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Personal Information

Dr. Iris Seidemann
 Senior Research Fellow
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 German Citizenship

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Languages: German (native speaker), English (business fluent), Dutch (basic knowledge), Spanish (basic knowledge), Latin proficiency certificate

Core Research & Teaching Expertise

- Emergence and management of organizational tensions and competing strategic demands
- Grand challenges and wicked problems of sustainable development and climate adaptation
- Network governance and multi-stakeholder cooperation
- Ethnography in extreme contexts, practice lens, interdisciplinarity

CURRICULUM VITAE

Education

- | | |
|-------------------|--|
| 10/2019 – 09/2023 | Dr. rer. pol. (<i>summa cum laude</i> ; date of defense: 22nd June 2023), University of Hamburg, Graduate School of the Faculty of Business, Economics and Social Sciences, Germany; PhD thesis: <i>Practicing Organizational Tensions: Towards an Understanding of Paradoxes of Legitimacy, Scaling and Temporality in Tackling Grand Challenges</i> , 1 st advisor: Prof. Dr. Daniel Geiger, 2 nd advisor: Prof. Dr. Rick Vogel |
| 10/2017 – 09/2019 | M.Sc. Interdisciplinary Public and Nonprofit Studies (<i>with distinction</i>), University of Hamburg |
| 10/2010 – 04/2014 | B.A. Governance and Public Policy , University of Passau |

Academic Positions

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|--------------|---|
| From 09/2023 | Senior Research Fellow (full-time), University of Hamburg <ul style="list-style-type: none"> ▪ Transdisciplinary Project: <i>Resilience building through multi-stakeholder engagement in anticipatory action for climate-induced disaster</i> (REBUMAA), third-party funded for 3 years (EUR 5.8 million) ▪ Project partners: International Federation of the Red Cross (IFRC), partner universities in Nigeria, Benin, and Togo |
|--------------|---|

- 10/2019 – 08/2023 **Research Assistant** (full-time), University of Hamburg, School of Business, Economics and Social Science, Chair for Organization Studies (Prof. Dr. Daniel Geiger)
- 01/2014 – 04/2014 **Student Assistant** (part-time), University of Passau, School of Humanities and Cultural Studies, Jean Monnet Chair of European Politics (Prof. Dr. Daniel Göler)

Non-Academic Work Experience

- 10/2017 – 09/2019 **Working Student**, FASHION CLOUD GmbH, Hamburg, Amsterdam (CRM, team development, product training)
- 02/2017 – 05/2017 **Sales Manager**, FASHION CLOUD GmbH, Hamburg, Amsterdam (Account management, acquisition)
- 04/2015 – 01/2017 **Head of Department**, Peek & Cloppenburg KG, Regensburg (Personnel leadership & development, budget and shop floor planning, management development program, health coordinator)
- 07/2014 – 03/2015 **Fashion Management Trainee**, Peek & Cloppenburg KG

Organizational Citizenship & Community Engagement (Selection)

- From 02/2025 **Co-Organizer Paradox Mentoring Program** with Stephanie Schrage, Carolin Waldner, and Mirjam Langenbacher
- 07/2025 (upcoming) **Co-organizer Professional Development Workshop** (PDW) “Unpacking Ethical Dilemmas in Grand Challenge Research” at the 85th Annual Meeting of the Academy of Management, Copenhagen
- 07/2025 (upcoming) **Co-organizer EGOS** (European Group of Organization Studies) **Subtheme 40** “Practicing Natural Disasters” with Paula Jarzabkowski and Fannie Couture
- 03/2025 **Co-organizer PREP** (Paradox Research Education Practice) Conference
- From 10/2024: **Postdoc Representative** on the Board of the Graduate School of the Faculty of Business, Economics, and Social Sciences
- 08/2023 **Co-organizer Professional Development Workshop** (PDW) 437 “Globalizing Paradox Theory and Research” at the 83rd Annual Meeting of the Academy of Management, Boston
- 05/2022 – 05/2023 **Lead of PhD Paradox Reading Group**
- 03/2022 **Co-organizer PhD Paradox Reading Group Meeting** in Copenhagen
- **Member of the Academy of Management:** Organization and Management Division (OMT), Public and Non-profit Division (PNP),
 - **Member of the European Group of Organization Studies** (EGOS)
 - **Scientific Reviewing** for Organization & Environment, Journal of Management Inquiry, Journal of Management Studies, Organization Theory

Funded Research Projects

- 07/2023 – 10/2026 **Resilience building through multi-stakeholder engagement in anticipatory action for climate-induced disaster** ([REBUMAA](#)): Funded by the International Development Research Centre (Canada) and Foreign, Commonwealth and Development Office (UK); EUR 5.8 million, co-led by the University of Hamburg (Prof. Dr. Daniel Geiger), and the IFRC (Francis Salako)
- Co-PI at the University of Hamburg: Involvement in proposal writing, project management, reporting, monitoring, and evaluation

Supervision of Bachelor and Master Theses

Bachelor Theses

- Maximilian Sattler (2023), Vanessa Haase (2023), Jule Marie Neumann (2022), Konstantin Dammas (2022), Lorena Mullaj (2022), Susan Tedja (2022), Bea Neumann (2022), Sahra Rahimizadeh (2022), Julian Albers (2021), Tu Anh Doan (2021), Tanja Peil (2021), Michelle Vuruna (2021)

Master Theses

- Angelique Moa Barrero (2023), Clara Walter (2022), Theresa Lang (2022), Veronika Sara El-Hawari (2022), Arwa Mohamed Osman Idris (2020)

Teaching Experience

Executive Teaching (* indicates co-teaching)

- *Organization and Change Management*, MBA General Management (summer term 2025): teaching, grading

Master-level Courses (* indicates co-teaching)

- *Novel Pathways for Governing Wicked Problems in Sustainability* (summer term 2025): course development & design, teaching, grading
- *Qualitative Methods of Empirical Research* (summer term 2022, 2023) *: teaching, grading
- *Organizational Theories and Organizational Development* [Organisationstheorie und -Entwicklung] (summer term 2020, 2021, 2023) *: course design & development, teaching, grading
- *International Organizations* (winter term 2020/21, 2021/22, 2022/23) *: teaching, grading
- *Introduction into Philosophy of Science: Truth and Methods in a World of "Fake News"* (winter term 2020/21, 2022/23) *: course development & design, teaching, grading
- *Organizational Structures, Processes and Culture* (winter term 2019/20) *: teaching, grading

Bachelor-level Courses (* indicates co-teaching)

- Foundation Course Organizational Theory [Grundkurs Organisation] (summer term 2020, 2021, 2022, 2023) *: teaching, grading
- Foundation Course in Business Administration [Grundkurs BWL] (winter term 2019/20, 2021/22, 2022/23) *: teaching, grading

Awards and Nominations

- Best Paper in the 83rd AOM Proceedings: Seidemann, I., Geiger, D., & Harborth, L.: "System Level Dynamics in the Emergence and Navigation of Multi-Actor Paradoxes"
- Nomination OMT Responsible Research Award: Seidemann, I., Geiger, D., & Harborth, L.: "System Level Dynamics in the Emergence and Navigation of Multi-Actor Paradoxes", 83rd Annual Meeting of the Academy of Management, 2023
- Nomination EGOS Best Student Paper Award: Seidemann, I.: "The Process of Repairing Organizational Legitimacy: Toward an Understanding of the Paradoxical Nature of Legitimacy Repair", 36th EGOS Colloquium, 2020

Skills and Qualifications

- **Ethnographic fieldwork:** cultural competence and sensitivity in West and East Africa, perseverance and emotional resilience in challenging and extreme contexts, deep understanding of the humanitarian aid sector
- **Seminars & Soft Skills** (selection): successful leadership communication, negotiation, time and self-management, conflict management, project management, employee development
- **IT-skills:** multimedia presentation techniques, Microsoft Office, collaboration tools such as SharePoint, Slack, and MS Teams, experienced in leveraging ChatGPT and other AI-driven tools, SPSS statistics, Pipedrive, Salesforce, basic knowledge of JavaScript

RESEARCH OUTPUT

Publications in International Peer-Reviewed Scientific Journals

- Seidemann, I. (2024). Blinded by the Light: A Critique on the Universality, Normativity, and Hegemony of Paradox Theory and Research, *Organization Theory*, <https://doi.org/10.1177/26317877241290248>
- Seidemann, I. & Weißmüller, K. (2024). Conceptual Foundations of Workforce Homogeneity in the Public Sector. Insights from a Systematic Review on Causes, Consequences, and Blind Spots, *Public Management Review*, <https://doi.org/10.1080/14719037.2022.2084770>

- Seidemann, I., Geiger, D., & Harborth, L. (2023). System Level Dynamics in the Emergence and Navigation of Multi-Actor Paradoxes. *Academy of Management Proceedings*, 2023(1), <https://doi.org/10.5465/AMPROC.2023.77bp>

Papers under Review

- Geiger, D., Seidemann, I., Racker, T., & Seidl, D.: “Navigating Escalating Tensions: Managing Autonomy-Control Dynamics through Spatial Boundary Work”, *Academy of Management Discoveries* (1. Round of RR)
- Seidemann, I., Weimuller, K., & Geiger, D.: “The Downward Spiral of Legitimacy Erosion in Public Sector Crisis Management: Lessons from the German ‘Refugee Crisis’”, *Public Administration Review* (1. Round of RR)

Paper Projects

- Seidemann, I. & Geiger, D.: “Drifting into Disconnect: The Emergence of Inverted Path Dependency in Addressing Grand Challenges”, [target journal: *Administrative Science Quarterly*]
- Jarzabkowski, P., & Couture, F., & Seidemann, I.: “Practicing the Wicked, Extreme, and Grand as Exceptional: Letting Agency off the Hook for Disasters”, [target journal: *Academy of Management Review*]
- Seidemann, I.: “I don’t need to pee, it’s fine”- Feminist Paradoxes in Practice: Navigating Gender Inclusivity and Inequality in Ethnographic Field Work [target journal: *Organization Studies*]

Societal Impact and Valorization

- Working Paper [Research for Impact Approaches in CLARE](#), 2024: Focus on citizen science
- Panelist at the [12th Global Dialogue Platform on Anticipatory Action](#), 2024, Berlin: Panel “Anticipatory Action: Explorations of Who Is Left Behind and How to Close the Gap”
- Climate Adaptation & Resilience ([CLARE](#)) Knowledge Brokering Workshop, 2024, Nairobi: Translating climate adaptation knowledge for decision-makers
- Panelist at the [Adaptation Futures](#), 2023, Montreal: Panelist on Climate Adaptation & Resilience
- Facilitator at the EGOS Paper Development Workshop in Organization and Management Studies for Advanced PhD Students, Early Career Researchers, and Junior Faculty in East Africa, 2023, Kampala
- Red Cross Collaboration in East and West Africa, Uganda (2021, 2022), Nigeria (2023, 2024, 2025): Collaboration with the Ugandan Red Cross Society, Nigerian Red Cross Society, and International Federation of Red Cross and Red Crescent Societies
- [The Benefits of Acting Early in Disasters](#), 2021: Cost-Benefit Analysis on the Effectiveness of Forecast-based Finance versus Emergency Response for the Ugandan Red Cross Society

Peer Reviewed Conference Proceedings and Presentations (Selection)

- Seidemann, I., Geiger, D.: “Caught in a Trap: The Co-Creation of Paradoxes in Processes of Legitimacy Repair” 84th Academy of Management Conference, Chicago 2024.
- Seidemann, I., Geiger, D.: “Nobody Said It Was Easy: From Collaboration Practices to System Dynamics in Tackling Grand Challenges” 40th EGOS Colloquium, Milan 2024.
- Seidemann, I., Geiger, D.: “From Periphery to Center Stage: The Emergence of Unintended Dynamics in Addressing Climate-Induced Disasters” 15th PROS, Cyprus 2024.
- Seidemann, I., Geiger, D., Harborth, L.: “System-Level Dynamics in the Emergence and Navigation of Multi-Actor Paradoxes” 83rd Academy of Management Conference, Boston 2023.
- Seidemann, I.: “Caught in a Trap: Media’s Role in the Creation of a Paradox of Legitimacy Repair” 82nd Academy of Management Conference, 2022.
- Seidemann, I.: “A Journey to the Upside Down: Challenging the Paradox Debate in Organization Studies through Problematization” 37th EGOS Colloquium, Amsterdam 2021 (Virtual Colloquium).
- Seidemann, I., Weimuller, K.: “Flipping the Coin: A SLR on Causes and Consequences of Workforce Homogeneity in the Public Sector” 81st Academy of Management Conference, 2021 (Virtual Colloquium).
- Seidemann, I.: “Taking a Step Back to Move Forward: Challenging the Paradox Debate in Organization Studies through Problematization” AMOR Colloquium at Technische Universitat Hamburg-Harburg, Hamburg 2020.
- Seidemann, I.: “The Process of Repairing Organizational Legitimacy: Toward an Understanding of the Paradoxical Nature of Legitimacy Repair” 80th Academy of Management Conference, Vancouver 2020.