

Curriculum Vitae

Dr. Diana E. Krause



DATE of BIRTH: November 15, 1972, Dahme (Germany)

EDUCATION and ACADEMIC DEGREES:

- Dec 5th, 2005 **Habilitation in Psychology**,
Munich Ludwig-Maximilians-University, Germany
Industrial and Organizational Psychology
Topic: "Selecting Leaders, Leadership Behavior and Leadership Success"
Venia legendi in Psychology
- Dec 12th, 2003 **Dissertation in Economics and Management** (Dr. rer oec.),
Berlin Technical University, Germany
Department of Organizational Behavior, Personnel & Leadership
Topic: "Power and Trust in Innovative Processes. An Empirical Investigation to a Leadership Theory"
Summa cum laude
- 04/93 - 08/98 **Studies in Psychology** at Berlin Humboldt-University, Germany
Major: Industrial and Organizational Psychology
08/98 **Diploma** in Psychology (M.A.)
04/95 **Pre-Diploma** in Psychology (B.A.)
- 10/95 - 09/96 **Additional Studies in Economics and Management** at Berlin Technical University, Germany, Major: Organizational Behavior & Human Resource Management, 04/96 (B.A.)
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ACADEMIC EXPERIENCE:

- Since May 2009 **Professor (W3) on Occupational Psychology, University of Paderborn (Germany)**, Faculty of Cultural Sciences and Educational Sciences
- 10/2008-04/2009 **Associate Professor (W2) on Human and Management Sciences, University of Information Technology and Health (Austria)**, Hall in Tyrol and Vienna
- 06/2008-09/2008 **Professor (W3) on Personnel, Leadership and Decision-Making at University Speyer (Germany)**,
Head of the Team on Personnel, Leadership and Decision-Making
- 07/2005-06/2008 **Assistant Professor at University of Western Ontario, CANADA**
Faculty of Social Science
Management & Organizational Studies
Organizational Behavior & Human Resource Management
Since July 2008 Adjunct Faculty
Since September 2007 Cross-Appointed with the Department of Psychology
- 01/2008-08/2008 **Pre-Tenure Leave at the University of Western Ontario**
- 06/2008 **Invited Guest Professor at University Fribourg (Switzerland)**,
Department of Psychology
Industrial and Organizational Psychology
- 01/2008-06/2008 **Guest Professor at Humboldt-University, Berlin (Germany)**,
Department of Psychology
Industrial and Organizational Psychology
- 04/04 – 07/05 **Visiting Scholar at Colorado State University, U.S.A.**
Department of Psychology,
Industrial and Organizational Psychology
- 2004-2005 **Habilitation-Appointment at Technical University Berlin**,
Research Leave for the Academic Appointment at Colorado State U.
- 09/98 – 08/03 **Assistant Professor** (German term: “Wissenschaftliche Mitarbeiterin, Full time appointment) **Technical University Berlin, Germany**,
Department of Economics and Management
Organizational Behavior, Human Resource Management, & Leadership
- 10/94 – 08/98 **Lecturer and Research Assistant at Berlin Humboldt University**,
Department of Psychology, Chair: Organizational and Social Psychology

PRACTICAL EXPERIENCE:

11/99 – 03/04	Freelance trainer for various organizations (Training subjects: Social Competence, Communication & Cooperation, Innovativeness, Leadership)
04/98 - 05/98	Freelance at Kienbaum Management Consulting GmbH , Berlin Personnel selection
11/97 - 03/98	Internship at the Kienbaum Management Consulting GmbH , Berlin Personnel Selection
07/97 – 08/97	Assessment Centers at the Arthur Kruck GmbH , Zurich, Switzerland
09/96 - 10/96	Projects at artop e.V. , Berlin
07/96 - 08/96	Internship at DE-Consult AG , Berlin
10/95 - 01/96	Freelance at DaimlerChrysler AG , Berlin, R&D department
07/95 - 09/95	Internship at the DaimlerChrysler AG , Berlin, R&D department
04/95 - 07/95	Projects at artop e.V. , Berlin
05/93 - 10/94	Projects at Trade Research Center

ACADEMIC AREAS OF SPECIALIZATION:

Organizational Psychology & Human Resource Management, especially:

- Leadership in Organizations
 - Power & Influence in Non/Profit and For-Profit Organizations
 - Innovations in Organizations
 - Interpersonal Conflicts
 - Trust in Organizations
 - Personnel Selection and Personnel Development by Means of Assessment Centers and Cognitive Ability Tests
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AD HOC REVIEWER FOR:

Journal of Managerial Psychology (JMP)

Applied Psychology: An International Review (APIR)

International Journal of Selection and Assessment (IJSA)

Journal of Experimental Social Psychology (JESP)

Journal of Work and Organizational Psychology (ZAO, German)

Congress of Administrative Science

McGraw Hill

Social Science and Humanities Research Council Canada (SSHRC)

Personnel Psychology (PP)

Academy of Management (AoM)

Social Behavior and Personality – An International Journal (SBP)

Society of Industrial and Organizational Psychology (SIOP)

Journal of Personnel Psychology (ZPP, German)

AWARDS and GRANTS:

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| 2008 | Social Science and Humanities Council of Canada (SSHRC), Standard Research Grant, Project Started Fund, Full Fund was Planned for 2009, Ottawa, Canada |
| 2008 | Aubrey Dan Private Equity Grant, University of Western Ontario, Canada |
| 2008 | Alumni Grant for Conference Travel, University of Western Ontario, Canada |
| 2007 | Dean Research Grant, University of Western Ontario, Canada |
| 2007 | Alumni Grant, University of Western Ontario, Canada |
| 2007 | Social Science and Humanities Council of Canada (SSHRC), Travel Grant, Ottawa, Canada |
| 2007 | Aubrey Dan Private Equity Grant, University of Western Ontario, Canada |
| 2007 | 2 nd Aubrey Dan Private Equity Grant, University of Western Ontario, Canada |
| 2006 | SSHRC Travel Grant, SSHRC |
| 2006 | Alumni Grant, University of Western Ontario |
| 2005 | General Research Grant, University of Western Ontario |
| 2005 | Research Grant, Colorado State University |
| 2004 – 2006 | Non-Material Grant: Mentorship-Program PROFIL (Berlin and Munich) |

2004 – 2005	Scholarship German Academic Exchange Institute (Sponsor Research Visit Colorado)
2000 – 2001	Financial support of the Assessment Center Project in German-speaking Countries Allianz AG and an institution called “Arbeitskreis Assessment Center e.V.”
1999	Scholarship German Academic Exchange Institute (Sponsor Research Visit London, U.K.)
1995 – 1998	Scholarship Friedrich-Ebert-Institute (Bonn)

SERVICE:

2008	International Task Force on Assessment Center Guidelines, together with Dr. William Byham, Prof. Dr. Deborah Rupp, Dr. Anuradha Chawla, Dr. Alyssa Gibbons, Sebastian Houde, Dr. Dennis Joiner, Dr. Myungjoon Kim, Prof. Dr. Jeffrey Kudisch, Cara Lundquist, Dr. David MacDonald, Patrick Maher, Dr. Doug Reynolds, Dr. Deira Schleicher, Prof. Dr. George C. Thornton III, and Jereon Seegers (Entwicklung und Etablierung internationaler Qualitätsstandards bei der Assessment Center-Anwendung)
Fall 2007	Appointment Committee, University of Western Ontario Management & Organizational Studies
Fall 2007	Appointment Committee for the Selection of the new Program Director, University of Western Ontario, Management and Organizational Studies
Fall 2007	Ph.D. Committee, University of Western Ontario Department of Psychology
Fall 2007	State Affairs Committee, Society of Industrial & Organizational Psychology, SIOP
Summer 2007	Ph.D. Committee, Ivey Business School
Fall 2007	Dancap Private Equity Student Award Committee, University of Western Ontario
Fall 2007	Workload Committee, University of Western Ontario Management and Organizational Studies
Fall 2007	Weldon Library Committee, University of Western Ontario Department of Psychology
2006	Career Fair Committee, University of Western Ontario

Management and Organizational Studies

Since 2005	Committee of the Task Force on Assessment Center Guidelines (Intercultural and international issues in the development, execution, and evaluation of assessment centers)
2000-2003	Board of the Faculty Member at Faculty of Economics & Management, Technical University Berlin ('Mittelbauvertreterin')
1995-1998	Committee to Revise the Study and Examination Rules and Regulations at Humboldt-University Berlin ('studentische Vertreterin')
1995-1998	Student Council, Co-Editor of the Journal 'Psychopart', Humboldt- University Berlin

RESEARCH COLLABORATIONS

- University of Western Ontario, Canada
Prof. Dr. John Meyer
 - Colorado State University, U.S.A.
Prof. Dr. George C Thornton III
 - RWTH Aachen
Prof. Dr. Martin Kersting
 - Business School Seoul, Korea
Prof. Dr. Diether Gebert
 - Universität Bremen
Dr. Eric Kearney
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PROFESSIONAL AFFILIATIONS:

2008 Task Force on Assessment Center Guidelines
German Association of University Professors
Task Force on Assessment Center Guidelines
Division: Cross-cultural Assessment Centers
Society of Industrial and Organizational Psychology (SIOP)
(Division 14 of APA)
American Psychological Association (APA)
Society for the Psychological Study of Social Issues (SPSSI)
Member of the German Psychological Society (DGPs)
Division: Work and Organizational Psychology Group
Division: Social Psychology Group
Division: Personnel Psychology Group
