

CURRICULUM VITAE

Mark Ebers

Seminar für Allgemeine Betriebswirtschaftslehre, Unternehmensentwicklung und Organisation
Faculty of Management, Economics, and the Social Sciences, Cologne University

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Academic Degrees

- 1993 Dr. rer. pol. habil., Mannheim University, Germany. Habilitation: International governmental organizations – An institutional economics analysis
- 1985 Dr. rer. pol., Mannheim University, Germany. Dissertation: Organization culture – A new research paradigm?
- 1979 Diplom – Kaufmann (Dipl.Kfm.), Department of Business Administration, Hamburg University, Germany

Academic Positions

- 2004 – today Professor of Business Administration, Corporate Development and Organization, Cologne University, Germany
- 1994 – 2004 Professor of Business Administration, Management and Organization, Augsburg University, Germany
- 1992 – 1994 Professor of Business Administration, Organization, Paderborn University, Germany
- 1985 – 1992 Assistant Professor (Hochschulassistent), Faculty of Business Administration, Mannheim University, Germany
- 1980 – 1985 Graduate Student (Wissenschaftlicher Angestellter), Faculty of Business Administration, Mannheim University, Germany

Visiting Professorships, Visiting Scholarships, and Fellowships

- 2012/13 Fellow, Institute for Advanced Studies, Hebrew University, Jerusalem, Israel
- 2008 – 10 Visiting Professor, University of Strathclyde, Glasgow, Scotland
- 2008/09 Visiting Scholar, Columbia Business School, New York City, U.S.A
- 2006/07 International Visiting Fellow, Advanced Institute of Management (AIM), University of Strathclyde, Glasgow, Scotland
- 2004 Visiting Professor Tilburg University, The Netherlands
- 2002 Visiting Scholar, Harvard Business School, Boston, MA, U.S.A.

- 1997 Visiting Scholar, Harvard University, Cambridge, MA, U.S.A
- 1996 Visiting Professor, Università L. Bocconi, Milan, Italy
- 1989/90 John F. Kennedy Memorial Fellow, Center for European Studies, Harvard University, Cambridge, MA, U.S.A.

Awards

- 2009 Albertus Magnus Award for teaching excellence, rewarded by the Student Association of the Faculty of Business, Economics, and the Social Sciences of Cologne University
- 2007 Best Paper Award 2007, German Academic Association for Business Research, for the publication „The dynamics of social capital and their performance implications: Lessons from biotechnology start – ups.” *Administrative Science Quarterly*, vol. 51, 2006, 262 – 292 (with Indre Maurer)
- 2007 Best Paper Award 2007 of the European Group for Organizational Studies (EGOS) for “Learning in Project – Based Organizations: How Project Members' Social Capital Affects Effective Knowledge Transfer and Organizational Performance.” (with Indre Maurer, Vera Bartsch, and Svenja Knöpfler)
- 1985 Karin – Islinger Prize 1985 Mannheim University for dissertation "Organisationskultur – Ein neues Forschungsprogramm?"

Research Grants

- 2012 – 2014 BMBF (German Federal Ministry for Education and Research): Professors as entrepreneurship promoters in institutions for basic research (PEP).
784.600,00 €
- 2010 – 2013 DFG (German Federal Research Council): Adoption, adaption and performance implications of management concepts in mergers and acquisitions.
276.420, – – €
- 2008/09 DFG (German Federal Research Council): Learning and innovation in inter-organizational projects.
23.600, – – €
- 2005 Fund for Investments in Base Research (FIRB), Italian Ministry of Education, University and Research (MIUR): Knowledge governance and projects.
15.000, – – €

Publications (since 1993)

Monographs

Ebers, Mark: *Internationale Regierungsorganisationen – Eine institutionenökonomische Analyse*. Habilitationsschrift, Mannheim 1993

Edited Volumes

Cropper, Steve, Ebers, Mark and Ring, Peter Smith: *Interorganizational Relations*. 5 Volumes. Los Angeles, CA: Sage, 2013

Cropper, Steve, Ebers, Mark, Huxham, Chris and Ring, Peter Smith: *The Oxford Handbook of Inter-organizational Relations*. Oxford: Oxford University Press, 2008

Powell, Walter W. and Ebers, Mark: Biotechnology: Its origins, organization, and outputs. Special Issue of *Research Policy*, vol. 36, no. 4, 2007.

Kieser, Alfred and Ebers, Mark: *Organisationstheorien*. 6th edition, Stuttgart (Kohlhammer) 2006

Backhaus, Klaus and Ebers, Mark: Die Anwendung der Kausalanalyse in der betriebswirtschaftlichen Forschung, *Die Betriebswirtschaft*, 66(6), 2006

Ebers, Mark: *The Formation of Inter-organizational Networks*. Oxford: Oxford University Press, 1997 (paperback edition with new Forward 1999)

Ebers, Mark and Jarillo, J. Carlos: The Construction, Forms, and Consequences of Industry Networks. Guest – edited issue of *International Studies of Management & Organization*, vol. 27, no. 4, 1997-98.

Articles in Refereed Journals

Bartsch, Vera, Ebers, Mark and Maurer, Indre: Learning in project – based organizations: The role of project teams' social capital for overcoming barriers to learning. *International Journal of Project Management*, 31(2), 2013, pp. 239 – 251.

Ebers, Mark (with members of Arbeitskreis Organisation, Schmalenbachgesellschaft): Entwicklungslinien zukünftiger organisatorischer Strukturen und Prozesse – Antworten auf gesellschaftliche Trends und Herausforderungen. *Zeitschrift Führung und Organisation*, vol. 81(5), 2012, pp. 329 – 335.

Cropper, Steve, Ebers, Mark, Huxham, Chris and Ring, Peter Smith: Packing more punch? Developing the field of interorganizational relations. *International Journal of Strategic Business Alliances*, vol. 2(3), 2011, pp. 153 – 170.

Maurer, Indre, Bartsch, Vera and Ebers, Mark: The value of intra – organizational social capital: how it fosters knowledge transfer, innovation performance and growth. *Organization Studies*, vol. 32(2), 2011, pp. 1 – 29.

Powell, Walter W. and Ebers, Mark: Biotechnology: Its origins, organization, and outputs. *Research Policy*, vol. 36(4), 2007, pp. 433 – 437.

Maurer, Indre and Ebers, Mark: The dynamics of social capital and their performance implications: Lessons from biotechnology start-ups. *Administrative Science Quarterly*, vol. 51, 2006, pp. 262 – 292.

Ebers, Mark: The dynamics of inter-organizational relationships. *Research in the Sociology of Organizations*, vol.16, 1999, pp. 31 – 56.

Oliver, Amalya and Ebers, Mark: Networking network studies: An analysis of conceptual configurations in the study of inter-organizational relationships. *Organization Studies*, vol. 19, No. 4, 1998, pp. 549 – 583.

Jarillo, J. Carlos and Ebers, Mark: The construction, forms, and consequences of industry networks. *International Studies of Management & Organization*, Vol. 27, No. 4, 1997-98; S. 3 – 21.

Ebers, Mark: The framing of organizational cultures. *Research in the Sociology of Organizations*, vol. 13, 1995, pp. 129 – 170 (in Italian translation published in: *Il pensiero organizzativo europeo*, a cura di Samuel B. Bacharach, Pasquale Gagliardi e Bryan Mundell. Milano: Guerini e Associati 1995, pp. 169 – 121)

Book Chapters

Ebers, Mark: Interorganizational relationships and networks. In Smelser, N. J. and Baltes, P.B. (Eds.), *International Encyclopedia of Social and Behavioral Sciences*, 2nd Edition, Amsterdam u.a. (Elsevier Science), forthcoming.

Cropper, Steve, Ebers, Mark, and Ring, Peter Smith: Editors' introduction. In: *Interorganizational Relations*. Edited by Steve Cropper, Mark Ebers and Peter Smith Ring. 5 Volumes. Los Angeles, CA: Sage, pp. xxi – xliv.

Ebers, Mark, Maurer, Indre and Graumann, Matthias: Organisation: Management von Strukturen und Wandel. In: *Betriebswirtschaft für Führungskräfte*, edited by Walter Busse von Colbe, Adolf G. Coenenberg, Peter Kajüter, Ulrich Linnhoff and Bernd Pellens. Stuttgart (Schäffer Poeschel), 4. ed., 2011, pp 170 – 205.

Cropper, Steve, Ebers, Mark, Huxham, Chris, and Ring, Peter Smith: Introducing Inter-organizational Relations. In: *The Oxford Handbook of Inter-organizational Relations*, edited by Steve Cropper, Mark Ebers, Chris Huxham, and Peter Smith Ring. Oxford: Oxford University Press, 2008, pp. 3 – 21.

Cropper, Steve, Ebers, Mark, Huxham, Chris, and Ring, Peter Smith: The Field of Inter-organizational Relations: A Jungle or an Italian Garden? In: *The Oxford Handbook of Inter-organizational Relations*, edited by Steve Cropper, Mark Ebers, Chris Huxham, and Peter Smith Ring. Oxford: Oxford University Press, 2008, pp. 3 – 21.

Ebers, Mark: Unternehmensentwicklung. In: *Handwörterbuch der Betriebswirtschaft*. Hrsg. von Richard Köhler, Hans – Ulrich Küpper und Andreas Pfingsten. 6. Aufl., Stuttgart (Schaeffer – Poeschel Verlag) 2007, Sp. 1789 – 1801. Zugleich erschienen in: *Handelsblatt Wirtschaftslexikon*, Band 11, Stuttgart 2006 (Schaeffer – Poeschel), pp. 5769 – 5777.

Ebers, Mark and Gotsch, Wilfried: Institutionenökonomische Theorien der Organisation. In: Alfred Kieser und Mark Ebers (Hrsg.), *Organisationstheorien*. Stuttgart: Kohlhammer, 6. Aufl. 2006, pp. 206 – 258.

Böhringer, Andreas, Bukowsky, Ilka, Ebers, Mark and Maurer, Indre: Herausforderungen grenzüberschreitender M&A. In: Bernd Wirtz (Hrsg.): *Handbuch Mergers & Acquisitions*. Wiesbaden (Gabler) 2006, pp. 131 – 156.

Ebers, Mark: Kontingenzansatz. In: Handwörterbuch Unternehmensführung und Organisation., hrsg. von Georg Schreyögg und Axel v. Werder, 4. Aufl., Stuttgart (Schaeffer – Poeschel) 2004, Sp. 653 – 667.

Ebers, Mark: Interorganizational relationships and networks. In: International Encyclopedia of the Social & Behavioral Sciences, ed. by Neil J. Smelser and Paul B. Baltes. Amsterdam u.a. (Elsevier Science) 2001, pp. 7855 – 7860.

Ebers, Mark: Property – Rights – Ansatz. In: Rolf Bühner (Hg.), Management – Lexikon. München (Oldenbourg) 2001, pp. 633 – 635.

Ebers, Mark, Hermes, Martin, Matzke, Martin and Mehlhorn, Andreas: Strukturwandel und Steuerungsformen von Netzwerken in der deutschen Bauindustrie. In: Jörg Sydow / Arnold Windeler (Hrsg.): Steuerung von Netzwerken – Konzepte und Praktiken. Opladen 2000 (Westdeutscher Verlag), pp. 251 – 279.

Ebers, Mark: "Kieser, Alfred/Kubicek, Herbert: Organisation. 1. Auflage, Berlin und New York 1977". In: Klaus Türk (Hrsg.), Hauptwerke der Organisationstheorie. Wiesbaden (Westdeutscher Verlag) 2000, pp. 154 – 157.

Ebers, Mark: Williamson, Oliver E.: The Economic Institutions of Capitalism. Firms, Markets, Relational Contracting. New York 1985". In: Klaus Türk (Hrsg.), Hauptwerke der Organisationstheorie. Wiesbaden (Westdeutscher Verlag) 2000, pp. 336 – 339.

Ebers, Mark: Explaining inter-organizational network formation. In M. Ebers (Ed.), The Formation of Inter-organizational Networks. Oxford: Oxford University Press, 1997, pp. 3 – 40.

Ebers, Mark and Grandori, Anna: The forms, costs and development dynamics of inter-organizational networking. In M. Ebers (Ed.), The Formation of Inter-organizational Networks. Oxford: Oxford University Press, 1997, pp. 265 – 286.

Ebers, Mark: Organisationskultur und Führung. In: Handwörterbuch der Führung, hrsg. von Alfred Kieser, Gerhard Reber und Rolf Wunderer. 2., neu gestaltete und ergänzte Aufl., Stuttgart: Schäffer – Poeschel 1995, Sp. 1664 – 1682.

Ebers, Mark: Die Gestaltung interorganisationaler Informationssysteme – Möglichkeiten und Grenzen einer transaktionskostentheoretischen Erklärung. In: Management interorganisationaler Beziehungen, hrsg. v. Jörg Sydow und Arnold Windeler. Opladen: Westdeutscher Verlag, 1994, pp. 22 – 48.

Courses Taught

Institutional Analyses of Organizations, Doctoral Course

Publishing and Reviewing, Doctoral Course

Corporate Development; Master in Business Administration

Organization Theories, Master in Business Administration

Organization Design, Bachelor in Business Administration

Strategic and International Management, Bachelor in Business Administration

Organizational Behavior, Diploma in Business

Organizational Change, Diploma in Business

Executive Education

In-house executive education management seminars for companies:

Daimler-Benz AG, Deutsche Bahn AG, Schoerghuber Gruppe, Siemens AG, ThyssenKrupp Technologies, Thyssen Krupp Steel, RWE AG, Deutsche Post DHL Express, Bundesanstalt für Arbeit, Fraport, Generali Group (Vienna), Johnson Controls (Leuven), UnicreditSpA (Milano), Bayer Schering Health Care, Bayer AG

European School of Management and Technology (ESMT), USW Netzwerk Schloss Gracht: Courses on Design and Management of Strategic Alliances; Strategic Management; Organizational Change; Innovation Management; Organization Design, Social Capital.

Executive MBA, Augsburg University

Courses in Strategic Management, Organizational Design and Organizational Change, International Management, and Process Management (all in English).

Augsburg University's Program for Rating Analysts:

Courses in Foundations of Company Rating and Rating Organizational Design.

Verein für Weiterbildung, Mannheim University:

Courses in Strategic Management, Organizational Design and Organizational Change.

Academic Services

1993 – today Editorial Board Member "Organization Studies"

2000 – today Co – Editor "Die Betriebswirtschaft"

2001 – today Editorial Board Member "Strategic Organization"

2003 – today Editorial Board Member "Scandinavian Journal of Management"

2004 – 2007 Chief Editor "Die Betriebswirtschaft"

2000 – 2007 Editorial Board Member "Journal of Management & Governance"

1999 – 2005 Editorial Board Member "Columbia Journal of World Business"

1998 – 2003 Editorial Board Member "Organization Science"

1986 – 1993 News and Notes Editor "Organization Studies"

Regular reviewer for

Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly, Organization Studies, Organization Science, Research Policy, Strategic Management Journal, Strategic Organization, Columbia Journal of World Business, Journal of Management and Governance, Journal of Business Research, Die Betriebswirtschaft, Zeitschrift Führung und Organisation, Zeitschrift für Betriebswirtschaft.

- 2003 – today Member of the Board, Schmalenbach – Gesellschaft Deutsche Gesellschaft für Betriebswirtschaft e.V.
- 2005 – today Member of Curatorium „Organisationsforum Wirtschaftskongress (OFW)“, Cologne University
- 2007 – today Senator, Cologne University, representing the Faculty of Business Administration, Economics, and Social Sciences
- 2007 – today Member of the Council of the “International Max Planck Research School on the Social and Political Constitution of the Economy”, Cologne
- 2011 – today Academic Head, Working Group “Organization” in the Schmalenbach – Gesellschaft Deutsche Gesellschaft für Betriebswirtschaft e.V.
- 2012 – today Academic Director of "Change Management Executive Education Programme", European School of Management and Technology, USW Netzwerk Schloss Gracht
- 2012 – today Academic Director of " Management Update Executive Education Programme", European School of Management and Technology, USW Netzwerk Schloss Gracht
- 2011 – 2013 Member of the Selection Committee for Best Paper Awards of the German Academic Association for Business Research
- 2012 Chair of the Peer Review Evaluation Committee reviewing the Department of Management, Technology, and Economics (D – MTEC), Eidgenössische Technische Hochschule Zürich (ETH)
- 2011 Facilitator, Professional Development Workshop on Paper Development, OMT, Academy of Management, San Antonio, TX
- 2002 – 2011 Academic Director of "Young Leaders Executive Education Programme", European School of Management and Technology, USW Netzwerk Schloss Gracht
- 2007 – 2010 Member International Relations Committee, Faculty of Business Administration, Economics, and Social Sciences, Cologne University
- 2009 Facilitator, Doctoral Consortium, OMT, Academy of Management, Chicago, IL
- 2007 – 2008 Program Chair, Annual Conference 2008, German Academic Association for Business Research
- 1999 – 2006 Member of Grant Selection Committees for the German Academic Exchange Service (DAAD)
- 2003 – 2004 Member of the Board of Curators AIESEC, Augsburg University
- 2002 – 2004 Director of Division of Organization Studies within the German Academy of Management
- 2000 – 2004 Co – Director of German Academy of Management Educational Program for Assistant Professors
- 1998 – 2004 Co – Director Augsburg Executive MBA Program

- 2000 – 2002 Director of Division of Research Methods within the German Academy of Management
- 2000 – 2001 Dekan (Head of Department) of Faculty of Business Administration, Economics and Social Sciences, Augsburg University
- 1999 – 2003 Co – Organizer (with Anna Grandori, Bocconi University, Milan) of "Standing Workgroup on Business Network Research" within the European Group of Organisation Studies (EGOS),
- 1993 – 1997 Coordinator of the research program 'Inter-organizational Networks' within the European Science Foundation's program 'European Management and Organizations in Transition'

Invited Academic Presentations

Contextual vs. Temporal Ambidexterity in Network Development: Which Provides the Better Pathway to Enhancing Firms' Financial Performance? Institute for Advanced Studies, Hebrew University, Jerusalem, 16 January 2013.

Contextual vs. Temporal Ambidexterity in Network Development: Which Provides the Better Pathway to Enhancing Firms' Financial Performance? Recanati Business School, Tel Aviv University, 19 December 2012.

Contextual vs. Temporal Ambidexterity in Network Development: Which Provides the Better Pathway to Enhancing Firms' Financial Performance? Technion, Haifa, 6 December 2012.

Der Einfluss sozialen Kapitals auf die Wettbewerbsfähigkeit von Unternehmen. Nordrhein – Westfälische Akademie der Wissenschaften, Klasse für Ingenieurs – und Wirtschaftswissenschaften, Düsseldorf, 14. Dezember 2011.

Institutional work in unwelcoming settings: Entrepreneurship in institutions for basic research. 6th Max Planck Summer Conference on Economy and Society "Bringing Organizations Back In: Bridging Economic Sociology and Political Economy", 13 – 16 July 2011, Schloss Ringberg, Tegernsee.

The institutional and social embeddedness of governance arrangements. Workshop on "States and Markets", Max Planck Institute for the Study of Societies, Cologne, 26 March 2009.

When, why, how and with what effects do what types of networks evolve (differently)? 68th Academy of Management Meeting, Anaheim, 8 – 13 August 2008, Professional Development Workshop "Network Evolution and Dynamics", organized by Joel Baum and Ranjay Gulati, Organization and Management Theory Division.

Learning in Project – Based Organizations: How Project Members' Social Capital Affects Effective Knowledge Transfer and Organizational Performance. ETH Zürich, 5 June 2008

Einige Beobachtungen zu Wechselwirkungen zwischen Organisation und IKT. Podiumsdiskussion „Wechselwirkungen zwischen Organisation und IKT – Was läuft gut, was könnte besser laufen in Forschung und Ausbildung?“ 32. Workshop der Kommission Organisation im Verband der Hochschullehrer für Betriebswirtschaft e.V., München, 21 February 2008

The KGP project. Advanced Institute of Management Workshop “International Collaborative Research: Planning for Impact”, University of Bath, 3 – 4 December 2007

Chancen und Risiken des Outsourcing. 8. Schmalenbach Unternehmerforum der Schmalenbach – Gesellschaft Deutsche Gesellschaft für Betriebswirtschaft e.V., Halver, 17 November 2006.

Knowledge, Governance, and Projects. Advanced Institute of Management Workshop on Comparative International Research (CIR) Methodologies, London Business School, London, 10 November 2006

Configurations of Governance Structures in IORs. British Academy of Management Special Interest Group on Inter-organizational Relations, Strathclyde University, 1 November 2006.

The Field of IOR – A Jungle or an Italian Garden? British Academy of Management Special Interest Group on Inter-organizational Relations, London Business School, 12 June 2006.

The Dynamics of Social Capital. Advanced Institute of Management Senior Fellows Meeting, London Business School, UK, 9 June 2006.

The Influence of Goodwill – and Competence – based Trust on the Governance of Inter-organizational Relations. Graduate School of Business, Strathclyde University, Glasgow, UK, 6 June 2006.

The Dynamics of Social Capital. Faculty of Economics, Bologna University, Italy, 18 May 2006.

Configurations of Inter-organizational Governance Structures. Tilburg University, 15 March 2005.

Why are some firms more profitable than others? German Study Group, Minda de Gunzburg Center for European Studies, Harvard University, Cambridge, MA, 17 April 2002.

How different types of trust and attitudes towards risk affect the efficient design of inter-organizational governance structures. Harvard Business School, Spring 2002 Organizational Behavior Seminar Series, Boston, MA, 12 April 2002.

How to Make Cross – Border Combinations and Strategic Alliances Work. 2001 Globalization Conference of the American Accounting Association and the Schmalenbach – Gesellschaft für Betriebswirtschaft, Berlin, 22 – 25 June 2001

The Dynamics of Inter-organizational Relationships. Workshop "Research and Practice in Inter-organizational Collaboration", McGill University, Montreal, Canada, 4 April 1998

Transaction scale and scope: How organizations get hooked on interorganizational systems. ESF Planning Workshop "Modes of International Integration of European Management and Organization", Milan, 11 – 12 June 1992