

MAREN MICKELERmickeler@essec.edu[Google Scholar](#)**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](#)] (Under review at *Management Science*)
- [4] Castro, S., Ho, H., & **Mickeler, M.***, Cooperation in the Workplace: Experimental Evidence from Knowledge Workers [[Link](#)], (Preparing for submission).

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 collection stage).
- [6] **Mickeler, M.**, Khashabi, P., & Keck, S., Unintended Consequences of Knowledge Sharing Cultures in Organizations (Lab experiment - Design stage).
- [7] Castro, S., Friess, S., Ho, H., & **Mickeler, M.***, Tool, Threat or Teammate? The Influence of Generative AI on Organizations (Field experiment – Design stage).

* Indicates equal contribution of all co-authors.

[8] Zhen, Z. & **Mickeler, M.**, The Effect of Peer Rating Visibility on Team Formation and Performance: A Field Experiment (Field experiment – Design stage).

GRANTS AND HONORS

ESSEC <i>Africa Research Fund</i> (EUR 15,000)	2025
ESSEC <i>Foundation Research Award Runner Up</i>	2024
ESSEC <i>Africa Research Fund</i> (EUR 15,000)	2024
German Academic Exchange Service, <i>Research Fellowship</i> (EUR 5,500)	2022
Bavarian Research Institute for Digital Transformation (bidt) <i>Research Grant</i> (EUR 1,050,000 co-applicant with Tobias Kretschmer, Klaus Moser, and Michael Koch)	2021
Strategic Research Foundation <i>Research in Organizations (RiO) Grant</i> (EUR 20,000 co-applicant with Tobias Kretschmer)	2019

INVITED TALKS

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)

SELECTED CONFERENCE PRESENTATIONS

2025 (Upcoming) (AoM Annual Meeting); **2024** (AoM Annual Meeting, SMS Conference, ESSEC HEC INSEAD Seminar, Conference on Field Experiments in Strategy) **2023** (INSEAD ESSEC HEC Seminar, Conference on Field Experiments in Strategy, Experimental Organization Science Conference); **2022** (AoM Annual Meeting, SMS Special Conference, Strategy Science Conference); **2021** (SEI Doctoral Consortium, DRUID Conference); **2020** (AoM Annual Meeting)

PROFESSIONAL SERVICE

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

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

Membership: Academy of Management, Strategic Management Society

NON-ACADEMIC EXPERIENCE

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