

DR. MATTHIAS SPITZMULLER
Associate Professor
Distinguished Professor of Organizational Behavior
Smith School of Business, Queen's University
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ACADEMIC EMPLOYMENT

Distinguished Professor
Smith School of Business at Queen's University (2019-Present)

Associate Professor
Smith School of Business at Queen's University (2017-Present)

Assistant Professor (2014-2017)
Smith School of Business at Queen's University

Assistant Professor (2010-2014)
National University of Singapore

EDUCATION

Doctor of Philosophy, Organizational Behavior Michigan State University, East Lansing, MI	August 2010
Master of Business Administration University of St. Gallen (HSG), St. Gallen, Switzerland Major: Organizational Behavior	September 2003
Exchange semester Queen's University, Kingston, Canada	August 2002 – December 2002
Bachelor of Science in Business Administration University of St. Gallen (HSG), St. Gallen, Switzerland	September 2000

REFEREED JOURNAL PUBLICATIONS

Samosh, D., Maerz, A., **Spitzmuller, M.**, Boehm, S. (in press) Accommodation,

interpersonal justice, and the turnover intentions of employees with disabilities. *International Journal of Human Resource Management*.

Gielnik, M. M., Lex, M., **Spitzmuller, M.**, Frese, M., & Jacob, G. (2021). How passion in entrepreneurship develops over time: A self-regulation perspective. *Entrepreneurship Theory and Practice*.

Spitzmuller, M., Park, G., Van Dyne, L., Wagner, D. T., & Maerz, A. (2020). When do you benefit? Differential boundary conditions facilitate positive affect and buffer negative affect after helping others. *European Journal of Work and Organizational Psychology*, 30, 482-494.

Yong, J. C., Park, G., & **Spitzmuller, M.** (2020). From the Savannah to the Corporate Office – The evolution of teams. *Small Group Research*, 52, 33-67.

Nederveen-Pieterse, A., Hollenbeck, J. R., Van Knippenberg, D., **Spitzmuller, M.**, Karam, E., & Sleesman, D. H. (2019). Hierarchical leadership vs. self-management in teams. Goal orientation diversity as moderator of their relative effectiveness. *Leadership Quarterly*, 30, 1-13.

Sleesman, D. H., Hollenbeck, J. R., **Spitzmuller, M.**, & Schouten, M. E. (2018). Initial expectations of team performance: Specious speculation or framing the future? *Small Group Research*, 49, 600-635.

Spitzmuller, M., & Park, G. (2018). Terrorist teams as loosely coupled systems. *American Psychologist*, 73, 491-503.

Morgeson, F. P., **Spitzmuller, M.**, Garza, A., & Campion, M (2016). Pay attention! The liabilities of respondent experience and carelessness when making job analysis judgments. *Journal of Management*, 42, 1904-1933.

Spitzmuller, M., Sin, H.P., Howe, M., & Fatimah, S. (2015). Investigating the uniqueness and usefulness of proactive personality in organizational research – A meta-analytic review. *Human Performance*, 28, 351-379.

Gielnik, M. M., **Spitzmuller, M.**, Schmitt, A., Klemann, K., & Frese, M. (2015). I put in effort, therefore I am passionate: Investigating the path from effort to passion in entrepreneurship. *Academy of Management Journal*, 58, 1012-1031.

Nahrgang, J. D., DeRue, D. S., Hollenbeck, J. R., **Spitzmuller, M.**, Jundt, D. K., & Ilgen, D. R. (2013). Goal setting in teams: The impact of learning and performance goals on process and performance. *Organizational Behavior and Human Decision Processes*, 122, 12-21.

Park, G.*, **Spitzmuller, M.***, & DeShon, R. (2013). Advancing our understanding of team motivation – Integrating conceptual approaches and content areas. *Journal of*

Management, 39, 1339-1379. *Authors have contributed equally.

Spitzmuller, M.*, & Van Dyne, L.* (2013). Proactive and reactive helping – Contrasting the positive consequences of different kinds of helping. *Journal of Organizational Behavior*, 34, 560-580. *Authors have contributed equally

Ilies, R., Curseu, P. L., Dimotakis, N., & **Spitzmuller, M.** (2013). Leaders' emotional expressiveness and their behavioral and relational authenticity: Effects on followers. *European Journal of Work and organizational Psychology*, 22, 4-14.

Spitzmuller, M., & Ilies, R. (2010). Do they [all] see my true self? Leader's relational authenticity and followers' assessments of transformational leadership. *European Journal of Work and Organizational Psychology*, 19, 304-332.

Ilies, R., Fulmer, I., **Spitzmuller, M.**, & Johnson, M. (2009). Personality and citizenship behavior: The mediating role of job satisfaction. *Journal of Applied Psychology*, 95, 945-959.

Spitzmuller, C., Naumann, E., Tunstall, M., **Spitzmuller, M.**, Keeton, K. E., & Manzey, D. (2008). Assessing the influence of psychosocial and career mentoring on organizational attractiveness. *International Journal of Selection and Assessment*, 16, 403-415.

BOOK CHAPTERS

Spitzmuller, M., Ilies, R., & Choi, D. (2015). Organizational Citizenship Behaviors – A New Look at an Old Phenomenon at Different Levels. In D. Ones, N. Anderson, C. Viswesvaran, & H. Sinangil (Eds), *The SAGE Handbook of Industrial, Work & Organizational Psychology*, 2e, VI (pp. 89-108). London: Sage.

Hollenbeck, J.R., & **Spitzmuller, M.** (2012). Team design: Tight versus loose coupling in task-oriented groups. *Handbook of Industrial and Organizational Psychology*, London, England: Oxford Press.

Spitzmuller, M., Van Dyne, L., & Ilies, R. (2008). Organizational Citizenship Behavior. A critical review and extension of its nomological network. In: C. Cooper & J. Barling (Eds.), *Handbook of Organizational Behavior*, Sage Publications.

MANUSCRIPTS UNDER REVIEW

Spitzmuller, M., Wagner, D. T., & Van Dyne, L. Doing worse by doing good. When helping harms minority helpers. Under review at *Journal of Management*.

WORKING MANUSCRIPTS

Towards a Theory of Free Energy in Teams. With Park, G. & Maerz, A.

Benefiting the self, but hurting the team? A closer look at the impact of stars on teams. With Gielnik, M. M., & Maerz, A.

The Interplay of Formal and Informal Leadership in Teams. With E. Helgason

Stress and emotional contagion in working couples. With D. Wagner, M. Schouten, & C. Barnes.

Virtual teamwork during COVID-19. With J. Yong & G. Park.

CURRENT RESEARCH PROJECTS

Multicommunicating in teams. With Ann-Frances Cameron and Shamel Addas.

Leadership and Engagement during Covid-19. With C. Miners and A. Maerz.

CHAired CONFERENCE SESSIONS

Spitzmuller, M. (2012). *OCB, voice, and well-being*. Symposium chair at the 72nd Annual Meeting of the Academy of Management, Boston, MA.

Spitzmuller, M. (2010). *Interpersonal dysfunction: Understanding mistreatment and dysfunction in the workplace*. Symposium chair at the 70th Annual Meeting of the Academy of Management, Montreal, CN.

Spitzmuller, M. & Van Dyne, L. (2008). *OCB: Going beyond traditional models of social exchange*. Symposium co-chair person at the 23rd Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Spitzmuller, M. & Van Dyne, L. (2008). *Beyond Performance: Non-traditional consequences of helping behavior for the helper*. Symposium co-chair at the 68th Annual Meeting of the Academy of Management, Anaheim, CA.

CONFERENCE PRESENTATIONS

Scanlon, M., & **Spitzmuller, M.** (2021). *Superheroes vs. Saints: The A&C Model of Narcissism, Needs, and Leadership*. Symposium presentation at the 81st Annual meeting of the Academy of Management.

Samosh, D., Maerz, A., **Spitzmuller, M.**, & Boehm, S. (2020). Does respect matter? A study of accommodation-focused interpersonal justice. Symposium presentation at the 35th Annual Meeting of the Society for Industrial and Organizational Psychology.

Cameron, A. F., Addas, S., & **Spitzmuller, M.** (2019). Multicommunicating during team meetings and its effects on team functioning. Proceedings of the Vienna Retreat on NeuroIS, Vienna, June 4-6, 2019.

Spitzmuller, M., & Park, G. (2019). Towards a Theory of Free Energy in Teams. Symposium presentation at the Conference on Complex Systems (CCS '19), Singapore.

Chan, Z., & **Spitzmuller, M.** (2019). Easing observers to confront abusive supervisors through facilitated feedback. Poster presentation at the 34th Annual Meeting of the Society for Industrial and Organizational Psychology, Washington, DC.

Helgason, E., & **Spitzmuller, M.** (2018). *The Yin-Yang of Leadership: The interplay of formal and informal leadership in teams*. Poster presentation at the 33rd Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Spitzmuller, M., Gielnik, M. M., Maerz, A., & Sleesman, D. (2017). *There is no I in Team and that can be a problem. Towards a theory of multilevel performance feedback loops in teams*. Symposium presentation at the 77th Annual Meeting of the Academy of Management in Atlanta, GA.

Maerz, A., & **Spitzmuller, M.** (2017). *Receiving help: Recipient personality and reactions to reactive and proactive help*. Poster presentation at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Lex, M., Gielnik, M. M., & **Spitzmuller, M.** (2016). *Empirical evidence for a reciprocal model of entrepreneurial passion and venture success*. Symposium presentation at the 76th Annual Meeting of the Academy of Management in Anaheim, CA.

Schouten, M. E., Wagner, D. T., Barnes, C. M., & **Spitzmuller, M.** (2016). *Employees smile, spouses frown: Emotion regulation hampers spousal well-being and abets infidelity*. Symposium presentation at the 76th Annual Meeting of the Academy of Management in Anaheim, CA.

Spitzmuller, M., Gielnik, M. M., & Barnes, C. M. (2016). *Good for me, but not for the team. A multilevel IMOI model of individual and team performance over time*. Symposium presentation at the 31st Annual Meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Vaulont, M., **Spitzmuller, M.**, & Raub, S. (2016). *Measuring proactive and reactive helping: Development of a scale*. Symposium presentation at the 31st Annual Meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Lex, M., Gielnik, M. M., Jacob, G. H., Frese, M., & **Spitzmuller, M.** (2016). *Reconciling through reciprocity: An integrated model on the reciprocal relationship between entrepreneurial passion, self-efficacy, and venture success*. Paper Presentation at the 2016 Babson College Entrepreneurship Conference (BCERC), Bodo, Norway.

Nederveen-Pieterse, A., Van Knippenberg, D., **Spitzmuller, M.**, Karam, E. P., & Sleesman, D. J. (2013). *Self-management in teams: good or bad? The role of goal orientation diversity*. Symposium presentation at the 73rd Annual Meeting of the Academy of Management in Orlando, FL.

Spitzmuller, M., Park, G., Wagner, D. T., & Van Dyne, L. (2013). *Communal and cranial influences determine the salutary effects of helping on well-being*. Symposium presentation at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

Spitzmuller, M., Morgeson, F. P., & Nahrgang, J. (2013). *How leader-member exchange (LMX) facilitates the expression of proactivity*. Poster presentation at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

Schouten, M., Wagner, D. T., Barnes, C. M., & **Spitzmuller, M.** (2013). *Employees smile, spouses frown. Surface acting and marital satisfaction*. Poster presentation at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, TX. *Part of the 'Top Posters of SIOP 2013' Session.*

Spitzmuller, M., Wagner, D. T., Kim, Y., Van Dyne, L., & Ilies, R. (2012). *From helping to happy – why being neurotic isn't so bad*. Symposium presentation at the 72nd Annual Meeting of the Academy of Management, Boston, MA.

Morgeson, F. P., **Spitzmuller, M.**, Garza, A.S., & Campion, M. A. (2012). *Exploring convergence in holistic and decomposed job analysis judgments*. Symposium presentation at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Sleesman, D. J., Hollenbeck, J. R., **Spitzmuller, M.**, & Schouten, M. E. (2011). *Team risk taking: The effect of social influence and interdependence between leaders and followers*. Symposium presentation at the 71st Annual Meeting of the Academy of Management, San Antonio, TX.

Kim, Y. J., Van Dyne, L., & **Spitzmuller, M.** (2011). *Hitting home-runs and striking out at the same time? Investigating moderating effects in the relationship between*

helping and well-being. Symposium presentation at the 71st Annual Meeting of the Academy of Management, San Antonio, TX.

Spitzmuller, M., Van Dyne, L., Wagner, D. T., & Lanaj, K. (2010). *Consequences of helping on helper performance*. Symposium presentation at the 70th Annual Meeting of the Academy of Management, Montreal, CN.

Spitzmuller, M., Morgeson, F. P., & Nahrgang, J. D. (2010). *Understanding the antecedents and consequences of role breadth self-efficacy*. Symposium presentation at the 25th Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Wagner, D. T., Van Dyne, L., & **Spitzmuller, M.** (2010). *Help that hurts: Negative psychological outcomes for low-status helpers*. Symposium presentation at the 25th Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Spitzmuller, M., Van Dyne, L., & Lanaj, K. (2009). *Consequences of helping on psychological well-being – The role of the social context of helping*. Symposium presentation at the 69th Annual Meeting of the Academy of Management, Chicago, IL.

Spitzmuller, M. & Sin, Hock-Peng (2009). *A quantitative review of the nomological network of proactive personality*. Symposium presentation at the 69th Annual Meeting of the Academy of Management, Chicago, IL.

Dimotakis, N., **Spitzmuller, M.**, & Ilies, R. (2009). *Leaders' emotional expressiveness and relational authenticity: Effects on followers*. Symposium presentation at the 69th Annual Meeting of the Academy of Management, Chicago, IL.

Spitzmuller, M. & Van Dyne, L. (2008). *Expanding the criterion-domain: Consequences of helping on individual well-being and adjustment*. Symposium presentation at the 68th Annual Meeting of the Academy of Management, Anaheim, CA.

Spitzmuller, M. & Van Dyne, L. (2008). *To do the right deed for the wrong reason – does it matter? A motivational approach to helping behavior*. Symposium presentation at the 23rd Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Nahrgang, J. D., **Spitzmuller, M.**, Morgeson, F. (2008). *Empowering Employees: The impact on job satisfaction and job performance*. Symposium presentation at the 23rd Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Nahrgang, J. D., Derue, S. D., Hollenbeck, J. R., **Spitzmuller, M.**, Jundt, D., & Ilgen, D. R. (2007). *Goal Orientation in Teams: Examining the impacts of state goal*

orientations. Symposium presented at the 67th Annual Meeting of the Academy of Management, Philadelphia, PA.

Spitzmuller, M., Morgeson, F. P., Campion, M. P. (2007). *Decomposed and holistic job analysis judgments: Experience as a moderator*. Paper scheduled to be presented during a dynamic poster session at the 22nd Annual Meeting of the Society for Industrial and Organizational Psychology, New York, New York.

Spitzmuller, M., Fulmer, I., Ilies, R., & Johnson, M. (2006). *Personality and citizenship behavior. The role of affect and satisfaction*. Part of the symposium: *Examinations of mood and extra-role behavior*, Fulmer, I., & Barnes, C. M. (chairs). Presented at the 66th Academy of Management Conference, Atlanta, Georgia.

Spitzmüller, C., Neumann E., Tunstall, M.M., Keeton, K.E. & **Spitzmuller, M.** (2006). *Assessing the influence of pre-application mentoring on organizational attractiveness*. Poster presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Spitzmüller, C., Borg, I., Sady, K., Barr, C.D. & **Spitzmuller, M.** (2006). *Does demographic item nonresponse relate to job attitudes?* Poster presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Spitzmüller, C., **Spitzmuller, M.**, Chee, S., & Borg, I. (2005). *Justice and trust as moderators of the satisfaction turnover relationship*. Poster presented at the 65th Academy of Management Conference, Honolulu, HW.

AWARDS AND GRANTS

Finalist for the Commerce '89 Award – Professor Student Life Award (2021), awarded to the professor at the Smith School of Business who has made the greatest contributions to the graduating class over the four years in the Commerce Program.

Recipient of the Alma Mater Society (AMS) Undergraduate Research Mentorship Award 2020.

Recipient of the Commerce '89 Award – Professor Student Life Award (2019), awarded to the professor at the Smith School of Business who has made the greatest contributions to the graduating class over the four years in the Commerce Program.

SSHRC Insight Grant 2019 (with Ann-Frances Cameron and Shamel Addas; 88'595\$).

Awarded Distinguished Professor of Organizational Behaviour in 2019.

Awarded Toller Family Fellow of Organizational Behaviour at the Smith School of

Business in 2017.

Awarded Distinguished Faculty Fellow of Organizational Behaviour at the Smith School of Business in 2016.

Recipient of the 2016 New Researcher Achievement Award at the Smith School of Business.

SSHRC Insight Grant 2017 (with Jean-Baptiste Litrico; 125'000\$).

Monieson Centre Collaborative Research Grant (with Jean-Baptiste Litrico; 87'700\$).

Research Initiation Grant, Smith School of Business (45'000\$).

Center for Creative Leadership Best Paper Award 2013 for "Leaders' emotional expressiveness and their behavioral and relational authenticity: Effects on followers." (With R. Ilies, Curseu, P. L., & Dimotakis, N.)

Awarded Top-Poster at the 28th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP) 2013 (with M. E. Schouten, D. T. Wagner, & C. M. Barnes).

Research Start-up Grant NUS School of Business (40'000\$).

Outstanding Reviewer Award of the OB Division of the Academy of Management 2011; 2013; 2017.

Emerald Management Reviews Citation of Excellence, for "Personality and Citizenship Behavior: The Mediating Role of Job Satisfaction," Emerald Group Publishing Limited, 2010.

Summer fellowship, Eli Broad Graduate School of Management (7'500\$).

Dissertation Completion Grant, Eli Broad Graduate School of Management (5'000\$).

REHAU-prize for outstanding master thesis in Central Europe in Management (2003).

RESEARCH INTERESTS

Team Leadership and Team Motivation; Helping Behaviors/Collaborative Work Behaviors

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

Academy of Management (AOM)

Society for Industrial and Organizational Psychology (SIOP)

TEACHING EXPERIENCE

Master of Business Administration (MBA), Smith School of Business at Queen's University, since 2017

- Elective module Human Capital Management (MBAS 852) – received mean instructor effectiveness ratings of 4.9 (2018/2019) and 4.7 (2017/2018) (5 = far above average).
- Core module Human Capital Management (MBAS 852) – received mean instructor effectiveness ratings of 4.6 (2019/2020) (5 = far above average).

Bachelor of Commerce (BComm), Smith School of Business at Queen's University, since July 2014

- Core module Organizational Behavior (COMM 151) – received mean instructor effectiveness ratings of 4.9 (2017/2018), 4.9 (2016/2017), 4.8 (2015/2016), and 4.6 (2014/2015), (5 = far above average).

Graduate Diploma of Business (GDB), Smith School of Business at Queen's University, since June 2018

- Module Leadership (MBA 850) – received mean instructor effectiveness ratings of 4.9 (2019) and 4.7 (2018) (5 = far above average).

PhD Program, National University of Singapore, AY 2011/12

- Doctoral seminar 'Organizational Behavior' (BMO 6001) – received mean instructor effectiveness ratings of 4.8 (5=far above average)

MBA Program, National University of Singapore, AY 2012/13; 2013/14

- Core module 'Management and Organization' (BMA 5004) – received mean instructor effectiveness ratings of 4.3, 4.2, and 4.2. (5=far above average)

BBA, National University of Singapore, AY 2010/11; 2011/12; 2013/14

- Upper-level undergraduate course 'Organizational Behavior' (MNO 3301) – received mean instructor effectiveness ratings of 4.6, 4.6 and 4.7 (5=far above average)

Harvard Business School Publishing (HBSP), since May 2012

- Lecturer on Leadership to executives of HBSP clients worldwide, including United Nations (UNOPS), Fidelity Investments International, Dubai Ports World, CISCO, Emirates NBD, Aircel India, Syngene BBRC, Indus Tower

Executive Education, National University of Singapore, May 2011 – May 2014

- 2-day module on Team Leadership which forms part of the NUS New Manager's Program – received mean instructor effectiveness ratings of 4.2, 4.2, 4.3, and 4.7 (5=far above average)

BSc, Michigan State University, May 2006 – August 2010)

- Introductory course to HRM (MGT 315) – received mean instructor effectiveness ratings of 1.6 and 1.4 out of 5 (1=far above average)
- Introductory course to Organizational Behavior (MGT 325) – received mean instructor effectiveness rating of 1.4 (1=far above average)

Development of Teaching Materials

- Diversity in Singapore – Case study and introduction to the chapter “Diversity in Organizations” for the textbook “Organizational Behavior – 15th Global Edition” by Robbins, S. P., & Judge, T. A. (Pearson).
- Development of supporting materials, including PowerPoint slides and learning objectives, and review of existing chapters for the textbook “Organizational Behavior – Canadian edition” by Neubert, M. J., & Dyck, B. (Wiley).

SERVICE

Reviewing Activities:

- Editorial board member at Organizational Behavior and Human Decision Processes (since 2016), the European Journal of Work and Organizational Psychology (since 2017), Journal of Organizational Behavior (since 2019) and Organizational Psychology Review (starting in 2021).
- Ad hoc reviewer for Academy of Management Review, Personnel Psychology, Journal of Management, Human Relations, Applied Psychology: An International Review, Journal of Experimental Psychology: Applied, Journal of Managerial Issues, Journal of Management Studies, Journal of Managerial Psychology, American Psychologist
- Regular Reviewer for Academy of Management Annual Meeting (Outstanding Reviewer Award for the OB Division 2011; 2013; 2017) and Annual Conference of the Society for Industrial and Organizational Psychology
- Reviewer for the Hong Kong General Research Fund – Early Career Scheme and Humanities and Social Sciences Prestigious Fellowship Scheme (2015; 2016; 2017; 2018, 2019, 2021)

University Service:

- National University of Singapore:
 - Member of PhD Student Committee (July 2013-June 2014); Subject Pool Coordinator for the OB Area Group (July 2012-June 2013)
- Smith School of Business at Queen’s University:
 - Graduate Studies Executive Council Queen’s University (Fall 2021)
 - Representative of OB Area Group in Graduate Committee, Smith School of Business (2021/2022)
 - Workload Committee Smith School of Business, Member (2021/2022)
 - Co-Chair Equity, Diversity, Inclusion, and Indigenization Research&

- Thought Leadership Committee at the Smith School of Business (2020/2021)
- Faculty Advisor Smith Indigenous Knowledge Bank (since 2021)
 - Member of the Smith School of Business Ethics Review Board (2019-2021)
 - Member of the Queen's Subject Pool Committee (since 2019)
 - Mentor Queen's Case Competition Union (2017-2021)
 - Representative of OB Area Group in Graduate Committee of the Smith School of Business (2017-2019)
 - Member of Academic Integrity Taskforce, Commerce Program at the Smith School of Business (2016-2018)
 - Member of the Renewal, Tenure, and Promotion Committee (July 2015-June 2016)
 - Chaired panel discussions at the Annual PhD Consortium (2015, 2016, 2020, 2021)
 - Judge for student-organized case competitions at Queen's (Queen's Non for Profit 2018; Intercollegiate Business Competition Case Competition 2014; 2015; 2016; 2017; 2019; 2021; Queen's Case Competition 2015; 2016; 2017; 2018; 2019; Queen's Entrepreneurship Competition 2015)
 - Speaker at student-organized conferences and events at Queen's (Queen's Canadian Leadership Conference 2016; NEWTS 2017 – Orientation for international and transfer students at Queen's University; Queen's QLead 2018; 2019)
 - Member of the Queen's Daycare Board (2014-2016), Vice-President of the Board (2015-2016)

WORK EXPERIENCE

Prior to pursuing his academic career, Matthias worked for Kienbaum Management Consultants in Cologne, Germany, as assistant to CEO, Dr. Walter Jochmann, and as consultant. In his work for Kienbaum, Matthias consulted organizations in the areas of Strategic Human Resource Management and Human Resource Management Organization. Matthias holds an MBA from the University of St. Gallen.