

Dr. Ulrich Leicht-Deobald

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Nationality: Swiss, German

Marital status: married

Children: 1 son (born July 4, 2009)

Academic Education

University of St.Gallen, Switzerland	02/2011 – 05/2014
PhD in Business Administration (with distinction)	
Committee: Heike Bruch, Tomi Laamanen	
“The Influence of Social Network Behaviors on Energy and Engagement” (defended: April 25, 2014)	
London School of Economics, Great Britain	01/2009 – 03/2009
Visiting student at management department	
University of Bremen, Germany	10/2005 – 04/2010
Diploma in Psychology (1.0 [GPA: 4.0])	
• One semester under the standard period of study	

Research Interests

My research centres around the interplay between individual and collective agency, asking: How can organisations help connect (previously disconnected) individuals across different backgrounds, perspectives, locations, and identities? For example, I have studied how (I) employees communicate across team and organisational boundaries, how (II) organisations manage demographic diversity within and between departments, and how (III) managers interact with AI to perform people-related tasks. I am interested in multi-level issues among individuals, organisational structures, and society.

Keywords: Leadership, Teams, AI

Employment History

Associate Professor in Responsible Leadership Trinity College Dublin, The University of Dublin, Ireland Trinity Business School	08/2022 – present
Academic School Director Trinity College Dublin, The University of Dublin, Ireland The Lir Academy, Ireland’s National Academy of Dramatic Art	09/2025 – present
Academic Director MSc Management Trinity College Dublin, The University of Dublin, Ireland Trinity Business School	09/2025 – present
Research Project Leader University of St.Gallen, Switzerland Institute for Business Ethics (Supervisor: Thomas Beschorner)	08/2021 – 07/2022
Substitute Professor for Organizational Studies (W3)	09/2020 – 03/2021

University of Konstanz, Germany

Department of Politics and Public Administration
(Substituting: Florian Kunze)

Substitute Assistant Professor for Responsible Management (W1) 09/2019 – 03/2020

University of Konstanz, Germany

Department of Politics and Public Administration
(Substituting: Sebastian Koos)

Research Project Leader 01/2016 – 11/2018

University of St.Gallen, Switzerland

Institute for Business Ethics
(Supervisor: Thomas Beschorner)

Research Project Leader 09/2014 – 12/2015

University of St.Gallen, Switzerland

Institute for Leadership and Human Resource Management
(Supervisor: Heike Bruch)

Research Associate 12/2010 – 08/2014

University of St.Gallen, Switzerland

Institute for Leadership and Human Resource Management
(Supervisor: Heike Bruch)

Research Intern 02/2008 – 09/2008

ETH-Zurich, Switzerland

Department of Management, Technology, and Economics
(Supervisor: Theo Wehner)

Employee – Actor 08/1996 – 07/2005

After drama school **Schule für Schauspiel Hamburg**, Germany,
engagements at **Deutsches Schauspielhaus Hamburg**, Germany,
Münchner Volkstheater, Germany, and **Landestheater Detmold**, Germany

Awards

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- Fellow of Trinity College Dublin (FTCD) since 2026
 - Trinity Business School Excellence in Research Award 2024, 2026
 - Trinity Business School Research Impact Award 2025
 - Trinity Business School Excellence in Teaching Award 2024
 - Best Paper of EURAM OB Team Performance Management Track 2022
 - Success fee of University of St.Gallen's Research Committee for publishing in Financial Times 50 journals 2019, 2021, 2022
 - Finalist for Best Conference Paper at INGroup 2019
 - Best Conference Paper Proposal Award at the Academy of Management (AOM) Big Data and Managing in a Digital Economy Conference 2018
 - Academy of Management (AOM) Best Reviewer Award – DEI Division 2018
 - Best Paper Proceedings of the Academy of Management– OB Division 2016
 - Finalist for best Oral Presentation at EAWOP 2015
 - Dissertation paper nominated for the INGroup Best Graduate Student Paper Award 2014
 - Invited as Young Researcher to the Lindau Nobel Laureate Meeting 2014
 - Academy of Management Outstanding Reviewer Award – OB Division 2013

Memberships

Academy of Management (AOM), Interdisciplinary Network for Group Research (INGroup), Society for Business Ethics (SBE), European Association of Work and Organizational Psychology (EAWOP), European Group for Organizational Studies (EGOS), German Academic Association for Business Research (VHB), German Psychological Association (DGPs), Alumni of Friedrich Ebert Foundation, Alumni of Lindau Nobel Laureate Meeting

Invited Visiting Scholarships

Invited Visiting Scholar	04/2021 – 07/2021
University of Groningen, Netherlands	04/2020 – 09/2020
School of Management, HRM & OB Research Unit	06/2019 – 09/2019
(Invited by Gerben van der Vegt and Thom de Vries)	
Invited Visiting Scholar	12/2018 – 05/2019
INSEAD, Fontainebleau, France	
Organizational Behaviour Area	
(Invited by Mark Mortensen and Craig Smith)	
Invited Visiting Scholar	04/2017 – 05/2017
University of Navarra, Spain	
IESE Business School, Managing People in Organizations	
(Invited by Anneloes Raes)	
Invited Visiting Scholar	07/2015 – 08/2015
University of Michigan, USA	03/2015 – 04/2015
Ross School of Business, Center for Positive Organizations	
(Invited by Lloyd Sandelands and Wayne Baker)	
Short-Term Research Scholar	07/2014 – 08/2014
University of Michigan, USA	
Institute for Social Research	

Research Grants

- Swiss National Science Foundation (SNSF) project in National Research Program (NRP) 77 ‘Digital Transformation’, Co-PI (with Christoph Heitz [PI] and Michele Loi [Co-PI]), 04/2020 – 11/2024 CHF619,808
- Swiss National Science Foundation (SNSF) project in National Research Program (NRP) 75 ‘Big Data’, Co-PI (with Antoinette Weibel [PI], Christoph Schank [Co-PI], and Isabelle Wildhaber [Co-PI]), 03/2017 – 02/2019 CHF517,989
- Great Minds Postdoctoral Fellowship (IPF) by Basic Research Fund of the University of St.Gallen, Switzerland, 12/2015 – 11/2018 CHF261,225
- Swiss National Science Foundation (SNSF) Postdoc.Mobility return Grant, 08/2021 – 07/2022 CHF121,700
- Swiss National Science Foundation (SNSF) Postdoc.Mobility for stays at INSEAD and the University of Groningen, 12/2018 – 05/2020 CHF100,005
- Gifted fellowship, by Friedrich Ebert Foundation, Germany, 05/2008 – 04/2010 €26,900
- Success Fee of University of St.Gallen’s Research Committee for CHF17,000

- Publishing in Financial Times 50 journals, 2019/2021/2022
- Enterprise Ireland (EI) European Research Council (ERC) Support Grant, 07/2024 €15,763
 - International Short Visit (ISV) by Swiss National Science Foundation (SNSF), Switzerland; 07/2015 – 08/2015 CHF4,500
 - Grant for participation in Summer Program in Quantitative Methods (ICPSR) by Swiss National Science Foundation (SNSF), Switzerland, 07/2012 – 07/2012 CHF4,500
 - Grant by the Volkswagen group to participate in the Lindau Nobel Laureate Meeting, Germany, 08/2014 €2,500
 - Travel grants from Swiss Academy of Humanities and Social Sciences (SAGW) to visit the Academy of Management (AOM) Annual Meeting, 08/2016, 08/2022, and Conference of German Psychology Association (DGPs), 09/2014 CHF2,600
 - Trinity College Dublin (TCD) Visiting Professorship Award (for Prof. Hendrik Huettermann) €890
 - Erasmus travel grant from European Union for trimester at London School of Economics, Great Britain, 01/2009 – 03/2009 €500

Grant-Writing Experience

- Trinity Business School PhD Scholarship (Applicant: Mansi Jogi) €149,760
09/2026 – 08/2030
“Pricing Capabilities and Value-Oriented Pricing Practices in Knowledge-Based Professional Service Firms under AI-Driven Efficiency”
(Feedback on proposal)
- Trinity Business School PhD Scholarship (Applicant: Moyang Guo) €149,760
09/2025 – 08/2029
“Transforming Boredom: Exploring How Boredom at Work Can Be a Source of Productivity and Impact on Organizational Effectiveness”
(Feedback on proposal)
- Project grant by Basic Research Fund (GFF) of University of St.Gallen CHF99,734
(Applicant: Heike Bruch), 12/2014 – 11/2015
„More than Meets the Eye: Investigating the Role of Deep-Level Diversity”
(Conception and writing of the proposal)
- Project grant by Basic Research Fund (GFF) of University of St.Gallen CHF77,034
(Applicant: Björn Ambos), 01/2021 – 02/2022
„Can Technology-Enabled Translation Reduce Psychic Distance Perceptions?”
(Crafting the theory section and designing the experiment)
- Chinese Scholarship Council (CSC) PhD travel grant for research stay €17,000
at Trinity College Dublin (Applicant: Yiwen Tuo)
09/2025 – 09/2026
“A Social Cognitive Perspective on Interteam Coordination and Team Creativity
(Feedback on proposal)
- Chinese Scholarship Council (CSC) PhD travel grant for research stay €17,000
at Trinity College Dublin (Applicant: Zhenwu Jiang)
11/2024 – 11/2025
“Exploring the Impact of Algorithmic Management on Career Resilience”

(Feedback on proposal)

PhD/Postdoc/MSc Supervision

- **PhD Supervision:** Xinyu Li (graduation: 2028), Amogha Surdarshan (graduation: 2028), Moyang Guo (graduation: 2029), Shuhan Zong (graduation: 2030), Mansi Jogi (graduation: 2030)
- **PhD Committee Member:** Teng Liu (graduation: 2026), Sergei Levin (graduation: 2027), Lawrence Knell (graduation: 2027), Wenwei Zeng (graduation: 2028), Leisha Redmond McGrath (graduation: 2029), Peng Lin (graduation: 2029)
- **Postdoc Supervision:** Serhiy Kandul (2020-2024)
- **MSc Supervision:** Angeliki Kovaïou (HRM, 2025, first employer: Deloitte), Samyuktha Sathish (HRM, 2025, first employer: Willis Towers Watson), Eva Mallo (Responsible Business, 2025, first employer: Serveo), Ana Stinca (Responsible Business, 2025, first employer: Revenue). Megan Fitzpatrick (HRM, 2024; first employer: Bennett Thrasher), Neal Hodgins (HRM, 2024; first employer: Department of Social Protection), Meifei Li (HRM, 2024; first employer: BIGO), Siwen Xiang (HRM, 2024), Jonas Kloetzli (General Management, 2018; first employer: UBS); Johannes Kagerer (Management, Organisation, & Culture [MOK], 2018; first employer: Allianz), Sheila Fiedler (Accounting & Finance [MacFin], 2017; first employer: Credit Suisse), Robert Linder (Strategy & International Management [SIM], 2016; first employer: Deloitte Switzerland)
- **Teaching Assistants:** Aisling Ryan (2023-), Xinyu Li (2024-), Amogha Surdarshan (2024-), Moyang Guo (2023-)

Teaching

Executive level

Leading Teams, **Trinity Business School, Ireland** (10/2024-today), Positive Personal and Career Development, Leadership Development Module in Full-time MBA/part-time Executive MBA, **Trinity Business School, Ireland** (since 09/2024), LEAD, Leadership Development Module in Full-time MBA/ part-time Executive EMBA, **Trinity Business School, Ireland** (09/2022-8/2024), Leading People, **Trinity Business School, Ireland** (01/2023), Responsible Leadership, Custom Executive Education Program, **Trinity Business School, Ireland** (01/2023), Leading with People Analytics, Module in MBA, **Rennes School of Business, France** (12/2021), Leadership in Social Networks, Module in CAS HR Value Creation, **University of St.Gallen, Switzerland** (06/2017, 06/2018, and 06/2019); Ethics in Work and Health, Module in CAS Occupational Health, **University of Zurich/University of Lausanne, Switzerland** (06/2016, 6/2018, 9/2020)

Master level

Values-based Leadership, Graduate Core, **Trinity Business School, Ireland** (01/2025-04/2026), Developing Skills for Business Leadership, Graduate Core, **Trinity Business School, Ireland** (01/2024-today), Foundation in Positive Organizational Scholarship, Graduate Elective, **University of Konstanz, Germany** (10/2015 – 03/2016; 10/2019 – 03/2020; 11/2020 – 04/2021), **University of St.Gallen, Switzerland** (09/2018 - 02/2019; 02/2021 - 03/2021); International Business, Graduate Elective, **University of St.Gallen, Switzerland** (09/2019 – 02/2019), Human Resource Management, Graduate Core, **Handelshochschule Leipzig (HHL), Germany** (04/2016 – 02/2018)

Bachelor level

- Fundamentals in Management and Organisation, Undergraduate Core, **Trinity Business School, Ireland** (01/2025-04/2027), Conflict-Resolution and Mediation, Workshop for Laidlaw Scholars, **Trinity College Dublin, Ireland**, Personal and Professional Development, Undergraduate Core, **Trinity Business School, Ireland** (01/2023-08/2024), People Analytics and Evidence-based HRM, Undergraduate Elective, **University of Konstanz, Germany** (11/2020 – 04/2021), HRM and Organization, Undergraduate Core, **University of Konstanz, Germany** (11/2020 – 04/2021), Corporate Social Responsibility, Undergraduate Elective, **University of Konstanz, Germany** (10/2019 – 03/2020), Psychology: Motivation and Affect, Undergraduate Elective, **University of St.Gallen, Switzerland**, (09/2018 – 12/2018), Tutorial Organization and Leadership, Undergraduate Core, **University of St.Gallen, Switzerland** (09/2015 – 12/2015), Introduction to Academic Writing, Undergraduate Core, **University of St.Gallen, Switzerland** (09/2013 – 02/2018), Applied Data Analysis SPSS, Undergraduate Elective, **University of St.Gallen, Switzerland** (02/2016 – 08/2017), Tutorials for Statistics, Undergraduate Core, **University of Bremen, Germany** (09/2006 – 07/2007)

Board Membership, Scientific Reviewing Activities, and Service to the Community

Associate Editor

- Journal of Managerial Psychology (ABS: 3, 2018 – 2024)

Editorial Boards

- Journal of Management (ABS: 4*; 2025-present; included in the FT50 list)
- Journal of Business Ethics (ABS: 3; 2025 - present)
- Frontiers in Psychology (Organizational Psychology section, ABS: -, 2019 - 2022)
- Journal of Managerial Psychology (ABS: 3; 2017-2018)

Ad-hoc Reviewing

Royal Irish Academy (RIA), Swiss National Science Foundation (SNSF), Journal of Management (JOM), Journal of Management Studies (JMS), Human Resource Management Journal (HRMJ), Journal of Product Innovation Management (JPIM), European Journal of Information Systems (EJIS), Academy of Management Discoveries (AMD), Journal of Business Ethics (JoBe), Journal of the Association for Information Systems (JAIS), Socio-Economic Review (SER), Ethics & Information Technology, Applied Psychology, Organization, European Journal of Work and Organizational Psychology (EJWOP), Small Group Research (SGR), International Journal of Human Resource Management (IJHRM), Journal of Organizational Design, European Management Journal, Zeitschrift für Wirtschafts- und Unternehmensethik (zfwu), Academy of Management (AOM) Annual Meeting, Interdisciplinary Network of Group Research (INGroup) Conference, European Conference on Information Systems (ECIS)

Service to the College

- Central Fellowship Committee of Trinity College Dublin: Member (2026-2027)
- Trinity Business School Athena Swan Committee: Member (2025-2026)
- Trinity Business School Research Committee: Representative (2025-2026)
- Council for Business & Society: School representative (2024-2026)

Service to the Scholarly Community

- Academy of Management (AOM): Organizational Behavior (OB) Division: Executive Committee Member (2025-present), Chair Global Committee (2026-present), Co-Chair Global Committee (2025-2026), Global Committee Members (2020-2025), Making-Connections Committee Member (MCC, 2021-2026), Conference Award

Committee (2023-2025), Communications Team (2024-2025); HR division: Best Convention Paper Award Committee (2025), Management Education Division (MED): Evidence-based Leadership Development Award Committee (2025-present): AOM Ethics Education Committee (2024-2026)

- German Psychological Society (Deutsche Gesellschaft für Psychologie, DGPs): Young Scholar Representative of the Division Work, Organizational, and Business Psychology (AOW) (2018-2020)

Invited Talks & Presentations

- Zurich University of Applied Sciences (ZHAW), International Business Seminar Series, November 2024
- Justus-Liebig University of Giessen, Graduate Centre for Social Science, Business, and Law (GSS), October 2024
- Zurich University of Applied Sciences (ZHAW), School of Management. February 2022
- Trinity College Dublin, Trinity Business School, January 2022
- Rennes Business School, Center for AI-driven Business, December 2021
- Bielefeld University/Paderborn University, NRW research college "Design of Flexible Working Environments", November 2021
- NEOMA Business School, Reims, People and Organizations, November 2021
- University of Bochum, HR-A Networking Meeting, October 2021
- University of Groningen, School of Management, May 2020
- University of Edinburgh, Business School, April 2020
- University of Loughborough, School of Business and Economics; May 2018
- University of Konstanz, Department of Economics, June 2017
- ETH Zurich, Department of Management, Technology, and Economics, March 2017
- University of Zurich, Department of Business Administration, October 2016
- Technical University of Munich, TUM School of Management, January 2015
- University of Michigan, Center for Positive Organizations, April 2015

Conference Presentations (Selected)

Accuracy vs. Group Fairness Tradeoffs in Algorithm-based Personnel Selection

- INGroup (July 2025)
- Academy of Management (August 2024)
- Society for Business Ethics (August 2024)
- European Workshop on Algorithmic Fairness (June 2022)
- EIASM Workshop on People Analytics and Algorithmic Management (June 2022)

A Contingency Framework for the Performance Consequences of Team Boundary Management: Meta-Analyzing Three Decades of Research

- INGroup (July 2022)
- EURAM (Juni 2022) *
- VHB WK Org Workshop (March 2022)
- Academy of Management (August 2020)

*Best Paper of EURAM Organizational Behavior Team Performance Management Track

Human Connection and the Mystery of Being: Toward a Metaphysically Grounded Theory of Mutuality

- Academy of Management (August 2022)
- EURAM (July 2022)

The Effects of Organizational Demographic Faultlines

- INGroup (July 2019)*
- Academy of Management (August 2018)
- VHB WK Org Workshop (February 2018)
- European Association of Work and Organizational Psychology (May 2015)†

* Finalist for Best INGroup Conference Paper

† Finalist for Best EAWOP Paper Presentation

The Challenges of Algorithm-based HR Decision-Making for Personal Integrity

- Academy of Management (August 2018)
- Society for Business Ethics (August 2018)
- Academy of Management Special Conference Big Data (April 2018)*

* Awarded as Best Conference Paper Proposal

Why Team Boundary Work Matters

- German Academic Association for Business Research (June 2017)
- Academy of Management (August 2016) *
- INGroup (July 2014) †
- European Association of Work and Organizational Psychology (May 2013)

* Included in the AOM Annual Meeting Best Paper Proceedings

† Finalist INGroup Best Graduate Student_Paper Award

Professional Development Workshops (PDWs), Symposia, and Conferences

- AOM Organizational Behavior (OB) Doctoral Consortium (2023-2026) (Discussant)
- AOM PDW: All the World's a Stage: Theatre as a Method for Rethinking Scholarship and Teaching (2026) (Co-Organizer)
- AOM PDW: Managing Academic Collaborations (2020-2026) (Co-Organizer)
- AOM PDW: The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty (2023-2025) (Co-Organizer)
- EURAM (June 14-16, 2023): (Track Chair for Sustainability Transitions, Flows and Entrepreneurial Alterity in Global Urban Contexts)
- 12th Biennial International Conference of the Dutch HRM Network (Nov 9 -11, 2022): (Track Chair for Algorithmic Management)
- AOM PDW: Can We Do It, Yes We Can: Strategies for Non-US Scholars to Succeed in the US Job Market (2020-2022) (Organizer)
- AOM PDW: Algorithmic Management: Toward a Cross-Disciplinary Research Agenda (2021) (Co-Organizer)
- AOM PDW: Thrive! Energizing Ourselves and Others as Academics (2014-2018)
- DGPs: Young Scholar Workshop of Work, Organization, and Business Psychology (AOW) Section (2019-2021) (Mentor)
- EGOS Subtheme: The Generative Potential of Play and New Ways of Working (2017) (Co- Convenor)
- AOM Symposium: Making Work Meaningful through Play (2017) (Co-Organizer)
- AOM Symposium: Towards a Multilevel Perspective of Human Energy in Organizations (2013) (Co-Organizer)

Peer-reviewed Scientific Journals (ABS: 4*/4 and FT-50 list)

Kunisch, S., LEICHT-DEOBALD, U., Laamanen, T., Steinberg, A. S., & Ambos, B. (2026). **Practice adoption in MNCS: A Multi-level Interactionist Model of Trait Activation.** *Global Strategy Journal*, 1–49. <https://doi.org/10.1002/gsj.70014>
(*ISI 2-year Impact Factor 2025: 4.7, ABS: 4*)

LEICHT-DEOBALD, U., Backmann, J., de Vries, T. A., Weiss, M., Hohmann, S., Walter, F., Van der Vegt, G., & Hoegl, M. (2025). **A Contingency Framework for the Performance Consequences of Team Boundary Management: A Meta-Analysis of 30 Years of Research.** *Journal of Management* 5(2), 704-747.
<https://doi.org/10.1177/01492063231206107>
(*ISI 2-year Impact Factor 2025: 9.0, ABS:4*, included in the FT-50 list*)

Best Paper of European Academy of Management (EURAM) Organizational Behavior Team Performance Management Track 2022

LEICHT-DEOBALD, U., Lam, C. F., Bruch, H., Kunze, F. & Wen, W. (2022): **Team Boundary Work and Team Workload Demands: Their Interactive Effect on Team Vigor and Team Effectiveness.** *Human Resource Management* 61(4), 465-488.
<https://doi.org/10.1002/hrm.22104>
(*ISI 2-year Impact Factor 2025: 9.0, ABS: 4; included in the FT-50 list*)

Nominated for the Interdisciplinary Network for Group Research (INGroup) Best Graduate Student Award 2014 and included in the Academy of Management (AOM) Annual Meeting Best Paper Proceedings 2016

Giermindl, L., Strich, F., Christ, O., LEICHT-DEOBALD, U. & Redzepi, A. (2022). **The Dark Sides of People Analytics: Reviewing the Perils for Organisations and Employees.** *European Journal of Information Systems* 31(3), 410-435.
<https://doi.org/10.1080/0960085X.2021.1927213>
(*ISI 2-year Impact Factor 2025: 8.6, ABS: 4*)

Second most downloaded paper of the European Journal of Information Systems (EJIS) in 2023 and 2024.

Cited by policy reports of the Organisation for Economic Co-operation and Development (OECD, [2023](#)), the International Organisation of Employers (IOE, [2024](#)), and the Australian House of Representatives Standing Committee on Employment, Education and Training Inquiry into the Digital Transformation of Workplaces ([2024](#))

LEICHT-DEOBALD, U., Huettermann, H., Bruch, H., & Lawrence, B. (2021). **Organizational Demographic Faultlines: Their Impact on Collective Organizational Identification, Firm Performance, and Firm Innovation.** *Journal of Management Studies*, 58: 2240-2274. <https://doi.org/10.1111/joms.12747>
(*ISI 2-year Impact Factor 2025: 6.4, ABS: 4; included in the FT-50 list*)

Finalist for Interdisciplinary Network for Group Research (INGroup) Best Conference Paper 2019

Finalist for the Best Oral Presentation at the European Association of Work and Organizational Psychology (EAWOP) Conference 2015

Ambos, B., Kunisch, S., LEICHT-DEOBALD, U., & Schulte-Steinberg, A. (2019): **Unraveling Agency Relations inside the MNC: Socialization and Second Principals in Headquarters-Subsidiary Relations.** *Journal of World Business* 54(2), 67-81.
<https://doi.org/10.1016/j.jwb.2018.10.001>
(*ISI 2-year Impact Factor 2025: 8.8, ABS: 4*)

All authors contributed equally to the manuscript.

Håkanson, L., Ambos, B., Schuster, A. & LEICHT-DEOBALD, U. (2016). **The Psychology of Psychic Distance: Antecedents of Asymmetric Perceptions.** Journal of World Business 51(2), 308– 318. <https://doi.org/10.1016/j.jwb.2015.11.005>
(ISI 2-year Impact Factor 2025: 8.8, ABS: 4)

Peer-reviewed Scientific Journals (ABS: 3 and below)

Yao, Z., Fu, N., & LEICHT-DEOBALD, U. (2026). **The Dark Side of Guanxi HRM Practices: Moral Disengagement and Unethical Pro-Supervisor Behavior.** Journal of Business Ethics. <https://doi.org/10.1007/s10551-026-06245-4>
(ISI 2-year Impact Factor 2025: 6.7, ABS: 3)

Kandul, S., Hertweck, C., & LEICHT-DEOBALD, U. (2026). **Utility on the Brain: Empirical Investigation of a Utility-based Evaluation Framework on Fairness Perceptions of Algorithmic Decisions.** AI and Ethics 6 (29), 1-15.
<https://doi.org/10.1007/s43681-025-00854-x>
(ISI 2-year Impact Factor 2025: 6.1, ABS: -)

Cameron, L., Lamers, L., LEICHT-DEOBALD, U., Lutz, C., Meijerink, J., Möhlmann, M. (2023). **Algorithmic Management: Its Implications for Information Systems Research.** Communications of the Association for Information Systems 52, 518-537.
<https://doi.org/10.17705/1CAIS.05221>
(ISI 2-year Impact Factor 2025: 2.2, ABS: 2)

All authors contributed equally to the manuscript.

Cited by a policy report of the International Labour Organization (ILO, [2024](#)),

Schafheitle, S., Weibel, A., Ebert, I., Kasper, G., Schank, C. & LEICHT-DEOBALD, U. (2020). **No Stone Left Unturned? Towards a Framework on the Impact of Datafication Technologies on Organizational Control.** Academy of Management Discoveries 6(3), 455-487. <https://doi.org/10.5465/amd.2019.0002>
(ISI 2-year Impact Factor 2025: 4.8, ABS: 3)

Cited by a policy report of the Joint Research Centre of the European Commission ([2021](#)).

LEICHT-DEOBALD, U., Busch, T., Schank, C., Weibel, A., Schafheitle, S., Wildhaber, I. & Kasper, G. (2019). **The Challenges of Algorithm-based HR Decision-Making for Personal Integrity.** Journal of Business Ethics 160(2), 377–392.
<https://doi.org/10.1007/s10551-019-04204-w>
(ISI 2-year Impact Factor 2025: 6.7, ABS: 3)

Best Conference Paper Proposal Awards at the Academy of Management (AOM) Big Data and Managing in a Digital Economy Conference 2018

Cited by policy reports of the Dutch Ministry of Justice and Security (JenV) to the Dutch Parliament (2020), the International Labour Organization (ILO, [2022](#)), the European Foundation for the Improvement of Living and Working Conditions (Eurofound, [2022](#)), the Panel for the Future of Science and Technology (STOA) for the European Parliament ([2022](#)), the Organisation for Economic Co-operation and Development (OECD, [2022](#)), the European Agency for Safety and Health at Work (EU-OSHA, [2022](#)), the Swedish Equality Ombudsman ([2023](#)), and the Danish Data Ethics Council (2024).

Reprint in: Kirsten Martin, Katie Shilton, & Jeffrey Smith (ed.), **Business and the Ethical Implications of Technology.** Springer (71-86). https://doi.org/10.1007/978-3-031-18794-0_5

Ambos, B., LEICHT-DEOBALD, U., & Leinemann, A. (2019): **Understanding the Formation of Psychic Distance Perceptions: Are Country-level or Individual-level Factors More Important?** *International Business Review* 28, 660-671.
<https://doi.org/10.1016/j.ibusrev.2019.01.003>
(ISI 2-year Impact Factor 2025: 6.1, ABS: 3)

LEICHT-DEOBALD, U., Bruch, H., Boenke, L., Stevense, A. Bajbouj, M., & Grimm, S. (2018): **Work-related Social Support Modulates Effects of Early Life Stress on Limbic Reactivity during Stress.** *Brain Imaging and Behavior*, 12(5), 1405-1418.
<https://doi.org/10.1007/s11682-017-9810-z>
(ISI 2-year Impact Factor 2025: 2.4, ABS: n.a.)

Peer-reviewed Conference Proceeding

LEICHT-DEOBALD, U. & Lam, C. F. (2016). **Why Team Boundary Work Matters: A Moderated Mediation Model of Team Boundary Activities, Team Emotional Energy, and Team Innovation.** In John Humphreys (Ed.), *Proceedings of the Seventy-sixth Annual Meeting of the Academy of Management*.
<https://doi.org/10.5465/ambpp.2016.296>

Peer-reviewed Practitioner-oriented Articles

LEICHT-DEOBALD, U., & Lins, N. (2017): **Innovation im Verborgenen: Dezentrales Innovationsmanagement durch Bootlegging-Projekte bei der AUDI AG.** [Hidden Innovation: Decentralized Innovation Management through Bootlegging-Projects at the AUDI AG]. *Organisationsentwicklung* (1), 65-70.

LEICHT-DEOBALD, U., Bruch, H., & Mainert, J. (2015): **Team Boundary Management: Wie man Teams vor Überforderung schützt** [Team Boundary Management: How Teams Can Shield Themselves from Overload]. *Zeitschrift für Führung und Organisation* (5), 314-318.

Equally contributing authors

Non-refereed Articles

Reiter, J., Frank, M., Schubert, A. -L. & LEICHT-DEOBALD, U. (2021). **Konflikterfahrungen bei der Vergabe von Autor*innenschaften aus der Sicht von Forscher*innen und Studierenden** [Conflict experiences in the allocation of authorships from the perspective of researchers and students] *Integrity and incentive systems discussion forum of German Psychological Society (DGPs)*.

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