

ACADEMIC CV

Dr. Tim Heubeck

University of Bayreuth

Assistant Professor (International Management)

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SHORT BIOGRAPHY

Dr. Tim Heubeck is Assistant Professor of International Management at the University of Bayreuth, Germany. His scholarship explores four interrelated themes: strategic leadership and corporate governance; corporate social responsibility and sustainability; dynamic managerial capabilities; and the organizational ramifications of digital transformation and emerging technologies.

Dr. Heubeck's research has been published in premier international journals—including the *Journal of Business Ethics* (FT 50) and *Business Strategy and the Environment*—as well as in the widely adopted coursebook *International Management* and several edited volumes. In addition to his publishing record, he advances the field through service on the editorial boards of the *Journal of Business Research*, *Business Ethics*, *the Environment & Responsibility*, and *Digital Business*.

RESEARCH INTERESTS

- Strategic Leadership and Corporate Governance
- Corporate Sustainability
- Dynamic (Managerial) Capabilities
- Innovation and Digitalization in Business Models
- International and Intercultural Business

SCHOLARLY PROFILES

Google Scholar: <https://scholar.google.de/citations?user=xK6Vah8AAAAJ&hl=en>

ORCID: <https://orcid.org/0000-0002-8590-1435>

ResearchGate: <https://www.researchgate.net/profile/Tim-Heubeck-2>

ACADEMIC WORK EXPERIENCE

05/2024–currently	Assistant Professor (German equivalent: Akademischer Rat a. Z.) at the Chair of International Management, University of Bayreuth, Germany
10/2023–currently	Habilitation candidate at University of Bayreuth, Germany Supervisors: Prof. Dr. Reinhard Meckl (University of Bayreuth, Germany), Prof. Dr. Dirk Holtbrügge (University Erlangen/Nürnberg, Germany), Prof. Dr. Rodrigo Isidor (University of Bayreuth, Germany)
10/2020–04/2024	Research and Teaching Associate at the Chair of International Management, University of Bayreuth, Germany

ACADEMIC EDUCATION

2020–2023	Doctor of Business Administration (Dr. rer. pol.) <i>University of Bayreuth, Chair of International Management</i>
2018–2020	Master's Degree of Business Administration (M. Sc.) <i>University of Bayreuth</i>
2014–2018	Bachelor's Degree Business Science (B. A.) <i>Friedrich-Alexander University Erlangen/Nürnberg</i>

PEER-REVIEWED PUBLICATIONS

Publications in FT50 journals

- (1) Heubeck, T. & Ahrens, A. (2025). Governing the responsible investments of slack resources in environmental, social, governance (ESG) performance: How beneficial are CSR committees? *Journal of Business Ethics*, 198(2), 365–385. <https://doi.org/10.1007/s10551-024-05798-6>
- (2) Heubeck, T. (2024). Untangling the paradoxical relationship between religion and business: A systematic literature review of chief executive officer (CEO) religiosity research. *Journal of Business Ethics*, 195(1), 191–214. <https://doi.org/10.1007/s10551-024-05688-x>

Full list of publications (sorted in descending order by publication date)

- (1) Held, P., Heubeck, T., & Meckl, R. The influence of individuals' capability to use generative AI on their idea generation: The mediating role of cognitive information-processing styles. *European Journal of Innovation Management*. <https://doi.org/10.1108/EJIM-06-2025-0711>
- (2) Held, P., & Heubeck, T. (2025). GenAI and employee innovativeness: How employees' sensing capabilities and the capabilities to use and evaluate GenAI shape their innovative work behavior. *Digital Business*, 5(2), 100149. <https://doi.org/10.1016/j.digbus.2025.100149>
- (3) Meckl, R. & Heubeck, T. (2025). *Internationales Management* (4th edition). Vahlen.
- (4) Held, P., Heubeck, T., & Meckl, R. (2025). Boosting SMEs' digital transformation: The role of dynamic capabilities in cultivating digital leadership and digital culture. *Review of Managerial Science*. <https://doi.org/10.1007/s11846-025-00919-5>

- (5) Ahrens, A., & Heubeck, T. (2025). Top management as an enabler of firms' sustainable and digital transformation: A literature review and research agenda for twin transformation. *International Journal of Innovation Management*. <https://doi.org/10.1142/S1363919625400067>
- (6) Heubeck, T. & Ahrens, A. (2025). Sustainable by ideology? The influence of CEO political ideology and Ivy League education on ESG (Environmental, Social, and Governance) performance. *Business Strategy and the Environment*, 34(4), 4785–4810. <https://doi.org/10.1002/bse.4212>
- (7) Kim, Y. A., & Heubeck, T. (2025). The impact of religious (in)congruence between the top management team and the board. *Academy of Management Proceedings*, 2025(1), 11191. <https://doi.org/10.5465/AMPROC.2025.11191abstract>
- (8) Bendig, D., Schulz, C., Erbar, F., & Heubeck, T. (2025). Apples to apples: Accurately assessing corporate carbon performance. *Journal of Cleaner Production*, 486, 144338. <https://doi.org/10.1016/j.jclepro.2024.144338>
- (9) Heubeck, T., & Held, P. (2025). Management capabilities in the age of generative artificial intelligence (GenAI): A conceptual framework and future research directions. In J. Liebowitz (Ed.), *Achieving Digital Transformation through Analytics and AI* (pp. 131–153). World Scientific. <https://doi.org/10.1142/13939>
- (10) Heubeck, T. & Ahrens, A. (2025). Governing the responsible investments of slack resources in environmental, social, governance (ESG) performance: How beneficial are CSR committees? *Journal of Business Ethics*, 198(2), 365–385. <https://doi.org/10.1007/s10551-024-05798-6>
- (11) Heubeck, T. (2024). Looking back to look forward: A systematic review of and research agenda for dynamic managerial capabilities. *Management Review Quarterly*, 74(4), 2243–2287. <https://doi.org/10.1007/s11301-023-00359-z>
- (12) Heubeck, T., Storz, A.-S., & Meckl, R. (2024). Success factors of global virtual teamwork: A social capital perspective. *Digital Business*, 4(2), 100081. <https://doi.org/10.1016/j.digbus.2024.100081>
- (13) Heubeck, T. (2024). Untangling the paradoxical relationship between religion and business: A systematic literature review of chief executive officer (CEO) religiosity research. *Journal of Business Ethics*, 195(1), 191–214. <https://doi.org/10.1007/s10551-024-05688-x>
- (14) Heubeck, T. (2024). Walking on the gender tightrope: Unlocking ESG potential through CEOs' dynamic capabilities and strategic board composition. *Business Strategy and the Environment*, 33(3), 2020–2039. <https://doi.org/10.1002/bse.3578>
- (15) Heubeck, T., & Meckl, R. (2024). Does board composition matter for innovation? A longitudinal study of the organizational slack–innovation relationship in Nasdaq-100 companies. *Journal of Management and Governance*, 28, 597–624. <https://doi.org/10.1007/s10997-023-09687-4>
- (16) Heubeck, T. (2024). The impact of dynamic managerial capabilities on firm performance: A moderated mediation analysis of German DAX firms. *Journal of Management & Organization*, 30(5), 1538–1563. <https://doi.org/10.1017/jmo.2023.57>
- (17) Just, R., Sommer, F., Heubeck, T., & Meckl, R. (2023). Sustainability as a stumbling block in closing acquisitions? The joint effect of target and acquirer ESG performance on time to completion. *Finance Research Letters*, 58, 104422. <https://doi.org/10.1016/j.frl.2023.104422>

- (18) Heubeck, T., & Meckl, R. (2023). Microfoundations of innovation: A dynamic CEO capabilities perspective. *Managerial and Decision Economics*, 4(6), 2999–3754. <https://doi.org/10.1002/mde.3866>
- (19) Heubeck, T. (2023). Managerial capabilities as facilitators of digital transformation? Dynamic managerial capabilities as antecedents to digital business model transformation and firm performance. *Digital Business*, 3(1), 100053. <https://doi.org/10.1016/j.digbus.2023.100053>
- (20) Heubeck, T., & Meckl, R. (2022). Dynamic managerial capabilities and R&D spending: The role of CEO founder status. *International Journal of Innovation Management*, 26(10), 2250074. <https://doi.org/10.1142/S1363919622500748>
- (21) Heubeck, T., & Meckl, R. (2022). More capable, more innovative? An empirical inquiry into the effects of dynamic managerial capabilities on digital firms' innovativeness. *European Journal of Innovation Management*, 25(6), 892–915. <https://doi.org/10.1108/EJIM-02-2022-0099>
- (22) Heubeck, T., & Meckl, R. (2022). Antecedents to cognitive business model evaluation: A dynamic managerial capabilities perspective. *Review of Managerial Science*, 16(8), 2441–2466. <https://doi.org/10.1007/s11846-021-00503-7>

Please note: Current and working projects are not listed. Please inquire if you want more information on my current research projects.

Conference presentations

- (1) Value-role conflict and ESG performance: Evidence from the religiosity of the board of directors. *Strategic Management Society, 45th Annual Conference* (2025), San Francisco, CA, U.S.
- (2) Religious faultlines at the TMT–Board Interface: Implications for ESG performance. *ELASM, 14th Workshop on Top Management Teams and Business Strategy Research* (2025), Groningen, Netherlands.
- (3) The impact of religious (in)congruence between the top management team and the board. *AOM, 85th Annual Conference* (2025), Copenhagen, Denmark.

AWARDS & RECOGNITION

- 2024 **Research Award of the University Association Bayreuth e. V.**
 University-wide award for outstanding academic achievements
 More details (in German only): <https://www.universitaere-preise.uni-bayreuth.de/de/wissenschaftspreis/heubeck/index.html>
- 2023 **Runner-up for the Dissertation Award** of the Faculty of Law and Economics at the University of Bayreuth

EDITORIAL AND REVIEW ACTIVITIES

Editorial Board	<i>Digital Business</i>
Editorial Review Board	<i>Journal of Business Research</i> <i>Business Ethics, the Environment & Responsibility</i>
Reviewer	<i>Journal of Business Ethics, Long Range Planning, Review of Managerial Science, Business Strategy and the Environment, Corporate Social Responsibility and Environmental Management, Scandinavian Journal of Management, Digital Business, Journal of Business Research, International Journal of Innovation Management, Cogent Business and Management, Management Decision, Management Review Quarterly, European Journal of Innovation Management, Managerial and Decision Economics, Business Ethics, the Environment, and Responsibility and more</i>

ACADEMIC MEMBERSHIPS

- *Academy of Management*
Divisions: Strategic Management; Organizations and the Natural Environment; Management, Spirituality, and Religion
- *German Academic Association for Business Research (VHB)*
Divisions: Strategic Management; Sustainability Management; Technology, Innovation, and Entrepreneurship
- *Strategic Management Society*
Interest Groups: Stakeholder Strategy; Strategic Leadership and Governance
- *New Realities of Global Virtual Work: Interdisciplinary Perspectives and Integrative Approaches*
DFG-funded Scientific Network
- *Sino German Research Network*
DFG and NSFC-funded Scientific Network

TEACHING EXPERIENCE: COURSES FOR BACHELOR'S STUDENTS

- Fundamentals of International Management
- Internationalization of Business Management Functions
- Bachelor's Seminar in International Management

TEACHING EXPERIENCE: COURSES FOR MASTER'S STUDENTS

- Intercultural Management
- Master's Seminar on International Management
- Conceptual and Empirical Research in International Management

SUPERVISION ACTIVITIES

- Approx. 50 final theses for Business Administration (B.Sc. or M.Sc.) or Law students
- Three co-supervised doctoral students