

CURRICULUM VITAE

SUSANNE WARNING

AFFILIATION

University of Augsburg
Faculty of Business and Economics
Chair of Global Business and Human Resource Management
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ACADEMIC POSITIONS

09.2012 –	Full Professor University of Augsburg, Faculty of Business and Economics
04.2011 – 08.2012	Temporary Professor University of Augsburg, Faculty of Business and Economics
04.2005 – 08.2012	Postdoctoral Research Fellow University of Trier, Institute for Labor Law and Industrial Relations in the European Union (04.2011 – 08.2012 on leave)
04.2004 – 03.2005	Research and Teaching Assistant University of Trier, Institute for Labor Law and Industrial Relations in the European Union
02.2000 – 03.2004	Research and Teaching Assistant University of Konstanz, Department of Economics

EDUCATION

05.2012	Venia Legendi in Business Administration (Habilitation), University of Trier
03.2005	Doctor in Business Administration (Dr. rer. pol.), University of Konstanz
01.2000	Diploma in Business Administration, University of Osnabrück

RESEARCH INTERESTS

Human Resource Management, Personnel Economics, Economics of Education, International Business

VISITING POSITIONS

06.2009	Research Fellow Max Planck Institute for Economics, Jena, Germany Department of Entrepreneurship, Growth and Public Policy
09.2003 – 01.2004	Research Fellow Indiana University, Bloomington, US School for Public and Environmental Affairs
03.2002	Research Fellow University of Trier, Trier, Germany Institute for Labor Law and Industrial Relations in the European Union
09.2000 – 01.2001	Research Fellow Vienna University of Economics and Business, Vienna, Austria Department of Economics

TEACHING POSITIONS

Summer term 2011 –	University of Augsburg, Germany: Lectures, Seminars
Winter term 2011/12	University of Paderborn, Germany: Lecture
Winter term 2010/11	University of Tübingen, Germany: Lecture
Winter term 2010/11	WHU – Otto Beisheim School of Management, Vallendar, Germany: Lectures
08/09.2011	German Academic Scholarship Foundation (Studienstiftung des deutschen Volkes), La Villa, Italy: Summer School (2 weeks)
05.2007	German Academic Association for Business Research (Verband der Hochschullehrer für Betriebswirtschaft), Paderborn, Germany: Pre-Conference Workshop (1 day)
09.2005	German Academic Scholarship Foundation (Studienstiftung des deutschen Volkes), Görlitz, Germany: Summer School (2 weeks)
Summer term 2004 – winter term 2011/12	University of Trier, Germany: Lectures, Tutorials, Seminars
Winter term 2001/02	Baden-Wuerttemberg Cooperative State University Villingen-Schwenningen, Schwenningen, Germany: Lecture, Tutorial
Summer term 2000 – winter term 2003/04	University of Konstanz, Germany: Tutorials, Seminars
Winter term 1996/97 – summer term 1999	University of Osnabrück, Germany: Tutorials

AWARDS AND SCHOLARSHIPS

06.2006	Dissertation Award (Dornier-Forschungspreis), EADS/Dornier, Friedrichshafen, Germany
12.2003	Conference Scholarship of the Swiss National Bank
10.2002	Young Researcher Award (Promotionsförderpreis der Universitätsgesellschaft der Universität Konstanz e.V.), University of Konstanz, Germany
09.2001	Travel Scholarship of the State of Baden-Wuerttemberg

ADMINISTRATIVE ACTIVITIES (SELECTION)

11.2023 –	Elected Member of the Faculty Council of the Faculty of Business and Economics ('Fakultätsrat') at the University of Augsburg
11.2021 –	Deputy Women's Representative at the University of Augsburg with Responsibility for Finances and Quantitative Analyses
11.2021 – 10.2024	Member of the Standing Committee on Budgetary, Spatial and Construction Affairs ('Ständige Kommission für Haushalts-, Raum- und Bauangelegenheiten') at the University of Augsburg
11.2019 –	Member of the Equal Opportunities Commission ('Gleichstellungskommission') at the University of Augsburg
04.2016 –	Member of the Steering Committee of the Language Center at the University of Augsburg
01.2015 – 09.2017	Chairperson of the Board of the Bachelor Program Global Business Management at the University of Augsburg
10.2013 – 09.2017	Member of the Board of the Bachelor Program Global Business Management at the University of Augsburg
01.2014 – 09.2017	Chairperson and Member of the Global Business Management Meeting, University of Augsburg
10.2012 – 09.2017	Program Coordinator of the Bachelor Program Global Business Management at the University of Augsburg (awarded FIBAA Premium Seal in 2016)
09.2006 – 03.2011	Speaker of the Doctoral Students and Postdocs at the Institute of Labor Law and Industrial Relations in the European Union, University of Trier
08.2005 – 11.2008	Co-Administrator of the Graduate Centre "The Design of Efficient Labour Market Institutions in Europe" at the Institute of Labor Law and Industrial Relations in the European Union, University of Trier
10.2003 – 03.2004	Elected Member of the Senate of the University of Konstanz

OTHER PROFESSIONAL ACTIVITIES (SELECTION)

01.2026 –	Chairperson of the Scientific Advisory Board of the Elite Network of Bavaria (Bavarian State of Ministry of Science and the Arts)
01.2023 –	Member of the Scientific Advisory Board of the Elite Network of Bavaria (Bavarian State of Ministry of Science and the Arts)
06.2022 – 01.2026	Member of the Postdoc Mobility Evaluation Commission Social Sciences of the Swiss National Science Foundation (SNF)
08.2015 –	Member of the Editorial Board of the Journal of Business Economics (formerly: Zeitschrift für Betriebswirtschaft)
04.2015 –	Mentor in the Max Weber-Program of the State of Bavaria (part of the Elite Network of Bavaria)
10.2010 –	Member of the German Academic Association for Business Research (Verband der Hochschullehrer für Betriebswirtschaft): Section Academic Management (Kommission Hochschulmanagement)
03.2010 –	Member of the German Economic Association (Verein für Socialpolitik): Committee on Economics of Education (Bildungsökonomischer Ausschuss)

CONFERENCE ORGANIZATION

05.2026	Theorie trifft Praxis: Impulse für Wissenschaft und Wirtschaft
05.2022	International PhD and Postdoc Workshop
05 – 06.2021	International PhD and Postdoc Seminar on Personnel Economics and Economics of Education
03.2021	Annual Meeting of the Committee on Economics of Education of the German Economic Association
03.2019	Colloquium on Personnel Economics (COPE)
04.2015	International PhD and Postdoc Workshop on Human Resource Management in a Global Environment

REFEREEING

Journals	British Journal of Industrial Relations; Central European Journal of Operations Research; Empirical Economics; European Journal of Higher Education; European Journal of Political Economy; European Management Journal; German Economic Review; Higher Education; International Journal of Entrepreneurship and Small Business; International Journal of Human Resource Management; International Journal of Management and Decision Making; International Journal of Technology Policy and Management; Journal of Business Economics; International Review of Administrative Sciences; Journal of Educational Administration; Journal of International Accounting Research; Management Research Review; Manchester School; Public Management Review; Research Policy; Review of Industrial Organization; Review of Managerial Science; Sage Open; Schmalenbach Business Review; Small Business Economics Journal; Societies; Zeitschrift für ArbeitsmarktForschung; Zeitschrift für Betriebswirtschaft
Conferences	Colloquium on Personnel Economics 2024, 2019, 2018, 2017; European Academy of Management Conference 2014, 2010; International Engineering Management Conference 2008; Jahrestagung des Verbandes der Hochschullehrer für Betriebswirtschaft (VHB) 2018, 2017, 2016, 2015, 2014; Tagung der Wissenschaftlichen Kommission Personal im VHB 2012
Organizations	Deutsche Forschungsgemeinschaft (DFG, German Research Foundation)

COURSES AND SUPERVISION (SELECTION; B: BACHELOR, M: MASTER, D: DOCTORAL LEVEL)

Lectures	Personalpolitik (B) Personalpolitik und Beschäftigungssysteme (B) Internationales Personalmanagement (B) Business Systems in the International Context (B) Aspekte internationaler Unternehmensführung (B) International Business and Economics (B) Empirische Personalforschung (M) People Analytics (M) Personalmanagement (M) Personalökonomik (M) Bildungsökonomik (M) Einführung in die Data Envelopment Analyse (D)
Seminars	Empirische Personal- und Organisationsforschung (B) International Human Resource Management (B) Topics in Global Business (B) Konzepte und Instrumente der Personalpolitik (B) Personalmanagement: Wirtschaftswissenschaftliche und rechtliche Fragen (with Professor Kort from the Law Faculty) (M) Research in Global Business (M) Empirical Research in Global Business (M) Research Seminar GB&HRM (M, D)
Theses	Ongoing supervision of Bachelor, Master, and Doctoral Theses in different fields, such as Human Resource Management, Personnel Economics, Economics of Education, Management, Corporate Governance, Efficiency Measurement, International Business

PUBLICATIONS

Books

Personalökonomie und Personalpolitik. Grundlagen einer evidenzbasierten Praxis (2020), Schäffer-Poeschel, Stuttgart (with M. Schneider, D. Sadowski, B. Frick).

Manager mit beschränkter Haftung. Die D&O-Versicherung im Rahmen der Corporate Governance (2016), Rainer Hampp Verlag, Mering.

The Economic Analysis of Universities. Positioning and Strategic Groups (2007), Edward Elgar, Cheltenham.

Articles in Refereed Journals

The Leadership Gap between Full-Time and Part-Time Female Employees. **European Management Journal** (2025), Vol. 43, 764–775 (with S. Funk).

Psychological Needs at Work and Job Satisfaction: Is there a Divide between the Public and Private Sectors? **Public Management Review** (2025), Vol 27, 1269–1291 (with N. Dürrenberger).

Where Activity without Pay Pays Off: International Evidence on Participating in Voluntary Associations and Wages. **Voluntas: International Journal of Voluntary and Nonprofit Organizations** (2019), Vol. 30, 222–243 (with N. Dürrenberger).

Corruption and Education in Developing Countries: The Role of Public vs. Private Funding of Higher Education. **International Journal of Educational Development** (2018), Vol. 62, 217–225 (with N. Dürrenberger).

How to Pick your Staff? Using Data Envelopment Analysis. **Management Research Review** (2014), Vol. 37, 815–832.

Greedy and Selfish? Differences in Fairness Preferences of Prospective Lawyers and Managers. **German Journal of Human Resource Management** (Zeitschrift für Personalforschung) (2014), Vol. 28, 410–433 (with V. Mertins).

Aufsichtsratsverhalten und Eigentümerstruktur: Eine empirische Analyse anhand des Deutschen Corporate Governance Kodex. **Die Betriebswirtschaft** (2011), Heft 3, 265–279.

Misleading Rankings of Research in Business: A Reply. **German Economic Review** (2009), Vol. 10, 368–371 (with G.G. Schulze).

Further Education: The Role of School Type. **Zeitschrift für Betriebswirtschaft** (2008), Special Issue 1, 115–135 (with K. Harney).

Zeitschriftenrankings für die Wirtschaftswissenschaften – Konstruktion eines umfassenden Metaindexes. **Perspektiven der Wirtschaftspolitik** (2008), Vol. 9, 286–305 (with G.G. Schulze and C. Wiermann).

What and How Long Does it Take to Get Tenure? The Case of Economics and Business Administration in Austria, Germany and Switzerland. **German Economic Review** (2008), Vol. 9, 473–505 (with G.G. Schulze and C. Wiermann).

Estimation of Output Specific Efficiencies: Quantity vs. Quality of Schooling. **Empirical Economics Letters** (2007), Vol. 6, 131–144 (with D. Gstach and A. Somers).

PUBLICATIONS (CONT.)

- Articles in Refereed Journals (cont.) University Spillovers and New Firm Location. **Research Policy** (2005), Vol. 34, 1113–1122 (with D.B. Audretsch and E. Lehmann).
- Performance Differences in German Higher Education: Empirical Analysis of Strategic Groups. **Review of Industrial Organization** (2004), Vol. 24, 393–408.
- Governance Structures, Multidimensional Efficiency and Firm Profitability. **Journal of Management and Governance** (2004), Vol. 8, 279–304 (with E. Lehmann and J. Weigand).
- University Spillovers: Does the Kind of Science Matter? **Industry and Innovation** (2004), Vol. 11, 193–205 (with D.B. Audretsch and E. Lehmann).
- Effizienz von Universitäten: Anwendung der Data Envelopment Analyse für britische Hochschulen. **Jahrbuch für Handlungs- und Entscheidungstheorie** (2004), Vol. 3, 69–93 (with E. Lehmann).
- Der relative Vorteil deutscher wirtschaftswissenschaftlicher Fachbereiche im Wettbewerb um studentischen Zuspruch. **Zeitschrift für betriebswirtschaftliche Forschung** (2002), Vol. 54, 509–526 (with O. Fabel and E. Lehmann).
- Articles in Collected Volumes Industrieökonomik, in: Busse von Colbe, W., Coenenberg, A.G., Kajüter, P., Linnhoff, U. (ed.), **Betriebswirtschaft für Führungskräfte**, 2007, 47–85, 3. Auflage, Stuttgart: Schäffer-Poeschel (with P. Welzel).
- Industrieökonomik, in: Busse von Colbe, W., Coenenberg, A.G., Kajüter, P., Linnhoff, U. (ed.), **Betriebswirtschaft für Führungskräfte**, 2011, 48–84, 4. Auflage, Stuttgart: Schäffer-Poeschel (with P. Welzel).
- Effizienz deutscher Hochschulen: Gibt es regionale Unterschiede? in: Bellmann, L., Sadowski, D. (ed.), **Bildungsökonomische Analysen mit Mikrodaten**, (Beiträge zur Arbeitsmarkt- und Berufsforschung, 295), 2005, Nürnberg, 65–81.
- Vorträge im offenen Teil der Jahrestagung des Vereins für Socialpolitik und Promotionshäufigkeiten als Qualitätsindikatoren für Universitäten, in: Backes-Gellner, U., Schmidtke, C. (ed.): **Hochschulökonomie - Analyse interner Steuerungsprobleme und gesamtwirtschaftlicher Effekte**, Berlin: Duncker & Humblot, Schriften des Vereins für Socialpolitik – Neue Folge (SVS 296), 2002, 13–31 (with O. Fabel and E. Lehmann).
- Reports in Third Party Projects Sectoral Labour and Management Organisations and the Issue of their Representativeness: The Chemical Sector in Germany. 2005. Bericht im Rahmen des Forschungsprojektes „Annual Report on Consultation and Negotiation“ (Auftraggeber: Europäische Kommission) (with C. Leilich and D. Sadowski), 2005.
- Bericht im Projekt Bildungssteuerung: Effizienzmessung mit der Data Envelopment Analysis (DEA) für Schulen für Erwachsene, 2005.