

## **Academic CV Univ.-Prof. Dr. Renate Ortlieb**

### **Personal details**

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### **Education**

- Habilitation and Venia Legendi in Business Administration, Freie Universität Berlin, 2009
- Doctor rerum politicarum/PhD in Business Administration and Economics, Freie Universität Berlin (summa cum laude), 2002
- Diplom-Kauffrau / Diploma in Business Administration, Technische Universität Berlin, 1995

### **Academic Positions**

- Full Professor of Human Resource Management and Head of the Department of Human Resource Management, University of Graz, Austria, since June 2009
- Interim Professor of Management, University of Konstanz, 2008–2009
- Research and Teaching Assistant, Freie Universität Berlin, 2004–2009
- Research Assistant, University of Flensburg, 2003–2004 (part-time 50%)
- Research and Teaching Assistant, Freie Universität Berlin, 1997–2002 (part-time 67%)
- Research and Teaching Assistant, University of Essen, 1995–1997
- Research and Teaching Assistant, University of Konstanz, 1995 (part-time 50%)
- Student Tutor for Mathematics, Technische Universität Berlin, 1992–1995

### **Career breaks**

- Motherhood of two children (born 1997 and 2005)

### **Research interests and selected research projects**

- Workplace integration of refugees
  - “Integration of Refugees in Styrian Companies (INREST),” Federal State of Styria, 2017–2019, EUR 92,300
  - “Labour Market Integration of Refugees in Austria (LAMIRA),” Anniversary Fund of the Oesterreichische Nationalbank, 2017–2019, EUR 150,000
- Migration; firms’ HR strategies addressing people with migrational background
  - “Strategic Transitions for Youth Labour in Europe (STYLE),” European Union 7th Framework Programme, 2014–2017, EUR 5,000,000 (PI and leader of two key work packages)
  - “Diversity und Diversity Management in Berliner Unternehmen. Im Fokus: Personen mit Migrationshintergrund [Diversity and Diversity Management in Berlin-based Companies. Focus: People with a Migration Background]” European Social Fund, 2007–2008, EUR 150,000 (with Barbara Sieben)

- Gender and diversity in organisations
- Job quality; working conditions
  - “Digitales Arbeiten: Lernen, organisieren und gestalten (DIALOG) [Digital Working: Learning, Organising, and Designing],” Federal State of Styria, 2020–2024, EUR 69,400

### Academic publications

1. Knappert, L.; Cnossen, B. & Ortlieb, R. (2025). Inequality regimes in coworking spaces: How new forms of organising (re)produce inequalities. *Work, Employment and Society*, 39(1): 43–63. DOI: 10.1177/09500170241237188.
2. Ressi, E.; Weiss, S. & Ortlieb, R. (2024). Whose interests matter? The role of participation in inclusive organizational behavior. *Journal of Organizational Behavior*, 45(9): 364–396. DOI: 10.1002/job.2767.
3. Weiss, S. & Ortlieb, R. (2024). Professional–personal boundary work: Individuals torn between integration and segmentation. *German Journal of Human Resource Management*, online first, DOI: 10.1177/23970022241291503.
4. Knappert, L.; Ortlieb, R.; Kornau, A.; Maletzky de García, M. & van Dijk, H. (2023). The ecosystem of managing refugee employment: Complementarity and its microfoundations. *Academy of Management Discoveries*, 9(3): 339–362. DOI: 10.5465/amd.2020.0157.
5. Ortlieb, R. & Knappert, L. (2023). Labor market integration of refugees: An institutional country-comparative perspective. *Journal of International Management*, 29(2): 101016. DOI: 10.1016/j.intman.2023.101016.
6. Ortlieb, R.; Glauninger, E. & Weiss, S. (2021). Organizational inclusion and identity regulation: How inclusive organizations form ‘Good’, ‘Glorious’ and ‘Grateful’ refugees. *Organization*, 28(2): 266–288. DOI: 10.1177/1350508420973319.
7. Ortlieb, R. & Winterheller, J. (2020). Behind migrant and non-migrant worktime inequality in Europe: Institutional and cultural factors explaining differences. *British Journal of Industrial Relations*, 58(4): 785–815. DOI: 10.1111/bjir.12521.
8. O’Reilly, J.; Leschke, J.; Ortlieb, R.; Seeleib-Kaiser, M. & Villa, P. (Eds) (2019). *Youth labor in transition. Inequalities, mobility, and policies in Europe*. New York: Oxford University Press. <https://academic.oup.com/book/26877>.
9. Ortlieb, R. & Weiss, S. (2019). How do labor market intermediaries help young Eastern Europeans find work? In: O’Reilly, J.; Leschke, J.; Ortlieb, R.; Seeleib-Kaiser, M. & Villa, P. (Eds). *Youth labor in transition. Inequalities, mobility, and policies in Europe*. New York: Oxford University Press: 443–460. DOI: 10.1093/oso/9780190864798.003.0015.
10. Ortlieb, R. & Sieben, B. (2019). Balls, Barbecues and Boxing: Contesting gender regimes at organizational social events. *Organization Studies*, 40(1): 115–133. DOI: 10.1177/0170840617736941.

### Additional research achievements

- Finalist for Roland Calori Prize, European Group for Organizational Studies, with Barbara Sieben, 2021

- Käthe Leichter Award for women's research, gender research, and equality in the world of work; Austrian Federal Minister for Women, Families, and Youth together with the Federal Minister for Labor, Social Affairs, Health, and Consumer Protection, 2018
- Seraphine Puchleitner Recognition Award, University of Graz for outstanding efforts in supervising doctoral candidates, 2014
- Chair of Human Resource Management Section (WK PERS) of the German Academic Association for Business Research (VHB), 2013–2015; Deputy Chair, 2015–2016; Early-Career Scholars Representative, 2011–2017
- Co-Editor-in-Chief of *German Journal of Human Resource Management*, 2016–2020; Associate Editor since 2015
- Editorial Board Member of *Equality, Diversity and Inclusion* (since 2016); *Industrielle Beziehungen* (since 2013); *Management Revue* (since 2009); *Organization Studies* (2017–2022)
- Reviewing for numerous journals (including Academy of Management Discoveries; British Journal of Industrial Relations; Business and Society), conferences (including Annual Meetings of the Academy of Management [AOM]; German Academic Association for Business Research [VHB]) and research foundation/grants (including German Research Foundation [DFG]; Research Foundation Flanders [FWO]; Swiss National Science Foundation [SNF])
- Organisation of numerous workshops and scientific conferences/conference streams
- PhD and habilitation supervision/examination: 12 Doctoral candidates (completed 2011–2023); 5 Doctoral candidates, ongoing; 6 Habilitation candidates (completed 2011–2021)
- Teaching at PhD, Master and Bachelor level; main areas: human resource management, leadership, labour law, employment relations, research methods, gender and diversity

Graz, February 20<sup>th</sup>, 2025