

Curriculum Vitae

Torsten-Oliver Salge, Ph.D.

Institute for Technology and Innovation Management

TIME Research Area

RWTH Aachen University

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Academic Employment

- Since 04/2013 **Full Professor** of Strategy, Innovation and Organization and Co-Director of the Institute for Technology and Innovation Management, TIME Research Area, School of Business and Economics, RWTH Aachen University, Germany
- 10/2012-03/2013 **Interim Professor**, Organizational and Personnel Economics, Mercator School of Management, University of Duisburg-Essen
- 12/2009-09/2012 **Junior-Professor**, Management and Innovation, Faculty of Management and Economics, Ruhr-University Bochum, Germany
- 07/2009-11/2009 **Post-Doctoral Research Associate**, Judge Business School, University of Cambridge, UK
- 01/2007-04/2008 **Teaching Assistant**, Judge Business School, University of Cambridge, UK

Offers of Professorships

- 03/2013 **University of Duisburg-Essen**, Mercator School of Management, Germany, (1st place on list, declined)
- 01/2013 **RWTH Aachen University**, School of Business and Economics, Germany, (1st place, accepted)
- 11/2012 **University of Passau**, Faculty of Business Administration and Economics, Germany, (1st place, declined)
- 06/2012 **University of Strasbourg**, EM Strasbourg Business School, France, (1st place, declined)

Visiting Positions

Since 10/2018	Fellow , Cambridge Digital Innovation, Hughes Hall, University of Cambridge, England
02/2014-03/2014	Visiting Professor , Department for Management and International Business, Auckland Business School, University of Auckland, New Zealand
02/2012-03/2012	Visiting Professor , Department for Organizational Behaviour, IAE Business School, Universidad Austral, Argentina
09/2011-12/2011	Visiting Professor , Department for Management and International Business, Auckland Business School, University of Auckland, New Zealand
08/2010-10/2010	Visiting Scholar , Department for Technology and Innovation Management, Judge Business School, University of Cambridge, UK
05/2009-07/2009	Visiting Scholar , Department for Health Economics, The Wharton School, University of Pennsylvania, US
09/2008-12/2008	Visiting Scholar , Department for Organizational Behaviour, Said Business School, University of Oxford, UK

Education

07/2015-02/2016	Certificate on Participant-Centred Learning , Harvard Business School, Harvard University, US and India
10/2006-06/2009	Ph.D. (Doctor of Philosophy) in Management, Department for Technology and Innovation Management, Judge Business School, University of Cambridge, UK
09/2005-09/2006	M.Phil. (Master of Philosophy) with distinction in Innovation, Strategy and Organization, Judge Business School, University of Cambridge, UK
09/2001-08/2005	Diploma in Management with distinction, ESC Reims (France), ESB Reutlingen (Germany), Bocconi University and Università Cattolica (both Italy)
06/2000	Abitur with distinction in Mathematics, English, French and Geography, Werner-Heisenberg Gymnasium, Leverkusen, Germany

Academic Honors and Awards

2016	Best Paper Proceedings , Organizational Communication and Information Systems (OCIS) Division, Academy of Management Nominated for the European Research Paper of the Year 2016 , CIONET
2015	Best Paper Proceedings , Organizational Communication and Information Systems (OCIS) Division, Academy of Management
2014	Shortlisted for the SMS Best Conference Paper Award , Strategic Management Society
2013	Best Paper Proceedings , Technology and Innovation Management (TIM) Division, Academy of Management Shortlisted for the SMS Best Conference Paper for Practice Implications , Strategic Management Society

Academic Honors and Awards (continued)

2012	Best Convention Paper Award , Human Resources (HR) Division, Academy of Management Best Paper Proceedings , HR Division, Academy of Management Shortlisted for the TUM Research Excellence Award
2011	Knut Holt Best Paper Award for the best overall conference paper, International Society for Professional Innovation Management (ISPIM) Best Interactive Paper Award , OCIS Division, Academy of Management
2010	Charles H. Levine Award for the best conference paper Public and Non-Profit (PNP) Division, Academy of Management Nomination for the William H. Newman Award for the best single-authored paper based on a doctoral dissertation of the entire Academy of Management
2009	Best Overall Conference Paper Award , Said Business School, University of Oxford, UK
2008	Best Overall Conference Paper Award , Judge Business School, University of Cambridge, UK
2006	Scholarship of the Economic and Social Research Council (3 years) Scholarship of the Benavitch Foundation , St. Catharine's College (3 years) Scholarship of the Cambridge European Trust (3 years)
2005	Scholarship of the German Academic Exchange Service (DAAD) Scholarship of the Hölderlin Foundation
2001	Scholarship of the German National Academic Foundation (Studienstiftung des Deutschen Volkes - 5 years)

Selected External Funding

DFG	Microfoundations of Error Reporting (150k EUR, with Christine Harbring)
BMBF	Impro (320k EUR) InnoMetrics (260k EUR) VIP Organo (120k EUR) VIP Weavolution (100k EUR) VIP+ Silica-Aero (110k EUR)
BMJV	Data Privacy in the Digital Age (80k)
VARIOUS	Start-up Relationship Management (Automotive: 400k EUR) Learning from Failure in Healthcare (Jackstädt Foundation: 80k EUR) Patient Complaints (Verbraucherzentrale NRW: 25k EUR)

Administrative Responsibilities

Since 2016	Academic Director of the Program Master of Management and Engineering (MME) in Technology, Innovation, Marketing and Entrepreneurship (TIME), RWTH Aachen University, Germany
Since 2015	Head of the Aachen International Summer School (ACISS) in Research Methods, RWTH Aachen University, Germany Academic Director of the Executive Education Program on Research Management, RWTH Aachen University, Germany
Since 2013	Head of the Faculty Committee for Blended Learning , RWTH Aachen University, Germany Head of the Working Group for the Improvement of the PhD Program , RWTH Aachen University, Germany Member of the Board of Examiners for the Master Programs in Business Administration and in Management, RWTH Aachen University, Germany Member of the Doctoral Board , RWTH Aachen University, Germany
01/2011-09/2012	Member of the Research Committee , Ruhr-University Bochum, Germany

Memberships and Service

Member	Academy of Management, Darwin Society, German Academic Association for Business Research, Strategic Management Society, St. Catherine's Society
Reviewer	<i>Information Systems Research, MIS Quarterly (all VHB A+), Journal of Management Studies, Journal of Product Innovation Management, Journal of Public Administration Research and Theory, Journal of the Association of Information Systems, Research Policy (all VHB A), British Journal of Management, Healthcare Management Review, International Journal of Innovation Management, Public Administration, Public Administration Review, Public Management Review (all VHB B)</i>
Associate Editor	International Conference on Information Systems (ICIS 2014; ICIS 2016)

Teaching Experience

Bachelor	Introduction to Business Administration, Foundations of Strategic Management, Innovation Management
Master	Corporate Governance, Innovation Management, Innovation Research Seminar, Introduction to Management Research, Organization Theory, Quantitative Innovation Research, Seminar on Personnel Economics, Strategic Technology Management
Executive	Organizing for Innovation, Strategic Management, Strategic Technology Management, Technology and Innovation Management
Digital	Strategic Management: From Intuition to Insight, Strategic Management: From Insight to Decision (both as MOOCs on edX with cumulated 10k+ participants)

Professional and Consulting Experience

Since 2007	Collaborative research or consulting projects among others with Bertelsmann Foundation, BMW, Ergo, Hospital Bardenberg, Siemens, TomTom (Germany), Cambridge University Hospitals, National Health Service and Thomson Reuters (all UK)
2000-2006	Professional and project experience among others with McKinsey, Infineon, Roche Diagnostics, Umweltkontor (all Germany), German Technical Corporation (South Africa), KPMG (France), WestLB (Luxemburg) and Young Enterprise East (UK)

Languages

German	Mother Tongue
English	C2 – Advanced Proficiency
French	B1 – Intermediate Level
Italian	A2 – Basic Level
Spanish	A1 – Basic Level

Research Interests

Collaboration across disciplinary, organizational and institutional boundaries
Organizational learning from performance feedback
Organizational search and problem-solving
Strategic HRM and employee well-being
Technology legitimation, adoption and payoff

Selected Publications in Technology and Innovation Management Journals

“VHB” and “ABS” refer to the current journal ranking of the German Academic Association for Business Research and the Association of Business Schools. ISI refers to the last available impact factor.

	VHB	ABS	ISI
Hopp, C., Antons, D., Kaminski, J. & <u>Salge, T.O.</u> (2018), Disruptive Innovation: Conceptual Foundations, Empirical Evidence, and Research Opportunities in the Digital Age, <i>Journal of Product Innovation Management</i> , 35(3), 446-457.	A	4	4.31
Hopp, C., Antons, D., Kaminski, J. & <u>Salge, T.O.</u> (2018), The Topic Landscape of Disruption Research: A Call for Consolidation, Reconciliation, and Generalization. <i>Journal of Product Innovation Management</i> , 35(3), 458-487.	A	4	4.31
Foege, J.N., Piening, E.P. & <u>Salge, T.O.</u> (2017), Don't Get Caught on the Wrong Foot: A Resource-Based Perspective on Imitation Threats in Innovation Partnerships, <i>International Journal of Innovation Management</i> , 21(2).	B	2	1.55
Antons, D., Kleer, R. & <u>Salge, T.O.</u> (2016), Mapping the Topic Landscape of JPIM, 1984-2013: In Search of Hidden Structures and Development Trajectories. <i>Journal of Product Innovation Management</i> , 33(6), 726-749.	A	4	4.31
<u>Salge, T.O.</u> , Kohli, R. & Barrett, M. (2015), Investing in Information Systems: On the Behavioral and Institutional Search Mechanisms Underpinning Hospitals' IS Investment Decisions. <i>MIS Quarterly</i> , 39(1), 61-89.	A+	4*	5.31
Gesing, J., Antons, D., Piening, E. Rese, M. & <u>Salge, T.O.</u> (2015), Joining Forces or Going for it Alone? On the Interplay among External Collaboration Partner Types, Interfirm Governance Modes, and Internal R&D. <i>Journal of Product Innovation Management</i> , 32(3), 424-440.	A	4	4.31
Piening, E. & <u>Salge, T.O.</u> (2015), Understanding the Antecedents, Contingencies, and Performance Implications of Process Innovation: A Dynamic Capabilities Perspective. <i>Journal of Product Innovation Management</i> , 32(1), 424-440.	A	4	4.31
<u>Salge, T.O.</u> , Farchi, T., Barrett, M. & Dopson, S. (2013), When Does Search Openness Really Matter? A Contingency Study of Health Care Innovation Projects. <i>Journal of Product Innovation Management</i> , 30(4), 659-676.	A	4	4.31
<u>Salge, T.O.</u> , Bohné, T.M., Farchi, T. & Piening, E. (2012), Harnessing the Value of Open Innovation: The Moderating Role of Innovation Management. <i>International Journal of Innovation Management</i> , 16(3).	B	2	1.55
<u>Salge, T.O.</u> (2012), The Temporal Trajectories of Innovative Search: Insights from Public Hospital Services, <i>Research Policy</i> , 41(4), 720-733.	A	4	3.12

Selected Publications in General Management and OB Journals

“VHB” and “ABS” refer to the current journal ranking of the German Academic Association for Business Research and the Association of Business Schools. ISI refers to the last available impact factor.

	VHB	ABS	ISI
Piening, E.P., <u>Salge, T.O.</u> , Antons, D. & Kreiner, G. (2018), Standing Together or Falling Apart? Understanding Employees' Responses to Organizational Identity Threats. <i>Academy of Management Review</i> , forthcoming.	A+	4*	8.85
Antons, D., Joshi, A. & <u>Salge, T.O.</u> (2018), Content, Contribution, and Knowledge Consumption: Uncovering Hidden Topic Structures and Rhetorical Signals in Scientific Texts. <i>Journal of Management</i> , forthcoming.	A	4*	7.73
Piening, E.P., <u>Salge, T.O.</u> & Schäfer, S. (2016), Innovating Across Boundaries: A Portfolio Perspective on Innovation Partnerships of Multinational Corporations, <i>Journal of World Business</i> , 51(3) 474-485.	B	4	2.38
Piening, E.P., McCandless Baluch, A. & <u>Salge, T.O.</u> (2013), The Relationship between Employees' Perceptions of HR Systems and Organizational Performance: Examining Mediating Mechanisms and Temporal Dynamics. <i>Journal of Applied Psychology</i> , 98(6), 926-947.	A	4	4.80
<u>Salge, T.O.</u> & Vera, A. (2013), Small Steps that Matter: Incremental Learning, Slack Resources and Organizational Performance, <i>British Journal of Management</i> , 24(2), 156-173.	B	4	1.58
McCandless Baluch, A., <u>Salge, T.O.</u> & Piening, E.P. (2013), Untangling the Relationship between HRM and Hospital Performance: The Mediating Role of Attitudinal and Behavioral HR Outcomes. <i>International Journal of Human Resource Management</i> , 24(6), 3038-3061.	B	3	0.92

Selected Publications General, Public, and Health Service Journals

“VHB” and “ABS” refer to the current journal ranking of the German Academic Association for Business Research and the Association of Business Schools. ISI refers to the last available impact factor.

	VHB	ABS	ISI
Vera, A., Petratos, P. & <u>Salge, T.O.</u> (2018), A Widening Gap? Static and Dynamic Performance Differences between Specialist and General Hospitals, <i>Health Care Management Science</i> , 21(1), 25-36.	A	2	1.44
<u>Salge, T.O.</u> , Antons, D., Cichy, P., Foege, N., Hannen, J. & Hütten, A. (2018), Giving Voice to All Patients: On Patients at the Margins and their Intention and Perceived Ability to Complain, <i>Health Care Management Review</i> , 43(2), 126-137.	B	2	1.61
<u>Salge, T.O.</u> , Vera, A., Antons, D., & Cimiotti, J. (2017), Fighting MRSA Infections in Hospital Care: How Organizational Factors Matter, <i>Health Services Research</i> , 52(1), 959-983.	A	3	2.49
Farchi, T. & <u>Salge, T.O.</u> (2017), Shaping Innovation in Health Care: A Content Analysis of Innovation Policies in the English NHS, 1948–2015, <i>Social Science & Medicine</i> , 192, 143-151.	k.R.	4	2.80
Breidbach, C., Antons, D. & <u>Salge, T.O.</u> (2016), Seamless Service? On The Role and Impact of Service Orchestrators in Human-Centered Service Systems, <i>Journal of Service Research</i> , 19(4), 458-476.	A	4	2.46
<u>Salge, T.O.</u> & Vera, A. (2012), Benefiting from Public Sector Innovation: The Moderating Role of Customer and Learning Orientation, <i>Public Administration Review</i> , 74(4), 550-559.	B	4	1.97
<u>Salge, T.O.</u> (2011), A Behavioral Model of Innovative Search: Evidence from Public Hospital Services, <i>Journal of Public Administration Research and Theory</i> , 21(1), 181-210.	A	4	2.83
<u>Salge, T.O.</u> & Vera, A. (2009), Hospital Innovativeness and Organizational Performance: Evidence from English Public Acute Care, <i>Health Care Management Review</i> , 34(1), 54-67.	B	2	1.61

Selected Publications in Peer-Reviewed Conference Proceedings

Rüdiger, M., Antons, D. & Salge, T.O. (2018), Unpacking Impact in Science: The Explanatory Power of Citations, in *Proceedings of the 39th International Conference on Information Systems (ICIS)*. **[VHB-Ranking: A]**

Brust, L., Breidbach, C., Antons, D. & Salge, T.O. (2017), Service- Dominant Logic and Information Systems Research: A Review and Analysis Using Topic Modelling, in *Proceedings of the 38th International Conference on Information Systems (ICIS)*. **[VHB-Ranking: A]**

Cichy, P., Salge, T.O. (2017), Creating Value from Personal Data: On the Legitimacy of Business Practices in the Field of Internet-Enabled Services, in: *Proceedings of the 38th International Conference on Information Systems (ICIS)*. **[VHB-Ranking: A]**

Polykarpou, S., Barrett, M., Oborn, E., Kohli, R. & Salge, T.O. (2016) The Business Value of Health IT: Towards a Multidimensional Perspective. In Leslie A.Toombs (Ed.), *Best Paper Proceedings of the 75th Annual Meeting of the Academy of Management* (CD).

Cichy, P., Salge, T.O. (2015), The Evolution of Privacy Norms: Mapping 35 Years of Technology-Related Privacy Discourse, 1980-2014, in: *Proceedings of the 36th International Conference on Information Systems (ICIS)*. **[VHB-Ranking: A]**

Antons, D., Salge, T.O., Kohli, R., Barrett, M. & Oborn, E. (2015). The Social Value of Information Technology: How IT Investments Enhance Hospital Reputation. In Leslie A.Toombs (Ed.), *Best Paper Proceedings of the 75th Annual Meeting of the Academy of Management* (CD).

Cichy, P., Salge, T.O., Kohli, R. (2014), Extending the Privacy Calculus: The Role of Psychological Ownership, in: *Proceedings of the 35th International Conference on Information Systems (ICIS)*. **[VHB-Ranking: A]**

Salge, T.O., Piening, E.P., & Foege, N. (2013). Exploring the Dark Side of Innovation Collaboration: A Resource-Based Perspective. In Leslie A.Toombs (Ed.), *Best Paper Proceedings of the 73rd Annual Meeting of the Academy of Management* (CD), ISSN 1543-8643.

Piening, E.P., Baluch, A.M. & Salge, T.O. (2012). Linking Employees' HR System Perceptions, HR Outcomes and Performance: A Longitudinal Study. In Leslie A. Toombs (Ed.), *Best Paper Proceedings of the 72nd Annual Meeting of the Academy of Management* (CD), ISSN 1543-8643