

## ACADEMIC CV

*Dr. Tim Heubeck*

University of Bayreuth

Assistant Professor at the Chair of International Management

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## SHORT BIOGRAPHY

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**Dr. Tim Heubeck** is an Assistant Professor at the Chair of International Management at the University of Bayreuth, Germany. His research focuses on the interplay of strategic leadership and its impact on corporate outcomes, including financial performance, digital transformation, and sustainability. His work has been published in leading academic journals, such as the *Journal of Business Ethics* (FT50) and *Business Strategy and the Environment*. He also serves on the editorial boards of *Digital Business*, *Journal of Business Research*, and *Business Ethics, the Environment & Responsibility*.

## RESEARCH INTERESTS

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- Strategic Leadership
- Dynamic (Managerial) Capabilities
- Corporate Sustainability
- Innovation, Digitalization, Artificial Intelligence
- International 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*

## PUBLICATIONS

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### *Selected key publications in FT50 journals*

- (1) [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>
- (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) [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*. <https://doi.org/10.1002/bse.4212>
- (2) 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>
- (3) [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>
- (4) [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>
- (5) [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>
- (6) [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>
- (7) [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>
- (8) [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>
- (9) [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>

- (10) 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>
- (11) 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>
- (12) 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>
- (13) 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>
- (14) 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>
- (15) 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>
- (16) 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>

### **Forthcoming publications**

- (17) Ahrens, A. & Heubeck, T. (2025). The role of top management in the sustainable and digital transformation of firms: A literature review and research agenda for twin transformation. *International Journal of Innovation Management*. forthcoming
- (18) Meckl, R. & Heubeck, T. (2025). *Internationales Management* (4th edition). Vahlen.

## 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* (since 2023)
- Editorial Review Board**    *Journal of Business Research* (since 2023)  
*Business Ethics, the Environment & Responsibility* (since 2024)
- 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

### *Sino German Research Network*

## **TEACHING EXPERIENCE: COURSES FOR BACHELOR'S STUDENTS**

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**Lecture: Fundamentals of International Management (winter semester 2023/2024–2024/2025)**

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

(participants per semester: approx. 300)

**Exercise: Internationalization of Business Management Functions (summer semester 2025)**

(participants per semester: approx. 150)

### **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**

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**Exercise: Intercultural Management (since summer semester 2021)**

(Participants per semester: approx. 50).

### **Advanced seminar: International Management**

*Exemplary 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)
- Global value chains amidst global crises (summer semester 2025)

## **SUPERVISION ACTIVITIES**

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**Approx. 50 final theses for Business Administration (B.Sc. or M.Sc.) or Law students**

**Co-supervised doctoral students (currently):                    3**