

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](#)], (Under review at the *Quarterly Journal of Economics*).
- [5] Khashabi, P., **Mickeler, M*.**, & Mohammadi, A., Staring at the Finish Line: Mortality Cues and Career Choices [[Link](#)].

WORK IN PROGRESS

- [6] 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).

* Indicates equal contribution of all co-authors.

[7] Ghaderi, Y., **Mickeler, M.**, & Conti, R. Geopolitical Shocks and Identity Disclosure Decisions on Online Knowledge Platforms: Evidence from Stack Exchange.

[8] Castro, S., Friess, S., Griniute, E., Ho, H., & **Mickeler, M.***, From Friction to Function: Generative AI in the Financial Sector of a Low Income Country (Field experiment – Design stage).

GRANTS AND HONORS

ESSEC <i>Small Research Grant</i> (EUR 5,000)	2026
OpenAI “ <i>AI at Work</i> ” Program Contribution (USD 5,400)	2026
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 (bidt) <i>Research Grant</i> (EUR 1,050,000 Co-Investigator with Tobias Kretschmer, Klaus Moser, and Michael Koch)	2021
Strategic Research Foundation <i>Research in Organizations (Rio) Grant</i> (EUR 20,000 Co-Investigator with Tobias Kretschmer)	2019

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: 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, Innovation Growth Lab

NON-ACADEMIC EXPERIENCE

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