

## ACADEMIC CV

*Dr. Tim Heubeck*

University of Bayreuth

Assistant Professor (International Management)

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### SHORT BIOGRAPHY

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**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

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

### SCHOLARLY PROFILES

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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

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- 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

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

## PEER-REVIEWED PUBLICATIONS

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### *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) Meckl, R. & Heubeck, T. (2025). *Internationales Management* (4th edition). Vahlen.
- (2) 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>
- (3) 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>
- (4) 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>

- (5) 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>
- (6) 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>
- (7) 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>
- (8) 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>
- (9) 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>
- (10) 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>
- (11) 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>
- (12) 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>
- (13) 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>
- (14) 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>
- (15) 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>
- (16) 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>
- (17) 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>

- (18) 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>
- (19) 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>

***Publications in referred conference proceedings***

- (1) 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>

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

## AWARDS & RECOGNITION

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- 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

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- Editorial Board**            *Digital Business*
- Editorial Review Board**    *Journal of Business Research*  
*Business Ethics, the Environment & Responsibility*
- Reviewer**                    *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*

## ACADEMIC MEMBERSHIPS

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- *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**

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

**TEACHING EXPERIENCE: COURSES FOR MASTER'S STUDENTS**

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

**SUPERVISION ACTIVITIES**

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