

ACADEMIC CV

Dr. Tim Heubeck

University of Bayreuth

Assistant Professor at the Chair of International Management

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SHORT BIOGRAPHY

Dr. Tim Heubeck is an Assistant Professor in the Department of International Management at the University of Bayreuth, Germany. His research interests encompass the interplay between top-level executives, corporate governance, strategic decision-making, and corporate outcomes—including financial performance, digital transformation, and sustainability. He has published more than a dozen peer-reviewed articles in leading academic journals such as the *Journal of Business Ethics* (FT50) or *Business Strategy and the Environment*. Additionally, he serves on the editorial board of *Digital Business* and the editorial review board of *Journal of Business Research* and *Business Ethics, the Environment & Responsibility*.

RESEARCH INTERESTS

- Strategic Leadership
- Dynamic (Managerial) Capabilities
- Corporate Sustainability
- Innovation, Digitalization, Artificial Intelligence
- International Management, Global Virtual Teamwork

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.)
University of Bayreuth, Chair of International Management
Dissertation: “Managing innovation in a globalized digital economy: An empirical inquiry into managerial-, governance-, and firm-level antecedents and contingencies“
- 2018–2020 **Master’s Degree of Business Administration** (M. Sc.)
University of Bayreuth
Focus areas: International Management; Strategic Management; Marketing
Master thesis: “A multidimensional study of digital business model transformation from the management perspective”
- 2014–2018 **Bachelor’s Degree Business Science** (B. A.)
Friedrich-Alexander University Erlangen/Nürnberg
Focus areas: Business Management; Finance, Auditing, Controlling, Taxation
Bachelor thesis: “The relationship between organizational slack and a firm’s acquisition behavior: an empirical study“

PUBLICATIONS

Full list of peer-reviewed publications (double-blind; sorted by publication date)

- (1) 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>
- (2) Heubeck, T. & Ahrens, A. (2024). Governing the responsible investments of slack resources in environmental, social, governance (ESG) performance: How beneficial are CSR committees? *Journal of Business Ethics*. <https://doi.org/10.1007/s10551-024-05688-x>
- (3) 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>
- (4) 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>
- (5) 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>
- (6) 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>
- (7) 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>
- (8) 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>
- (9) Heubeck, T. (2023). The impact of dynamic managerial capabilities on firm performance: A moderated mediation analysis of German DAX firms. *Journal of Management and Organization*, 1–26. <https://doi.org/10.1017/jmo.2023.57>
- (10) 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>
- (11) 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>
- (12) 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>

- (13) 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>
- (14) 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>

Further publications

- (15) Heubeck, T. (2023). *Managing innovation in a globalized digital economy: An empirical inquiry into managerial-, governance-, and firm-level antecedents and contingencies* [Doctoral thesis]. <https://epub.uni-bayreuth.de/id/eprint/6830/>

Forthcoming (accepted) publications

- (16) Meckl, R. & Heubeck, T. (2025). *Internationales Management* (4th edition). Vahlen.
- (17) 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*. World Scientific Publishers.

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

Editorial Board	<i>Digital Business</i> (since 2023)
Editorial Review Board	<i>Journal of Business Research</i> (since 2023) <i>Business Ethics, the Environment & Responsibility</i> (since 2024)
Reviewer	<i>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</i> and more

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

Sino German Research Network

TEACHING EXPERIENCE: COURSES FOR BACHELOR'S STUDENTS

Lecture: Fundamentals of International Management (since winter semester 2023/2024)

Exercise: Fundamentals of International Management (winter semester 2020/2021–2022/2023)

Independent conception, delivery, and coordination of the specialization course for Bachelor students.

Exercise courses for the specialization of Bachelor students. Development of a digital concept and transfer back to classroom teaching.

(participants per semester: approx. 250).

Bachelor's seminar on international management

Development of seminar concepts with an individual written assignment for Bachelor students. Final presentation with comprehensive discussion in the plenum of the seminar participants.

Topics:

- Special features of international management in specific industries (winter semester 2020/2021)
- Innovation management in international companies (winter semester 2022/2023)

TEACHING EXPERIENCE: COURSES FOR MASTER'S STUDENTS

Exercise: Intercultural management (since summer semester 2021)

Conception and continuous further development of the specialization course "Intercultural Management." The exercise is designed interactively through current case studies and new academic papers in cooperation with the students.

(Participants per semester: 50–100)

Advanced seminar: International Management

Development of seminar concepts with an individual written assignment for Master students. Final presentation with comprehensive discussion in the plenum of the seminar participants.

Topics:

- Microfoundations of Internationalization (summer semester 2022)
- Deglobalization? Crisis management in international companies (winter semester 2022/2023)
- Circular economy in international business activities (summer semester 2023)
- Industry 4.0 in international management (winter semester 2023/2024)
- Tension between digital transformation and ESG (summer semester 2024)
- Top management in international business studies (winter semester 2024/2025)

SUPERVISION ACTIVITIES

Finished supervised theses (since winter semester 2020/2021)

Business Administration (B. Sc.):	19
Business Administration (M. Sc.):	11
Law or Law & Economics:	6

Co-supervised doctoral students (currently): 3