

## **Hannes Zacher**

*Professor of Work and Organizational Psychology*

*Leipzig University*

*Institute of Psychology*

*Neumarkt 9-19, 04109 Leipzig, Germany*

*Phone: +49 341 97-35932*

*Email: hannes.zacher@uni-leipzig.de*

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### **Education**

- Ph.D. Justus-Liebig-University Giessen (Germany), July 2009  
(Doctor philosophiae; Work and Organizational Psychology)
- Diploma Technical University of Braunschweig (Germany), October 2006  
(Diplom Psychologie; equivalent to M.Sc. in Psychology)
- Pre-Diploma Technical University of Braunschweig (Germany), October 2002  
(Vordiplom Psychologie; equivalent to B.Sc. in Psychology)

### **Employment History**

- 10/2016 – present Full Professor with Tenure  
Chair for Work and Organizational Psychology  
Institute of Psychology  
Leipzig University (Germany)
- 01/2016 – 09/2016 Full Professor with Tenure  
School of Management  
Queensland University of Technology (Australia)
- 01/2014 – 12/2015 Associate Professor with Tenure  
Department of Psychology  
University of Groningen (Netherlands)
- 07/2010 – 12/2013 Lecturer (equivalent to Assistant Professor)  
School of Psychology  
University of Queensland (Australia)
- 05/2010 – 06/2010 Guest Lecturer  
Work and Organizational Psychology  
Technical University of Kaiserslautern (Germany)
- 04/2009 – 04/2010 Postdoctoral Research Fellow  
Jacobs Center on Lifelong Learning and Institutional Development  
Jacobs University Bremen (Germany)

### **Awards and Honorary Fellowships**

- Associate Investigator at the Australian Research Council (ARC) Centre of Excellence in Population Ageing Research (CEPAR) (since 2017)
- Research Fellow, Work and Ageing Research Network (WARN) at the Research School of Management, ANU College of Business & Economics, Australian National University (since 2016)
- Member of the Scientist Network of the Work Science Center at Georgia Tech College of Sciences (since 2016)
- Fellowship from the Netherlands Institute for Advanced Study in the Humanities and Social Sciences (2016)
- Adjunct Professor at the School of Management, Queensland University of Technology, Australia (2016-2018)
- Honorary Associate Professor at the School of Psychology, University of Queensland, Australia (2014-2020)
- Member of the Society for Organisational Behaviour in Australia (2013)
- Research Fellow at the Sloan Center on Aging & Work at Boston College, USA (2012-2019)
- Discovery Early Career Researcher Award from the Australian Research Council (2012-2013)
- Adjunct Researcher at the Research Center for Innovation and Strategic Human Resource Management at Jiangxi University of Finance and Economics, China (2010-present)

### **Editorial Positions**

#### Associate Editor

- *Journal of Occupational and Organizational Psychology* (2016-2019)
- *Encyclopedia of Geropsychology* (2014-2015)

#### Guest Editor

- *Work, Aging and Retirement* (2015-2019; Three special issues on “Work, Aging, and Retirement in Australia,” “Successful Aging at Work: Empirical and Methodological Advancements”, and “The Multitude of Age Constructs in the Workplace”)
- *Journal of Vocational Behavior* (2017-2019; Two special issues on “Vocational Behavior of Refugees” and “Recent Empirical Developments in Career Construction Theory”)
- *Frontiers in Psychology* (2017; Special issue on “Advances in Research on Age in the Workplace and Retirement”)

#### Editorial Board Memberships

- *Work, Aging and Retirement* (2014-2018)
- *Group & Organization Management* (2014-present)
- *Journal of Occupational Health Psychology* (2014-present)
- *Journal of Vocational Behavior* (2015-present)
- *German Journal of Human Resource Management* (2017-present)
- *International Journal of Selection and Assessment* (2017-present)
- *The Leadership Quarterly* (2018-present)

- *SIOP Organizational Frontiers Series* (2019-2023)
- *Journal of Occupational and Organizational Psychology* (2019-present)

### **Publications**

(Note: undergraduate and graduate student co-authors are underlined)

Total citations as of 27 April 2019: Web of Science 1846 (*h*-index = 24);  
Google Scholar 4898 (*h*-index = 39, *i10*-index = 90)

ORCID: <http://orcid.org/0000-0001-6336-2947>

ResearcherID: <http://www.researcherid.com/rid/X-1659-2018>

### **Books**

1. Baltes, B. B., Rudolph, C. W., & **Zacher, H.** (Eds., 2019). *Work across the lifespan*. London, United Kingdom: Academic Press. (664 pages, ISBN: 978-0-12-812756-8, <https://www.elsevier.com/books/work-across-the-lifespan/baltes/978-0-12-812756-8>)
2. Rudolph, C. W., **Zacher, H.**, Scheibe, S. (Eds., 2018). *Advances in research on age in the workplace and retirement*. Lausanne, Switzerland: Frontiers Media. doi:[10.3389/978-2-88945-393-1](https://doi.org/10.3389/978-2-88945-393-1)
3. **Zacher, H.** (2014). *Patient safety: A psychological perspective*. Berlin, Germany: De Gruyter. (140 pages, ISBN: 978-3-11-028192-7, <http://www.degruyter.com/view/product/181969>)

### **Book Chapters**

1. **Zacher, H.** & Rudolph, C. W. (in press). How a dynamic way of thinking can challenge existing knowledge in organizational behavior. In Y. J.-L. Griep, S. D. Hansen, T. Vantilborgh, & J. Hofmans (Eds.), *Handbook of dynamic organizational behavior* (Vol. 1). Cheltenham, UK: Edward Elgar.
2. Marcus, J., Rudolph, C. W., **Zacher, H.** (in press). An ecological systems framework on work and aging. In D. L. Stone, J. H. Dulebohn, & K. M. Lukaszewski (Eds.), *Advancing theory and research on diversity and inclusion (series research in human resources management)*. Charlotte, NC: Information Age Publishing.
3. Rauvola, R. S., Rudolph, C. W., & **Zacher, H.** (in press). Career counseling for middle-aged and older adults. In J. G. Maree (Ed.), *Handbook of innovative career counselling*. New York: Springer.
4. **Zacher, H.**, Rudolph, C. W., & Rauvola, R. S. (in press). Career counseling to manage the transition to bridge employment and retirement. In J. G. Maree (Ed.), *Handbook of*

*innovative career counselling*. New York: Springer.

5. **Zacher, H.** & Kunzmann, U. (in press). Wisdom in the workplace. In R. Sternberg, H. Nusbaum, & Glück, J. (Eds.), *Applying wisdom to contemporary world problems*. Palgrave Macmillan.
6. **Zacher, H.**, Mensmann, M., & Gielnik, M. M. (in press). Ageing and entrepreneurship: A psychological perspective. In C. Karlsson, M. Backman, & O. Kekezi (Eds., 2019), *Handbook on Entrepreneurship and Ageing* (pp. x-x). Cheltenham, UK: Edward Elgar.
7. **Zacher, H.** (in press). Career development of refugees. In J. A. Athanasou & H. N. Perera (Eds.), *International handbook of career guidance* (2<sup>nd</sup> ed.). New York: Springer.
8. Rudolph, C. W. & **Zacher, H.** (in press). Managing employees across the lifespan. In B. Hoffman, M. Shoss, & L. Wegman (Eds.), *The Cambridge handbook of the changing nature of work*. Cambridge University Press.
9. **Zacher, H.**, Rudolph, C. W., & Baltes, B. B. (2019). An invitation to lifespan thinking. In B. B. Baltes, C. W. Rudolph, & Zacher, H. (Eds.). *Work across the lifespan* (pp. 1-14). New York: Academic Press.
10. Rudolph, C. W., **Zacher, H.**, & Baltes, B. B. (2019). Looking forward: A new agenda for studying work across the lifespan. In B. B. Baltes, C. W. Rudolph, & Zacher, H. (Eds.). *Work across the lifespan* (pp. 605-623). New York: Academic Press.
11. Rudolph, C. W., Marcus, J., & **Zacher, H.** (2018). Global issues in work and aging. In K. S. Shultz & G. A. Adams (Eds.), *Aging and work in the 21<sup>st</sup> century* (2<sup>nd</sup> ed., pp. 292-324). New York: Routledge.
12. Bohlmann, C. & **Zacher, H.** (2018). Supporting employees with caregiving responsibilities. In R. Burke & A. Richardsen (Eds.), *Creating psychologically healthy workplaces* (pp. 431-451). Cheltenham, UK: Edward Elgar.
13. **Zacher, H.** (2018). Action regulation theory. In D. S. Dunn (Ed.), *Oxford bibliographies in psychology*. New York: Oxford University Press.
14. **Zacher, H.** & Bissing-Olson, M. J. (2018). Between- and within-person variability in employee pro-environmental behaviour. In V. K. Wells, D. Gregory-Smith, & D. Manika (Eds.), *Research handbook on employee pro-environmental behaviour* (pp. 128-147). Cheltenham, UK: Edward Elgar.
15. **Zacher, H.** (2018). Berufliche Veränderungen: Wenn Erwerbstätige sich neu orientieren [Occupational changes: When workers reorient themselves]. In S. Kauffeld & D. Spurk (Eds.), *Handbuch Laufbahnmanagement und Karriereplanung*. Berlin, Germany: Springer. doi:[10.1007/978-3-662-45855-6\\_14-1](https://doi.org/10.1007/978-3-662-45855-6_14-1)

16. **Zacher, H.** (2018). Organizations. In M. H. Bornstein (Ed.), *The SAGE encyclopedia of lifespan human development* (pp. 1556-1558). Thousand Oaks, CA: Sage.  
doi:[10.4135/9781506307633.n582](https://doi.org/10.4135/9781506307633.n582)
17. **Zacher, H.** (2018). Leadership. In M. H. Bornstein (Ed.), *The SAGE encyclopedia of lifespan human development* (pp. 1255-1257). Thousand Oaks, CA: Sage.  
doi:[10.4135/9781506307633.n472](https://doi.org/10.4135/9781506307633.n472)
18. **Zacher, H.** & Staudinger, U. M. (2018). Wisdom and well-being. In E. Diener, S. Oishi, & L. Tay (Eds.), *Handbook of well-being*. Salt Lake City, UT: DEF.  
doi:[nobascholar.com/chapters/37](https://nobascholar.com/chapters/37)
19. Hertel, G. & **Zacher, H.** (2018). Managing the aging workforce. In D. S. Ones, N. Anderson, C. Viswesvaran, & H. K. Sinangil (Eds.), *The SAGE handbook of industrial, work and organization psychology* (2nd ed., Vol. 3: Managerial psychology and organizational approaches, pp. 396-428). Thousand Oaks, CA: Sage.
20. **Zacher, H.** & Frese, M. (2018). Action regulation theory: Foundations, current knowledge, and future directions. In D. S. Ones, N. Anderson, C. Viswesvaran, & H. K. Sinangil (Eds.), *The SAGE handbook of industrial, work and organization psychology* (2nd ed., Vol. 2: Organizational psychology, pp. 80-102). Thousand Oaks, CA: Sage.
21. Schulz, H., Buchhester, S., & **Zacher, H.** (2018). Keine Angst vor Kennzahlen – aber vor Selbstbetrug wird gewarnt. In D. Matusiewicz, V. Nürnberg, & S. Nobis (Eds.), *Gesundheit und Arbeit 4.0: Wenn Digitalisierung auf Mitarbeitergesundheit trifft* (pp. 267-279). Heidelberg, Germany: medhochzwei.
22. **Zacher, H.** (2017). Action regulation theory. In O. Braddick (Ed.), *Oxford research encyclopedia of psychology*. New York: Oxford University Press.  
doi:[10.1093/acrefore/9780190236557.013.1](https://doi.org/10.1093/acrefore/9780190236557.013.1)
23. **Zacher, H.** & Rudolph, C. W. (2017). Successful aging at work and beyond: A review and critical perspective. In S. Profili, A. Sammarra, & L. Innocenti (Eds.), *Age diversity in the workplace: An organizational perspective* (pp. 35-64). Bingley, UK: Emerald.  
→ Emerald Literati Award in 2018 for Outstanding Author Contribution
24. Rudolph, C. W. & **Zacher, H.** (2017). Myths and misconceptions about leading generations: Setting the record straight. In T. A. Scandura & E. Mourino (Eds.), *Leading diversity in the 21<sup>st</sup> century* (Ch. 9, pp. 243-278). Charlotte, NC: Information Age Publishing.
25. Frese, M., Rank, J., & **Zacher, H.** (2017). Action regulation theory. In S. G. Rogelberg (Ed.), *The SAGE Encyclopedia of Industrial and Organizational Psychology* (Vol. 1, 2nd ed., pp. 13-15). Thousand Oaks, CA: Sage.
26. Bertolino, M., **Zacher, H.**, & Kooij, D. T. A. M. (2017). Proactivity and aging at work. In N. A. Pachana (Ed.), *Encyclopedia of geropsychology* (Vol. 3, pp. 1862-1869). Singapore: Springer.

27. Rietzschel, E. F. & **Zacher, H.** (2017). Workplace creativity, innovation, and age. In N. A. Pachana (Ed.), *Encyclopedia of geropsychology* (Vol. 3, pp. 2523-2529). Singapore: Springer.
28. **Zacher, H.** & Kooij, D. T. A. M. (2017). Aging and proactivity. In S. K. Parker & U. K. Bindl (Eds.), *Proactivity at work: Making things happen in organizations* (Ch. 10, pp. 258-294). New York: Routledge.
29. **Zacher, H.**, Rudolph, C. W. & Reinicke, C. (2017). Caregiving, organizational support, and employee strain and well-being. In R. Burke & L. Calvano (Eds.), *The sandwich generation: Caring for oneself and others at home and at work* (Ch. 6, pp. 129-151). Cheltenham, UK: Edward Elgar.
30. Greaves, C., Parker, S. L., **Zacher, H.** & Jimmieson, N. L. (2017). Resource effects in the caregiving process. In R. Burke & L. Calvano (Eds.), *The sandwich generation: Caring for oneself and others at home and at work* (Ch. 5, pp. 99-125). Cheltenham, UK: Edward Elgar.
31. **Zacher, H.** & Kirby, G. (2016). Remaining time. In S. K. Whitbourne (Ed.), *The encyclopedia of adulthood and aging* (Vol. 3, pp. 1193-1197). Chichester, UK: Wiley.
32. **Zacher, H.** & Steinvik, H. R. (2016). Workplace age discrimination. In S. K. Whitbourne (Ed.), *The encyclopedia of adulthood and aging* (Vol. 3, pp. 1467-1471). Chichester, UK: Wiley.
33. Rudolph, C. W. & **Zacher, H.** (2015). Intergenerational perceptions and conflicts in multi-age and multigenerational work environments. In L. M. Finkelstein, D. M. Truxillo, F. Fraccaroli, & R. Kanfer (Eds.), *Facing the challenges of a multi-age workforce: A use-inspired approach* (pp. 253-282). New York: Routledge.
34. Norton, T. A., **Zacher, H.**, & Ashkanasy, N. M. (2015). Pro-environmental organizational culture and climate. In J. Barling & J. L. Robertson (Eds.), *The psychology of green organizations* (pp. 322-348). Oxford, UK: Oxford University Press.
35. **Zacher, H.**, Clark, M., Anderson, E. C., & Ayoko, O. B. (2015). A lifespan perspective on leadership. In P. M. Bal, D. T. A. M. Kooij, & D. M. Rousseau (Eds.), *Aging workers and the employee-employer relationship* (pp. 87-104). New York: Springer.
36. **Zacher, H.**, Feldman, D. C., & Schulz, H. (2014). Age, occupational strain, and well-being: A person-environment fit perspective. In P. L. Perrewé, J. Halbesleben, & C. C. Rosen (Eds.), *Research in occupational stress and well-being* (Vol. 12, pp. 83-111). Bingley, UK: Emerald.
37. Scheibe, S. & **Zacher, H.** (2013). A lifespan perspective on emotion regulation, stress, and well-being in the workplace. In P. L. Perrewé, J. Halbesleben, & C. C. Rosen (Eds.), *Research in occupational stress and well-being* (Vol. 11, pp. 163-193). Bingley, UK: Emerald.

38. Lievens, F., Van Hove, G., & **Zacher, H.** (2012). The recruiting and hiring of older workers. In J. W. Hedge & W. C. Borman (Eds.), *The Oxford handbook of work and aging* (pp. 380-391). New York: Oxford University Press.
39. **Zacher, H.** & Gielnik, M. M. (2012). Locus of control. In M. R. Marvel (Ed.), *Encyclopedia of new venture management* (pp. 313-315). Thousand Oaks, CA: Sage Publications.

#### Editorials of Special Issues

1. Rudolph, C. W., Kunze, F., & **Zacher, H.** (2019). Work and the multitude of age constructs. *Work, Aging and Retirement*. doi:
2. Rudolph, C. W., **Zacher, H.**, & Hirschi, A. (2019). Empirical developments in career construction theory. *Journal of Vocational Behavior*, *111*, 1-6. doi:[10.1016/j.jvb.2018.12.003](https://doi.org/10.1016/j.jvb.2018.12.003)
3. **Zacher, H.**, Kooij, D. T. A. M., & Beier, M. (2018). Successful aging at work: Empirical and methodological advancements. *Work, Aging and Retirement*, *4*(2), 123-128. doi:[10.1093/workar/way002](https://doi.org/10.1093/workar/way002)
4. Newman, A., Bimrose, J., Nielsen, I., & **Zacher, H.** (2018). Vocational behavior of refugees: How do refugees seek employment, overcome work-related challenges, and navigate their careers? *Journal of Vocational Behavior*, *105*, 1-5. doi:[10.1016/j.jvb.2018.01.007](https://doi.org/10.1016/j.jvb.2018.01.007)
5. Rudolph, C. W., **Zacher, H.**, & Scheibe, S. (2017): Editorial: Advances in research on age in the workplace and retirement. *Frontiers in Psychology*, *8*, 2147. doi:[10.3389/fpsyg.2017.02147](https://doi.org/10.3389/fpsyg.2017.02147)
6. **Zacher, H.** & Griffin, B. (2015). Work, aging, and retirement in Australia: Introduction to the special issue. *Work, Aging and Retirement*, *1*(2), 129-132. doi:[10.1093/workar/wau011](https://doi.org/10.1093/workar/wau011)

#### Refereed Articles

1. Kooij, D. T. A. M., **Zacher, H.**, Wang, M., & Heckhausen, J. (in press). Successful aging at work: A process model to guide future research and practice. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
2. Rauvola, R. S., Rudolph, C. W., Ebbert, L., & **Zacher, H.** (in press). Person-environment fit and work satisfaction: Exploring the conditional effects of age. *Work, Aging and Retirement*.
3. Kleine, A.-K., Rudolph, C. W., & **Zacher, H.** (in press). Thriving at work: A meta-analysis. *Journal of Organizational Behavior*. doi:[10.1002/job.2375](https://doi.org/10.1002/job.2375)
4. Prochilo, G. A., Louis, W. R., Bode, S., **Zacher, H.**, & Molenberghs, P. (in press). An extended commentary on post-publication peer review in organizational neuroscience. *Meta-Psychology*.

5. Finkelstein, L., Voyles, E., Thomas, C., & **Zacher, H.** (in press). A daily diary study of responses to age metastereotypes. *Work, Aging and Retirement*. doi:[10.1093/workar/waz005](https://doi.org/10.1093/workar/waz005)
6. Parker, S. L., Cutts, S., Nathan, G., & **Zacher, H.** (in press). Understanding franchisee performance: The role of personal and contextual resources. *Journal of Business and Psychology*. doi:[10.1007/s10869-018-9558-5](https://doi.org/10.1007/s10869-018-9558-5)
7. Rauvola, R. S., Rudolph, C. W., & **Zacher, H.** (in press). Generationalism: Problems and implications. *Organizational Dynamics*. doi:[10.1016/j.orgdyn.2018.05.006](https://doi.org/10.1016/j.orgdyn.2018.05.006)
8. Breevaart, K. & **Zacher, H.** (2019). Daily SOC strategy use and innovative performance: The role of job autonomy and time pressure. *Journal of Personnel Psychology*, 18(2), 71-83. doi:[10.1027/1866-5888/a000224](https://doi.org/10.1027/1866-5888/a000224)
9. Katz, I. M., Rudolph, C. W., & **Zacher, H.** (2019). Age and career commitment: Meta-analytic tests of competing linear versus curvilinear relationships. *Journal of Vocational Behavior*, 112, 396-416. doi:[10.1016/j.jvb.2019.03.001](https://doi.org/10.1016/j.jvb.2019.03.001)
10. Breevaart, K. & **Zacher, H.** (2019). Main and interactive effects of weekly transformational and laissez-faire leadership on followers' trust in the leader and leader effectiveness. *Journal of Occupational and Organizational Psychology*, 92(2), 384-409. doi:[10.1111/joop.12253](https://doi.org/10.1111/joop.12253)
11. **Zacher, H.** & Rudolph, C. W. (2019). Just a mirage: On the incremental predictive validity of subjective age. *Work, Aging and Retirement*, 5(2), 141-162. doi:[10.1093/workar/wax031](https://doi.org/10.1093/workar/wax031)
12. Von Hippel, C., Kalokerinos, E. K., Haanteraä, K., & **Zacher, H.** (2019). Age-based stereotype threat and work outcomes: Stress appraisals and rumination as mediators. *Psychology and Aging*, 34(1), 68-84. doi:[10.1037/pag0000308](https://doi.org/10.1037/pag0000308)
13. **Zacher, H.**, Rudolph, C. W., Todorovic, T., & Ammann, D. (2019). Academic career development: A review and research agenda. *Journal of Vocational Behavior*, 110, 357-373. doi:[10.1016/j.jvb.2018.08.006](https://doi.org/10.1016/j.jvb.2018.08.006)
14. **Zacher, H.**, Esser, L., Bohlmann, C., & Rudolph, C. W. (2019). Age, social identity and identification, and work outcomes: A conceptual model, literature review, and future research directions. *Work, Aging and Retirement*, 5(1), 24-43. doi:[10.1093/workar/way005](https://doi.org/10.1093/workar/way005)
15. **Zacher, H.**, Schmitt, A., Jimmieson, N. L., & Rudolph, C. W. (2019). Dynamic effects of personal initiative on engagement and exhaustion: The role of mood, autonomy, and support. *Journal of Organizational Behavior*, 40(1), 38-58. doi:[10.1002/job.2277](https://doi.org/10.1002/job.2277)
16. Hirschi, A., Shockley, K. M., & **Zacher, H.** (2019). Achieving work-family balance: An action regulation model. *Academy of Management Review*, 44(1), 150-171. doi:[10.5465/amr.2016.0409](https://doi.org/10.5465/amr.2016.0409)



17. Topa, G. & **Zacher, H.** (2018). Occupational future time perspective: Psychometric properties of a Spanish scale. *Frontiers in Psychology*, 9, 2237. doi:[10.3389/fpsyg.2018.02237](https://doi.org/10.3389/fpsyg.2018.02237)
18. Rudolph, C. W. & **Zacher, H.** (2018). What are the mechanisms? The black box of neoliberalism. *European Journal of Work and Organizational Psychology*, 27(5), 556-557. doi:[10.1080/1359432X.2018.1482873](https://doi.org/10.1080/1359432X.2018.1482873)
19. Gielnik, M. M., **Zacher, H.**, Wang, M. (2018). Age in the entrepreneurial process: The role of future time perspective and prior entrepreneurial experience. *Journal of Applied Psychology*, 103(10), 1067-1085. doi:[10.1037/apl0000322](https://doi.org/10.1037/apl0000322)
20. Henkens, K., van Dalen, H., Ekerdt, D., Hershey, D., Hyde, M., Radl, J., Solinge, H., Wang, M., & **Zacher, H.** (2018). What we need to know about retirement: Pressing issues for the coming decade. *The Gerontologist*, 58(5), 805-812. doi:[10.1093/geront/gnx095](https://doi.org/10.1093/geront/gnx095)
21. Bohlmann, C., van den Bosch, J., & **Zacher, H.** (2018). The relative importance of employee green behavior for overall job performance ratings: A policy-capturing study. *Corporate Social Responsibility and Environmental Management*, 25(5), 1002-1008. doi:[10.1002/csr.1516](https://doi.org/10.1002/csr.1516)
22. Bohlmann, C., Krumbholz, L., & **Zacher, H.** (2018). The triple bottom line and organizational attractiveness ratings: The role of pro-environmental attitude. *Corporate Social Responsibility and Environmental Management*, 25(5), 912-919. doi:[10.1002/csr.1507](https://doi.org/10.1002/csr.1507)
23. Bohlmann, C., Rudolph, C. W., & **Zacher, H.** (2018). Methodological recommendations to move research on work and aging forward. *Work, Aging and Retirement*, 4(3), 225-237. doi:[10.1093/workar/wax023](https://doi.org/10.1093/workar/wax023)
24. **Zacher, H.**, Kooij, D. T. A. M., & Beier, M. E. (2018). Active aging at work: Contributing factors and implications for organizations. *Organizational Dynamics*, 47(1), 37-45. doi:[10.1016/j.orgdyn.2017.08.001](https://doi.org/10.1016/j.orgdyn.2017.08.001)
25. Rudolph, C. W., Rauvola, R. S., & **Zacher, H.** (2018). Leadership and generations at work: A critical review. *The Leadership Quarterly*, 29(1), 44-57. doi:[10.1016/j.leaqua.2017.09.004](https://doi.org/10.1016/j.leaqua.2017.09.004)
26. Rudolph, C. W., Kooij, D. T. A. M., Rauvola, R. S., & **Zacher, H.** (2018). Occupational future time perspective: A meta-analysis of antecedents and outcomes. *Journal of Organizational Behavior*, 39(2), 229-248. doi:[10.1002/job.2264](https://doi.org/10.1002/job.2264)
27. Bohlmann, C., Rauch, A., & **Zacher, H.** (2017). A lifespan perspective on entrepreneurship: Perceived skills and opportunities explain the negative association between age and entrepreneurial activity. *Frontiers in Psychology*, 8, 2015. doi:[10.3389/fpsyg.2017.02015](https://doi.org/10.3389/fpsyg.2017.02015)
28. Norton, T. A., **Zacher, H.**, Parker, S. L., & Ashkanasy, N. M. (2017). Bridging the gap between green behavioral intentions and employee green behavior: The role of green psychological climate. *Journal of Organizational Behavior*, 38(7), 996-1015.

doi:[10.1002/job.2178](https://doi.org/10.1002/job.2178)

29. Rosing, K. & **Zacher, H.** (2017). Individual ambidexterity: The duality of exploration and exploitation and its relationship with innovative performance. *European Journal of Work and Organizational Psychology, 26*(5), 694-709. doi:[10.1080/1359432X.2016.1238358](https://doi.org/10.1080/1359432X.2016.1238358)
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#### Other Publications

1. **Zacher, H.** (2019). Was macht Arbeit motivierend? Und warum wird sie oft nicht so gestaltet? *Leipziger Leben (Schwerpunkt Arbeitswelten)*, x, xx-xx.
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4. **Zacher, H.** (2018). Wandel der Arbeitswelt: Wie Unternehmen die Zukunft aktiv gestalten können. *Landkreis Leipzig Journal, 4*, 14-15.
5. **Zacher, H.** & Rudolph, C. W. (2018). Five reasons to adopt a more critical perspective on “successful aging at work.” Blog entry for the *International Network for Critical Gerontology*. <http://criticalgerontology.com/successful-aging-at-work/>
6. Rudolph, C. W., & **Zacher, H.** (2018). The kids are alright: Taking stock of generational differences at work. *The Industrial-Organizational Psychologist, 55*(3). doi:[10.17605/OSF.IO/WBSH5](https://doi.org/10.17605/OSF.IO/WBSH5) and <http://my.siop.org/tip/jan18/editor/ArtMID/13745/ArticleID/248/The-Kids-Are-Alright-Taking-Stock-of-Generational-Differences-at-Work>
7. **Zacher, H.** (2017). Book review: Ronald J. Burke, Cary L. Cooper, and Alexander-Stamatios G. Antoniou. The multi-generational and aging workforce: Challenges and opportunities. Cheltenham, UK: Edward Elgar, 2015, 448 pages, \$160, hardcover. *Personnel Psychology, 70*(3), 717–719. doi:[10.1111/peps.12232](https://doi.org/10.1111/peps.12232)

## Media Coverage

Badische Zeitung, Bild, Deutschlandfunk, Financial Times, Forschung & Lehre, Frankfurter Allgemeine Sonntagszeitung, Frankfurter Neue Presse, Funkturm, Giessener Anzeiger, Giessener Allgemeine Zeitung, gmx.de, KiPPE—Das Leipziger Straßenmagazin, Leipziger Volkszeitung, Mitteldeutscher Rundfunk, Nordkurier, ntv, Radio Leipzig, Rhein-Neckar-Zeitung, RTL aktuell, RTL2 news, Saarbrücker Zeitung, Self Magazine, shz.de, Senioren Ratgeber, Singapore Straits Times, Spiegel Online, Spiegel Wissen, Süddeutsche Zeitung, The Australian, TIMES, web.de, Wirtschaftspsychologie Aktuell, Wirtschaftswoche, ZDF heuteplus

## Competitive Research Grant Awards and Industry Funding

- Von Hippel, C., **Zacher, H.**, & Haslam, C. (2019-2021). Stereotype threat, disengagement, and wellbeing among older employees (DP190100546). *Australian Research Council (ARC) Discovery Project*, AUD180,000.
- **Zacher, H.** (2018). Organisationsdiagnose, Erarbeitung von Optimierungspotentialen und Unterstützung bei der Umsetzung späterer Maßnahmen. *Unitas Wohnungsgenossenschaft Leipzig*, Euro 7,140.
- **Zacher, H.** (2015). Statistische Auswertungen im Rahmen der Gesundheitsbefragung des innerbetrieblichen Gesundheitsmanagements. *Techniker Krankenkasse*, Euro 4,600.
- **Zacher, H.** (2012-2013). Intergenerational demands as a double-edged sword in the work context (DE120100359). *Australian Research Council (ARC) Discovery Early Career Researcher Award*, AUD375,000.
- Neal, A.F., Yeo, G.B., **Zacher, H.**, Vancouver, J.B., & Schmidt, A.M. (2012-2014). Developing and testing dynamic models of goal striving in approach and avoidance contexts (DP120100852). *Australian Research Council (ARC) Discovery Project*, AUD270,000.
- Pachana, N., Gallois, C., & **Zacher, H.** (2013). Rethinking retirement: Actively capturing the vitality for self and society. *Academy of the Social Sciences in Australia Workshop Program*, AUD7,500.
- Von Hippel, W., Jetten, J., Suddendorf, T., Henry, J., Neal, A., Tangen, J., McKimmie, B., & **Zacher, H.** (2012). Enhancing realism in psychological research. *University of Queensland Major Equipment Grant*, AUD135,829.
- Rooney, D., McKenna, B., **Zacher, H.**, Hornsey, M., Fitzgerald, R., & Lyons, K. (2011). Guiding nanotechnology futures: Wise science in the knowledge economy. *The University of Queensland Vice-Chancellor Fund*, AUD70,000.
- Ferrier, L., McColl-Kennedy, J. R., Pachana, N., **Zacher, H.**, & Previte, J. (2011). Customer value co-creation enhancing aged care services: Benefits for the organisation, residents, and

employees. *The University of Queensland Collaboration and Industry Engagement Fund*, AUD47,573.

- **Zacher, H.** (2011-2012). Linking successful ageing at work with business success: A three-wave longitudinal study of predictors and outcomes of occupational future time perspective. *The University of Queensland Early Career Researcher Grant*, AUD19,202.
- **Zacher, H.** (2011-2012). A lifespan perspective on entrepreneurship: Investigating personal, behavioural, and environmental factors that contribute to venture success of middle-aged and older small business owners. *The University of Queensland New Staff Research Start-Up Fund*, AUD11,970.
- **Zacher, H.** (2010). Generation Entrepreneur: Success strategies for small and medium-sized businesses in times of demographic change. *Donation of Ravensburger AG*, Euro 2,000.

## **Professional Activities**

### Professional Affiliations

- Society of Industrial and Organizational Psychology (SIOP)
- Deutsche Gesellschaft für Psychologie (German Psychological Association)

### Ad Hoc Reviewer (selection)

Academy of Management Review, Applied Psychology: An International Review, Entrepreneurship Theory and Practice, European Journal of Work and Organizational Psychology, Human Relations, Human Resource Management Journal, Journal of Applied Psychology, Journal of Business Venturing, Journal of Career Development, Journal of Managerial Psychology, Journal of Personnel Psychology, Journal of Organizational Behavior, Journal of Vocational Behavior, Psychological Science, Psychology and Aging, Work and Stress

### Invited Talks (Research)

- Leuphana University Lüneburg, Germany, May 2019
- University of Gießen, Germany, May 2019
- University of Groningen, March 2019
- University of Konstanz, Germany, January 2019
- Maastricht University, the Netherlands, December 2018
- RWTH Aachen, Germany, December 2018
- University of Kassel, Germany, October 2018
- University of Zurich (Workshop funded by Velux Stiftung), Switzerland, June 2018
- Zhejiang Gongshang University, Hangzhou, China, May/June 2018
- Université Catholique de Louvain, Belgium, March 2017
- University of Bern, Switzerland, December 2016

- University of Groningen, Netherlands, June 2016
- University of Münster, Germany, June 2014
- University of Kassel, Germany, January 2014
- University of Western Australia, Perth, Australia, November 2013
- University of Tilburg, Netherlands, June 2012

#### Guest Lectures

- Maastricht University, the Netherlands, December 2018
- Université Catholique de Louvain, Belgium, March 2017

#### Invited Talks (Practice)

- Institut für Angewandte Trainingswissenschaften, *Mitarbeiterbefragungen*, Februar 2019
- Social Impact Lab Leipzig, *Mehrwert gemeinwohlorientierter Führung und Organisation*, November 2018
- Netzwerktreffen Sparkassen, *Vereinbarkeit von Beruf und Familie*, October 2018
- Sächsischer Mittelstandsempfang, *Zukunft der Arbeit*, June 2018
- Unternehmerforum Landkreis Leipzig, *Zukunft der Arbeit*, June 2018

#### Conference Presentations

(Note: only first-authored presentations are listed)

1. **Zacher, H.** & Rudolph, C. W. (2019). Altersinklusive HR Praktiken, Altersdiversitätsklima und Arbeitszufriedenheit: Ergebnisse einer Längsschnittstudie. *Fachgruppentagung Arbeits- und Organisationspsychologie*, Braunschweig (Germany), 25-27 September 2019.
2. **Zacher, H.** & Rudolph, C. W. (2019). Adapting to involuntary, radical, and socially undesirable career changes: When is high career adaptability most useful? *Fachgruppentagung Arbeits- und Organisationspsychologie*, Braunschweig (Germany), 25-27 September 2019.
3. **Zacher, H.** & Weiss, M. (2019). Personal initiative and occupational strain: The role of job demands and autonomy. *Fachgruppentagung Arbeits- und Organisationspsychologie*, Braunschweig (Germany), 25-27 September 2019.
4. **Zacher, H.** & Rudolph, C. W. (2018). SOC profiles and careers success. *51. Kongress der Deutschen Gesellschaft für Psychologie*, Frankfurt (Germany), 17-20 September 2018.
5. **Zacher, H.** (2018). Active aging at work. *Annual Conference of the Society for Industrial and Organizational Psychology (SIOP)*, Chicago (USA), 19-21 April 2018.
6. **Zacher, H.** & Rudolph, C. W. (2017). Just a mirage: On the construct and predictive validity of subjective age. *4<sup>th</sup> Age in the Workplace Small Group Meeting*, Lüneburg (Germany), 9-

11 November 2017.

7. **Zacher, H.** (2016). Organizational climate for successful aging. *2nd HR Division International Conference (HRIC)*, Sydney (Australia), 20-22 February 2016.
8. **Zacher, H.** (2015). Action regulation across the adult lifespan (ARAL): A meta-theory of work and aging. *3<sup>rd</sup> Age in the Workplace Small Group Meeting*, Limerick (Ireland), 5-7 November 2015.
9. **Zacher, H.** (2015). A critical perspective on the psychology of healthy ageing. *Psychological Perspectives on Healthy Ageing Symposium*, Groningen (Netherlands), 3 November 2015.
10. **Zacher, H.** & Scheibe, S. (2014). Do older employees cope better with emotional job demands than younger employees? The role of selection, optimization, and compensation strategies. *49. Kongress der Deutschen Gesellschaft für Psychologie*, Bochum (Germany), 21-25 September 2014.
11. **Zacher, H.** (2014). Ambidextrous leadership and innovation at work. *49. Kongress der Deutschen Gesellschaft für Psychologie*, Bochum (Germany), 21-25 September 2014.
12. **Zacher, H.** (2014). Age diversity and organizational climate for innovation: The role of professional learning. *28th International Congress of Applied Psychology*, Paris (France), 8-13 July 2014.
13. **Zacher, H.**, Jimmieson, N. L., & Bordia, P. (2014). Explaining curvilinear relationships between age and occupational strain and well-Being. *29th Annual Conference of the Society for Industrial and Organizational Psychology*, Honolulu (USA), 15-17 May 2014.
14. **Zacher, H.** (2014). Effects of temporal focus on job engagement, boredom, and emotional exhaustion. *29th Annual Conference of the Society for Industrial and Organizational Psychology*, Honolulu (USA), 15-17 May 2014.
15. **Zacher, H.** (2014). Proactivity and the motivation to continue working among older workers. *29th Annual Conference of the Society for Industrial and Organizational Psychology*, Honolulu (USA), 15-17 May 2014.
16. **Zacher, H.** (2013). Relations between job engagement and retirement intentions among older workers: Results of a cross-lagged structural equation model. *10<sup>th</sup> Industrial and Organisational Psychology Conference*, Perth (Australia), 3-6 July 2013.
17. **Zacher, H.** & Rosing, K. (2013). Ambidextrous leadership and team innovation. *10<sup>th</sup> Industrial and Organisational Psychology Conference*, Perth (Australia), 3-6 July 2013.
18. **Zacher, H.** (2012). Organizational age cultures: The interplay of chief executive officers' age and attitudes toward younger and older employees. *Gerontological Society of America's 65th Annual Scientific Meeting*, San Diego (USA), 14-18 Nov 2012.

19. **Zacher, H.** (2012). Job Crafting: Changing the boundaries of work for improved well-being and performance. *Australian Psychological Society, College of Organisational Psychologists "Emergent Research in Organisational Psychology Symposium"*, Brisbane (Australia), 20 October 2012.
20. **Zacher, H.** (2012). Cognitive decline in the ageing workforce and its likely impact on work. *Annual Conference of the Royal Australasian Congress of Physicians*, Brisbane (Australia), 8 May 2012.
21. **Zacher, H.** (2012). Longitudinal relations among optimism and self-reported creativity, engagement, and performance. *Annual Conference of the Society for Industrial and Organizational Psychology (SIOP)*, San Diego (USA), 26-28 April 2012.
22. **Zacher, H.** (2011). A lifespan perspective on leadership: The role of age-related changes and age stereotypes for leader follower interactions and outcomes in organizations. *1<sup>st</sup> Age in the Workplace Small Group Meeting*, Rovereto (Italy), 11-13 November 2011.
23. **Zacher, H., Schmitt, A., & de Lange, A. H.** (2011). Within- and between-person relationships between job control and work engagement: The moderating role of focus on opportunities. *9<sup>th</sup> Industrial and Organisational Psychology Conference*, Brisbane (Australia), 23-26 June 2011.
24. **Zacher, H., & Jimmieson, N. L.** (2011). Relationships among transformational leadership, organizational citizenship behaviour, and upselling productivity: The moderating role of follower goal orientations. *9<sup>th</sup> Industrial and Organisational Psychology Conference*, Brisbane (Australia), 23-26 June 2011.
25. **Zacher, H.** (2009). The psychology of lifelong learning: Opportunities and limitations. *Change 2009 Conference*, Emden (Germany), 10 September 2009.
26. **Zacher, H.** (2008). Vom Defizit- zum Kompetenzmodell des Alterns: Wissenschaftliche Erkenntnisse und ihre Auswirkungen auf die alternde Belegschaft. *Lebenslang Topfit!? Chancen des demografischen Wandels nutzen*, Bad Schwalbach (Germany), 4 November 2008.
27. **Zacher, H.** (2008). Concern for the next generation at work: Generativity and occupational role priorities. *XXIX International Congress of Psychology*, Berlin (Germany), 20-25 July 2008.
28. **Zacher, H.** (2007). Relationships between age and different forms of job performance: Implications for human resource management. *EAWOP Small Group Meeting on "Ageing and Work"*, Tilburg (The Netherlands), 17-19 January 2007.

## Teaching Experience

- Institute of Psychology, Leipzig University

### *Wintersemester (October – February)*

	Seminar „Forschung und Praxis der Arbeits- und Organisationspsychologie“ (11-PSY-22203)		Seminar „Berufliche Gesundheitspsychologie“ (11-PSY-22254)		Projektmodul „Neue Entwicklungen in der Arbeits- und Organisationspsychologie“ (11-PSY-22307)	
	Evaluation Teacher	Evaluation Course	Evaluation Teacher	Evaluation Course	Evaluation Teacher	Evaluation Course
2018/2019	4.9/5 (N=12)	4.9/5 (N=12)	4.5/5 (N=30)	4.0/5 (N=28)	-	-
2017/2018	4.9/5 (N=9)	4.8/5 (N=9)	4.8/5 (N=16)	4.2/5 (N=15)	4.6/5 (N=8)	3.9/5 (N=8)
2016/2017	4.5/5 (N=24)	4.0/5 (N=25)	-	-	4.5/5 (N=10)	3.8/5 (N=11)

### *Sommersemester (April – July)*

	Vorlesung „Arbeits- und Organisationspsychologie“ (11-PSY-11016)		Übung „Arbeits- und Organisationspsychologie“ (11-PSY-11016)		Projektmodul „Neue Entwicklungen in der Arbeits- und Organisationspsychologie“ (11-PSY-22307)		Seminar „Empiriepraktikum II: Projektarbeit“ (11-PSY-11020)	
	Evaluation Teacher	Evaluation Course	Evaluation Teacher	Evaluation Course	Evaluation Teacher	Evaluation Course	Evaluation Teacher	Evaluation Course
2019	4.7/5 (N=21)	4.2/5 (N=19)	4.9/5 (N=19)	4.6/4 (N=15)	-	-	5.0/5 (N=6)	5.0/5 (N=6)
2018	4.4/5 (N=58)	4.2/5 (N=58)	4.5/5 (N=58)	4.2/5 (N=58)	4.5/5 (N=8)	4.3/5 (N=8)	4.7/5 (N=6)	4.3/5 (N=6)
2017	4.5/5 (N=46)	3.8/5 (N=46)	4.5/5 (N=47)	3.9/5 (N=47)	5.0/5 (N=8)	4.3/5 (N=8)	4.9/5 (N=8)	4.9/5 (N=8)

- School of Management, Queensland University of Technology

### **Human Resource Issues and Strategy (MGB207)**

02/2016 – 06/2016 Evaluation Teacher: 4.50/5; Evaluation Course: 4.11/5

- Department of Psychology, University of Groningen

### **Personnel Psychology (PSB3E-IO03)**

09/2015 – 12/2015 Evaluation Teacher: 4.50/5; Evaluation Course: 4.11/5

02/2015 – 05/2015 Evaluation Teacher: 4.49/5; Evaluation Course: 4.25/5

02/2014 – 05/2014 Evaluation Teacher: 4.50/5; Evaluation Course: 4.00/5

### **Aging at Work and Career Development (PSMAV-7)**

02/2015 – 05/2015 Evaluation Teacher: 4.57/5; Evaluation Course: 3.96/5

### **University Teaching Qualification (BKO)**

Proof of didactic competence for lecturers in academic education recognized by all universities in the Netherlands (2015)

- School of Psychology, University of Queensland

### **Motivating and Leading in the Workplace (PSYC7594)**

07/2013 – 10/2013 Evaluation Teacher: 4.93/5; Evaluation Course: 4.40/5

07/2012 – 10/2012 Evaluation Teacher: 4.89/5; Evaluation Course: 4.63/5

07/2011 – 10/2011 Evaluation Teacher: 4.82/5; Evaluation Course: 4.27/5

### **Advanced Organisational Psychology (PSYC7454)**

02/2013 – 06/2013 Evaluation Teacher: 4.87/5; Evaluation Course: 4.63/5

02/2012 – 06/2012 Evaluation Teacher: 4.76/5; Evaluation Course: 4.76/5

02/2011 – 06/2011 Evaluation Teacher: 4.88/5; Evaluation Course: 4.63/5

07/2010 – 10/2010 Evaluation Teacher: 4.67/5; Evaluation Course: 4.50/5

*Recognition for outstanding teaching based on nomination as exceptional teacher by Dean's Commendation students*

### **Applied Research Methods (PSYC7474)**

02/2011 – 06/2011 Evaluation Teacher: 4.93/5; Evaluation Course: 4.62/5

*Recognition for outstanding teaching based on nomination as exceptional teacher by Dean's Commendation students*

- Technical University Kaiserslautern

05/2010 – 06/2010 **Lecture Industrial and Organizational Psychology**

- Jacobs University Bremen

Wintersemester 2009/2010 **Undergraduate Seminar – Successful Aging at Work**

Evaluation Teacher: 4.27/5; Evaluation Course: 3.89/5

## **Undergraduate and Graduate Student Advising**

### Doctoral Dissertation (Advisor)

Leipzig University

- Carolin Dietz (expected completion in 2020): Presenteeism
- Laura Röllmann (expected completion in 2021): Collective action regulation
- Björn Hommel (Doktorandenförderplatz Universität Leipzig; expected completion in 2021): Personnel selection
- Heiko Schulz (external PhD student at Techniker Krankenkasse; expected completion in 2020): Health and work



- Clarissa Bohlmann (external PhD student at Performance Interactive Alliance für digitales Marketing GmbH, Hamburg; expected completion in 2020): Age and proactivity
- Moritz Petermann (external PhD student at Daimler; expected completion in 2020): Agile working
- Lena Hübner (external PhD student at Volkswagen; expected completion in 2021): Employee surveys
- Clara Eichberger (external PhD student; expected completion in 2022): Technology-assisted communication

#### University of Groningen

- Darya Moghimi (2019): Doing well and feeling well – The role of selection, optimization, and compensation as strategies of successful (daily) life management (co-advisors: Susanne Scheibe, Nico van Yperen)
- Friederike Doerwald (expected completion in 2019): Generativity at work (co-advisors: Susanne Scheibe, Nico van Yperen)

#### University of Queensland

- Kateland Pahor (2expected completion in 2022): Creativity at work (co-advisors: Stacey Parker, Anja Van den Broeck)
- Thomas A. Norton (2016): A multilevel perspective on employee green behaviour (co-advisors: Stacey Parker, Neal Ashkanasy) – *Winner of 2017 inaugural postgraduate student award by the Australian Psychological Association's College of Organisational Psychologists*
- Chris A. Little (2016): Mindfulness at work (co-advisors: Paul Harnett, John McLean)
- Claire E. Greaves (2017): The role of personal and contextual resources for employees with caregiving responsibilities (co-advisors: Stacey Parker, Nerina Jimmieson)

#### Doctoral Dissertations and Habilitations (Committee Member/External Referee)

##### Leipzig University

- *Doctoral dissertations:* Parichehr Scharifi, Julia Rohrer, Tina Braun, Maria Wirth, Justin Roy (completed in 2019), Thorsten Masson, Annedore Hoppe, Dian Sari Utami, Ines Thronicker, Stefan Wöhner, Alexander Mielke (completed in 2018), Janine Stollberg, Pancy Pang (completed in 2017)
- *Habilitations:* Michael Dufner (chair) (completed in 2018)

##### Université catholique de Louvain

- Michael Parmentier (expected completion in 2021)

##### Monash University

- Guy Prochilo (expected completion in 2019)

##### Justus-Liebig-Universität Gießen

- Roman Briker (completed in 2019)

##### University of Tampere

- Marjaana Sianoja (completed in 2018)

University of Western Australia

- Francesco Cangiano (completed in 2017)

Technical University of Dresden

- Johannes Wendsche (completed in 2017)

Leuphana University of Lüneburg

- Vanessa Jänsch (completed in 2017)

University of Lausanne

- Claire Johnston (completed in 2015)

### Bachelor and Master Theses (Advisor)

Leipzig University

- 22 completed Bachelor theses
- 16 completed Master theses

University of Groningen

- 17 completed Bachelor theses
- 10 completed Master theses

University of Queensland

- 7 completed Honours theses
- 9 completed Master theses

University of Giessen

- 14 completed Master theses

### University Service

Leipzig University

- Study Dean Psychology (from October 2019)
- Vice Dean of the Faculty of Life Sciences (May 2017 – September 2019)
- Member of Faculty Council (since May 2017)
- Vice Representative of Leipzig University in the Scientific Advisory Board of the Hochschuldidaktisches Zentrum Sachsen (HDS) (March 2017 – February 2020)
- Professorial appointment representative of the rector's office (Berufungsbeauftragter des Rektorats) (October 2018 – September 2021)
- Mentor for Ph.D. students as part of the t.e.a.m. program at Leipzig University (Vivian Wittkamp, 06/2019 – 01/2021; Alexandra Ziegeldorf, 04/2018 – 09/2019)
- Member of the interdisciplinary work group "Data in Economics and Society" in collaboration with the Fraunhofer Center for International Management and Knowledge Economy; Leader of the Cluster "Mindsets and Behavioral Patterns" (since July 2018)

- Project partner “Zentrum für Digitale Arbeit” led by Arbeit und Leben e.V. (since 2019)
- PostDoc Workshop “Leadership, Communication, and Teamwork” at the Research Academy Leipzig (June 2018, September 2019)

Queensland University of Technology

- Director of the Dynamic Capabilities of Innovation and Change Group

University of Queensland

- Director of the Centre for Organisational Psychology
- Member of Research Higher Degree Committee

### **Professional Service**

- Mentor PhD Writing Workshop of the German Psychological Society’s Section for Work, Organizational, and Business Psychology (16-17 September 2019)
- Scientific Advisor, Institut für Angewandte Trainingswissenschaft (IAT) (since 2019)
- Member of hiring committee Junior Professor Work and Organizational Psychology, Leuphana University Lüneburg (2018/2019)
- Member of Scientific Advisory Board for the project „Erholung innerhalb und außerhalb des Arbeitskontextes – Wirkungen und Gestaltungsansätze im Wandel der Arbeit“, Bundesagentur für Arbeitsschutz und Arbeitsmedizin (since 2018)
- Member of Center for Demography and Diversity (CDD) at Technical University of Dresden (since 2018)
- Mentor PhD Writing Workshop of the German Psychological Society’s Section for Work, Organizational, and Business Psychology (25-26 September 2017)

Last updated on 10 August 2019