

**MAREN MICKELER**[mickeler@essec.edu](mailto:mickeler@essec.edu)[Google Scholar](#)**ACADEMIC POSITIONS**


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


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PhD in Management, Ludwig-Maximilians-Universität (Munich, Germany)	2023
<i>Dissertation Title: "Employee Collaboration: Drivers and Impediments of Resource Exchange at the Workplace"</i>	
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**


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Knowledge & Innovation, Strategic Human Capital, Field Experiments
**PUBLICATIONS**


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[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**


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[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](#)], (Preparing for submission to *Management Science*).

**WORK IN PROGRESS**


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[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 completed).

[6] **Mickeler, M.**, Khashabi, P., & Keck, S., Unintended Consequences of Knowledge Sharing Cultures in Organizations (Lab experiment - Design stage).

\* Indicates equal contribution of all co-authors.

[7] **Mickeler, M.**, & Grohsjean, T. Managing the Weakest Link: Team Response to Underperforming Team Members.

[8] Castro, S., Friess, S., Ho, H., & **Mickeler, M.\***, Generative AI in Knowledge Work: Experimental Evidence from the Global South (Field experiment – Design stage).

## GRANTS AND HONORS

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Schmidt Sciences “ <i>AI at Work</i> ” Program (\$ 199,864 co-investigator with Silvia Castro, Hoa Ho, and Svenja Friess)	2025
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 (bid) <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

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**2026** University of Geneva; **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

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**2025** (Bocconi Workshop on Strategic Human Capital, 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)

## PROFESSIONAL SERVICE

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**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 Society Conferences*, *DRUID Conferences*, *Academy of Management Meetings (TIM)*

**Membership:** Academy of Management, Strategic Management Society, IGL

## NON-ACADEMIC EXPERIENCE

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<i>Hubert Burda Media</i> (Munich, Germany), Finance & Operations Manager	2018
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