

Julia Brennecke

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CONTACT INFORMATION

Carl von Ossietzky Universität Oldenburg
Ammerländer Heerstraße 114-118
26129 Oldenburg
Germany

julia.brennecke@uni-oldenburg.de
[Google Scholar](#)
ORCID: 0000-0001-8174-5212

RESEARCH INTERESTS

Dynamics and temporality in and of organizational networks; collaborative networks in knowledge-intensive settings; multilevel and multiplex networks; entrepreneurial networking across contexts

EMPLOYMENT

03/2025 – present	Full Professor (W3) and Chair in Organization & Leadership, University of Oldenburg, Germany
10/2021 – present	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

03/2023 – 06/2023	Visiting Professor at Rotman School of Management, University of Toronto, Canada
11/2019 – 12/2019	Visiting Fellow, Centre for Transformative Innovation, Swinburne University of Technology, Australia
04/2013 – 10/2013	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 venia legendi in Management, Albert-Ludwigs-Universität Freiburg, Germany
2012	Doctor of Business Economics (summa cum laude), 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; †PhD/MSc student at time of project initiation)

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1. † Triebel, S., Brennecke, J., & Weber, C. (2026). The coevolution of board interlock networks and corporate strategic actions. *Strategic Management Journal*, 47(4), 945-1207 (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. (VHB-Ranking 2024: A)
 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)
 - Social Networks Society Decade Best Paper (2015-2025) Award, 2025
 - Finalist for the Academy of Management Journal Best Paper Award, 2021
 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)
 - Finalist European Business School Best Paper Award "Innovation Management," 2017
 - Finalists for the TIM Division Academy of Management Meeting Best Paper Award, 2016
 - Academy of Management Annual Meeting Best Paper Proceedings, 2016
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 & OTHER PUBLICATIONS

20. Tasselli, S. & Brennecke, J. (2025). Asymmetric jeopardy through dissonant ties: An extension of Brands & Kilduff's "multiplex jeopardy," Dialogue accepted with *Academy of Management Review*, doi.org/10.5465/amr.2025.0499.
21. 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.
22. Brennecke, J. (2024). Media review: Entrepreneurship as networking: Mechanisms, dynamics, practices, and strategies. *Organization Studies*, 45(7), 1063-1066.
23. 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.
24. Brennecke, J. (2023). Blog contribution "The double-edged sword of fast-tracking professional networking" for *workties.org*.
25. Lusher, D., Wang, P., Brennecke, J., Brailly, J., Faye, M., & Gallagher, C. (2020). Advances in exponential random graph models. In R. Light & J. Moody (Eds.), *The Oxford handbook of social networks*, Oxford University Press, 234-253.

26. 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).
27. 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.
28. 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).
29. Brennecke, J. (2014). Informal exchange in organizations: Understanding and using networks. *PERSONALquarterly*, 66(2): 10-17 [in German] (VHB-Ranking 2024: C).
30. Brennecke, J. (2014). Of cliques and open paths. *Personalführung*, 11/2014: 41-45 [in German].
31. Brennecke, J. (2013). The embedded director - Antecedents and consequences of board networks. Doctoral thesis, Georg-August-Universität of Göttingen.
32. 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].
33. Kauffeld, S. & Brennecke, J. (2009). The dialogue-method: More than navel-gazing. In S. Kauffeld, S. Grote & E. Frieling (Eds.): *Handbook of competence development*. Schäffer-Poeschl, 287-306 [in German].
34. 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].

INVITED TALKS

- Department of Management & Technology Seminar Series, Bocconi University, Milan, Italy 2026
- Kühne Logistics University seminar series, Hamburg, Germany, 2024
- Institute for Analytical Sociology, IAS, Seminar Series, Linköping University, Sweden, 2024
- Department of Innovation Management and Strategy Seminar Series, University of Groningen, Netherlands, 2024
- Strategic Management Department seminar series, Rotman School of Management, University of Toronto, Canada, 2023
- Guest speaker at the PhD Colloquium of the Fraunhofer Institute for Industrial Engineering IAO CeRRI, Berlin, Germany, 2023
- Intra-Organizational Networks (ION) conference (invitation only), LINKS Center, University of Kentucky, USA, 2023
- Centre for Business Network Analysis Seminar Series, University of Greenwich, UK, 2021
- Department of Technology and Operations Management seminar series, Rotterdam School of Management (RSM), Erasmus University Rotterdam, Netherlands, 2021
- Organization Research Group (ORG) seminar series, Ludwig-Maximilians-Universität München, Germany, 2020
- Centre for Networks and Enterprise Excellence (CNEE) seminar series, Heriot-Watt University Edinburgh, UK, 2020
- Centre for Transformative Innovation seminar series, Swinburne University of Technology, Melbourne, Australia, 2019

- Department of Organization Studies seminar series, VU Amsterdam, Netherlands, 2019
- Department of Organization Studies seminar series, Tilburg University, Netherlands, 2019
- Mitchell Centre Research Seminar, University of Manchester, UK, 2017
- Keynote at Networks in a global world (NetGloW) conference, St. Petersburg State University, St. Petersburg, Russia, 2016
- Strategy Research Seminar, University of Queensland, Brisbane, Australia, 2016
- Research seminar Networks and Regulation, Sciences Po, Paris, France, 2013

CONFERENCE PRESENTATIONS

Invited Panels & Symposia

Publishing organizational network research: Developing ideas and draft papers for publication (Invited panelist 2024, 2025, 2026), Academy of Management Annual Meeting

Dynamic network analysis = New research questions? Dynamic networks in organization studies (Invited speaker and panelist), Academy of Management Annual Meeting 2025, Copenhagen, Denmark.

Beyond network structure: Gendered dynamics in the use, content, and perception of social networks (Invited discussant). Academy of Management Annual Meeting 2025, Copenhagen, Denmark.

Selected Paper Presentations (2020 – present)

Brennecke, J., Ertug, G. & Tasselli, S.: *Agency in network tie dissolution*

- Academy of Management Annual Meeting, 2026
- Annual Meeting of the Social Network Society (SNS), 2025

Fischer, J., Weber, C. & Brennecke, J.: *Exploring necessity entrepreneurs' positive and negative network ties – Contextualized insights from Sub-Saharan Africa*

- Academy of Management Annual Meeting, 2025
- Babson Conference, 2025
- EGOS Colloquium, 2024

Brennecke, J., Coutinho, J. A., Gilding, M., Lusher, D., & Schaffer, G.: *Invisible iterations: How formal and informal organization shape knowledge networks for coordination*

- Annual Meeting of the Social Network Society (SNS), 2024

Brennecke, J., Ertug, G., Lee, S.: *Interpersonal differences in networking speed*,

- Academy of Management Annual Meeting, 2023
- Intra-Organizational Networks (ION) conference, 2023

Triebel, S., Brennecke, J., & Weber, C.: *The co-evolution of corporate strategic action and board interlocks*

- Academy of Management Annual Meeting, 2024
- Academy of Management Annual Meeting, 2021
- EGOS Colloquium, 2020

CHAired CONFERENCE TRACKS, SYMPOSIA, AND PDW SESSIONS

2027	Co-Convenor of Sub-Theme: Re-writing the Rules of Social Networks and Networking: Intra- and Inter-Organizational Networks and Relationships in Non-Western Contexts, <i>European Group for Organizational Studies (EGOS) Colloquium</i> , Liverpool, UK (with Christiana Weber and Jane Khayesi)
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- 2026 Panel Symposium Co-Chair: Network History: Accounting for the Past to Move Network Research to the Future, *Academy of Management Annual Meeting*, Philadelphia, USA (with David Bender).
- 2026 PDW Co-Chair: Collecting Network Data in Diverse Contexts: Methodological Reflections and Ethical Considerations, *Academy of Management Annual Meeting*, Philadelphia, USA (with Johanna Fischer, Christiana Weber).
- 2025 Panel Symposium Co-Chair: Social Networks in Non-Western Settings: A Call for Contextualized Theorizing, *Academy of Management Annual Meeting*, Copenhagen, Denmark (with Johanna Fischer, Christiana Weber).
- 2021 Panel Symposium Co-Chair: The Role of Social Media in Innovation Management, *R&D Management Conference*, University of Strathclyde, Glasgow, UK (with Dhruba Borah).
- 2020 – 2023 Co-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 PDW Co-Organizer: Advancing Network Dynamics Research: Theorizing and Measuring Network Change, *Academy of Management Annual Meeting*, virtual (with Tom Elfring).
- 2019 Panel Symposium Co-Chair: Towards a Theory of Organizational Network Effectiveness: Challenges and Opportunities, *Academy of Management Annual Meeting*, Boston, USA (with James Coutinho).
- 2019 Panel Symposium Co-Chair: Network Churn – Drivers and Implications for Innovation and Entrepreneurship, *Academy of Management Annual Meeting*, Boston, USA (with Tom Elfring).
- 2016 – 2019 Co-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).
- 2016 Track Co-Convenor: “Networked Innovation,” *INSNA Sunbelt Conference* (with Dean Lusher).

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 03EGTB018; 140.000 EUR)
- 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 €)
- 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 03EGTB005; 146.000 €)
- 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 €)
- 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 & RECOGNITIONS

- 2026 Mid-Career Scholar Award, Social Networks Society
- 2026 Best PDW Award, Research Methods Division, Academy of Management, for "Dynamic network analysis = New research questions? Dynamic networks in organization studies"
- 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
- 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

Associate Editor	Academy of Management Journal (July 2025 – June 2028)
Editorial Board Member	Academy of Management Discoveries (10/2024 – present) Journal of Management (07/2023 – present) Academy of Management Journal (08/2022 – 06/2025) Journal of Management Studies (01/2022 – present)
Ad Hoc Reviewing	<i>Journals:</i> British Journal of Management, Innovation: Organization & Management, International Journal of Human Resource Management, Journal of International Business Studies, Organization Science, Project Management Journal, Research Policy, Social Networks, Network Science, Technovation <i>Conferences:</i> Academy of Management Annual Meetings, Strategic Management Society Annual Conference, DRUID Conference
Executive Committee Member	Executive committee member of the Social Network Society (08/2025 – present) Co-Chair of the Social Network Society (08/2024 – 07/2025) Trustee and council member of the Society for the Advancement of Management Studies (SAMS) (03/2023 – present)
Award Committee Member	Chair of the Social Networks Society Best Paper Awards Committee, 2026 Early Career Best Paper Award, Sociological Network Research Section, German Sociological Association, 2025 Academy of Management Journal Best Paper Award, 2023, 2024, 2025, 2026 Potsdam Transfer Better World Award for PhD dissertations or Master's theses that make a significant contribution to the advancement of society, 2023, 2024
Scientific & Program Committees	Member, Scientific Committee, 43rd EGOS Colloquium, Liverpool, UK, 2027
Professional Affiliations	Academy of Management (AoM) European Group for Organizational Studies (EGOS) German Association of Management Scholars (VHB)

TEACHING OVERVIEW

Current courses (University of Oldenburg): Organization Design; Human Resources Management; Organizational Network Theory and Methods; Organizational Behavior and Leadership; and thesis seminars — taught in German and English at Bachelor and Master level

Previously (selection): Introduction to Business Administration; Innovation Management and Entrepreneurship; Research Methods — at various universities

Doctoral & early-career training: Workshops on social network analysis, including ERGM; publishing workshops, e.g. on developing theoretical contributions and navigating the R&R process

DOCTORAL SUPERVISION & EXAMINING

Current PhD researchers (primary supervisor): David Bender (Potsdam), Hanna Hodel and Anita Knappe (Oldenburg), Victoria Randa (Liverpool)

Completed (primary supervisor): Runyue Han (2025) and Josephine Gaza (2021), both Liverpool; second supervisor to Bopha Roden (Swinburne, 2020).

Committees & examining:

- committee member for doctoral candidates at Potsdam, Exeter, VU Amsterdam, Erasmus Rotterdam, Sheffield, and Roskilde
- habilitation committee member at Potsdam University
- numerous PhD progress panels at Swinburne and Liverpool

UNIVERSITY SERVICE (Selected Activities)

10/2025 – present	Member of the Doctoral Committee (“Promotionsausschuss”), Department of Business Administration, Economics and Law, Carl von Ossietzky University of Oldenburg
2022 – 2025	Member of the Board of Studies (“Studienkommission”), Faculty of Economics and Social Sciences, Potsdam University
2020 – 2021	Director of Ethics, University of Liverpool Management School
2019 – 2021	Ethics Committee, University of Liverpool Management School
2019 – 2021	External examiner for undergraduate Technology and Innovation Management units at the University of Manchester
2017 – 2019	Organizer of monthly paper development workshops at the University of Liverpool Management School
2015 – 2016	Organizer of the Centre for Transformative Innovation research seminar series, Swinburne University of Technology