PROF. DR. STEPHAN NÜESCH

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Date of Birth: March 18, 1980
Family Situation: married, two daughters (July 12, 2011; February 7, 2013)
Citizenship: Swiss

EDUCATION

07/2013	**Venia legendi**, University of Zurich
12/2004 – 04/2007	**PhD** University of Zurich, Dr. oec. publ., *summa cum laude*
10/2000 – 10/2004	**Master** University of Zurich, lic. oec. publ., *summa cum laude*

ACADEMIC POSITIONS

Since 08/2023	**Full-Professor** of Technology and Innovation Management at the University of Fribourg
Since 02/2023	**Director of the international institute of management in technology (iimt)** at the University of Fribourg
03/2014 – 07/2023	**Full-Professor and Head of the Business Management Group**, University of Muenster
04/2007 – 02/2014	**Post-Doctoral Research Associate** Strategic Management and Business Policy, University of Zurich
12/2004 – 03/2007	**Research Associate** Strategic Management and Business Policy, University of Zurich

NON-ACADEMIC POSITIONS

Since 06/2024	**Member of the Board of Directors**, Pensimo Management AG
Since 04/2007	**Consulting** (e.g., Reso Partners, FIFA, Hochschule Heilbronn)
08/2019 – 05/2024	**Member of the Board of Directors**, Innotix AG
01/2021 – 07/2023	**Member of the Advisory Board**, Pivoty
07/2003 – 10/2003	**Internship**: Helbling Management Consulting, Dietikon
02/2001 – 03/2001	**Internship**: Exxon Mobile, Zürich

AWARDS AND GRANTS

06/2022	Offer for a position as Full Professor of Technology and Innovation Management, University of Fribourg (offer accepted)
05/2022	Grant, Start-up Transfer.NRW, Pivoty, project owner, 239.841 EUR
07/2021	Grant, EXIST, Kundenzentrierte Innovationsentwicklung und Design Thinking, project owner, 141.000 EUR
03/2021	Top 10% of Business scholars according to research output between 2016 and 2022 (www.forschungsmonitoring.org)
12/2020	„Best Paper Award“, ICIS conference 2020.
10/2020	Nomination for „Best Research Methods Paper Price“, Strategic Management Society 40th Annual Meeting.
06/2020	„Best Paper Award“, EURAM 2020, Organizational Behavior (OB)
12/2018	Nomination for „Best Conference Paper Award“, 5th World Open Innovation Conference.
Since 07/2017	Top 10 % of authors on SSRN by all-time downloads
09/2015	PERSONALquarterly Best Paper Award 2015
07/2013	Offer for a position as Full Professor of Business Management, University of Münster (offer accepted)
04/2012	Grant, Helene Bieber-Fonds, 5000 CHF
08/2006	2nd Lindau Meeting of the Nobel Prize Winners in Economics Invited as „Young Researcher“
01/2000 – 12/2005	Scholarship of the Swiss Study Foundation (Schweizerische Studienstiftung)
01/2000	Best higher education entrance qualification of the age group

PUBLICATIONS

Peer-Reviewed Journal Articles

1) Balancing the Cognitive Highwire: The Effect of CEO–TMT Shared Cognition on Radical Innovation and Innovation Efficiency (with D. Lohmar and C. A. Sabel). *Journal of Product Innovation Management*, (forthcoming).
2) Strategic AI Orientation and Technological Innovation: Evidence From Managerial Insights and Panel Data (with A.-K. Eicke and C. A. Sabel). *Journal of Product Innovation Management*, (2026), 43(2), 262–289.
3) Crowdfunding From the Heart: How Emotions Influence Crowdfunding Participation Based on Campaign Orientation (with D. Lohmar, T. Schäper, M. F. Sinnemann). The Journal of Strategic Information Systems, (2026), 35(4).
4) Rewarding the Right Way: The Effects of Forced Rating Systems on Creative Performance in Groups (with M. F. Sinnemann, P. Brkovic and C. A. Sabel). Behavioral Research in Accounting, (2026), 38(2), 189-210.
5) Economic Value of AI in Radiology: A Systematic Review (with I. Molwitz, I. Ristow, J. Erley, T. Akinci D'Antonoli, A. S. Tejani, M. E. Klontzas, M. Huisman, G. Adam and L. Adams). *Radiology: Artificial Intelligence*, (2026), 8(1).
6) Multi-level value creation in the sharing economy: A configurational co-creation approach to business model development (with V. Clemens, R. Wilden, M. Akaka and J. N. Foege). *Industrial Marketing Management*, Vol 125 (2025), 272-289.
7) Tracing non-linearity in the relationship of economic freedom and national health innovation system efficiency (with M. Gabel and C. Jung). *Technological Forecasting and Social Change*, Vol 201 (2024).
8) Iterative Alternative Evaluation within Human–Artificial Intelligence Problem-Solving: An Extension to Raisch and Fomina's "Combining Human and Artificial Intelligence"(with A.-K. Eicke and J. N. Foege). *Academy of Management Review*, (2024).
9) Value-Based Health Care for Prostate Cancer Centers by Implementing Specific Key Performance Indicators Using a Balanced Score Card (with J.P. Radtke, P. Albers, B.A. Hadaschik, M. Graefen, C.P. Meyer, and B. Behr). *Healthcare*, Vol. 12 (2024), 991.
10) Unwanted Recommendation. The Dark Side of Recommendations for Performance Rating Distribution on Employees' Emotions, Attitudes, and Behaviors (with L. Loberg and A.M. Allendorf). *Zeitschrift für Arbeits- und Organisationspsychologie*, Vol. 68 (2024), 36-48.
11) Toolkits for Innovation: How Digital Technologies Empower Users in New Product Development (with T. Schäper and J.N. Foege), *R&D Management*, Vol. 54 (2024), 95-117.
12) The S-shaped Relationship Between Open Innovation and Financial Performance: A Longitudinal Perspective Using a Novel Text-based Measure (with T. Schäper, C. Jung, J. N. Foege, M. L.A.M. Bogers, S. Fainshmidt), *Research Policy*, Vol. 52 (2023), 104764.

13) System Design Choice in the Sharing Economy: How Different Institutional Logics Drive Consumer Perception and Consumers' Intention to Use Sharing Systems (with V. Clemens, C.A. Sabel, J. N. Foege), *Schmalenbach Journal of Business Research*, Vol. 74 (2022), 201-234.

14) Organizational Attractiveness after Identity Threats of Crises: How Potential Employees Anticipate Social Identity (with G. Onken-Menke, G.D. Lauritzen and N. Foege), *European Journal of Work and Organizational Psychology*, Vol. 31 (2022), 622-640.

15) Toward a Shared Leadership Environment: Insights into Retail Salespeople's Work Environment (with A.M. van der Berg, J.N. Foege), *Journal of Personal Selling & Sales Management*, Vol. 42 (2022), 121-138.

16) When and Why Technology Leadership Enters the C-Suite: An Antecedents Perspective on CIO Presence (with D. Bendig, R. Wagner, C. Jung), *Journal of Strategic Information Systems*, Vol 31 (2022), 101705.

17) Forced Distribution Rating Systems and Team Collaboration (with L. Loberg and N. Foege), *Journal of Economic Behavior and Organization*, Vol. 188 (2021), 18-35.

18) Flexible Work Practices and Organizational Attractiveness in Germany: The Mediating Role of Anticipated Organizational Support (with C. Kröll and N. Foege), *International Journal of Human Resource Management*, Vol. 32 (2021), 543-572.

19) Determinants of Idea Sharing in Crowdsourcing: Evidence from the Automotive Industry (with T. Schäper, N. Foege and S. Schäfer), *R&D Management*, Vol. 51 (2021), 101-113.

20) Cash for contingencies: How the organizational task environment shapes the cash-performance relationship (with C. Jung and J.N. Foege), *Long Range Planning*, 53 (2020), 101885.

21) The Effects of Flexible Work Practices on Employee Attitudes: Evidence from a Large-Scale Panel Study in Germany (with C. Kröll), *International Journal of Human Resource Management*, Vol. 30 (2019), 1505-1525.

22) Diversification and Organizational Environment: The Effect of Resource Scarcity and Complexity on the Valuation of Multi-Segment Firms (with M. Sturm), *Journal of Business Economics*, Vol. 89 (2019), 251–272.

23) Strong Shareholder Rights, Internal Capital Allocation Efficiency, and the Moderating Role of Market Competition and External Financing Needs (with M. Sturm), *Review of Managerial Science*, Vol. 13 (2019), 93-111.

24) The More Other Care, the More You Share? Social Contagion as a Stardom Trigger of Social Media Superstars (with C. Jung), *Applied Economics*, Vol. 51 (2019), 881-888.

25) Are you Attracted? Do you Remain? Meta-Analytic Evidence on Flexible Work Practices (with G. Onken-Menke and C. Kröll), *Business Research*, Vol. 11 (2018), 239-277.

26) Adjustments in the Housing Market After an Environmental Shock: Evidence from a Large-Scale Change in Aircraft Noise Exposure (with C. Almer and S. Boes), *Oxford Economic Papers*, Vol. 69 (2017), 918-938.

27) Meta-Analytic Evidence of the Effectiveness of Stress Management at Work (with C. Kröll and P. Doebler), *European Journal of Work and Organizational Psychology*, Vol. 26 (2017), 677-693.

28) Does Sports Activity Improve Health? Representative Evidence Using Local Density of Sports Facilities as an Instrument (with M. Brechot and E. Franck), *Applied Economics*, Vol. 49 (2017), 4871-4884.

29) The Liquidity Advantage of Quote-Driven Markets: Evidence from the Betting Industry (with R. Flepp and E. Franck), *The Quarterly Review of Economics and Finance*, Vol. 64 (2017), 306-317.

30) Trust in third parties. (with G. Eisenkopf), *Journal of Economic Behavior & Organization*, Vol. 137 (2017), 410-427.

31) Third Parties and Specific Investments (with G. Eisenkopf), *Schmalenbach Business Review*, Vol. 17 (2016), 151-175.

32) Dual-Class Shares, External Financing Needs, and Firm Performance, *Journal of Management and Governance*, Vol. 20 (2016), 525-551.

33) Death-Related Publicity as Informational Advertising: Evidence from the Music Industry (with L. Brandes and E. Franck), *Marketing Letters*, Vol. 27 (2016), 143-157.

34) Does Bettor Sentiment Affect Bookmaker Pricing? (with R. Flepp and E. Franck), *Journal of Sports Economics*, Vol. 17 (2016), 3-11.

35) Hedonic Valuation of the Perceived Risks of Nuclear Power Plants (with S. Boes and K. Wüthrich), *Economics Letters*, Vol. 133 (2015), 109-111.

36) How Performance Expectations Affect Managerial Replacement Decisions (with J. Pieper and E. Franck), *Schmalenbach Business Review (sbr)*, Vol. 66 (2014), 5-23.

37) Aircraft Noise, Health, and Residential Sorting: Evidence from Two Quasi-Experiments (with S. Boes and S. Stillman), *Health Economics*, Vol. 22 (2013), 1037-1051.

38) Inter-market Arbitrage in Betting (with E. Franck and E. Verbeek), *Economica,* Vol. 80 (2013), 300-325.

39) Are Multinational Teams More Successful (with H. Haas), *International Journal of Human Resource Management,* Vol. 23 (2012), 3105-3113.

40) Empirical Evidence on the "Never Change a Winning Team" Heuristic (with H. Haas), *Journal of Economics and Statistics,* Vol. 232 (2012), 247-257.

41) Talent and/or Popularity – What does it Take to Be a Superstar? (with E. Franck), *Economic Inquiry*, Vol. 50 (2012), 202-216.

42) Sentimental Preferences and the Organizational Regime of Betting Markets (with E. Franck and E. Verbeek), *Southern Economic Journal*, Vol. 78 (2011), 502-518.

43) Specific Human Capital as a Source of Superior Team Performance (with E. Franck and J. Pieper), *Schmalenbach Business Review (sbr)*, Vol. 63 (2011), 393-415.

44) The Effect of Wage Dispersion on Team Outcome and the Way Team Outcome is Produced (with E. Franck), *Applied Economics*, Vol. 43 (2011), 3037-3049.

45) Quasi-Experimental Evidence on the Effect of Aircraft Noise on Apartment Rents (with S. Boes), *Journal of Urban Economics*, Vol. 69 (2011), 196-204.

46) Prediction Accuracy of Different Market Structures – Bookmakers versus a Betting Exchange (with E. Franck and E. Verbeek), *International Journal of Forecasting*, Vol. 26 (2010), 448-459.

47) The Effect of Talent Disparity on Team Productivity in Soccer (with E. Franck), *Journal of Economic Psychology,* Vol. 31 (2010), 218-229.

48) A Note on the Endogeneity of the Pay-Performance Relationship in Professional Soccer, *Economics Bulletin*, Vol. 29 (2009), 1852-1857.

49) Are Demographic Diversity Effects Spurious? *Economic Analysis and Policy*, Vol. 39 (2009), 379-388.

50) The Role of Patriotism in Explaining the TV Audience of National Team Games – Evidence from Four International Tournaments (with E. Franck), *Journal of Media Economics*, Vol. 22 (2009), 6-19.

51) Mechanisms of Superstar Formation in German Soccer – Empirical Evidence (with E. Franck), *European Sport Management Quarterly*, Vol. 8 (2008), *145-164.*

52) Local Heroes and Superstars – An Empirical Analysis of Star Attraction in German Soccer (with L. Brandes and E. Franck), *Journal of Sports Economics,* Vol. 9 (2008), 266-286.

53) Avoiding "Star Wars" – Celebrity Creation as Media Strategy (with E. Franck), *Kyklos,* Vol. 60, (2007), 211-230.

54) Are Voluntary Salary Caps Self-Enforcing (with H. M. Dietl and E. Franck), *European Sport Management Quarterly,* Vol. 6 (2006), 23-34.

Books

55) The Economics of Superstars and Celebrities, Deutscher Universitäts-Verlag (DUV), Wiesbaden 2007.

Peer-Reviewed Conference Proceedings

56) From Feelings to Funding: The Moderating Role of Category Membership in Crowdfunding Participation (with D. Lohmar and T. Schäper), *Proceedings of the International Conference on Information Systems*, ICIS 2023.

57) The Effects of CEO-TMT Shared Cognition on Radical Technological Innovation (with D. Lohmar and C. A. Sabel), *Academy of Management Proceedings*, Vol. 2023.

58) A Firm-Level Analysis of Artificial Intelligence for Organizational Knowledge Search (with A.-K. Eicke), *Academy of Management Proceedings*, Vol. 2023.

59) Algorithm-driven Search: An Attention-based View on Artificial Intelligence for Organizational Exploitation and Exploration (with A. Eicke and C. Sabel), *Proceedings of the International Conference on Information Systems*, ICIS 2022.

60) CEO-CIO Shared Understanding of the Role of Technology: Outcomes for Technological Innovation Value (with D. Lohmar), *Proceedings of the International Conference on Information Systems*, ICIS 2022.

61) Incentivizing Creativity in Virtual Groups (with P. Brkovic and C. Sabel), *Proceedings of the International Conference on Information Systems,* ICIS 2022.

62) The Effect of CEO Cognitive Simplicity on Firm-Level Strategic Dynamism (with D. Lohmar and C. Jung), *Academy of Management Proceedings*, Vol. 2022.

63) Simply Clever – The Impact of Cognitive Simplicity on Organizational Digital Strategy Orientation (with D. Lohmar and C. Jung*), Proceedings of the International Conference on Information Systems*, ICIS 2021.

64) The Effect of Managerial Capabilities on Firm-Level Innovation (with J. N. Foege and D. Lohmar), *Academy of Management Proceedings*, Vol. 2021.

65) Tracing Non-linearity between Economic Freedom and National Health Innovation System Efficiency (with M. Gabel and C. Jung), *Academy of Management Proceedings*, Vol. 2021.

66) Moving Strategic Leadership Further: An Analysis of Strategic Shared Leadership and Firm Performance (with A. Van Der Berg and T. Schaeper), Academy of Management Proceedings, Vol. 2021.

67) Privacy Awareness under Scrutiny: Field Experimental Evidence on Health Data Protection in Underserved Communities (with M. Gabel and N. Foege), *Proceedings of the International Conference on Information Systems,* ICIS 2020.

68) Measuring Open Innovation through Textual Analysis: An Assessment of Nonlinear Performance Implications (with T. Schäper, N. Foege, C. Jung), *Proceedings of the International Conference on Information Systems*, ICIS 2020.

69) The Sharing Economy Landscape: Structuring Research from Airbnb to Zipcar (with V. Clemens and R. Wilden), *Academy of Management Best Paper Proceedings*, Vol. 2020.

70) Quantifying Open Innovation: A Machine-Learning Textual Analysis Approach (with T. Schaeper, C. Jung and J. N. Foege), *Academy of Management Proceedings*, Vol. 2020.

71) Two-Sided Privacy Awareness: A Field Experiment on Health Data Protection in Underserved Communities (with M. Gabel and J. N. Foege). *Academy of Management Proceedings,* Vol. 2020.

72) The (In)effectiveness of Incentives: A Field Experiment on the Adoption of Personal Electronic Health Records (with M. Gabel and J.N. Foege), *Proceedings of the International Conference on Information Systems*, ICIS 2019.

73) Decisive Impulses: The Effects of Incentives on the Adoption of Personal Health Records (with M. Gabel), *Academy of Management Proceedings*, Vol. 2019.

74) Novel Perspectives on Knowledge Hiding in Organizations (with M. Cerne, K. Knipfer, D. N. Den Hartog, J. Friedrich Walter Arendt, S. Bogilovic, L. Loberg, A. Sarabi, F. Brodbeck, C. Connelly, K. G. Kugler, N. Lehmann, E. Schmid and M. Skerlavaj), *Academy of Management Proceedings*, Vol. 2019.

75) Not Only a Matter of Dynamic Managerial Capabilities (with C. Jung and J.N. Foege), *Academy of Management Best Paper Proceedings*, Vol. 2018.

76) Forced Distribution Rating Systems and Team Performance: The Moderating Role of Task Interdependence (with L. Loberg and J. N. Foege), *Academy of Management Proceedings*, Vol. 2018.

Other Articles

77) Im Musikgeschäft ist der Tod nicht das Ende (mit L. Brandes und E. Franck), UZH Business Insight vom Mai 2012.

78) Lokalmatadore und Superstars - Eine empirische Analyse des Stareffekts in der deutschen Bundesliga (mit L. Brandes und E. Franck), in: H.-D. Horch, C. Breuer, G. Hovemann, S. Kaiser and V. Roemisch (Eds.), *Qualitätsmanagement im Sport,* Edition Sportökonomie/Sportmanagement, Köln, 2007, pp. 25-34.

79) Alles nur Patrioten – Eine empirische Analyse der Fernsehnachfrage während der WM 2006 (mit E. Franck), in: H. Dietl, E. Franck und H. Kempf (Eds.), *Fußball – Ökonomie einer Leidenschaft,* Hofmann, 2009, pp. 83-101.