

## Matej Černe - Curriculum Vitae



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### Work information:

Assistant Professor in Management and Organization @ University of Ljubljana, Faculty of Economics (FELU)  
Kardeljeva ploščad 17, SI-1000 Ljubljana, Slovenia  
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### Personal information:

Born: 17. 9. 1986  
Citizenship: Slovenian  
Languages: Slovenian (native language), English (Excellent), French (Proficient), Croatian (Proficient), Serbian (Proficient), German (basic), Spanish (basic)

### Education

- **Doctoral (PhD) programme in business**, Management track (October 2010 – February 2013)  
University of Ljubljana, Faculty of Economics (FELU), Slovenia  
*Dissertation:* A multilevel approach in examining non-technological aspects of innovation (graduated 1<sup>st</sup> in class, institutional record for shortest doctoral education finish - 2.5 years), supervisor: Miha Škerlavaj
- **Master of Business Studies (MBS)** – 2010, **GPA: 10**, won Trimo research award and Prešeren faculty award;
- **Bachelor of Economics (BA Econ)** – 2008, **GPA: 9.03** – graduated 1<sup>st</sup> in class and 1<sup>st</sup> student to finish a Bologna-reformed undergraduate programme in Slovenia; both University of Ljubljana, Faculty of Economics, Slovenia

### Academic and professional positions

- **Assistant Professor**, Faculty of Economics University of Ljubljana (October 2013 – up to date)
- **Head of the Open Innovation Systems Lab** (April 2014 – up to date)  
The Centre of Excellence for Biosensors, Instrumentation and Process control COBIK
- **Assistant for Scientific Research**, COBI (March 2010 – April 2014)  
**Teaching Assistant** University of Ljubljana, Faculty of Economics, Slovenia (February 2009 – July 2013)

### Teaching activities (in English; student evaluations are in brackets)

- **PhD:** Research skills (Bibliometric analysis – 4.67/5)
- **MBA or master's studies:** Human Resource Management – IMB program (4.59/5) and Organization & Business program (4.58/5); Business research methods, MBA in Macedonia, FELU (5/5) & Management and Organization program (4.75/5); Managing Creativity: exchange studies master program (5/5); Business Skills Development and Contemporary Theories of Organization (4.62/5): regular Bologna masters; Management in Healthcare (5/5): special masters on Healthcare Business
- **Bachelor's studies:** Human Resource Management (4.48/5), Learning and Knowledge Management (4.7/5)

### Supervision

Since 2013 (after promotion to Assistant Professorship) I supervised **9 undergraduate theses and 18 master theses**, out of which 10 got the highest grade (10/10) and two received Faculty Prešeren Awards for the best master's theses in our school. I currently have **five ongoing PhD project mentorships** /the first is expected to finish in December 2017.

### Institutional responsibilities at FELU

- Member of the Committee for Scientific Research and Doctoral Studies
- Member of the Ethics Committee

### Projects with business

- Research reports and/or delivering workshops on creativity and innovation management with the following flagship of Slovene economy firms: BIA Separations, Cosylab, Talum, Trimo, Unior, Sumida, Triglav, NLB, ETI Izlake, Iskraemeco, Gorenje, Metronic, Comtrade, Študentski servis (February 2012 – ongoing)
- CO-Invest (coaching the researchers/potential start-up project teams in Slovene Centres of Excellence on creativity techniques, business model generation, preparing business plans and pitches for start-up projects to obtain seed and venture capital from investors) (February 2012 – February 2013)
- Analysis and evaluation of the role of SID Bank (Slovenian export and development bank) in the Slovene economy (May 2011 – January 2012)

### Research visits and exchange programs

- DeGroote School of Business at McMaster University (June 2016 – September 2016)
- BI Norwegian Business School (10 research visits; period of February 2012 – ongoing)

**Invited talks:** BI Norwegian Business School, Copenhagen Business School, Trieste University, ABC Accelerator Ljubljana, Sarajevo School of Business and Economics, DeGroote School of Business at McMaster University, University of Udine, University of Zagreb Faculty of Economics and Business

#### **Awards, honors and achievements**

- University of Ljubljana - **Best Young Professor Award for Extraordinary Teaching and Research Achievements (2016)**
- EDAMBA Top 9 PhD Theses 2015
- Paper nominated (one of three) for the “**Best Paper Award 2015**” at the **R&D management conference 2015, Pisa, Italy**
- Faculty of Economics Univ of Ljubljana – **Award for Best Paper published in 2014**
- **Academy of Management – OB Division, Best Reviewer Award 2014 and 2017**
- **CEEMAN Champions Award in category 'Research'**
- Academy of Management – OB Division, **Best Conference Paper Proceedings 2013 and 2012**

#### **Academic service: ad-hoc reviewer or editorial board member**

The Leadership Quarterly (*editorial board member*) ; Economic and Business Review (*editorial board member*) ; Dynamic Relationships Management Journal (*Editor-in-Chief*) ; Human Resource Management ; Human Resource Management Journal ; European Journal of Work and Organizational Psychology ; Human Relations ; Journal of International Management ; Innovation: Management, Policy and Practice ; European Management Review ; International Journal of Innovation Management; R&D Management. **Guest editor of Special Issue on Knowledge Hiding** (Journal of Organizational Behavior, call deadline December 2017). **Guest editor of Special Issue on HRM in the digitized economy** (Human Resource Management Journal, call deadline January 2018).

#### **A few words about my research path**

Four years after my PhD I have demonstrated that I can produce **novel and internationally-recognized research** (e.g., publication in AMJ – 1<sup>st</sup> Slovene researcher to publish in this top outlet in the management field as first author) as well as the **capacity to lead projects** (e.g., PACINNO that I crafted and won 6mio €). I enjoy helping my PhD students grow as scholars (leading them to the most recognized conferences in the field, such as EAWOP and AoM, in their 1<sup>st</sup> or 2<sup>nd</sup> years of PhD studies) and working collaboratively with my diverse set of international collaborators and co-authors (from top schools in USA, Norway, UK, Italy, Pakistan, China, Macau, Croatia, Bosnia & Herzegovina, Turkey, Macedonia, Canada, Germany, Netherlands). Even though I am still fairly young (31) and only four years away from my PhD, I have already been recognized for my academic service and hold editorial positions, have won various awards, and also held several professional functions, such as memberships in various institutional committees or landing a Head position of the Open Innovation Systems lab of the Centre of Excellence COBIK, acting as the youngest laboratory head across all 10 Slovene Centers of Excellence.

My research can be broadly classified into four broad themes: **creativity and innovation, knowledge management, leadership and human resource management**, while connecting all of them with the phenomenon of digital transformation. I have worked on **a broader range of topics** than frequently-specialized researchers from the Western research area, and also done more teaching (with an average teaching load of 310 pedagogical hours/year, at that on a diverse set of subjects). At the same time, I have proven that **I am a top researcher specialized** in the field of knowledge hiding (AMJ publication, or guest editing special issues), as well as creativity and innovation (e.g. by being invited to contribute a chapter to an edited Handbook of Individual creativity, to be published by Elsevier, in the company of the most established researchers, such as T. Amabile, N. Madjar, M. Mumford, J. Kaufman, P. Paulus and R. Reiter-Palmon; editing a book on Capitalizing on Creativity at Work, published by Edward Elgar). Taken together, being a bit more generalist while specialized in several topics provided me with a good overview of the field I propose to examine in the project, and look at it from **an interdisciplinary perspective**.

I am also tightly **connected to the businesses** and appreciate both *rigor* of basic research as well as *relevance* and usefulness of our work to the business and broader society, being the 1<sup>st</sup> choice in Slovenia when creativity and innovation management consulting is needed. Despite the necessity to be internationally recognized, **I do not neglect my local setting**, being active in local conferences, with editorial roles in local journals. In my **methodological choices**, I am mostly quantitatively oriented, and have been using methods such as social network analysis, structural equation models, lab and field experiments, hierarchical linear modeling/multilevel analysis, bibliographic analyses (for the latter two, I was the first one to implement them in a doctoral project in Slovenia, resulting in a huge increase in popularity of these techniques in our area (currently, 8 doctoral projects

are applying those techniques). I firmly believe in proactivity and operate by a guiding principle of **'Better well done than well said'**.

#### **Selected peer-reviewed publications – (2012-2017):**

1. WONG, Sut I, ČERNE, Matej, ŠKERLAVAJ, Miha (in press). [Build Coalitions to Fit: Autonomy Expectations, Competence Mobilization, and Job Crafting](#). *Human Resource Management*.
2. ČERNE, Matej, HERNAUS, Tomislav, DYSVIK, Anders, ŠKERLAVAJ, Miha (2017). [The role of multilevel synergistic interplay among team mastery climate, knowledge hiding, and job characteristics in stimulating innovative work behavior](#). *Human resource management journal*, , vol. 27, iss. 2, pp. 281-299.
3. BATISTIČ, Saša, ČERNE, Matej, VOGEL, Bernd (2017). [Just how multi-level is leadership research? A document co-citation analysis 1980–2013 on leadership constructs and outcomes](#). *The Leadership Quarterly*, vol. 28, iss. 1, 86-103.
4. SITAR, Aleša Saša, ČERNE, Matej, ALEKSIĆ, Darija, MIHELIČ, Katarina Katja (2016). [Individual learning styles and creativity](#). *Creativity research journal*, vol. 28, iss. 3, pp. 334-341
5. BATISTIČ, Saša, ČERNE, Matej, KAŠE, Robert, ŽUPIČ, Ivan (2016). [The role of the organizational context in fostering employee proactive behavior: the interplay between HR system configurations and relational climates](#). *European Management Journal*, vol. 34, no. 5, 579-588.
6. ČERNE, Matej, KAŠE, Robert, ŠKERLAVAJ, Miha (2016). [Non-technological innovation research : evaluating the intellectual structure and prospects of an emerging field](#). *Scandinavian journal of management*, vol. 29, no. 2, pp. 69-85.
7. ALEKSIĆ, Darija, ČERNE, Matej, DYSVIK, Anders, ŠKERLAVAJ, Miha (2016). [I want to be creative, but ... : preference for creativity, perceived clear outcome goals, work enjoyment, and creative performance](#). *European journal of work and organizational psychology*, vol 25, no. 3, 363-383.
8. ČERNE, Matej, JAKLIČ, Marko, ŠKERLAVAJ, Miha (2015). [Management innovation enters the game: Re-considering the link between technological innovation and financial performance](#). *Innovation: Management, Policy and Practice*, vol. 17., no. 3., 429-449, doi: 10.1080/14479338.2015.1126530.
9. ŠKERLAVAJ, Miha, ČERNE, Matej, DYSVIK, Anders (2014). [I Get By with a Little Help from My Supervisor](#). *The Leadership Quarterly*, vol. 25, no. 5, 987–1000.
10. ČERNE, Matej, ŠKERLAVAJ, Miha, NERSTAD, Christina, DYSVIK, Anders (2014). [What goes around comes around : Knowledge hiding, perceived motivational climate, and creativity](#). *Academy of Management Journal*, vol. 51, no. 1, 172-192.
11. ČERNE, Matej, DIMOVSKI, Vlado, MARIČ, Miha, PENDER, Sandra, ŠKERLAVAJ, Miha (2014): [Congruence of leader self-perceptions and follower perceptions of authentic leadership: Understanding what authentic leadership is and how it enhances employees' job satisfaction](#). *Australian Journal of Management*, vol. 39, no. 3, 453-471.
12. ČERNE, Matej, JAKLIČ, Marko, ŠKERLAVAJ, Miha (2013): [Management innovation in focus: The role of knowledge exchange, organizational size, and IT system development](#). *European Management Review*, vol. 10, no. 3, 153-166.
13. ČERNE, Matej, JAKLIČ, Marko, ŠKERLAVAJ, Miha (2013). [Decoupling management and technological innovations : Resolving the individualism-collectivism controversy](#). *Journal of International Management*, vol. 19, no. 2, 103-117.
14. ČERNE, Matej, JAKLIČ, Marko, ŠKERLAVAJ, Miha (2013). [Authentic leadership, creativity, and innovation: A multilevel perspective](#). *Leadership*, vol. 9, no. 1, 63-85.

#### **Web of Science sheet facts**

Total # of papers listed in WoS: **18**, Total # of papers listed in WoS as a first and/or lead author: **13**, Total # of WoS citations: **85** (per year after dissertation: 20), Average # of citations per paper: **4.7**, Normed h-index: **5**.

Journal articles **1-12 were published published after obtaining the PhD degree: articles 3, 5 and 6 without the PhD supervisor** and other papers with the PhD supervisor. I am aware that this number is quite large, although it is connected to the institutional setting – papers 9-15 are based on research and data collection that was linked with my doctoral research and it is customary to then publish these findings with the supervisor. However, despite his achievements, Slovene research agency factsheets (which account for the **number of publications at different levels and their citations**) clearly indicate that I have surpassed him in all indicators (I am top 20 in **Social Sciences/Business among Slovene researchers in this field**, top 10 if we only account for exceptional achievements, top 10 in extremely exceptional achievements, top 20 in important achievements; in all these lists, I am by far the youngest of all researchers in the lists).

## Conferences

Since 2010 I took an active part in 38 conference events with 53 unique conference contributions. The selection shows more recent (unpublished on-going research projects) or more representative ones:

1. ZWEIG, David, SCOTT, Kristyn A., BOGILOVIĆ, Sabina, CONNELLY, Catherine E., ČERNE, Matej, ŠKERLAVAJ, Miha, VAN DYNE, Linn, SARABI, Almasa, MIN TOH, Soo, ROBINSON, Sandra. All quiet on the organizational front : knowledge hiding and silence. V: *The 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, April 27-29, 2017*. [S.l.]: Society for Industrial and Organizational Psychology (SIOP), 2017. <http://my.siop.org/Meetings/ProgramSearch>. [COBISS.SI-ID [23620582](#)]
2. HERNAUS, Tomislav, ČERNE, Matej, GIUSTINIANO, Luca. Connecting the dots: towards multi-level framework of organizational design. V: *Strategic human capital, management practices and performance : conference program*, Strategic Management Society (SMS) special conference, Milan, March 31 - April 1, 2017. [S. l.]: Strategic Management Society, 2017, str. 12. [COBISS.SI-ID [23735270](#)]
3. ČERNE, Matej, BABIČ, Katja, CONNELLY, Catherine E., ŠKERLAVAJ, Miha. Team-level knowledge hiding, social leader-member exchange, and prosocial motivation. V: HUMPHREYS, John (ur.). *2015 Proceedings including best papers, 75th Annual Meeting of the Academy of Management - August 7-11, 2015 - Vancouver, Canada*. [S. l.]: Academy of Management, 2015, 35 str. [COBISS.SI-ID [22725350](#)]
4. ČERNE, Matej, SUMANTH, John J., ŠKERLAVAJ, Miha. Is authenticity overrated? : How leaders with high levels of authenticity diminish employee creativity. V: HUMPHREYS, John (ur.). *2014 Proceedings including best papers, 74th Academy of Management annual meeting, Philadelphia, PA, August 1-5, 2014*. [S. l.]: Academy of Management, 2014, 37 str. [COBISS.SI-ID [22180582](#)]
5. ČERNE, Matej, ŠKERLAVAJ, Miha. Capitalizing on creativity at work : fostering the implementation of creative ideas in organizations. V: HUMPHREYS, John (ur.). *2014 Proceedings including best papers, 74th Academy of Management annual meeting, Philadelphia, PA, August 1-5, 2014*. [S. l.]: Academy of Management, 2014, 2 str. [COBISS.SI-ID [22180326](#)]
6. ŠKERLAVAJ, Miha, ČERNE, Matej, DYSVIK, Anders, NERSTAD, Christina G. L., SU, Chunke. The combined roles of mastery and performance climates in implementing creative ideas. V: TOOMBS, Leslie (ur.). *2013 Proceedings including best papers, 73rd Academy of Management annual meeting, Orlando, Florida, August 9-13, 2013*. [S. l.]: Academy of Management, 2013, 39 str. [COBISS.SI-ID [21657318](#)]  
*SAGE Best Paper Award (Organizational Behavior Division)*  
 ČERNE, Matej, NERSTAD, Christina G. L., ŠKERLAVAJ, Miha. Don't come around here no more : knowledge hiding, perceived motivational climate, and creativity. V: TOOMBS, Leslie (ur.). *2012 Proceedings including best papers*. [S. l.]: Academy of Management, 2012, 6 str. [COBISS.SI-ID [21030630](#)]  
*SAGE Best Paper Award (Organizational Behavior Division)*