

Curriculum Vitae – Dr. Steffen Burkert

Contact

Institute for Human Capital Management
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Academic Positions

03/2023 – present	Assistant Professor LMU Munich, Munich School of Management Chair: Prof. Dr. Ingo Weller, Institute for Human Capital Management
06/2018 – 02/2023	Research assistant and doctoral student LMU Munich, Munich School of Management Chair: Prof. Dr. Ingo Weller, Institute for Human Capital Management

Education

06/2018 – 02/2023	PhD in Business Administration (Dr. Oec. Publ.), LMU Munich Munich School of Management Supervisor: Prof. Ingo Weller
06/2018 – 03/2021	Master of Business Research in Business Administration, LMU Munich
10/2015 – 03/2018	Master of Science in Economics, LMU Munich
10/2012 – 09/2015	Bachelor of Science in Economics, University of Konstanz

Work in Progress

- CSR Metrics and Compensation Peer Groups: Separating Selection from Influence, with Robert Kâse, Marco Tonellato, and Ingo Weller.
- Compensation Benchmarking, Compensation Similarity, and Executive Mobility, with Robert Kâse, Marco Tonellato, and Ingo Weller.
- Relative Performance Evaluation and Peer Imitation, with Nina Schwaiger.
- Initial CEO Performance and CEO dismissal, with Yannik Gehrke.
- Pay Design Dispersion and Executive Turnover, with Tobias Oberpaul, Ingo Weller, and Jason Shaw.
- The Quest for CSR Strategic Orientation: Unpacking the Role of CEO Attention, together with Marco Tonellato.
- CEO similarity and Peer Imitation, with Alejandro Carillo Hermida.

Publications

- Burkert, S., Oberpaul, T., Tichy, N., & Weller, I. (2023). Executive Compensation Complexity and Firm Performance. *Academy of Management Discoveries*, in press.

Awards and Prizes

- Burkert, S., Kâse, R., Tonellato, M. 2020. CSR Metrics and Compensation Peer Groups: Separating Selection from Influence. Best Paper (finalist). 80th Annual Meeting of the Academy of Management, Vancouver. HR Division
- Burkert, S., Schwaiger, N. 2021. Relative Performance Evaluation, Strategy Imitation, and Firm Performance. Best Paper (finalist). 81th Annual Meeting of the Academy of Management, Virtual Conference. Strategy Division

Professional Service

- Invited Reviewer: Academy of Management Journal, Academy of Management Discoveries, International Journal of Human Resource Management
- Member: Academy of Management

Conference Presentations

- Burkert, S. 2019. Relative Performance Evaluation: An Overview and Research Agenda. Paper presented at the 79th Annual Meeting of the Academy of Management, Boston (MA). HR Division.
- Burkert, S., Kâse, R., Tonellato, M., and Weller, I. 2019. Compensation peer groups and executive turnover. Paper presented at the 79th Annual Meeting of the Academy of Management, Boston (MA). HR Division.
- Burkert, S., Kâse, R., Tonellato, M. 2020. CSR Metrics and compensation peer groups: Separating selection from influence. Paper presented at the 80th Annual Meeting of the Academy of Management, Vancouver. HR Division.
- Burkert, S., Goebel, L., Tichy, N. 2020. Walk the Talk: The Effects of firms' multidimensional CSR on worker effort. Paper presented at the 80th Annual Meeting of the Academy of Management, Vancouver. HR Division.
- Burkert, S., Goebel, L. 2021. Female Supervisors and their influence on organizational practices and employer attachment. Paper presented at the 81th Annual Meeting of the Academy of Management, Virtual. HR Division.
- Burkert, S., Schwaiger, N. 2021. Relative Performance Evaluation, Strategy Imitation, and Firm Performance. Paper presented at the 81th Annual Meeting of the Academy of Management, Virtual. HR Division.
- Burkert, S., Schwaiger, N. 2022. Relative Performance Evaluation, Strategy Imitation, and Firm Performance. Paper presented at the Annual Meeting of the American Accounting Association, Portland.
- Burkert, S., Schwaiger, N. 2022. Relative Performance Evaluation, Strategy Imitation, and Firm Performance. Paper presented at the European Accounting Association, Bergen.
- Burkert S. The Differential Effects of CEO Personality on Strategic Conformity. Paper presented at the 82th Annual Meeting of the Academy of Management, Seattle.

- Burkert S., Kâse, R., Tonellato, M., and Weller, I. 2022. Constructing a “Relational Cage”: Compensation Benchmarking, Compensation Similarity, and Executive Mobility. Paper presented at the 82th Annual Meeting of the Academy of Management, Seattle.
- Burkert, S., Tonellato, M. 2022. The Quest for CSR Strategic Orientation: Unpacking the Role of CEO Attention. Paper presented at the 82th Annual Meeting of the Academy of Management, Seattle.

Teaching

- Main Seminar Current Topics in HRM (B.Sc.): 2018/2019, 2019, 2019/2020; 2020, 2020/2021, 2021/22, 2022
- Tutorial Human Resource Management Basics (B.Sc.): 2019, 2020, 2021, 2022
- Leadership, HR, and International Management (M.Sc.): 2022/2023
- CSR and HRM (M.Sc.): 2022/2023
- Supervision of Bachelor and Master Theses

Munich, April 2023