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Associate Professor of Management
Rutgers University
School of Business-Camden
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ACADEMIC POSITIONS

Rutgers University, School of Business-Camden

Associate Professor (with tenure), 2021 – Present

Assistant Professor, 2015 – 2021

Drexel University, LeBow College of Business

Visiting Professor, 2018

Cornell University, ILR School, Department of Human Resource Studies

Visiting Scholar, 2012 –2013

EDUCATION

Dr./Ph.D. **University of St. Gallen, Switzerland.**

Major: Strategy & Management

Graduated with Summa cum Laude (highest honors)

Committee co-chairs: Prof. Heike Bruch (University of St. Gallen) &
 Prof. Lisa H. Nishii (Cornell University)

M.Sc. & B.A. **University of Mannheim, Germany.**

Major: Psychology (focus on Industrial and Organizational Psychology)

Minor: Business administration (focus on Marketing and Management)

Graduated with Summa cum Laude (highest honors)

PEER REVIEWED JOURNAL PUBLICATIONS

Dwertmann, D. J. G., Goštautaitė, B., Kazlauskaitė, R., & Bučiūnienė, I. (2023). Receiving service from a person with a disability: Stereotypes, perceptions of corporate social responsibility, and the opportunity for increased corporate reputation. *Academy of Management Journal*. 66(1), 133-163. <https://doi.org/10.5465/amj.2020.0084>

** For this paper, I won the 2023 Rutgers School of Business-Camden Superior Achievement Award for Research.*

van Knippenberg, D. & **Dwertmann, D. J. G.** (2022). Interacting elements of leadership: Key to integration but looking for integrative theory. *Journal of Management*. 48(6), 1695-1723. <https://doi.org/10.1177/01492063211073069>

Dwertmann, D. J. G. & Kunze, F. (2021). More than meets the eye: The role of immigration background for social identity effects. *Journal of Management*. 47(8), 2074-2104. <https://doi.org/10.1177/0149206320929080>

** This paper was accepted into the Honor Roll of Responsible Research in Business and Management. <https://www.rrbm.network/honor-roll/entry/5453/>*

** This paper was a nominee for the 2022 Saroj Parasuraman Outstanding Publication Award from the Gender and Diversity in Organizations (GDO) division of the Academy of Management.*

** For this paper, I won the 2022 Rutgers School of Business-Camden Superior Achievement Award for Research.*

** This paper was a finalist for the 2021 Best Paper Award from the German Academic Association of Business Research (VHB).*

** A prior version of this paper was one of five finalists for the 2019 all-Academy Carolyn Dexter Award for the paper that best meets the objective of internationalizing the Academy of Management.*

** A prior version of this paper won the 2019 Best Paper with International Implications Award from the Organizational Behavior division of the Academy of Management.*

Dwertmann, D. J. G. & van Knippenberg, D. (2021). Capturing the state of the science to change the state of the science: A categorization approach to integrative reviews. *Journal of Organizational Behavior*. 42(2), 104-117. <https://doi.org/10.1002/job.2474>

van Knippenberg, D., Nishii, L. H., & **Dwertmann, D. J. G.** (2020). Synergy from diversity: Managing the performance benefits of team diversity. *Behavioral Science and Policy*. 6(1), 75-92. <https://doi.org/10.1353/bsp.2020.0007>

Dwertmann, D. J. G. & Boehm, S. A. (2016). Status matters: The asymmetric effects of supervisor-subordinate disability incongruence and climate for inclusion. *Academy of Management Journal*. 59(1), 44-64. <https://doi.org/10.5465/amj.2014.0093>

** This paper received the 2017 Bright Idea Award as one of the 10 best manuscripts of all business faculty publications in the State of New Jersey. Awarded by New Jersey Policy Research Organization (NJPRO) and the Stillman School of Business at Seton Hall University.*

** For this paper, I won the 2017 Rutgers School of Business-Camden Superior Achievement Award for Research.*

** This paper was a nominee for the 2017 Saroj Parasuraman Outstanding Publication Award from the Gender and Diversity in Organizations (GDO) division of the Academy of Management.*

Dwertmann, D. J. G., Nishii, L. H., & van Knippenberg, D. (2016). Disentangling the fairness and discrimination from synergy perspective of diversity climate: Time to move the field forward. *Journal of Management*. 42(5), 1136-1168. <https://doi.org/10.1177/0149206316630380>

** This article was the inaugural selection for Tales from the Script, in which student members of the Gender and Diversity in Organizations (GDO) division of the Academy of Management interview a notable scholar about a paper that has inspired their work. The student interviews the scholar of their choice about their manuscript. An edited transcript of the interview is then made available to all members.*

- Dwertmann, D. J. G.** (2016). Management research on people with disabilities: Examining methodological challenges and possible solutions. *International Journal of Human Resource Management*, 27(14), 1477-1509. <https://doi.org/10.1080/09585192.2015.1137614>
- Boehm, S. A., **Dwertmann, D. J. G.**, Bruch, H., & Shamir, B. (2015). The missing link? Investigating organizational identity strength and transformational leadership climate as mechanisms that connect CEO charisma with firm performance. *The Leadership Quarterly*, 26(2), 156-171. <https://doi.org/10.1016/j.leaqua.2014.07.012>
- Baumgärtner, M. K., **Dwertmann, D. J. G.**, Boehm, S. A., & Bruch, H. (2015). Job satisfaction of employees with disabilities: The role of perceived structural flexibility. *Human Resource Management*, 54(2), 323-343. <https://doi.org/10.1002/hrm.21673>
- Boehm, S. A. & **Dwertmann, D. J. G.** (2015). Forging a single-edged sword: Facilitating positive age and disability diversity effects in the workplace through leadership, positive climates, and HR practices. *Work, Aging, & Retirement*, 1(1), 41-63. <https://doi.org/10.1093/workar/wau008>
- Baumgaertner, M. K., Boehm, S. A., & **Dwertmann, D. J. G.** (2014). Job performance of employees with disabilities: Interpersonal and intrapersonal resources matter. *Equality, Diversity and Inclusion: An International Journal*, 33(4), 347-360. <https://doi.org/10.1108/EDI-05-2013-0032>
- Boehm, S. A., **Dwertmann, D. J. G.**, Kunze, F., Michaelis, B., Parks, K. M., & McDonald, D. P. (2014). Expanding insights on the diversity climate-performance link: The role of work group discrimination and group size. *Human Resource Management*, 53(3), 379-402. <https://doi.org/10.1002/hrm.21589>

PEER REVIEWED BEST PAPER PROCEEDINGS PUBLICATIONS

- Dwertmann, D. J. G.** & Kunze, F. (2019). More than meets the eye: The role of migration background for social identity effects. *Academy of Management Best Paper Proceedings*, Briarcliff Manor, New York, NY, USA. <https://journals.aom.org/doi/10.5465/AMBPP.2019.73>
- Dwertmann, D. J. G.**, Park, H., & Latu, I. M. (2018). The nature of lmx differentiation and diversity climate. *Academy of Management Best Paper Proceedings*, Briarcliff Manor, New York, NY, USA. <https://journals.aom.org/doi/abs/10.5465/AMBPP.2018.103>
- Dwertmann, D. J. G.** & Boehm, S. A. (2014). The moderating effect of climate for inclusion on supervisor-subordinate dissimilarity outcomes. *Academy of Management Best Paper Proceedings*, Briarcliff Manor, New York, NY, USA. <https://journals.aom.org/doi/abs/10.5465/ambpp.2014.188>

MANUSCRIPTS UNDER REVIEW FOR JOURNAL PUBLICATION

- Dwertmann, D. J. G.**, Boehm, S. A., McAlpine, K. L. & Kulkarni, M. (1st round revise and resubmit received). Disability as a driver of idea generation. *Administrative Science Quarterly*.

Dwertmann, D. J. G. & Froidevaux, A. (under review). The impact of COVID-19 related measures on skilled immigrants in the United States of America. *British Journal of Management*.

van Knippenberg, D. & **Dwertmann, D. J. G.** (1st round revise and resubmit submitted). An integrative review of interactive influences of leader traits, psychological states, and the situation. *Leadership Quarterly*.

WORK IN PROGRESS (JOURNAL ARTICLES ONLY)

Dwertmann, D. J. G., Froidevaux, A., & Harrison, D. Strangers in strained lands: Is there an overarching immigrant identity? (writing; target journal: *Academy of Management Journal*).

Dwertmann, D. J. G. & van Knippenberg, D. Simple dichotomies that stall progress: Towards a continuous conceptualization of diversity types. (conceptualization; target journal: *Academy of Management Review*).

Korman, B., Kunze, F., Reinwald, M., & **Dwertmann, D. J. G.** A multilevel investigation of far-right community support and immigrant employees' absenteeism. (revising; target journal: *Personnel Psychology*).

* *A prior version of this paper was nominated for the 2022 all-Academy Carolyn Dexter Award for the paper that best meets the objective of internationalizing the Academy of Management.*

* *A prior version of this paper won the 2022 Best Paper with International Implications Award from the Organizational Behavior division of the Academy of Management.*

Piszcek, M. M. & **Dwertmann, D. J. G.** Work-to-family conflict across the lifespan: Relationships with psychological well-being and turnover intentions. (conceptualization; target journal: *Journal of Applied Psychology*).

van Knippenberg, D., **Dwertmann, D. J. G.**, Yuan, Y., Lee, Y., & Miller, M. Different ratings of diversity climate by minority and majority members: A meta-analysis. (coding and data analysis; target journal: *Journal of Applied Psychology*).

BOOKS

Boehm, S. A., Baumgaertner, M. K., & **Dwertmann, D. J. G.** (Eds.) (2013). *Berufliche Inklusion von Menschen mit Behinderung: Best Practices aus dem ersten Arbeitsmarkt*. Berlin: Springer.

* *Translation: Workforce inclusion of people with disabilities: Best practices from the regular labor market*

Dwertmann, D. J. G. (2013). *Adapting to the future workforce: Combining diversity and organizational climate research*. Dissertation at the University of St. Gallen. Aachen: Shaker.

BOOK CHAPTERS

Froidevaux, A. & **Dwertmann, D. J. G.** (2023). Dual perspectives: Immigrants' comparisons of host and home countries' management of the COVID-19 pandemic increase salience of cultural differences. In A. I. Mockaitis (Ed.), *Palgrave Handbook of Global Migration in International Business*, 143-163. Cham, Switzerland: Springer International Publishing. https://doi.org/10.1007/978-3-031-38886-6_7

Dwertmann, D. J. G., & McAlpine, K. L. (2023). A Disability Contingency Framework for the Workplace. In J. E. Beatty, S. Hennekam, & M. Kulkarni (Eds.), *De Gruyter Handbook of Disability and Management*, 207-220. Berlin, Germany: De Gruyter. <https://doi.org/10.1515/9783110743647-013>

Dwertmann, D. J. G. & van Dijk, H. (2020). A leader's guide to fostering inclusion by creating a positive diversity climate. In Ferdman, B. M., Prime, J., & Riggio, R. E. (Eds.), *Inclusive leadership: Transforming diverse lives, workplaces, and societies*, 149-161. New York: Routledge.

Dwertmann, D. J. G., Baumgaertner, M. K., & Boehm, S. A. (2017). Der Beitrag flexibler HR Strukturen zur erfolgreichen Inklusion von Menschen mit Behinderung. In A. Riecken, K. Jöns-Schnieder, & M. Eikötter (Eds.), *Berufliche Inklusion. Forschungsergebnisse von Unternehmen und Beschäftigten im Spiegel der Praxis*, 58-70. Weinheim, Germany: Beltz Juventa.

** Translation: The contribution of flexible HR structures to the successful inclusion of people with disabilities*

Boehm, S. A., Baumgaertner, M. K., & **Dwertmann, D. J. G.** (2015). Das Management von Behinderungs-Diversität – Rahmenbedingungen als Erfolgsfaktoren. In E. Hanappi-Egger & R. Bendl (Eds.), *Diversität, Diversifizierung und (Ent)Solidarisierung: Eine Standortbestimmung der Diversitätsforschung im deutschen Sprachraum*, 271-288. Berlin, Germany: Springer. https://doi.org/10.1007/978-3-658-08606-0_15

** Translation: Managing disability diversity – Boundary conditions as success factors*

Boehm, S. A., Baumgaertner, M. K., & **Dwertmann, D. J. G.** (2013). Modernes Personalmanagement als Schlüsselfaktor der beruflichen Inklusion von Menschen mit Behinderung. In S. A. Boehm, M. K. Baumgaertner, & D. J. G. Dwertmann (Eds.), *Berufliche Inklusion von Menschen mit Behinderung: Best Practices aus dem ersten Arbeitsmarkt*, 3-21. Berlin, Germany: Springer. https://doi.org/10.1007/978-3-642-34784-9_1

** Translation: Modern HR management as key success factor for the inclusion of people with disabilities*

Dwertmann, D. J. G. & Kunz, J. J. (2012). HR strategies for balanced growth. In G. Mennillo, T. Schlenzig, & E. Friedrich (Eds.), *Balanced growth: Finding strategies for sustainable development*, 137-161. Berlin, Germany: Springer. https://doi.org/10.1007/978-3-642-24653-1_10

- Boehm, S. A., **Dwertmann, D. J. G.**, & Baumgaertner, M. K. (2011). How to deal with disability related diversity: Opportunities and pitfalls. In T. Geisen & H. Harder (Eds.), *Disability management and workplace integration: International research findings*, 85-100. London, UK: Gower.
- Boehm, S. A., Baumgaertner, M. K., **Dwertmann, D. J. G.**, & Kunze, F. (2011). Age diversity and its performance implications - Analyzing a major future workforce trend. In S. Kunisch, S. A. Boehm & M. Boppel (Eds.), *From grey to silver?! Successfully coping with the challenges and opportunities of the demographic change*, 121-141. Berlin, Germany: Springer. https://doi.org/10.1007/978-3-642-15594-9_11

CONFERENCE SESSION CHAIR, PANEL MEMBER, & DISCUSSANT ROLES

- Invited discussant (2023). *Navigating Stigmatized Identities in the Workplace*. Presenter symposium at the annual conference of the Academy of Management, Boston, MA, USA.
- Invited moderator (2023). *Disability*. Paper session at the annual conference of the Academy of Management, Boston, MA, USA.
- Invited panelist (2022). *Can we do it, yes we can: Strategies for non-US scholars to succeed in the US jobs market*. PDW session at the annual conference of the Academy of Management, Seattle, WA, USA.
- Invited panelist (2019). *An expert panel discussion on the future of research on climates for diversity and inclusion*. All-Academy panel session at the annual conference of the Academy of Management, Boston, MA, USA.
- Invited panelist (2018). *Gender diversity in business schools: An opportunity for enhanced performance?* Panel session at the National Science Foundation (NSF) workshop “Work Life Inclusion in Business Schools and Understudied Contexts: An Organizational Science Lens” at Purdue University, West Lafayette, IN, USA.
- Organizer, chair, and moderator (2016). *The Present and Future of Diversity Climate Research: Where Are We Now and Where Do We Have to Go?* Panel symposium at the annual conference of the Academy of Management, Anaheim, CA, USA.
- * *Selected as a special showcase symposium*
- Chair (2016). *Issues in Managing Employees with Disabilities in Organizations*. Paper session conducted at the annual conference of the Academy of Management, Anaheim, CA, USA.
- Panelist (2016). *Preparing for an academic career: Realistic job preview and key developmental experiences*. Panel session during the GDO Division Doctoral Consortium PDW at the annual conference of the Academy of Management, Anaheim, CA, USA.
- Chair (2015). *Employees with Disabilities: Discourses, Identities, Socialization and Accommodations*. Paper session conducted at the annual conference of the Academy of Management, Vancouver, Canada.
- Co-Chair (2014). *Making diversity work: Diversity climate as a possible panacea*. Conference stream conducted at the Equality, Diversity and Inclusion Conference, Munich, Germany.

CONFERENCE PRESENTATIONS

Piszcek, M. M. & **Dwertmann, D. J. G.** (2023). Work-to-family conflict across the lifespan: Relationships with psychological well-being and turnover intentions. Poster presentation at the Age in the workplace meeting 2023, Vilnius, Lithuania.

Dwertmann, D. J. G., Boehm, S. A., & McAlpine, K. L. (2023). An organizational burden or a pathway to innovation? Disability diversity in manufacturing teams. Presentation at the annual Academy of Management conference 2023, Boston, MA, USA.

Korman, B., Kunze, F., Reinwald, M., & **Dwertmann, D. J. G.** (2022). The effect of community support for far-right political parties on immigrant employees' short-term absenteeism. Presentation at the annual Academy of Management conference 2022, Seattle, WA, USA.

Korman, B., Kunze, F., Reinwald, M., & **Dwertmann, D. J. G.** (2022). The effect of community support for far-right political parties on immigrant employees' short-term absenteeism. Presentation at the In-equality conference 2022, Konstanz, Germany.

Korman, B., Kunze, F., Reinwald, M., & **Dwertmann, D. J. G.** (2022). The effect of community support for far-right political parties on immigrant employees' short-term absenteeism. Presentation at the annual European Association of Work and Organizational Psychology (EAWOP) conference 2022, Glasgow, Scotland.

Boehm, S. A., **Dwertmann, D. J. G.**, & McAlpine, K. L. (2021). How disability diverse teams can drive innovation through mutual perspective taking. Presentation at the virtual annual Academy of Management conference 2021.

** Selected to be featured in the "Team Composition" Organizational Behavior division virtual round table discussion on "hot topics" in Organizational Behavior.*

Dwertmann, D. J. G., Goštautaitė, B., Kazlauskaitė, R., & Bučiūnienė, I. (2020). Customer reactions to employees with disabilities: The opportunity for increased corporate reputation? Presentation at the annual Academy of Management conference 2020, Vancouver, Canada.

Dwertmann, D. J. G., Kunze, F., & Boehm, S. A. (2019). Does your surrounding influence how old you feel? The influence of colleague age on relative subjective age. Poster presentation at the Age in the workplace meeting 2019, St. Gallen, Switzerland.

Dwertmann, D. J. G. & Kunze, F. (2019). More than meets the eye: The role of migration background for social identity effects. Presentation at the annual Academy of Management conference 2019, Boston, MA, USA.

** Selected for the annual Academy of Management conference best paper proceedings (among the top 10% best accepted papers)*

Dwertmann, D. J. G. (2019). Exploring the measurement of inclusion in organizations: Contributing to construct clarification. Presentation at the annual Academy of Management conference 2019, Boston, MA, USA.

Dwertmann, D. J. G., Park, H., & Latu, I. M. (2018). The nature of lmx differentiation and diversity climate. Presentation at the annual Academy of Management conference 2018, Chicago, IL, USA.

** Selected for the annual Academy of Management conference best paper proceedings (among the top 10% best accepted papers)*

Bourovoi, K., **Dwertmann, D. J. G.**, & Boehm, S. A. (2015). The importance of coworker similarity for the acceptance of workplace accommodations for older employees with health restrictions. Presentation at the annual Academy of Management conference 2015, Vancouver, Canada.

Dwertmann, D. J. G. (2014). The moderation of climate for inclusion on the asymmetric effects of supervisor-subordinate disability incongruence on LMX performance. Presentation at the diversity workshop 2014 of the University of Konstanz, Constance, Germany.

Dwertmann, D. J. G. (2014). Research on people with disabilities: What are methodological challenges and how can we tackle them? Presentation at the European Association of Work and Organizational Psychology (EAWOP) small group meeting 2014 on Disability and Employment, Maastricht, Netherlands.

Dwertmann, D. J. G. & Boehm, S. A. (2014). The moderating effect of climate for inclusion on supervisor-subordinate dissimilarity outcomes. Presentation at the annual Academy of Management conference 2014, Philadelphia, PA, USA.

** Selected for the annual Academy of Management conference best paper proceedings (among the top 10% best accepted papers)*

Dwertmann, D. J. G. (2014). The inclusion of people with disabilities into the workforce: Utilizing comparative skills for entrepreneurship. Presentation at the annual Academy of Management conference 2014, Philadelphia, PA, USA.

** The presentation was part of the symposium "Persons with disabilities and entrepreneurship: Barriers and opportunities" which was a finalist for the Careers Division Best Symposium Award*

Dwertmann, D. J. G. & Boehm, S. A. (2014). The moderating role of climate for inclusion on the relationship between manager-employee dissimilarity in disability and LMX quality. Presentation at the 7th Equality, Diversity, and Inclusion International Conference 2014, Munich, Germany.

Dwertmann, D. J. G. & Nishii, L. H. (2014). Diversity climate: It's time for some clarity. Presentation at the 7th Equality, Diversity, and Inclusion International Conference 2014, Munich, Germany.

Dwertmann, D. J. G. & Boehm, S. A. (2013). The moderating effect of climate for inclusion on the outcomes of non-standard supervisor-subordinate dissimilarity. Poster presentation at the Age in the workplace meeting 2013, Rovereto, Italy.

Dwertmann, D. J. G. (2013). Explaining the gap between research on disability and other diversity dimensions: Methodological challenges and possible solutions. GDO Division Publishing Workshop at the annual Academy of Management conference 2013, Orlando, FL, USA.

Rubineau, B., Nishii, L. H., Bruyere, S., McAlpine, K., & **Dwertmann, D. J. G.** (2013). Social capital effects of workplace accommodations. Presentation at the Structuring Work in and

around Organizations workshop 2013 of the European Group for Organizational Studies, Montreal, Canada.

- Boehm, S. A., **Dwertmann, D. J. G.**, Bruch, H., & Shamir, B. (2013). Organizational identity strength and transformational leadership climate as mediators of the relationship between CEO charisma and organizational performance. Presentation at the annual conference of the Society for Industrial & Organizational Psychology 2013, Houston, TX, USA.
- Baumgaertner, M. K., Boehm, S. A., & **Dwertmann, D. J. G.** (2012). Increasing the job success of people with disabilities: The interplay of interpersonal and intrapersonal resources. Presentation at the 6th Equality, Diversity, and Inclusion International Conference 2012, Toulouse, France.
- Baumgaertner, M. K., Boehm, S. A., & **Dwertmann, D. J. G.** (2012). Job performance of employees with disabilities: Interpersonal and intrapersonal resources matter. Presentation at the annual Academy of Management conference 2012, Boston, MA, USA.
- Boehm, S. A., **Dwertmann, D. J. G.**, Bruch, H., & Shamir, B. (2012). Identity strength as a mediator of the charismatic leadership-performance link. Presentation at the annual Academy of Management conference 2012, Boston, MA, USA.
- Dwertmann, D. J. G.**, Baumgaertner, M. K., & Boehm, S. A. (2011). Management research in disability: Methodological challenges and possible solutions. Presentation at the annual Academy of Management conference 2011, San Antonio, TX, USA.
- Boehm, S. A., **Dwertmann, D. J. G.**, Kunze, F., Michels, S., & Parks, K. M. (2010). Expanding insights on the diversity climate-performance link: The role of work group discrimination. Presentation at the annual Academy of Management conference 2010, Montreal, Canada.
- Baumgaertner, M. K., **Dwertmann, D. J. G.**, & Boehm, S. A. (2010). Differences in job satisfaction facets between employees with and without disabilities. Presentation at the annual European Academy of Management conference 2010, Rome, Italy.
- Dwertmann, D. J. G.** & Voelkle, M. C. (2008). Peer education in HIV prevention: A comparison of two models. Poster presentation at the XXIX International Congress of Psychology ICP 2008, Berlin, Germany.
- Dwertmann, D. J. G.** & Voelkle, M. C. (2007). HIV prevention among high school students: evaluation of a peer educator project. Poster presentation at the annual conference of the American Evaluation Association, Baltimore, USA.

SELECTED PRACTICE-ORIENTED PUBLICATIONS

- Boehm, S. A., **Dwertmann, D. J. G.**, Brzykcy, A. (2018). Behinderungsbedingtes Stigma – Herausforderungen und Lösungsansätze. *Personal Quarterly*, (4), 26-31.

* *Translation: Stigma caused by disability – Challenges and solutions*

- Dwertmann, D. J. G.** & Boehm, S. A. (2016). If a supervisor or a subordinate has a disability, who fares worse? *LSE Business Review Blog*. (July 2016): <http://blogs.lse.ac.uk/businessreview/2016/07/14/if-a-supervisor-or-a-subordinate-has-a-disability-who-fares-worse/>).

Dwertmann, D. J. G. & Stich, A. (2013). Mitarbeiter-Diversity als Marketinginstrument. *Marketing Review St. Gallen*, 30(3), 88-100.

** Translation: Employee diversity as a marketing-instrument*

Bruch, H., Boehm, S. A., & **Dwertmann, D. J. G.** (2012). Macht durch Inspiration - Wie neue Leadershipansätze emotionale Einflussmöglichkeiten aufzeigen. *io Management*, 80(2), 11-15.

** Translation: Power through inspiration – how new leadership approaches demonstrate possibilities of emotional influence*

Boehm, S. A., Baumgaertner, M. K., & **Dwertmann, D. J. G.** (2011). Befähigen statt behindern. *Personal*, 9, 25-27.

** Translation: Enabling instead of disabling*

INVITED RESEARCH PRESENTATIONS

- Vanderbilt University, Owen Graduate School of Management – Nashville, TN, USA. (2024)
- Rutgers University, School of Management and Labor Relations – New Brunswick, NJ, USA. (2022)
- York University, Schulich School of Business – Toronto, Ontario, Canada. (2022)
- Purdue University, Krannert School of Management – West Lafayette, IN, USA. (2018)
- Columbia University, Teachers College – New York, NY, USA. (2017)
- London School of Economics, Department of Management – London, United Kingdom. (2017)
- Temple University, Fox School of Business – Philadelphia, PA, USA. (2017)
- University of British Columbia, Sauder School of Business – Vancouver, British Columbia, Canada. (2016)
- Michigan State University, School of Human Resources and Labor Relations – East Lansing, MI, USA. (2016)
- Wayne State University, Mike Ilitch School of Business – Detroit, MI, USA. (2016)
- Rutgers University, School of Business – Camden, NJ, USA. (2015)

SELECTED MEDIA MENTIONS

Rutgers Today. *Disappearing act*. (April 2023: <https://stories.camden.rutgers.edu/disappearing-act/index.html>).

BBC. *The jobs employers just can't fill*. (September 2022: <https://www.bbc.com/worklife/article/20220908-the-jobs-employers-just-cant-fill>).

Great things to know about Rutgers. *A world's best 40 under 40 business professor*. (September 2022: https://www.rutgers.edu/sites/default/files/greatthings2022_spread.pdf).

AOM Insights. *Disabilities can weaken supervisors' perceived status*. (April 2022: <https://journals.aom.org/doi/10.5465/amj.2014.0093.summary>).

- AOM Insights. *Three Benefits of Employees with Disabilities Serving Customers*. (February 2022: <https://journals.aom.org/doi/full/10.5465/amj.2020.0084.summary>).
- Built in. *How Ableist Attitudes Make an Impact in the Workplace*. (January 2022: <https://builtin.com/diversity-inclusion/ableist-attitudes>).
- Poets & Quants. *2021 Best 40-Under-40 Professors: David Dwertmann, Rutgers University School of Business*. (May 2021: <https://poetsandquants.com/2021/05/03/2021-best-40-under-40-professors-david-dwertmann-rutgers-university-school-of-business/?pq-category=best-profs>).
- University of Konstanz: Cluster of Excellence-The Politics of Inequality. *A Strong Accent on Service*. (August 2019: <https://www.exc.uni-konstanz.de/en/inequality/news-and-events/news/news-detail/Service-mit-Akzent/>).
- Georgian Court University. *Business Faculty Scholars Honored by New Jersey Organization*. (October 2017: <https://georgian.edu/business-faculty-scholars/>).
- Chicago Booth Review. *Who gets into the c-suite? Data reveal the four most important traits of America's CEOs*. (June 2016: <http://review.chicagobooth.edu/strategy/2016/article/who-gets-c-suite>).
- Institute for Sustainable Leadership. *What connects CEO charisma with firm performance?* (December 2015: <http://instituteforsustainableleadership.com/research-tidbits-manager-performance/>).
- Rutgers Today. *Disabilities can negatively impact supervisor-subordinate relationship*. (October 2015: <https://www.rutgers.edu/news/disabilities-can-negatively-impact-supervisor-subordinate-relationship>).
- Metro MBA. *Rutgers Prof. Researches Impact of Disabilities on Supervisor-Subordinate Relationship*. (October 2015: <http://www.metromba.com/rutgers-prof-researches-impact-of-disabilities-on-supervisor-subordinate-relationship>).
- phys.org. *Disabilities can negatively impact supervisor-subordinate relationship*. (October 2015: <http://phys.org/news/2015-10-disabilities-negatively-impact-supervisor-subordinate-relationship.html>).
- ISHN. *Does CEO charisma improve safety?* (August 2015: <http://www.ishn.com/articles/101995-does-ceo-charisma-improve-safety>).
- strategy+business. *Decentralization of the Corporate Structure Is Key for Workers with Disabilities*. (June 2015: <http://www.strategy-business.com/blog/Decentralization-of-the-Corporate-Structure-Is-Key-for-Workers-with-Disabilities?gko=78e50>).
- strategy+business. *Reconsidering the Charismatic CEO*. (May 2015: <http://www.strategy-business.com/blog/Reconsidering-the-Charismatic-CEO?gko=b5075>).

TEACHING

Rutgers University (graduate and undergraduate courses)

“Foundations of Leadership and Teamwork” MBA level, core-class.

Sole lecturer. Responsible for the development of the syllabus and course content.

Fall 2021 (18 students):	teaching effectiveness	4.67/5.00
	overall course quality	4.44/5.00
Fall 2021 online (39 students):	teaching effectiveness	4.32/5.00
	overall course quality	4.37/5.00
Fall 2022 online (39 students):	teaching effectiveness	4.73/5.00
	overall course quality	4.57/5.00
Spring 2023 online (13 students):	teaching effectiveness	4.00/5.00
	overall course quality	4.25/5.00
Spring 2023 online (37 students):	teaching effectiveness	4.40/5.00
	overall course quality	4.35/5.00
Fall 2023 online (37 students):	teaching effectiveness	3.68/5.00
	overall course quality	3.79/5.00

“Leadership and Managing Human Capital” MBA level, core-class.

Sole lecturer. Responsible for the development of the syllabus and course content.

Summer 2016 (22 students):	teaching effectiveness	4.95/5.00
	overall course quality	5.00/5.00
Fall 2019 online (38 students):	teaching effectiveness	4.58/5.00
	overall course quality	4.63/5.00
Spring 2020 online (39 students):	teaching effectiveness	4.32/5.00
	overall course quality	4.41/5.00
	<i>* semester disrupted due to COVID19</i>	
Fall 2020 online (33 students):	teaching effectiveness	4.18/5.00
	overall course quality	3.82/5.00
Fall 2020 online (20 students):	teaching effectiveness	4.13/5.00
	overall course quality	4.13/5.00
	<i>* class online due to COVID19</i>	
Spring 2021 online (33 students):	teaching effectiveness	4.53/5.00
	overall course quality	4.33/5.00

“Organizational Behavior” Bachelor level, core-class.

Sole lecturer. Responsible for the development of the syllabus and course content.

Fall 2016 (78 students):	teaching effectiveness	3.96/5.00
	overall course quality	3.85/5.00
Spring 2017 (37 students):	teaching effectiveness	4.11/5.00
	overall course quality	4.22/5.00
Fall 2017 (80 students):	teaching effectiveness	4.12/5.00
	overall course quality	4.00/5.00
Spring 2018 (37 students):	teaching effectiveness	4.63/5.00
	overall course quality	4.55/5.00
Spring 2019 (40 students):	teaching effectiveness	4.00/5.00
	overall course quality	3.92/5.00

“Leadership in the 21st century” Bachelor level, elective.

Sole lecturer. Responsible for the development of this new course and the course content.

Spring 2016 (29 students):	teaching effectiveness	4.47/5.00
	overall course quality	4.33/5.00
Spring 2017 (37 students):	teaching effectiveness	4.48/5.00
	overall course quality	4.19/5.00
Spring 2018 (32 students):	teaching effectiveness	4.00/5.00
	overall course quality	3.79/5.00
Spring 2019 (34 students):	teaching effectiveness	4.64/5.00
	overall course quality	4.25/5.00
Spring 2020 (35 students):	teaching effectiveness	4.17/5.00
	overall course quality	4.28/5.00
	* switched to remote instruction due to COVID19	
Spring 2021 online (34 students):	teaching effectiveness	5.00/5.00
	overall course quality	5.00/5.00
	* switched to remote instruction due to COVID19	
Fall 2022 (23 students):	teaching effectiveness	4.60/5.00
	overall course quality	4.40/5.00
Fall 2023 (13 students):	teaching effectiveness	4.00/5.00
	overall course quality	3.75/5.00

University of St. Gallen (graduate and undergraduate courses)

“*Research in Diversity*” Masters level, elective.

Teaching Assistant and Guest Lecturer.

Fall 2011 (27 students).

“*Organization and Leadership*” Bachelor level, core-class.

Guest Lecturer.

Fall 2013, Fall 2014.

“*Leadership in European Companies*” MBA level, elective.

Teaching Assistant.

Fall 2011.

University of Mannheim (undergraduate courses)

“*General Research Methods*” Bachelor level, core-class.

Head Teaching Assistant

Fall 2007: overall course quality: 5.38/6.

SERVICE

Service to the Profession:

Editorial board member:

Journal of Organizational Behavior (since 2023)

Journal of Management (since 2020)

Organizational Psychology Review (since 2020)

Ad Hoc reviewing:

Academy of Management Discoveries (since 2023)

Work, Aging and Retirement (since 2023)

Journal of Business Ethics (since 2020)

Human Resource Management Review (since 2020)

Human Resource Management Journal (since 2020)

Journal of Management Studies (since 2019)

Human Relations (since 2019)

Oxford Research Encyclopedia of Business and Management (since 2019)

Personnel Review (since 2019)

Academy of Management Review (since 2017)

Academy of Management Journal (since 2016)

Personnel Psychology (since 2016)

Journal of Organizational Behavior (since 2016)

Journal of Vocational Behavior (since 2016)

International Journal of Human Resource Management (since 2014)

European Journal of Social Psychology (since 2013)

Human Resource Management (since 2012)

British Journal of Management (since 2012)

Academy of Management annual conference (GDO and OB division)

Austrian Academy of Sciences

Israel Science Foundation

Committee membership, chair positions, and other service roles:

Mentor, as part of the PhD student workshop in advance of the Age in the Workplace Meeting (AWM) 2023 in Vilnius, Lithuania.

Member, “Carolyn Dexter Best International Paper Award” selection committee, Academy of Management (2023). https://aom.org/about-aom/aom-news/blog-detail_releases/blog-detail/releases/2023/10/17/member-spotlight-2023-Carolyn-B-Dexter-Award-recipients?_zs=IaFq91&_zl=AiRG7

Mentor, Assistant Professor Max Reinwald, Institute for Leadership and Organization, *Excellent: Mentoring Programm für Nachwuchswissenschaftler/innen der Fakultät für Betriebswirtschaftslehre*, Ludwig-Maximilians-University (LMU) Munich, (2022-ongoing).

Mentor and reviewer, *DEI division virtual writing workshop*, GDO division, Academy of Management (2022-2023).

Subject Matter Expert, *Subject Matter Expert Program*, Academy of Management (2021-ongoing). <https://aom.org/about-aom/aom-news/aom-subject-matter-experts/david-dwertmann>

Elected Representative at Large, *GDO division Executive Committee*, Academy of Management (2017-2020).

Chair, “*GDO Division Student Representative*” committee, GDO division, Academy of Management (2019-2020).

Chair, “*2020 GDO Division Best Student Paper Award*” committee, GDO division, Academy of Management (2019-2020).

Member, “*Best Paper with International Implications*” award committee, OB division, Academy of Management (2020).

Chair, “*2019 GDO Division Best Student Paper Award*” committee, GDO division, Academy of Management (2018-2019).

Member, “*2018 GDO Division Best Student Paper Award*” committee, GDO division, Academy of Management (2017-2018).

Author and interviewee, *Tales from the Script* initiative, GDO division, Academy of Management (summer 2018). <https://gdo.aom.org/resources/talesfromthescript>

Member, “*2017 OB Division Best Dissertation-Based Paper Award*” committee, OB division, Academy of Management (2016-2017).

Member, “*2016 OB Division Best Dissertation-Based Paper Award*” committee, OB division, Academy of Management (2015-2016).

Mentor, AOM Adopt-a-Member program. Academy of Management (2015).

Member, “*Best Conference Paper Based on a Dissertation Award*” committee, GDO division, Academy of Management (2014-2015).

Member, “*International Committee*”, GDO division, Academy of Management (2014-2015).

Service to the School:

Rutgers University, School of Business-Camden:

Member of the Strategy Implementation Committee at Rutgers School of Business-Camden (2023-present).

Member of the Business Leader Development Program (BLDP) advisory board (2022-present).

Member of the faculty awards committee of Rutgers School of Business-Camden (2022-present).

Chair of the search committees for 2 positions of Assistant Professor of Management, tenure-track (2022).

Member of the assurance of learning & continuous improvement committee of Rutgers School of Business-Camden (2020-2023).

Member of the dean’s external engagement task force of Rutgers School of Business-Camden (2021-2022).

Member of the executive education steering committee of Rutgers School of Business-Camden (2020-2021).

Member of the Rutgers School of Business-Camden task force on a Doctor of Nursing Practice track (2020-2020).

Member of the research & intellectual contributions committee of Rutgers School of Business-Camden (2015-2020).

- 2020 co-chair summer research grants
- 2019 chair summer research grants

Search committee member at Rutgers School of Business-Camden for position of Assistant Professor of Management, tenure-track (2017-2018).

Search committee member at Rutgers School of Business-Camden for position of Assistant Professor of Management, non tenure-track (2017-2018).

Member of the Rutgers School of Business-Camden AACSB Task Force on Strategic Planning (2017-2018).

Member of the employee engagement committee of Rutgers School of Business-Camden (2016-2018).

Service to the Campus, and University:

Rutgers University:

Speaker and panelist at the “New Faculty Success” symposium at Rutgers University-Camden (2024).

Reviewer for the “Vice Chancellor for Research Multidisciplinary Grant” at Rutgers University-Camden (2022).

Panelist for two Schwarzman Scholars mock interviews at Rutgers University-Camden (2023).

Speaker and panelist at the “New Faculty Success” symposium at Rutgers University-Camden (2023).

Lead author on disability and CSR paper for the STACK seminar series at Rutgers University (2022).

Speaker at the 2022 Faculty Awardee Reception. “More than meets the eye: The role of immigrant background for social identity effects.” (2022).

Member of the Rutgers University-Camden Committee on Institutional Equity and Diversity-CIED (2020-2022).

- CIED grant subcommittee

Faculty advisor for the “Leadership Studies” minor at Rutgers University-Camden (2017-present).

Member of the chancellor’s disability council of Rutgers University-Camden (2015-present).

- Member of the employment subcommittee

Disciplinary/depth discussant on diversity climate for the STACK seminar series at Rutgers University (2022). <https://youtu.be/yBqffh1IP3U>

Member of the Rutgers President's Future of Work Task Force (2021-2022).

- Equity subcommittee

Participant in the Rutgers Connection Network (RCN) Mentoring Program at Rutgers University Equity and Inclusion (2020-2021).

Speaker at Rutgers Honors College. "The ins and outs of business research" (2019).

Speaker at the 2019 Chancellor's Spring Research Symposium. "The complex relationship between diversity and performance: The business case for diversity management." (2019).

Panelist for a "Using Faculty as a Resource" panel at Rutgers University-Camden (2019).

Panelist at the Annual Civic Engagement Faculty Fellows Course Design Institute (2019).

Advisory board member of "The Leadership Institute" at Rutgers University-Camden (2015-2019).

Speaker at the 2016 Chancellor's New Faculty Research Symposium. "Preparing for the future: How demographic shifts change the world of work." (2016).

Inaugural faculty advisor of the "Road to Wall Street" student club at Rutgers University-Camden (2016-2017).

University of St. Gallen:

Supervision of five students writing their Bachelor and Master theses. The theses titles were:

- Managing virtual teams – Leadership and motivation as success factors
- The influence of diversity on negotiations – An analysis of M&A's of German companies in the U.S.
- Team diversity in professional sports – A qualitative investigation of professional soccer teams
- Success factors for the employment of people with disabilities in call-centers
- Success factors of HR-Management for the inclusion of people with disabilities

Elected board member of DocNet – the doctoral network at the University of St. Gallen (approximately 700 members):

2011-2012 responsible for finance

2012-2013 responsible for sponsoring

GRANTS & FELLOWSHIPS

2023. Rutgers School of Business Summer Research Grant for the research project "The effect of office closures on skilled migrants in the United States: Should I stay or should I go?" (\$9,000).

2022. Rutgers School of Business Summer Research Grant for the research project "How disability diverse teams can drive innovation through mutual perspective taking" (\$9,000).

2021. Rutgers School of Business Summer Research Grant for the research project "Customer interactions with service employees with disabilities: The opportunity for increased corporate reputation" (\$6,000).

2020. Catalyst Grant from the Provost's Fund for Research for the research project "Strangers in strained lands: Is there an overarching migrant identity?" (\$4,000).
2019. Digital Teaching Fellow at Rutgers University-Camden (\$2,000).
2018. Engaged Civic Engagement course grant (\$500).
2016. Recipient of the 2016-2017 Research Council Grant Award for the project: The impact of LMX differentiation on diversity climate. Awarded by the Research Council Grant Program at Rutgers University (\$5,000).
2016. 2016 Civic Engagement Faculty Fellow at Rutgers University (\$1,000).
2014. Making diversity work: Diversity climate and climate for inclusion as potential remedies. Individual research fellowship awarded from the Basic Research Fund of the University of St. Gallen (CHF 183,407 \approx \$200,556).
2013. Individual travel fellowship for participation at the SIOP & AOM conferences 2013. Awarded by the Swiss National Science Foundation (CHF 2,000 \approx \$2,159).
2012. Diversity in the job market: The inclusion of demographic minorities in the workforce. Individual project fellowship awarded by the Swiss National Science Foundation (CHF 42,300 \approx \$45,134).
2011. Individual fellowship for the participation at the Essex Summer School in Social Science Data Analysis and Collection, University of Essex, UK. Awarded by the Swiss National Science Foundation (CHF 2,550 \approx \$2,886).
2007. Individual Erasmus fellowship for a semester abroad at the University of Bern, Switzerland. Awarded by the European Union (€ 8,000 \approx \$10,960).

AWARDS & HONORS

2023. Acceptance of the paper "More than meets the eye: The role of immigration background for social identity effects." into the Honor Roll of Responsible Research in Business and Management. <https://www.rrbm.network/honor-roll/entry/5453/>
2023. Rutgers School of Business-Camden Superior Achievement Award for Research for the paper "Receiving service from a person with a disability: Stereotypes, perceptions of corporate social responsibility, and the opportunity for increased corporate reputation."
2022. Nominee for the 2022 all-Academy Carolyn Dexter Award for the paper that best meets the objective of internationalizing the Academy of Management with the paper "The effect of community support for far-right political parties on immigrant employees' absenteeism."
2022. Best Paper with International Implications Award from the Organizational Behavior division at the Academy of Management annual conference 2022 for the paper "The effect of community support for far-right political parties on immigrant employees' absenteeism." <http://obweb.org/awards/conference-awards>
2022. Inaugural recipient of the Rutgers University-Camden Chancellor's Award for Faculty Research for Scientific Contributions Toward Diversity & Inclusion. <https://www.camden.rutgers.edu/civic-engagement/chancellor%E2%80%99s-awards-diversity-inclusion-and-civic-engagement>

2022. Rutgers School of Business-Camden Superior Achievement Award for Research for the paper “More than meets the eye: The role of immigration background for social identity effects.”
2022. Finalist for the 2022 Best Paper Award from the German Academic Association of Business Research (VHB) with the paper “More than meets the eye: The critical role of migrant status for social identity effects.”
<https://vhbonline.org/vhb4you/wissenschaftsfoerderung/vhb-preise/vhb-preise-2022/bpa2022>
2021. Named one of the world’s Best 40-Under-40 business school professors by Poets & Quants. <https://poetsandquants.com/2021/05/03/2021-best-40-under-40-professors-david-dwertmann-rutgers-university-school-of-business/?pq-category=best-profs>
2021. Rutgers University-Camden Chancellor’s Award for Outstanding Research and Creative Activity. <https://www.camden.rutgers.edu/research/faculty-awards-honors>
2020. Rutgers University-Camden Chancellor’s Award for Teaching Excellence.
<https://www.camden.rutgers.edu/research/faculty-awards-honors>
2019. Finalist for the 2019 all-Academy Carolyn Dexter Award for the paper that best meets the objective of internationalizing the Academy of Management with the paper “More than meets the eye: The critical role of migrant status for social identity effects.”
<https://aom.org/membership/awards-and-recognition/annual-meeting-program-awards/2019-annual-meeting-program-awards>
2019. Best Paper with International Implications Award from the Organizational Behavior division at the Academy of Management annual conference 2019 for the paper “More than meets the eye: The critical role of migrant status for social identity effects.”
<http://obweb.org/awards/conference-awards>
2019. Academy of Management Best Paper Proceedings for the paper “More than meets the eye: The role of migration background for social identity effects.”
<https://journals.aom.org/doi/10.5465/AMBPP.2019.73>
2018. Rutgers University-Camden Chancellor’s Award for Academic Civic Engagement for outstanding work in integrating engaged civic learning into my Leadership course.
<https://www.camden.rutgers.edu/civic-engagement/chancellors-awards-civic-engagement>
2018. Academy of Management Best Paper Proceedings for the paper “The nature of lmx differentiation and diversity climate.”
<https://journals.aom.org/doi/abs/10.5465/AMBPP.2018.103>
2017. Bright Idea Award as one of the top 10 manuscripts published by all business faculty in the State of New Jersey for “Status matters: The asymmetric effects of supervisor-subordinate disability incongruence and climate for inclusion.” Awarded by New Jersey Policy Research Organization (NJPRO) and the Stillman School of Business at Seton Hall University. <https://njcbaa.org/bright-ideas-award>
2017. Rutgers School of Business-Camden Superior Achievement Award for Research for the paper “Status matters: The asymmetric effects of supervisor-subordinate disability incongruence and climate for inclusion.”

2016. Best reviewer award from the Organizational Behavior (OB) division of the Academy of Management.
2014. Academy of Management Best Paper Proceedings for the paper “The moderating effect of climate for inclusion on supervisor-subordinate dissimilarity outcomes.”
<https://journals.aom.org/doi/abs/10.5465/ambpp.2014.188>
2014. Best reviewer award from the Gender and Diversity in Organizations (GDO) division of the Academy of Management.
2013. Awarded Summa Cum Laude (with highest distinctions) by the University of St. Gallen, CH, for the Ph.D. in management with the thesis: Adapting to the future workforce: Combining diversity and organizational climate research.
2009. Awarded Summa Cum Laude (with highest distinctions) by the University of Mannheim, DE, for the M.Sc. in psychology with the thesis: Work-unit absenteeism: effects of job satisfaction, organizational commitment, climate strength, local labor market conditions, and group size.

Philadelphia, January 19, 2024

David Dwertmann