

CURRICULUM VITAE
Univ.-Prof. Dr. Simon Oertel
(October 2025)

Paris Lodron University Salzburg
Faculty of Law, Business and Economics
Department of Business
Kapitelgasse 5-7
5020 Salzburg
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Academic Appointments

Current positions

Since 10/2021	Professor for Strategic Management and Organization at Paris Lodron University Salzburg
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Since 10/2021	Visting Professor Department of Economic Sciences and Media Technische Universität Ilmenau, Germany
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Since 12/2018	Visiting Researcher (associated member) Chair of Organization, Leadership and HRM School of Economics and Business Administration Friedrich Schiller University Jena, Germany
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Past Positions

12/2018 - 09/2021	Postdoctoral Researcher (Akademischer Rat) Management/Organization Group Department of Economic Sciences and Media Technische Universität Ilmenau, Germany
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04/2018 - 03/2019	Interim Professor (Vertretungsprofessur) Chair of General Business Administration, in particular Aspects of Organisation and Corporate Governance Brandenburg University of Technology, Germany
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10/2010 - 11/2018	Postdoctoral Researcher Chair of Organization, Leadership and HRM School of Economics and Business Administration Friedrich Schiller University Jena, Germany
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09/2008 - 09/2010	Research Associate Chair of Organization, Leadership and HRM School of Economics and Business Administration Friedrich Schiller University Jena, Germany
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05/2006 - 08/2008	Research Fellow (Scholarship of the Federal State of Thuringia) ("Landesgraduierstipendium des Landes Thüringen") Chair of Organization Theory and Management University of Erfurt, Germany
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Past Visiting Positions

10/2016 - 11/2016	Stanford University (CA, USA), Visiting Scholar at the Graduate School of Education
05/2014 - 10/2014	Stanford University (CA, USA), Visiting Scholar at the Department of Sociology
10/2013 - 12/2013	WU Wien (Vienna, Austria), Visiting Scholar at the Institute for Organization Studies

Educational Background

11/2020	Habilitation and venia legendi in Business Administration at the School of Economics and Business Administration, Friedrich Schiller University Jena.
09/2010	Doctoral degree (Dr. rer. pol.) in Business Administration at the School of Economics and Business Administration, Friedrich Schiller University Jena.
10/2004 - 02/2006	Magister of Arts in Political Economics, University of Erfurt, Germany.
10/2000 - 08/2004	Diploma in Business Administration (Dipl. Betriebswirt), University of Applied Sciences of Trier, Germany.

Third-party funded projects

02/2025-12/2026	Head of the project "Collaborative capacities in social enterprises: Leadership styles, organizational culture and adaptability" (theory-practice transfer)
05/2021-12/2024	Head of the BMBF project "Innovative forms of work organization in medium-sized enterprises" (together with Prof. Dr. Norbert Bach; https://thaff-innonet.de/), funding volume: 1,417,622 EUR
01/2019-04/2022	Head of the DFG project "The crafting of organizational identity and the role of history" (together with Prof. Dr. Kirsten Thommes, University of Paderborn), funding volume (own part): 214,825 EUR

Service in Academic Governance

Coordinator (together with Prof. Dr. Christine Vallaster) of the Doctoral School for Organization Studies, Paris Lodron University of Salzburg (since 2025) [[DSP Organization Studies](#)]

Head of the Curricula Commission "Management", Paris Lodron University Salzburg (since 2022)

Member of the Curricula Commission "Digitalisation – Innovation – Society", Paris Lodron University Salzburg (2022-2025)

Deputy Head of Department, Department of Business, Paris Lodron University Salzburg (2022-2024)

Member of the committee for research at the TU Ilmenau (2020-2021)

Memberships

Academy of Management

European Group for Organizational Studies (EGOS)

New Institutionalism Network

American Sociological Association

Member of the German Academic Association for Business Research

Member of the Wissenschaftlichen Kommission Organisation (VHB)

Member of the Wissenschaftlichen Kommission Technologie, Innovation und Entrepreneurship (VHB)

Member of the Wissenschaftlichen Kommission Personalwesen (VHB)

Service as Academic Reviewer (selection)

Business & Society, British Journal of Management, Entrepreneurship Theory and Practice, European Management Journal, Higher Education, Human Relations, International Journal of Comparative Sociology, Journal of Business Research, Journal of Business Venturing, Journal of Management Inquiry, Journal of Management Studies, Minerva, Management International Review, Organization Studies, Scandinavian Journal of Management, Small Business Economics, Strategic Entrepreneurship Journal, Strategic Organization, Studies in Higher Education; The International Journal of Human Resource Management

DFG (German Research Foundation) (since 2016)

Publications

Books:

Kieser, Alfred; Walgenbach, Peter; Oertel, Simon; Poschmann, Philipp (2026): Organisation, Stuttgart: Schäffer-Poeschel.

The role of history and founding conditions for the success, identity and structure of organizations, Friedrich-Schiller-Universität Jena, 2020.

Drivers of organizational success – factors that influence organizational survival chances, Friedrich-Schiller-Universität Jena, 2010.

Articles in Refereed Journal

1. Leifeld, Lena; Oertel, Simon (2025): Strategies of sufficiency under institutional complexity: A study in the German food industry, *Business Strategy and the Environment*, in press.
2. Philippczyck, Nicole; Hoffmann, Harry; Oertel, Simon (2025): The role of institutional factors in shaping university mission statements: A topic modeling approach, *Public Administration Review*, in press.
3. Köpsell, Saskia; Oertel, Simon (2025): Digitalization attempts in higher education: the role of imprinting and the effect of business departments. *Studies in Higher Education*, 50(4), 771-789.
4. Goldenstein, Jan; Hunoldt, Michael; Oertel, Simon (2024): How market conditions affect new ventures' propensity to engage in category spanning. *Strategic Organization*, 22(3), 464-494.
5. Bach, Norbert; Hartz, Ronald; Hettich, Leonie Stella; Mayr, Viktoria; Oertel, Simon (2024): New Work als Treiber organisationalen Wandels, *Zeitschrift Führung + Organisation (zfo)*, 287-291.
6. Maurer, Marcel; Bach, Norbert; Oertel, Simon (2024). Dealing with the downsides of new work: The reactions of middle managers to the decline in middle management. *European Management Journal*, 42(3), 358-370.
7. Philippczyck, Nicole; Grundmann, Jan Frederik; Oertel, Simon (2024): The framing of diversity statements in European universities: The role of imprinting and institutional legacy, *Minerva* 62: 69-92.
8. Gerhardt, Lisa Maria; Goldenstein Jan; Oertel, Simon; Poschmann, Philipp; Walgenbach, Peter (2023): The managerialization of higher education in Germany and its consequences: Changes in job advertisements for professorships in German universities, 1990 to 2010, *Research in the Sociology of Organizations*, 59-85.
9. Maurer, Marcel; Bach, Norbert; Oertel, Simon (2023): Changes in formal structure towards self-managing organization and their effects on the intra-organizational communication network, *Journal of Organization Design*, 12(3): 83-98.
10. Schulz, Ann-Christine; Fehre, Kerstin; Oertel, Simon (2023): The adoption of MBA programs in Germany: An institutional perspective. *Academy of Management Learning and Education*, 22(2), 216-238.
11. Maurer, Marcel; Bach, Norbert; Oertel, Simon (2022): Forced to go virtual. Working-from-home arrangements and their effect on team communication during COVID-19 lockdown, *German Journal of Human Resource Management*, 36(3), 238-269.
12. Maurer, Marcel; Bach, Norbert; Oertel, Simon (2021). Crisis management based on post-bureaucratic organizational models: A case study of a medium-sized family firm in the COVID-19 pandemic. *Betriebswirtschaftliche Forschung und Praxis*, 253-275.

13. Hunoldt, Michael; Oertel, Simon; Galander, Anne (2020): Being responsible: How managers aim to implement corporate social responsibility, *Business & Society*, 59, 1441-1482.
14. Goldenstein, Jan; Hunoldt, Michael; Oertel, Simon (2019): How optimal distinctiveness affects new ventures' failure risk: A contingency perspective, *Journal of Business Venturing*, 34, 477-495.
15. Oertel, Simon; Thommes, Kirsten (2018): History as a source of organizational identity creation, *Organization Studies*, 39: 1709-1731.
16. Oertel, Simon (2018): The role of imprinting on the adoption of diversity management in German universities, *Public Administration*, 96: 104-118.
17. Oertel, Simon; Söll, Matthias (2017): Universities between traditional forces and modern demands: The role of imprinting on the missions of German universities, *Higher Education*, 73: 1-21.
18. Oertel, Simon; Thommes, Kirsten; Walgenbach, Peter (2016): Organizational failure in the aftermath of radical institutional change, *Organization Studies*, 37: 1067-1087.
19. Oertel, Simon; Thommes, Kirsten; Walgenbach, Peter (2016): Shadows of the past: The effect of communist heritage on employee consultation, *Industrial and Labor Relations Review (ILRR)*, 69: 683-713.
20. Günther, Christina; Oertel, Simon; Walgenbach, Peter (2016): It's all about timing: Age-dependent consequences of founder exits and new member additions, *Entrepreneurship Theory and Practice*, 40: 843-865.
21. Oertel, Simon; Thommes, Kirsten (2015): Making history: Sources of organizational history and its rhetorical construction, *Scandinavian Journal of Management*, 31: 549-560.
22. Hunoldt, Michael; Oertel, Simon; Galander, Anne (2015): Institutionelle Komplexität: Wie CSR-Manager widersprüchlichen Erwartungen begegnen, *Zeitschrift Führung + Organisation (zfo)*, 84: 356-360.
23. Oertel, Simon (2014): Density imprints and the survival chances of organizations: A question of organizational ancestors, *Journal of East European Management Studies*, 19: 81-105.
24. Oertel, Simon; Walgenbach, Peter (2012): The effect of core change on survival chances of small and medium-sized organizations, *Journal of Organizational Change Management*, 3: 462-482.
25. Krause, Ina; Oertel, Simon; Walgenbach, Peter (2012): Veränderungen in den Beschäftigungsverhältnissen: Ergebnisse einer empirischen Untersuchung, *German Journal of Human Resource Management*, 26: 346-375.
26. Galander, Anne; Oertel, Simon; Walgenbach, Peter (2012): Imprinting und Regelkonformität – Die Bedeutung des institutionellen Gründungskontexts für die Übernahme der Richtlinien des Deutschen Corporate Governance Kodex, *Managementforschung*, 22: 83-126.
27. Oertel, Simon; Walgenbach, Peter (2011): Licence to survive: The effect of master certificates on the survival chances of start-ups, *European Management Review*, 8: 33-45.
28. Oertel, Simon; Walgenbach, Peter (2010): Gesellschafteraustritt und Schließungsrisiko – eine Betrachtung von kleinen und mittelständischen Unternehmungen, *Die Betriebswirtschaft*, 70: 223-238.
29. Oertel, Simon; Walgenbach, Peter (2009): How the organizational ecology approach can enrich business research on small and medium-sized enterprises: Three areas for future research, *Schmalenbach Business Review*, 61: 250-269.

30. Emery, Charles; Oertel, Simon (2006): An examination of employee culture-based perceptions as a predictor of motivation, *Journal of Organizational Culture, Communications and Conflict*, 10: 13-29.
31. Rhodes, Danny; Emery, Charles; Tian, Robert; Shurden, Michael; Tolbert, Samuel; Oertel, Simon; Antonova, Maria (2005): A cross-cultural comparison of leader ethics, *Journal of Organizational Culture, Communications and Conflict*, 9: 87-103.

Book Chapters:

1. Krause, Ina; Oertel, Simon (2024). The Transformation of Work in the Digital Age: Coworking Spaces as Community-Based Models of Work Organization. In: Weik, Elke; Land, Chris; Hartz, Ronald: *The Handbook of Organizing Economic, Ecological and Societal Transformation*, De Gruyter, 125-144.
2. Berger, Ulrike; Bernhard-Mehlich, Isolde; Oertel, Simon (2019): Die Verhaltenswissenschaftliche Entscheidungstheorie, in: Kieser, A. / Ebers, M. (Hrsg.): *Organisationstheorien*, 8.. Auflage, Stuttgart, Kohlhammer
3. Brünner, Kathrin; Chvosta, Angela; Oertel, Simon (2016): Die Institutionalisierung dualer Studiengänge: Hintergründe, Verlauf und Entwicklung, in: Faßhauer, U. / Severing, E. (Hrsg.): *Verzahnung beruflicher und akademischer Bildung – Duale Studiengänge in Theorie und Praxis*, Bielefeld, Bertelsmann, 63–80.
4. Brünner, Kathrin; Oertel, Simon (2015): Determinanten der Organisation betrieblicher Berufsausbildung in großen Unternehmen: Bildungszentren als dritte Lernorte, in: *Chancen und Risiken aus der demografischen Entwicklung für die Berufsbildung in den Regionen*, Bielefeld, Bertelsmann, 79–95.
5. Oertel, Simon (2015): Stinchcombe, Arthur L.: Social structure and organizations, in: Kühl, S.: *Schlüsselwerke der Organisationsforschung*, Heidelberg, Springer, 673–676.
6. Berger, Ulrike; Bernhard-Mehlich, Isolde; Oertel, Simon (2014): Die Verhaltenswissenschaftliche Entscheidungstheorie, in: Kieser, A. / Ebers, M. (Hrsg.): *Organisationstheorien*, 7. Auflage, Stuttgart, Kohlhammer, 118–163.
7. Oertel, Simon; Thommes, Kirsten; Walgenbach, Peter (2014): Die Rechte von Arbeitnehmervertretern in Ost- und Westeuropa – Einheitseuropa oder Zweiklassengesellschaft?, in: Kranz, O. / Steger, T. (Hrsg.): *Between Instrumentality and Insignificance – Employee Participation in the Context of Organizations in Central and Eastern Europe*. München/Mering, Hampp, 223–251.
8. Oertel, Simon; Walgenbach, Peter (2010): Die Umwelt der Organisation, in: Mayrhofer, W. / Meyer, M. / Titscher, S. (Hrsg.): *Praxis der Organisationsanalyse. Anwendungsfelder und ihre Methoden*. UTB: Wien, 63–82.