consistency on Gig Work Platforms: Evidence from a Field Experiment in East Africa (Field experiment – Design stage).

GRANTS AND HONORS

ESSEC *Africa Research Fund* (EUR 10,000) 2026
ESSEC *Small Research Grant* (EUR 5,000) 2026
OpenAI "*AI at Work*" Program Contribution (USD 5,400) 2026
Schmidt Sciences "*AI at Work*" Program
($ 199,864 Co-Investigator with Silvia Castro, Hoa Ho, and Svenja Friess) 2025
ESSEC *Africa Research Fund* (EUR 15,000) 2025
ESSEC *Foundation Research Award Runner Up* 2024
ESSEC *Africa Research Fund* (EUR 15,000) 2024
German Academic Exchange Service, *Research Fellowship* (EUR 5,500) 2022
Bavarian Research Institute for Digital Transformation (bidt) *Research Grant* 2021
(EUR 1,050,000 Co-Investigator with Tobias Kretschmer, Klaus Moser, and Michael Koch)
Strategic Research Foundation *Research in Organizations (RiO) Grant* 2019
(EUR 20,000 Co-Investigator with Tobias Kretschmer)

INVITED TALKS

2026 University of Geneva, University of Zurich; **2023** HEC Paris; **2022** Stockholm School of Economics, Bayes Business School, Frankfurt School of Finance and Management, NOVA Lisbon, Católica Lisbon, ESSEC Business School, Copenhagen Business School, Rotterdam School of Management; **2021** TUM-LMU-Max Planck Institute TIME Seminar

PROFESSIONAL SERVICE

Academic Service: ESSEC *Department of Management seminar series* co-organizer (2026 – present); Co-Organizer *Digitization, Gender & The Future of Work*; SEI Local organization team (2024); ESSEC *Department of Management internal seminar series* co-organizer (2023 – 2026); Ludwig-Maximilians-Universität *Organizations Research Group (ORG) seminar series* organizer (2020 - 2023)

Ad-hoc Reviewer: *Management Science, Strategic Management Journal, Strategy Science, Strategic Management Society Conferences, DRUID Conferences, Academy of Management Meetings (TIM)*

Membership: Academy of Management, Strategic Management Society, Innovation Growth Lab

NON-ACADEMIC EXPERIENCE

Finance & Operations Manager, *Hubert Burda Media* (Munich, Germany) 2018
Junior Asset Manager, *ProSiebenSat.1 Media SE* (Munich, Germany) 2017