

Julia Brennecke

(March 2025)

CONTACT INFORMATION

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RESEARCH INTERESTS

Intra- and interorganizational collaboration; network dynamics and processes; informal organization

EMPLOYMENT

Since 03/2025	Full Professor (W3) and Chair in Organization & Leadership, University of Oldenburg, Germany
Since 10/2021	Full Professor and Chair in Innovation Management, University of Liverpool Management School, UK (on a 0.2 FTE contract)
2021 – 2025	Full Professor (W2) and Chair in Innovation Management, University of Potsdam, Germany
2019 – 2021	Reader in Innovation Management, University of Liverpool Management School, UK (since 09/2021 on a 0.2 FTE contract)
2018 – 2019	Senior Lecturer in Innovation and Knowledge Management, University of Liverpool Management School, UK
2017 – 2018	Lecturer in Innovation and Knowledge Management, University of Liverpool Management School, UK
2016	Postdoctoral Research Fellow, Institute of Management, USI Università della Svizzera italiana, Lugano, Switzerland
2014 – 2016	Postdoctoral Research Fellow, Centre for Transformative Innovation, Swinburne University of Technology, Melbourne, Australia
2011 – 2014	Research and Teaching Assistant, Department of Organization and HRM, Albert-Ludwigs-Universität Freiburg, Germany
2008 – 2011	Research and Teaching Assistant, Department of Organization and Management, Georg-August-Universität Göttingen, Germany

VISITING POSITIONS

March-June 2023	Visiting Professor at Rotman School of Management, University of Toronto, Canada
November/ December 2019	Visiting Fellow, Centre for Transformative Innovation, Swinburne University of Technology, Australia
April-October 2013	Visiting Fellow, Centre for the Sociology of Organizations (CSO), Sciences Po Paris, France

EDUCATION

2018	Fellowship of the UK Higher Education Academy (HEA) by completing the Postgraduate Certificate in Higher Education, University of Liverpool, UK
2017	Habilitation and <i>venia legendi</i> in Management, Albert-Ludwigs-Universität Freiburg, Germany
2012	Doctor of Business Economics (<i>summa cum laude</i>), Georg-August-Universität Göttingen, Germany
2008	Diploma in Social Sciences (German equivalent to a Master's degree; finished best of the class of 2008), Georg-August-Universität Göttingen, Germany

REFEREED JOURNAL ARTICLES (+Equal contribution)

1. Brennecke, J., Coutinho, J. A., Gilding, M., Lusher, D., & Schaffer, G. (2025). Invisible iterations: How formal and informal organization shape knowledge networks for coordination. *Journal of Management Studies*, 62 (2), 706-747. (VHB-Ranking 2024: A, ABS 4, FT 50)
2. Han, R., Brennecke, J., Borah, D., & Lam, H. K. S. (2025). The use of social media in different phases of the new product development process: A systematic literature review. *R&D Management*, 55(1): 108-126. (VHB-Ranking 2024: B, ABS 3)
3. Brennecke, J., Ertug, G., & Elfring, T. (2024). Networking fast and slow: The role of speed for tie formation. *Journal of Management*, 50(4): 1230-1258. (VHB-Ranking 2024: A, ABS 4*, FT 50)
4. Ertug, G., Brennecke, J., & Tasselli, S. (2023). Theorizing about the implications of multiplexity: An integrative typology. *Academy of Management Annals*, 17(2): 626-654. (VHB-Ranking 2024: A, ABS 4*)
5. Ertug, G., Brennecke, J., Kovács, B., & Zou, T. (2022). What does homophily do? A review of the consequences of homophily. *Academy of Management Annals*, 16(1): 38-69. (VHB-Ranking 2024: A, ABS 4*)
6. Brennecke, J., Sofka, W., Wang, P., & Rank, O.N. (2021). How the organizational design affects informal search behavior of R&D professionals – A network study. *Research Policy*, 50(5): 104219 (VHB-Ranking 2024: A, ABS 4*, FT 50)
7. Glaser, L., Fourné, S. P. L., Brennecke, J., & Elfring, T. (2021). Leveraging middle managers' brokerage for corporate entrepreneurship: The role of multilevel social capital configurations. *Long Range Planning*, 54(4): 102068. (VHB-Ranking 2024: B, ABS 3)
8. Brennecke, J. (2020). Dissonant ties in intra-organizational networks: Why do individuals seek problem-solving assistance from difficult colleagues? *Academy of Management Journal*, 63(3): 743-778 (VHB-Ranking 2024: A+, ABS 4*, FT 50)
9. Gilding, M., Brennecke, J., Bunton, V., Lusher, D., Molloy, P., & Codoreanu, A. (2020). Network failure: Biotechnology firms, clusters and collaborations far from the world superclusters. *Research Policy*, 49(2): 103902 (VHB-Ranking 2024: A, ABS 4*, FT 50)
10. David, N., Brennecke, J., & Rank, O.N. (2020). Extrinsic motivation as a determinant of knowledge exchange in sales teams: A social network approach. *Human Resource Management*, 59(4), 339-358 (VHB-Ranking 2024: A, ABS 4, FT 50)
11. Brennecke, J. & Stoemmer, N. (2018). The network-performance relationship in knowledge-intensive contexts – A meta-analysis and cross-level comparison. *Human Resource Management*, 57(1): 11-36. (VHB-Ranking 2024: A, ABS 4, FT 50)

12. Schierjott, I.+ , Brennecke, J.+ , & Rank, O.N.+ (2018). Entrepreneurial attitudes as drivers of managers' boundary-spanning knowledge ties in the context of high-tech clusters. *Journal of Small Business Management*, 56(S1): 108–131. (VHB-Ranking 2024: B, ABS 3)
13. Brennecke, J. & Rank, O.N. (2017). The firm's knowledge network and the transfer of advice among corporate inventors – A multilevel network study. *Research Policy*, 46(4): 768–783. (VHB-Ranking 2024: A, ABS 4*, FT 50)
14. Basov, N. & Brennecke, J. (2017). Duality beyond dyads: Multiplex patterning of social ties and cultural meanings. *Research in the Sociology of Organizations*, 53(1): 87-112. (VHB-Ranking 2024: B, ABS 3)
15. Brennecke, J. & Rank, O.N. (2017). Tie heterogeneity in networks of interlocking directorates: A cost-benefit approach to firms' tie choice. *Business Research*, 10(1): 97-122. (VHB-Ranking 2024: B)
16. Brennecke, J. & Rank, O.N. (2016). The interplay between formal project memberships and informal advice seeking in knowledge-intensive firms: A multilevel network approach. *Social Networks*, 44(1), 307-318. (ABS 2)
17. Brennecke, J.+ , Schierjott, I.+ , & Rank, O.N.+ (2016). Informal managerial networks and formal firm alliances: A multilevel investigation in biotech. *Schmalenbach Business Review (sbr)*, 17(1), 103-125. (VHB-Ranking 2024: B, ABS 2)

BOOK CHAPTERS

18. Parker, A. & Brennecke, J. (2024). Knowledge networks in organizations. In K. L. Cullen-Lester & G. Pryor (Eds.), *The social capital imperative: Revealing, developing, and leveraging organizational networks*. Oxford University Press, forthcoming.
19. David, N., Coutinho, J.A., & Brennecke, J. (2023). Workplace friendships: Antecedents, consequences, and new challenges for employees and organizations. In A. Gerbasi, C. Emery & A. Parker (Eds.), *Understanding workplace relationships: An examination of the antecedents and outcomes*. Springer International Publishing, 325-368.
20. Lusher, D., Wang, P., Brennecke, J., Brailly, J., Faye, M., & Gallagher, C. (2020). Advances in exponential random graph models. In R. Light and J. Moody (Eds.), *The Oxford Handbook of Social Networks*, Oxford University Press, 234-253.
21. Brennecke, J. & Rank, O.N. (2016). Knowledge networks in high-tech clusters: A multilevel perspective on interpersonal and inter-organizational collaboration. In E. Lazega & T. Snijders (Eds.): *Multilevel Network Analysis for the Social Sciences - Theory, Methods and Applications*. Springer, 273-293.
22. Kauffeld, S., Brennecke, J. & Strack, M. (2009). Making success visible: Using the MEI to evaluate trainings. In S. Kauffeld, S. Grote & E. Frieling (Eds.): *Handbook of Competence Development*. Schäffer-Poeschl, 55-78 [in German].
23. Kauffeld, S. & Brennecke, J. (2009). The dialog-method: More than navel-gazing. In S. Kauffeld, S. Grote & E. Frieling (Eds.): *Handbook of Competence Development*. Schäffer-Poeschl, 287-306 [in German].
24. Kauffeld, S., Brennecke, J. & Altmann, N. (2009). Learning transfer in intervals: Experts and novices in sales. In S. Kauffeld, S. Grote & E. Frieling (Eds.): *Handbook of Competence Development*. Schäffer-Poeschl, 319-337 [in German].

OTHER PUBLICATIONS

25. Brennecke, J. (2024). Media review: Entrepreneurship as networking: Mechanisms, dynamics, practices, and strategies. *Organization Studies*, 45(7), 1063-1066.

26. Brennecke, J. (2023). Blog contribution "The double-edged sword of fast-tracking professional networking" for *workties.org*.
27. Brennecke, J. & David, N. (2017). Blog contribution on "Sasovova, Mehra, Borgatti & Schippers (2010). Network churn: The effects of self-monitoring personality on brokerage dynamics" for the *Administrative Science Quarterly Blog* (asqblog.com).
28. Brennecke, J. & Rank, O. N. (2016). The firm's knowledge network and the transfer of advice among corporate inventors. *Academy of Management Best Paper Proceedings: Academy of Management*, 11787.
29. Zappa, P. & Brennecke, J. (2016). Blog contribution on "Ingram & Torfason (2010). Organizing in the in-between: The population dynamics of network-weaving organizations in the global intense network" for the *Administrative Science Quarterly Blog* (asqblog.com).
30. Brennecke, J. (2014). Informal exchange in organizations: Understanding and using networks. *PERSONALquarterly*, 66(2): 10-17 [in German].
31. Brennecke, J. (2014). Of cliques and open paths. *Personalführung*, 11/2014: 41-45 [in German].
32. Brennecke, J. (2013). The embedded director - Antecedents and consequences of board networks. Doctoral thesis, Georg-August-Universität of Göttingen.

SELECTED SEMINARS AND CONFERENCE PRESENTATIONS

- The coevolution of board interlock networks and corporate strategic actions, September 2024, Institute for Analytical Sociology (IAS) Seminar Series, Linköping University.
- The coevolution of board interlock networks and corporate strategic actions, May 2023, Strategic Management Department, Rotman School of Management, University of Toronto.
- Interpersonal differences in networking speed, Intra-Organizational Networks (ION) conference (invitation only), April 2023, LINKS Center, University of Kentucky (USA).
- Here, there, everywhere: A review of multiplexity across levels, settings, and literatures, July 2022, EGOS Colloquium, Vienna (Austria).
- Hidden iterations: Work coordination via tacit and codified knowledge networks in contemporary engineering, January 2021, invited seminar, Rotterdam School of Management (RSM), Erasmus University (virtual seminar).
- Advancing network dynamics research: theorizing and measuring network change, Organizer of Paper Development Workshop (PDW), August 2020, Annual Meeting of the Academy of Management, online conference.
- Towards a theory of organizational network effectiveness: Challenges and opportunities. Organizer of peer-reviewed panel symposium, August 2019, Annual Meeting of the Academy of Management, Boston (USA).
- The Influence of Organizational Structure on Individual Search Patterns – A Multilevel Perspective on Networks for New Product Development, March 2019, invited seminar, University of Tilburg (Netherlands).
- Interdependencies between individual-level and unit-level knowledge transfers for innovation, August 2018, Annual Meeting of the Academy of Management, Chicago (USA).
- Multilevel networks in new product development: Cross-level mechanisms determining tie formation, July 2018, EGOS Colloquium, Tallinn (Estonia).
- Ambivalent relationships in intra-organizational networks, August 2017, Annual Meeting of the Academy of Management, Atlanta (USA).

RESEARCH GRANTS

2025 – 2026	EXIST Business Start-up Grant by the German Federal Ministry for Economic Affairs and Climate Actions; Startup “xounds” (platform development; project id 03EGTBB018; 140.000 Euro)
2024 – 2027	Positive and negative network ties of entrepreneurial households in Sub-Saharan Africa – Drivers, interplay and consequences, Funding by the German Research Foundation, DFG (with A. Faße and C. Weber; overall funding: 725.922 EUR; own part: 254.202 EUR)
2024 – 2025	EXIST Business Start-up Grant by the German Federal Ministry for Economic Affairs and Climate Actions; Startup “SWAP” (development of a software choice platform; project id 03EGTBB005; 146.000 Euro)
2024	British Council Springboard grant for bilateral UK-Germany partnerships: MaDiTra - Manufacturing and digital transformation: A business model innovation perspective (with Dhruba Borah and Marcus Grum; ~11.000 EUR)
2019 – 2021	Creation of knowledge on ecological hazards in Russian and European local communities. Funding by the Russian Science Foundation (with N. Basov, J. Koskinen, C. Roth and others; ~250.000 €)
2017	Innovation networks: Australia's engagement in the global knowledge economy. Industry funding by Boeing Aerostructures Australia (with D. Lusher, M. Gilding, and G. Schaffer; ~67.000 €)
2016	Emergent leadership, positive and negative ties, and performance in an Australian SME. Industry funding by Vitality Brands Worldwide Pty Ltd (with T. Klein; ~12.100 €)
2016	Service System Network Analysis. Department of Health & Human Services, Tasmania (with D. Lusher, P. Wang, C. Gallagher, J. Brailly and V. Bunton; ~32.200 €)
2013	Multilevel cooperation in corporate R&D. Funding of the German Academic Exchange Service (DAAD) for a six months research stay at Sciences Po, Paris, France (13.837 €)

AWARDS

2024	Best Reviewer Award, Academy of Management Journal
2021	Finalist for the Academy of Management Journal Best Paper Award with “Dissonant ties in intra-organizational networks: Why do individuals seek problem-solving assistance from difficult colleagues?”
2019	Subject Group Head Award “Research Experienced Scholar”, academic year 2018/19, University of Liverpool Management School
2017	Finalist for the European Business School Best Paper Award “Innovation Management” with “The firm's knowledge network and the transfer of advice among corporate inventors - A multilevel network study”
2017	Subject Group Head Award “Research Early Career”, academic year 2016/17, University of Liverpool Management School
2016	Finalists for the Academy of Management Best Paper Award (TIM Division) with “The firm's knowledge network and the transfer of advice among corporate inventors”

- 2012 Best Student Paper Award (Honorable Mention) of the International Network for Social Network Analysis INSNA for “Structuring principles of board networks: Social preferences and board capital as determinants of director selection”
- 2009 Distinction for Finishing Best of the Class of 2008 in Social Sciences at the Georg-August-Universität Göttingen.

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

REVIEWING

- Since 10/2024 Editorial review board member at Academy of Management Discoveries
- Since 07/2023 Editorial review board member at Journal of Management
- Since 08/2022 Editorial review board member at Academy of Management Journal
- Since 01/2022 Editorial review board member at Journal of Management Studies
- Ad-hoc Reviewing Organization Science, Academy of Management Discoveries, Research Policy, Journal of Management, British Journal of Management, Technovation, International Journal of Human Resource Management, Social Networks, Network Science, Project Management Journal
- Conference Reviewing Academy of Management Annual Meetings, Strategic Management Society Annual Conference, DRUID Conference

PROFESSIONAL SERVICE (SELECTED ACTIVITIES)

- Since 08/2024 Co-Chair of the Social Network Society
- Since 03/2023 Trustee and council member of the Society for the Advancement of Management Studies (SAMS)
- 2020 – 2023 Convenor of the standing working group on “Organization(al) Networks: Between Structure and Process” at the European Group for Organizational Studies (EGOS) Colloquium (with Leon Oerlemans, Francesca Pallotti, and Marco Tortoriello)
- 2020 – 2021 Director of Ethics, University of Liverpool Management School
- 2019 – 2021 External examiner for undergraduate Technology and Innovation Management units at the University of Manchester
- 2019 – 2021 Ethics Committee, University of Liverpool Management School
- 2018 – 2020 Honours Select/ Joint Honours Liaison at the University of Liverpool Management School
- 2017 – 2019 Organizer of monthly paper development workshops at the University of Liverpool Management School
- 2016 – 2019 Convenor of the standing working group on “Multilevel Network Research” at the European Group for Organizational Studies (EGOS) Colloquium (with Tiziana Casciaro, Leon Oerlemans, and Olaf Rank)
- 2015 – 2016 Organizer of the Centre for Transformative Innovation research seminar series, Swinburne University of Technology

MEMBERSHIPS

- Academy of Management (AoM)
 European Group for Organizational Studies (EGOS)
 German Academic Association of Business Research (VHB)