

Curriculum Vitae

PD Dr Helene Tenzer

Tübingen University
Department of International Business
Melanchthonstr. 30
72074 Tübingen
Germany

Phone +49 7071 29 75437
Email helene.tenzer@uni-tuebingen.de



Research Topics

- impact of language barriers on international business
- multinational and virtual teams
- leadership in multinational organizations
- international human resource management
- organizational behavior

Current Position

Since 2009 *Associate Professor in International Business* (akademische Rätin) at Tübingen University
Winter 2015-16 *Substitute for the Professorship in International Business* at Tübingen University

Academic Degrees

2016 *Venia legendi for business studies, especially international management*
Tübingen University
2009 *Ph.D. in Intercultural Communication*
University of Passau ('summa cum laude')
2006 *Diploma in Intercultural Language and Business Studies*
(Equivalent to a Master's degree), University of Passau

Education

2006 – 2009 *Doctoral studies in Intercultural Communication*
University of Passau
2003 – 2004 8 month studies in *Arts and Sciences*
University of South Alabama, Mobile, USA
2001 – 2006 *Intercultural Language and Business Studies*
University of Passau

Awards

- 2020 Nomination by Tübingen University for the *Höffmann Academic Award for Intercultural Competence*
- 2018 *Journal of World Business Best Article Award* for the paper: Tenzer, H. & Pudelko, M. (2017) 'The Influence of Language Differences on Power Dynamics in Multinational Teams', *Journal of World Business*, 52(1), 45-61.
- Nomination by the International Management Division for the *VHB Best Paper Award* with the paper: Tenzer, H. & Pudelko, M. (2016) 'Media Choice in Multilingual Virtual Teams', *Journal of International Business Studies*, 47(4), 427-452.
- 2017 *OB / HRM / OT Best Paper Award* of the International Management Division in the Academy of Management for the paper: Tenzer, H., Pudelko, M., Zellmer-Bruhn, M. & Maloney, M. 'How Language Diversity Affects Knowledge Processing in Multinational Teams'
- Award for the Best Qualitative Paper in International Business* of the International Management Division in the Academy of Management for the paper: Pudelko, M. & Tenzer, H. 'How Language Problems Affect International Academic Careers in Management'
- 2016 *Impulse Award for Innovation in Teaching* by the student body in business and economics at Tübingen University (together with the International Business department team)
- 2015 *Best Reviewer Award* by the *Journal of World Business*, presented at the Academy of Management 75th Annual Meeting in Vancouver
- 2013 *Gustavson School of Business Award for the Best Qualitative Paper in International Business* by the International Management Division of the Academy of Management for the paper: Tenzer, H. & Pudelko, M. (2013) 'Leading Across Language Barriers: Strategies to Mitigate Negative Language-induced Emotions in MNCs'.

Research Grants

- 2020 Collaborator in the research project "Agile teamwork", funded by the *Dr. Ing. h.c. F. Porsche AG*, overall volume 60,000 €
- 2013 – 2017 Research grant of the Athene program for female junior scholars (Athene-Programm für Nachwuchs-Wissenschaftlerinnen), overall volume 25,000 €
- 2014 Co-applicant for the project "Ethics of leadership as ethics in science" ("Führungsethik als Ethik in den Wissenschaften"), funded by the *Carl Zeiss Foundation*, overall volume 186,700 €

Scholarships

- 2013 – 2015 Fast Track *Fellowship* of the Robert Bosch Foundation
(Fast Track-Programm der Robert Bosch Stiftung)
- 2007 – 2009 *Graduate scholarship* of the Bavarian Excellence Program
(Graduiertenstipendium nach dem Bayerischen Eliteförderungsgesetz)
- 2007 *Graduate scholarship* of the Hansen Foundation
(Promotionsstipendium der Hansen-Stiftung)
- 2005 – 2007 *Scholarship* of the Bavarian Excellence Program
(Stipendium nach dem Bayerischen Eliteförderungsgesetz)
- Membership* in the Max Weber Program of the German National
Academic Foundation (Studienstiftung des deutschen Volkes)
- 2003 – 2004 *Tuition waiver* of the exchange program Passau - Mobile
- 2001 – 2005 *Scholarship* of the Bavarian Excellence Program
(Stipendium nach dem Bayerischen Begabtenförderungsgesetz)

Academic Conferences, Workshops and Networks

- 2019 Chair of the Track *People & Culture* at the European International Business
Academy 2019 Annual Meeting, Leeds, 13-15 December
- 2016 Chair of the *Professional Development Workshop on 'Language in
International Management Research'* (with M.Y. Brannen, T. Mughan and P.
Lecomte) at the Academy of Management 2016 Annual Meeting, Anaheim
- Since 2012 Founder of the *Language in International Business Research Network*,
administrator of the related listserv (> 100 international subscribers)
- 2012 Chair of the *Professional Development Workshop on 'Language in
International Management Research'* (with W. Barner-Rasmussen and S.
Yamao) at the Academy of Management 2012 Annual Meeting, Boston, 03
August
- 2009 Chair of the interdisciplinary conference '*Probleme empirischer
Kulturforschung*' (Problems in the Empirical Study of Culture), University of
Passau, 12-13 February

Reviewing for

Academy of Management Review, Organization Science, Journal of Management, Journal of International Business Studies, Journal of World Business, Management International Review, Academy of Management Learning and Education, Global Strategy Journal, International Journal of Management Reviews, International Journal of Human Resource Management, Journal of Global Mobility, Academy of Management Annual Meetings, Academy of

International Business Annual Meetings, European International Business Academy Annual Meetings, Pearson Global Editions (textbooks), Taylor & Francis / Routledge

Board Memberships

- since 2020 Member of the *Editorial Review Board* at the Journal of International Business Studies
Member of the *Editorial Review Board* of Management International Review
- 2017 – 20 Member of the *Editorial Review Board* of Academy of Management Review
- since 2015 Member of the *Editorial Review Board* at the Journal of World Business

Current Association Memberships

Academy of Management, Academy of International Business, European International Business Academy, Verband der Hochschullehrer für Betriebswirtschaft, Elitenetzwerk Bayern

Services for the Academic Community

- 2020 Equal opportunity representative in the appointment commission for the junior professorship in Romanic Linguistics
- since 2016 Applicant selection for the M.Sc. in International Business study program
- 2015 Equal opportunity representative in the appointment commission for the professorship in International Economics
- 2014 Equal opportunity representative in the appointment commission for the junior professorship in Empirical Banking
- 2012 Chair of committee elections for the Faculty of Economics and Social Sciences
Representative for non-professorial faculty in the commitment negotiations of the Faculty of Economics and Social Sciences
Representative for junior faculty in the excellence initiative application process, presenting the university's institutional strategy to international evaluators
- Since 2012 Candidate selection for the Max Weber Scholarship Program of the German National Academic Foundation (Studienstiftung des Deutschen Volkes)
- 2011 – 2014 Developing and teaching international management courses for non-business Bachelor students; selecting and appointing lecturers for interdisciplinary courses
Representative for non-professorial faculty in the administrative council of the School of Business and Economics (Fachbereichsbeirat Wirtschaftswissenschaften)
- 2011 – 2012 Representative for non-professorial faculty in the appointment commission for the Chair in Marketing

Teaching experience

<i>Course title</i>	<i>Type</i>	<i>Semester</i>	<i>Level</i>	<i>Participants</i>	<i>Last evaluation Lecturer / Course</i>
International Business	Lecture/ Practice course	each summer since 2014	B.Sc.	150	1.4 / 1.6
Bachelorseminar in International Business	Seminar	Winter 2015-16, Summer 2018	B.Sc.	12	1.3 / 1.8
Masterseminar in International Business	Seminar	Winter 2015-16, Summer 2018	M.Sc.	24	1.2 / 1.6
Masterkolloquium in International Business	Seminar	Winter 2015-16, Summer 2018	M.Sc.	10	-
Doing Business in Africa	Seminar	Winter 2014-15, 2015-16, 2017-18	M.Sc.	20	1.5 / 1.6
Global Strategy	Lecture/ Practice course	Winter 2010-11, 2011-12, 2012-13, 2013-14	B.Sc.	260	1.2 / 1.4
Global Strategic Management (for non-business students)	Lecture/ Practice course	Winter 2012-13, 2013-14	open	25	1.3 / 1.3
Multinational Business (for non-business students)	Lecture/ Practice course	Summer 2012, 2013	open	20	1.3 / 1.3
Introduction into Research Methodology	Seminar	each semester since winter 2009-10	B.Sc.	20	1.2 / 1.6
Introduction into Research Methodology	Seminar	each semester since winter 2009-10	M.Sc.	20	1.2 / 1.4
Grundbegriffe der modernen Kulturwissenschaft (three sessions)	Seminar	Winter 2008-09	Diploma	26	-
Klassiker der Kulturwissenschaft	Seminar	Winter 2007-08	Diploma	23	-
Einführung die die englische und amerikanische Literaturwissenschaft	Practice course	Winter 2005-06, 2006-07	Diploma	100	-