

# CURRICULUM VITAE

Philip Yang

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## CONTACT INFORMATION

Prof. Dr. Philip Yang  
Professor of Sustainable HRM & Leadership  
Paderborn Research Centre for Sustainable Economy (PARSEC)  
Faculty of Business Administration and Economics

Paderborn University  
Warburger Str. 100  
33098 Paderborn, Germany

E-mail: [philip.yang@uni-paderborn.de](mailto:philip.yang@uni-paderborn.de)

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## PERSONAL DETAILS

Marital status: Married, one daughter (born 2012) and three sons (born 2015, 2018, 2021)  
Date of birth: November 23, 1981  
Place of birth: Chengdu, China  
Personal website: <https://philipyang.me>

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## RESEARCH INTERESTS

Ethics, Diversity, New Work, Innovation

## TEACHING INTERESTS

Leadership, Organizational Behavior, HRM, Strategy, Management Methods

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## ACADEMIC & PROFESSIONAL CAREER

Since 10/2024-	Spokesperson of the Paderborn Research Center for Sustainable Economy (PARSEC)
Since 10/2023-	Full Professor (W2) of Sustainable HRM & Leadership at Paderborn University
Winter term 2022/23	Interim Professor of Organizational Behavior at the University of Konstanz (Prof. Dr. Sabine Boerner)

Summer term 2021	Interim Professor of Organisational Studies at the University of Konstanz (Prof. Dr. Florian Kunze)
01/2020-12/2020	In-house project leader/scientific consultant at Dr. Ing. h.c. F. Porsche AG on the subject „Key Performance Indicators of Agile Work“.
06/2018	Successful midterm evaluation
2014-2023	Assistant Professor of Strategy & Organization, Eberhard Karls Universität Tübingen
2015-present	Faculty Member of LEAD- “Learning, Educational Achievement, and Life Course Development” Research Network initially funded within the framework of the Excellence Initiative (Eberhard Karls Universität Tübingen)
2014-present	External Research Associate Institute of Labour Economics, Leibniz Universität Hannover
2009-2014	Research Assistant, Institute of Labour Economics, Leibniz Universität Hannover (Prof. Dr. P. Puhani)
2009-2012	Project assistant in the VW foundation funded project “Employment problems of older employees”
2008	<i>GIZ</i> Consultant and in-house researcher on the subject “The effect of certification on the well-being of fishers”.

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## PROJECTS IN COLLABORATION WITH INDUSTRY PARTNERS

01/2020-present	Project leader of the research project in collaboration with <i>Dr. Ing. h.c. F. Porsche AG</i> on the subject „New work forms- Agility and Multi Teaming“. (Reference: Dr. Steffen Wütz, Manager Business Innovation, Dr. Ing. h.c. F. Porsche AG)
2017	Project leader of the research project in collaboration with <i>Daimler AG car2go</i> on the subject „Individual preferences and antecedents towards the adoption of car sharing“ (Reference: Sebastian Syperek, PCX&UX Research).
2016	Project leader of the research project in collaboration with <i>Robert Bosch Start-up GmbH</i> on the subject „Promoting Intrapreneurship at the Robert Bosch Start-up GmbH“. (Reference: Alexander Buddrick, Bosch Start-up GmbH)
2014-present	Research and teaching collaboration with <i>itdesign GmbH</i> . (Reference: Carolin Nill, itdesign GmbH)

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## INTERNATIONAL JOB OFFERS

2021 Full Professorship in “Leadership”, Privatuniversität Schloss Seeburg, Austria.

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## EDUCATION

04/2009- 07/2014 Ph.D. Economics and Management, Leibniz University Hannover, Title of Dissertation: “Four Essays on Human Capital”

10/2002- 03/2009 Student in Economics and Management, Leibniz University Hannover and Bristol University, Final degree “Diplom-Ökonom”

10/2003-06/2008 Student in Politics and Sociology, Leibniz University Hannover

06/2001 German High School Diploma (“Abitur”), Martino Katharineum

08/1998-08/1999 Dow City High School, Iowa, USA

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## SCHOLARSHIPS, AWARDS, FUNDS

2020 Top 5 “The Leadership Quarterly” articles 2019

2019 Academy of Management Best International Symposium Finalist

2015 Platform 4 Exploration Funds Universität Tübingen

2013 Swiss Leading House Best Paper Award Runner up price 2013

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## EXTENDED RESEARCH STAYS

05/2017	American University (upon invitation by Siri Terjesen)
06/2017	Harvard University (upon invitation by Heidi Gardner)
04-05/2014	Fudan University Shanghai

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## EXTERNAL FUNDING & GRANTS

“*Green Skills*” The German Committee Future Earth (DKN) of the German Research Foundation (DFG) (*ongoing*)

“*Performance Messung in der agilen Projektarbeit*” Dr. Ing. h.c. F. Porsche AG € 60.000

“*Bildungserfolg & Humankapital*” Platform 4 Exploration Funds Universität Tübingen € 9.800

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## PUBLICATIONS & CURRENT RESEARCH PROJECTS

### SELECTED PUBLICATION

Grohsjean, T., Dokko, G. & Yang, P. (2025), “Can you go home again? Performance assistance between boomerangs and incumbent employees.” *Organization Science*, 36 (2), pp. 918-939. (FT50, VHB<sub>Pers</sub>: A+)

Wakeman, W., Yang, P. & Moore, C. (2025), “A bounded preference for rulebreakers.” *Academy of Management Discoveries*, 11(2), pp. 180-203. (VHB<sub>Pers</sub>: A)

Ehmann, S., Kampkötter, P., Maier P. & Yang, P. (2024), Performance management and work engagement – New evidence using longitudinal data. *Management Accounting Research*, 64, pp.100876. (VHB<sub>Rech</sub>: A)

Veer, T., Yang, P. & J. Riepe (2022), Ventures’ conscious knowledge transfer to close partners, and beyond: A framework of performance, complementarity, knowledge disclosure, and knowledge broadcasting. *Journal of Business Venturing*, 37(3), pp. 106191. (FT50, VHB<sub>Tic</sub>: A)

Yang, P., Riepe, J., Moser, K., Pull, K., & Terjesen S. (2019), Women Directors, Firm Performance and Firm Risk: A Causal Perspective. *The Leadership Quarterly* 30(5), pp. 1-15. (VHB<sub>Pers</sub>: A)

**PUBLICATIONS**

Tenzer, H., Hoegl, M., Tims, M., Yang, P. & Wütz, S. (2026), “I Can't Split Myself in Two (or Five): Job Crafting in Highly Demanding and Interdependent Work Environments.” *Journal of Organizational Behavior*, pp. 1–26 (VHB<sub>Pers</sub>: A)

Grohsjean, T., Dokko, G. & Yang, P. (2025), “Can you go home again? Performance assistance between boomerangs and incumbent employees.” *Organization Science*, 36 (2), pp. 918-939. (FT50, VHB<sub>Pers</sub>: A+)

Wakeman, W., Yang, P. & Moore, C. (2025), “A bounded preference for rulebreakers.” *Academy of Management Discoveries*, 11(2), pp. 180-203. (VHB<sub>Pers</sub>: A)

Ehmann, S., Kampkötter, P., Maier P. & Yang, P., (2024), Performance management and work engagement – New evidence using longitudinal data. *Management Accounting Research*, 64, pp.100876. (VHB<sub>Rech</sub>: A)

Veer, T., Yang, P. & J. Riepe (2022), Ventures’ conscious knowledge transfer to close partners, and beyond: A framework of performance, complementarity, knowledge disclosure, and knowledge broadcasting. *Journal of Business Venturing*, 37(3), pp. 106191. (FT50, VHB<sub>Tie</sub>: A)

Puhani, P. & Yang, P. (2020), Does Increased Teacher Accountability Decrease Leniency in Marking? *Journal of Economic Behavior & Organization* 171, pp. 333-341. (VHB<sub>Pers</sub>: A)

Tenzer, H. & Yang, P. (2020), The impact of organizational support and individual achievement orientation on creative deviance. *International Journal of Innovation Management* 24(2), pp. 1-28. (VHB<sub>Tie</sub>: B)

Yang, P., Riepe, J., Moser, K., Pull, K., & Terjesen S. (2019), Women Directors, Firm Performance and Firm Risk: A Causal Perspective. *The Leadership Quarterly* 30(5), pp. 1-15. (VHB<sub>Pers</sub>: A)

Ayaita, A., Güllal, F., & Yang, P. (2019), Where does the good shepherd go? Civic virtue and sorting into Public Sector Employment. *German Economic Review* 20(4), pp. e571-e599. (VHB<sub>Pers</sub>: B)

Tenzer, H. & Yang, P. (2019), Personality, values, or attitudes? Individual-level antecedents to creative deviance. *International Journal of Innovation Management* 23(2), pp. 1-30. (VHB<sub>Tie</sub>: B)

Yang, P. (2015), The Impact of Music on Educational Attainment, *Journal of Cultural Economics* 39(4), 369-396. (VHB<sub>Serv</sub>: B)

Pfeifer, C., Janssen, S., Yang, P., & Backes-Gellner, U. (2013), Effects of training on employee suggestions and promotions, *Schmalenbach Business Review* 65, 270-287. (VHB<sub>Pers</sub>: B)

Yang, P., Janssen, S., Pfeifer, C., & Backes-Gellner, U. (2013), Careers in an internal labor market: evidence from long panel data of four entry cohorts, *Journal of Business Economics* 83, 121-143. (VHB<sub>Pers</sub>: B)

Pfeifer, C., Janssen, S., Yang, P., & Backes-Gellner, U. (2012), Training participation of an aging workforce in an internal labor market, *Empirical Research in Vocational Education and Training* 4(2), 131-147.

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## SERVICE TO THE UNIVERSITY

Member of several hiring committees at the Faculty of Economics and Business Administration at the Eberhard Karls University Tübingen

Member of the selection committee for the master program “General Management” and “International Business” at the Eberhard Karls University Tübingen

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## TEACHING

### ***Master-Level***

<i>Evidence-Based HRM &amp; Leadership</i>	2 SWS	Seminar/Project	2023-today
<i>Leadership, Strategic HRM &amp; Organisation</i>	2 SWS	Lecture & case studies	2017-2021
<i>Human Capital &amp; Skill Formation</i>	2 SWS	Lecture	2015-2017
<i>Empirical Studies in Organisation Research</i>	2 SWS	Lecture/Programming	2014-2018
<i>Empirical Studies in Leadership, Strategic HRM &amp; Organisation</i>	2 SWS	Lecture/ Programming	2018- today
<i>Empirical Management Methods</i>	2 SWS	Lecture	2021

### ***Bachelor-Level***

<i>Sustainable Leadership</i>	4 SWS	Lecture & Exercise	2023-
<i>Organizational Behavior</i>	2 SWS	Lecture & case studies	2015-2020
<i>Diversity Management</i>	2 SWS	Seminar	2021
<i>Evidence-Based Personnel management</i>	2 SWS	Seminar	2021

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## EVALUATIONS

Sustainable Leadership (WT 2025/26)	Course:	very good/good
Sustainable Behavior in Organizations (WT 2025/26)	Course:	very good/good

Organizational Behavior (ST 2022)	Lecturer:	1,3
	Course:	1,6
Bachelor Thesis on Transformation, Digitalization & Sustainability (ST 2022)	Lecturer:	1,3
	Course:	1,6
Evidence-Based Personnel management (ST 2021)	Course:	1,1
Diversity Management (ST 2021)	Course:	1,6
Empirical Management Methods (ST 2021)	Course:	1,8
Organizational Behaviour (ST 2020)	Course:	1,4
Bachelor Thesis on Organizational Behaviour (ST 2020)	Course:	1,1
Organizational Behaviour (ST 2019)	Lecturer:	1,4
	Course:	1,5
Bachelor Thesis on Organizational Behaviour (ST 2019)	Lecturer:	1,6
	Course:	1,7
Leadership, Strategic HRM & Organisation (WT 2018/19)	Lecturer:	1,7
	Course:	1,8
Empirical Studies in Leadership, Strategic HRM & Organisation (WT 2018/19)	Lecturer:	1,5
	Course:	1,7
Organizational Behaviour (ST 2017)	Lecturer:	1,5
	Course:	1,7
Bachelor Thesis on Organizational Behaviour (ST 2017)	Lecturer:	2,2
	Course:	1,9
Human Capital & Skill Formation (WT 2016/17)	Lecturer:	2,2
	Course:	2,5
Empirical Studies in Organisation Research (WT 2015/16)	Lecturer:	1,4
	Course:	1,7
Human Capital & Skill Formation (WT 2015/16)	Lecturer:	1,8
	Course:	2,0

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## PHD SUPERVISIONS

\*indicates a PhD supervision in collaboration with an industry partner

1. Anna Flör, Paderborn University: Exploring Sports Data for Management Research.
2. Johanna Freudenberg, Paderborn University: Leadership and Voice.

3. Sylvia Gaiser, Dr. Ing. h.c. F. Porsche AG / Eberhard Karls Universität Tübingen, New work forms: How Agility Changes Work for Leaders and Followers.\*
4. Katharina Moser, Eberhard Karls Universität Tübingen: Gender Diversity, Competition, and Performance.
5. Emily Nass, Paderborn University: SDG Implications of Sustainable Forms of Leadership.
6. Julian Nüssle, Eberhard Karls Universität Tübingen: Repeated Interactions and its Relevance for Performance.