

Curriculum Vitae

Martin Murmann

Contact details

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Short biography

I am a senior research associate at the Chair for Entrepreneurship at the University of Zurich and also hold part-time appointments at the Leibniz Centre for European Economic Research Mannheim (ZEW Mannheim) and as external lecturer for entrepreneurship at the University of Lucerne. I received my PhD in Management and Economics from the University of Zurich. Previously, I studied economics with a specialization in econometrics and political science at the University of Konstanz, Germany and Linköping University, Sweden.

My research interests focus on entrepreneurship and innovation. I analyze interactions between founders and employees in new ventures and am particularly interested in the determinants of hiring in new ventures and the consequences of the first hiring choices of new ventures for the firms' productivity and innovation outcomes. Jointly with researchers from IAB Nuremberg, I built up a linked employer-employee database for German start-ups. I currently teach different courses on personnel and innovation management in entrepreneurial firms as well as the economics of innovation.

Current positions

Since 02/2018	Senior research associate ("Oberassistent") at University of Zurich, Switzerland
Since 09/2019	External lecturer for entrepreneurship at University of Lucerne
Since 07/2011	Researcher and advanced researcher at Leibniz Centre for European Economic Research (ZEW), Mannheim, Germany (since 09/2016 part-time)

Previous positions

09/2016 – 12/2019	Postdoctoral researcher at Institute for Employment Research (IAB), Nuremberg, Germany (part-time)
02/2012 – 03/2017	Doctoral student at University of Zurich, Switzerland (graduated summa cum laude). Doctoral program in Management and Economics - Supervisor: Prof. Dr. Ulrich Kaiser / Chair for Entrepreneurship

Publications and presentations

Published articles

"The Organizational Design of High-Tech Startups and Product Innovation" (with Christoph Grimpe and Wolfgang Sofka), Strategic Entrepreneurship Journal 13(3), 2019, 359-378.

"The Startups Most Likely to Succeed Have Technical Founders Who Quickly Hire Businesspeople", Harvard Business Review (online and short version in print), November 2017.

Discussion papers / manuscripts

- “Digitalization in Startups and the Proclivity to Professionalize – Ignorance is Bliss?” (with Christoph Grimpe, Nathan Rietzler, and Wolfgang Sofka). Short version published in best paper proceedings of the Academy of Management Conference 2020
- “Hiring Opportunities for New Firms over the Business Cycle” (with Udo Brixy). Reject and resubmit at Journal of Business Venturing.
- “No Pain, No Gain. Unpacking the Real Options Process Underlying Hybrid Entrepreneurship” (with Matthias Schulz and Christian Schwens)
- “How does Late-Career Entrepreneurship relate to Innovation?” (with Ewald Kibler and Virva Salmivaara)
- “Unemployment benefits and Startup Success” (with Sebastian Camarero Garcia)
- “Is Anyone Replaceable? The Productivity Effects of Worker Replacement in Young Firms”
- “Hiring for Innovation - Complementarities in the Skills of Founders and their Early Employees” (with Bettina Müller)

Ongoing research projects

- “The professionalization of startups and the retention of strategic human capital” (with Christoph Grimpe, Nathan Rietzler, and Wolfgang Sofka)
- “Learning to export by hiring” (with Rui Baptista and António Sérgio Ribeiro)

Conference and workshop presentations (since 2015 only)

- “Digitalization in Startups and the Proclivity to Professionalize – Ignorance is Bliss?”, DRUID Conference, Copenhagen Business School, 10/2021
- “Digitalization and the Organizational Design of Startups”, SEI Faculty Workshop, online, 11/2020
- “Digitalization in Startups and the Proclivity to Professionalize – Ignorance is Bliss?”, Academy of Management Conference, online, 08/2020
- “Unemployment benefits and Startup Success”, DRUID Conference, Copenhagen Business School, 06/2019
- “Unemployment benefits and Startup Success”, Digital Economy Workshop, Católica Lisbon, 03/2019
- “Unemployment benefits and Startup Success”, DICE Winter School in Applied Microeconomics, Athens, 02/2019
- “Old Dogs or Spring Chicken? Founder Age and Innovation”, European Association for Research in Industrial Economics (EARIE) Conference, Athens, 08/2018
- “Old Dogs or Spring Chicken? Founder Age and Innovation”, Academy of Management Conference, Chicago, 08/2018
- “The Organizational Design of High-Tech Startups and Product Innovation”, Academy of Management Conference, Chicago, 08/2018
- “The Organizational Design of High-Tech Startups and Product Innovation”, Summer Residence Week for Entrepreneurship Scholars Seminar at Saïd Business School, Oxford, 06/2018
- “The Organizational Design of High-Tech Startups and Product Innovation”, 4th ZEW Conference on the Dynamics of Entrepreneurship, Mannheim, 06/2018
- “Old Dogs or Spring Chicken? Founder Age and Innovation”, DICE Winter School in Applied Microeconomics, Lenzerheide, 03/2018
- “Old Dogs or Spring Chicken? Founder Age and Innovation”, Copenhagen Business School, INO department seminar, 11/2017
- “The Growth and Human Capital Structure of New Firms over the Business Cycle”, Verein für Socialpolitik Jahrestagung, Vienna, 09/2017

- “The Productivity Effects of Worker Replacement in Young Firms”, Academy of Management Conference, Atlanta, 08/2017
- “The Innovation Performance of High-tech Startups - How middle management unlocks potentials from existing knowledge and ongoing R&D”, IAB Workshop on the Potential of LEE-data in Regional Research, Nuremberg, 07/2017
- “The Innovation Performance of High-tech Startups - How middle management unlocks potentials from existing knowledge and ongoing R&D”, RCTI-ZEW Joint Workshop on Innovation and Entrepreneurship at Tsinghua University, Beijing, 06/2017
- Invited Discussion, 10th Annual USPTO-Searle Center Innovation Economics Conference, Chicago, 06/2017
- “The Workforce Composition of Young Firms and Product Innovation - Complementarities in the Skills of Founders and Their Early Employees”, Strategic Management Society Special Conference, Milan, 04/2017
- “The Growth and Human Capital Structure of New Firms over the Business Cycle”, European Association for Research in Industrial Economics (EARIE) Conference, Lisbon, 08/2016
- “The Growth and Human Capital Structure of New Firms over the Business Cycle”, International Institute of Public Finance Conference, Lake Tahoe, 08/2016
- “The Growth and Human Capital Structure of New Firms over the Business Cycle”, 3rd ZEW Conference on the Dynamics of Entrepreneurship, Mannheim, 06/2016
- “The Growth and Human Capital Structure of New Firms and the Business Cycle”, SEEK-Workshop on Entrepreneurial Human Capital and the Crisis, Brussels, 10/2015
- “The Skill Composition of Young Firms and Product Innovation - Complementarities in the Composition of Founders and Their Early Employees”, LEED 2015 Linked Employer-Employee Data Workshop, Lisbon, 07/2015
- “The Skill Composition of Young Firms and Product Innovation - Complementarities in the Composition of Founders and Their Early Employees”, Sixth ZEW/MaCCI Conference on the Economics of Innovation and Patenting, Mannheim, 07/2015
- “The Productivity Effects of Excess Labour Turnover in Young Firms”, DRUID Conference, Rome, 06/2015
- “The Human Capital Composition of Young Firms and Product Innovation – Complementarities in the Composition of Founders and Their Early Employees”, Interdisciplinary European Conference on Entrepreneurship Research (IECER), Montpellier, 02/2015

Teaching

- Lecturer of a 3 ECTS Bachelor-level course on “Entrepreneurship” (introductory course) at the University of Lucerne, since 02/2020
- Lecturer of a 3 ECTS Master-level course on “Personnel and Innovation Management in Startups an SMEs” at the University of Lucerne, since 09/2019
- “Digital Ventures: Leadership & Foundation”, 3 ECTS seminar open to all levels of students from all faculties as part of the Digital Entrepreneurship education program of the University of Zurich), since 04/2019
- Personnel Management in Entrepreneurial firms, 3 ECTS Master-level academic reading/writing seminar, since 02/2019
- Tutor and replacement lecturer of a 6 ECTS Master-level course on the “Economics of Innovation” at the University of Zurich, since 02/2018

Third-party funding

Successful academic grant proposals (as principal investigator only)

“Human Capital Formation in Young Firms and the Crisis: A Comparative Analysis of Portugal and Germany”, SEEK research program, of the German Federal State of Baden-Württemberg, Project Duration 04/2014 – 02/2016

“Firm Dynamics and the Career Opportunities of Founders and Employees in New Ventures”, (Competitive) ZEW-internal research funding, Project Duration 03/2016 – 12/2021

The Contribution of Employees for the Performance and Innovativeness of Young Firms, (Competitive) ZEW-internal research funding, Project Duration 07/2013 – 12/2015

Policy evaluation and consulting projects (in cooperation)

“Effects of the National Minimum Wage on Self-Employment”, for the German Minimum Wage Commission, Project Duration 12/2018 – 06/2020

“Evaluation of the BMWi Funding Program "INVEST – Grant for Venture Capital"”, for the German Federal Ministry for Economic Affairs and Energy, Project Duration 11/2015 – 04/2016

“Evaluation of the Support Programme "ERP Capital for Start-up"”, for the German Federal Ministry for Economic Affairs and Energy, Project Duration 06/2015 – 10/2015

“Potentials and Barriers for Start-ups in the Implementation of the “Energiewende””, for the German Federal Ministry for Economic Affairs and Energy, Project Duration 03/2013 – 10/2013

“Creativity for Innovation and Growth in Europe”, for European Commission: DG Research and Innovation, Project Duration 02/2013 – 04/2016

„Start-ups in the ICT-Sector“, for „BITKOM“ Bundesverband Informationswirtschaft Telekommunikation und neue Medien e.V., Project Duration 09/2012 - 11/2012

Numerous smaller reports based on data from the IAB/ZEW Start-up Panel, 07/2011 - 01/2018

Research visits

Since October 2013	Regular visits at the Institute for Employment Research (IAB), Nuremberg, Germany
November 2017	Instituto Superior Técnico Lisbon, Portugal
November 2017	Copenhagen Business School, Denmark
Fall 2016	Boston University, USA
May 2013 to January 2018	Regular visits at University of Zurich, Switzerland

Refereeing

Management Science, Research Policy, Small Business Economics, Industry and Innovation, Economics of Innovation and New Technology, Empirical Research in Vocational Education, Academy of Management Conferences (since 2017), DRUID Conferences (since 2016).