

Julia Brennecke

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CONTACT INFORMATION

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Germany

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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 research 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 research 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

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| 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

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| 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. Triebel, S., Brennecke, J., & Weber, C. (2025). The coevolution of board interlock networks and corporate strategic actions. *Strategic Management Journal*. Accepted for publication. (VHB-Ranking 2024: A+, ABS 4*, FT 50)
2. Brennecke, J., Carnabuci, G., & Ertug, G. (2025). Relational history: Correcting temporal myopia in social network research. *Organization Theory*, 6(3): 26317877251379502.
3. 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)
4. 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)
5. 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)
6. 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*)
7. 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*)
8. 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)
9. 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)
10. 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)
11. 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)

12. 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)
13. 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)
14. 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)
15. 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)
16. 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)
17. 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)
18. 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)
19. 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

20. Parker, A. & Brennecke, J. (2025). 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, 451-476.
21. 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.
22. 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.
23. 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.
24. 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].
25. 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].

26. 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

27. Brennecke, J. (2024). Media review: Entrepreneurship as networking: Mechanisms, dynamics, practices, and strategies. *Organization Studies*, 45(7), 1063-1066.
28. Brennecke, J. (2023). Blog contribution "The double-edged sword of fast-tracking professional networking" for *workties.org*.
29. 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).
30. 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.
31. 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).
32. Brennecke, J. (2014). Informal exchange in organizations: Understanding and using networks. *PERSONALquarterly*, 66(2): 10-17 [in German].
33. Brennecke, J. (2014). Of cliques and open paths. *Personalführung*, 11/2014: 41-45 [in German].
34. 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

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| 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

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| 2025 | Social Networks Society Best Paper (2015-2025) Award for “Dissonant ties in intra-organizational networks: Why do individuals seek problem-solving assistance from difficult colleagues?” |
| 2025 | Finalist for the Academy of Management Annual Meeting Best OMT Social Networks & Organizations Paper Award with “Contextualizing social ledger theory – Necessity entrepreneurs’ positive and negative network ties” |
| 2024 | Best Reviewer Award, Academy of Management Journal |

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| 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 AND EDITORIAL POSITIONS

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| Since 07/2025 | Associate editor at Academy of Management Journal |
| Since 10/2024 | Editorial review board member at Academy of Management Discoveries |
| Since 07/2023 | Editorial review board member at Journal of Management |
| 2022 – 2025 | 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)

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| 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 |

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| 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)