

Roman Gibel

Curriculum Vitae

Personal Information

Name Dr. phil. Roman Gibel
Date of Birth December 3, 1988
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Websites [University of Zurich](#)
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Academic Positions

Since 02/2023 **Principal investigator (PI)** in SNF-funded research project: “Smart Anti-corruption Regulation. The Case of International Sport Federations”, Department Foundations of Business Administration and Theories of the Firm, **University of Zurich**
Chair of Prof. Dr. Dr. h.c. Dr. h.c. Andreas Georg Scherer

07/2019 – 07/2023 **Senior Researcher (Oberassistent)**, Department of Sociology, **University of Lucerne**
Teaching assignment, Supervision of BA/MA Theses, Research Colloquia

2017 – 2021 Teaching assignment „Scientific Writing” and support of the scientific writing guidelines, University of Lucerne, Switzerland

08/2017 – 06/2018 **Visiting researcher** at the Institute for Organization Studies, **University of Economics and Business (WU)**, Vienna, Austria
Chair of Prof. Dr. Renate Meyer

2016 – 2019 **Research Assistant** (with teaching assignment), Department of Sociology, **University of Lucerne**, Switzerland
Chair of Prof. Dr. Raimund Hasse

01/2015 – 06/2015 Start-up funding: „Social Relations and Network Formation through Lodges, Guilds, and Service Clubs: An Empirical Investigation”, Research Committee, University of Lucerne

Non-Academic Positions

2012 – 2017 Journalist, News Anchor, Producer for Radio Station,
Specific Coverage of Political and Economic Topics, Lucerne, Switzerland

Funding

2025	Inaugural Workshop for the Research Committee and Society	6'000 SFr.
2022	Swiss Academies of Humanities and Social Sciences Travel fund	500 SFr.
2022	Funding of a research assistant for dataset tidying and coding, Research Committee, University of Lucerne	2'784 SFr.
2019	Open access publication grant by Swiss National Science Foundation	16'760 SFr.
2015	Start-up funding preliminary project study, Research Committee, University of Lucerne	32'800 SFr.

Education

2016 – 2019	PhD in Sociology, defended on 19.06.2019 (summa cum laude) Supervisors: Prof. Dr. Raimund Hasse (University of Lucerne) & Prof. Dr. Renate Meyer (University of Economics and Business Vienna (WU))
2013 – 2014	Master of Arts (insigni cum laude) in Organization & Management Studies, University of Lucerne, Switzerland
2008 – 2011	Bachelor of Arts (cum laude) in Social and Communication Sciences, Univer- sity of Lucerne, Switzerland

Editorship & Review Work

Since 01/2022	Editor for Swiss Journal of Sociology (SJS) https://www.socio-journal.ch Desk Editor, Special Issue Supervision, Managing Editor, Relaunch of SJS (supervision and introduction of new Content Management System)
Since 2025	Reviewer for Organization Studies (OS)
Since 2025	Reviewer for Research of the Sociology of Organizations (RSO)
Since 2025	Reviewer for the Journal of Organizational Sociology (JOSO)
Since 2025	Reviewer for Organization Theory
2024	Reviewer for Schmalenbach Journal of Business Research
2023	Reviewer for Soziale Welt
2023	Reviewer for Journal of Rural Studies
01/2021 – 12/2021	Editor for Book Reviews in Swiss Journal of Sociology (SJS)
2019, 2023 – 2026	Review of Conference Submissions, Academy of Management, Organization and Management Theory, VHB

Professional Affiliations and Memberships

Since 2025	International Sociological Association (ISA), RC Organizational Sociology
Since 2024	Academy of Management (AoM), Sections OMT, SIM
Since 2019	German Society for Sociology (DGS), Section Sociology of Organizations
Since 2018	Swiss Sociological Association (SSA), RC Organization and Society
Since 2018	European Group for Organization Studies (EGOS)

Teaching & Student Supervision

Since 2020	Supervision of 29 Bachelor theses and 10 Master theses . Guidance of stu- dents and organization of colloquia for the supervised students (UZH & Unilu)
Since 2023	Annual assessment course “Business Administration and Start-up Manage- ment”, University of Zurich (Switzerland)
2023	Bachelor course “Moral and Organization”, Bielefeld University (Germany).
2022	Recognition of excellent teaching by Faculty of Humanities and Social Sci- ences, University of Lucerne, Switzerland (attached)
Since 2016	Composition and teaching of 47 full semester courses since 2016 (30 BA, 10 MA, 7 Methods). Topics are independently chosen and compiled, (e.g. Gov- ernance, Compliance, Corruption, Misconduct, Transparency, Nonprofit sec- tor, Social Capital Theories, Social Capital, Tie Quality in Networks, Trust,

Transparency, Resistance, Values Studies, Institutional Theory, Organizational Change and Actorhood, Theories of Competition)
Please see my teaching portfolio for a comprehensive list.

- 08/2016 – 05/2017 Higher Education Didactics Certificate, including courses on generic skills (rhetoric, writing techniques, supervision)
- 2017-2021 Scientific Writing Course, full semester course (Team Teaching, 7 courses), in addition to regularly held courses, University of Lucerne, Switzerland

Institutional Work & Administrative Experience

- 2026 Host and organizer of the Swiss Reception at the Annual Meeting of the Academy of Management, Philadelphia, USA
- 2025 Host and organizer of the Organization Theory Winter Workshop, Zurich, Switzerland
- 2025 Founding member of the Research Committee Organization and Society, supported by the Swiss Academies of Humanities and Social Sciences, inaugural Workshop in November 2025
- Since 2023 Organization and hosting of Doctoral and Research Seminar, Department of IWB, University of Zurich
- 2022 – 2023 Organization of the Research Colloquia by the Department of Sociology, University of Lucerne
- 2020 – 2021 Member in the appointment committee for an assistant professorship, University of Lucerne, Switzerland
- 2017 – 2019 Participation working group ‘Writing Competence’, development of scientific writing guidelines for students, University of Lucerne, Switzerland
- 2018 Member in the commission of teaching evaluation, University of Lucerne, Switzerland
- 2016 Support in organizing the 12th Workshop on New Institutionalism in Organizational Theory, University of Lucerne, Switzerland

Miscellaneous

- Languages Fluent German and English, mediocre Italian and French
- Software R, R-Studio, SPSS, Excel, Stata, Gephi, EvaSys, Nvivo, Digimedia
- Methods Interviews, Content Analysis, Gioia Methodology, Document Analysis, Multiple Correspondence Analysis, Network Analysis, Statistics
- Leisure Board member of Swiss public media organization (SRG), event organization, Skiing (backcountry, cross country), Football (board member of alternate football league), Trail biking, Literature, Boardgames

Journal articles (peer-reviewed)

- Revise & resubmit Gibel, Roman. The Persistence of organizational imprints: The case of female member admission in Freemason lodges. **Journal of Organizational Sociology**.
- 2026 Gibel, Roman; Überbacher, Florian; Scherer, Andreas. Anti-Corruption Reforms and Retrenchment in International Sport Organizations. The Case of FIFA. **Business & Society**.
<https://journals.sagepub.com/doi/abs/10.1177/00076503261448281>
- 2026 Gibel, Roman; Überbacher, Florian; Scherer, Andreas. Meta-organization, diluted responsibility and sustained organizational success: The case of FIFA and UEFA. **Research in the Sociology of Organizations**. [accepted]
- 2025 Gibel, Roman; Überbacher, Florian. Political Drift as Organizational Response to Institutional Complexity. The Case of FIFA. **OMT Best Papers**. In Sonia Taneja (Ed.), **Proceedings of the Eighty-fifth Annual Meeting of the Academy of Management**. Online ISSN: 2151-6561.
<https://journals.aom.org/doi/10.5465/AMPROC.2025.281bp>
- Selected among AoM OMT Best Papers
- 2022 Gibel, Roman; Nyfeler, Judith: Transparency Reloaded: über Transparenz als Erwartung in der Organisationsgesellschaft. In: **Soziale Welt**, 73(3), 578-608.
<https://www.nomos-elibrary.de/10.5771/0038-6073-2022-3-578/transparency-reloaded-ueber-transparenz-als-erwartung-in-der-organisationsgesellschaft-jahrgang-73-2022-heft-3?page=1>

Monography

- 2020 Gibel, Roman: **Obskure Organisationen. Logen, Clubs und Männerbünde als organisationssoziologische Sonderfälle**. Transcript: Bielefeld.
<https://www.transcript-verlag.de/978-3-8376-5283-3/obskure-organisationen/?number=978-3-8394-5283-7&c=310000092>
- Reviewed by Prof. Dr. Daniela Rastetter: <https://www.soziopolis.de/hinter-verschlossenen-tueren.html>
 - Reviewed by Ass. Prof. Dr. Robert Jungmann: <https://www.degruyter.com/document/doi/10.1515/srsr-2021-0055/html>

Anthology (peer-reviewed)

- Exp. 2026 Gibel, Roman. **Organizational Transparency**. In: Goodwyn, M.; Swartz, E.; Grothe-Hammer, M.; Idowu, S. O. (eds.). The Elgar Encyclopedia of Organizational Sociology. [accepted]
- Exp. 2026 Gibel, Roman; Waibel, Désirée. **Organizational Resistance**. In: Goodwyn, M.; Swartz, E.; Grothe-Hammer, M.; Idowu, S. O. (eds.). The Elgar Encyclopedia of Organizational Sociology. [accepted]
- 2024 Gibel, Roman. **Exklusive Organisationen: Von Berufsvertretern zu wahren Freunden**. In: Dorn, Christopher; Meier, Frank; Kaufmann, Max (eds.): Organisierte Personenbewertung. Springer: Wiesbaden.
https://link.springer.com/chapter/10.1007/978-3-658-45259-9_8
- 2023 Gibel, Roman. **Obskure Organisationen**. In: Apelt, Maja; Tacke, Veronika (eds.): Organisationstypen. Springer: Wiesbaden. 2. edition.
https://link.springer.com/chapter/10.1007/978-3-658-39559-9_26
- 2021 Gibel, Roman; Arnold, Nadine; Hasse, Raimund; Mormann, Hannah. **Nicht ganz passend? Moral und Organisation im Neo-Institutionalismus**. In:

Armbruster, André; Besio, Cristina (eds.): Organisierte Moral. Zur Ambivalenz von Gut und Böse in Organisationen. Springer: Wiesbaden.
https://link.springer.com/chapter/10.1007/978-3-658-31555-9_7

Textbook

- 2019 Brücker, Tobias; Gibel, Roman; Steiner, Katharina (2019): Wissenschaftliches Schreiben. Universität Luzern. 1. edition.
https://www.unilu.ch/fileadmin/fakultaeten/ksf/institute/polsem/Dok/Studium/Leitfaden_wissSchreiben_KSF.pdf.

Symposium / Subthemes

- 2027 Hanappi-Egger, Edeltraud; Washington, Marvin; Gibel, Roman. **Fields of Play: Organization Studies in Sports**. 43rd EGOS Colloquium in Liverpool.
- 2026 Gibel, Roman; Koch, Thorsten (organizers). **Playing in Separate Leagues? Rethinking the Role of Sport in Organizational Research**. With: Colleen Stuart, Fabio Fonti, Marvin Washington, Suvi Heikkinen. Panel Symposium at the Annual Meeting of the Academy of Management (Philadelphia).
- 2025 Gibel, Roman; Schembera, Stefan; Pfarrer, Mike; Tyllström, Anna; Clemente, Marco; David-Barret, Liz. Varieties of Corruption. Presenters' Symposium at the **Annual Meeting of the Academy of Management** (Copenhagen)

Currently in Preparation

- 2026 Gibel, Roman; Koch, Thorsten. Sport as an Institutional Order: Reconfiguring Organizing in Contemporary Society.
 Scheduled for submission in **Organization Theory**.
- 2025 Gibel, Roman; Waibel, Désirée. Contemporary Society and the absorption of uncertainty. An investigation of hyper- and platform-organizations.
 Scheduled for submission in **Organization Theory**.

Non-reviewed papers

- 2023 Organizational Misconduct and the Case of International Sport Federations. SBE Agora Fullpaper.
https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4551133
- 2020 Selznick Revisited: Leadership and Value Infusion in Obscure Organizations. EGOS Fullpaper.
https://www.researchgate.net/publication/364316520_Selznick_Revisited_Leadership_and_Value_Infusion_in_Obscure_Organizations
- 2020 Organizing Social Progress. On the Legacy of the International Industrial Relations Institute. (with H. Mormann).
https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4548399

Outreach / Open Science

- 2026 Gibel, Roman. 'Verschon mein Haus, zünd' and're an. Newspaper Column, Luzerner Zeitung
<https://www.luzernerzeitung.ch/zentralschweiz/kanton-luzern/verschon-mein-haus-zuend-andre-an-ld.4173429>
- 2026 Gibel, Roman. Gesellschaftliche Polarisierung bei gleicher Meinung. Newspaper Column, Luzerner Zeitung.
<https://www.luzernerzeitung.ch/zentralschweiz/kanton-luzern/kolumne-uni-luzern-gesellschaftliche-polarisierung-bei-gleicher-meinung-ld.4152676>
- 2026 Interview with Blick: <https://www.blick.ch/ausland/gesinnung-wird-auf-gegenstaende-runtergebrochen-experte-findet-neuen-tiktok-trend-voellig-uebertrieben-id21891019.html>
- 2025 Gibel, Roman. Die Konstruktion moralischer Empörung. Newspaper Column, Luzerner Zeitung.

- <https://www.luzernerzeitung.ch/zentralschweiz/kanton-luzern/soziologische-kolumne-die-konstruktion-moralischer-empowerung-ld.4051677>
- 2025 Gibel, Roman. Wenn die Gesellschaft wie McDonald's funktioniert. Newspaper Column, Luzerner Zeitung.
<https://www.luzernerzeitung.ch/zentralschweiz/kanton-luzern/mcdonaldisierung-der-gesellschaft-ein-tiefgreifender-prozess-ld.4023259>
- 2025 Gibel, Roman. Falsche Sicherheit. Newspaper Column, Luzerner Zeitung.
<https://www.luzernerzeitung.ch/zentralschweiz/kanton-luzern/soziologischer-standpunkt-falsche-sicherheit-ld.2801058>
- 2025 Gibel, Roman. Die Tyrannei der Transparenz. Newspaper Column, Luzerner Zeitung.
<https://www.luzernerzeitung.ch/zentralschweiz/kanton-luzern/soziologischer-standpunkt-die-tyrannei-der-transparenz-ld.2777485>
- 2025 Gibel, Roman. Aufgelöst im Transit – unser Verhalten im Lift. Newspaper Article, Luzerner Zeitung.
<https://www.luzernerzeitung.ch/zentralschweiz/kanton-luzern/kolumne-soziologischer-standpunkt-aufgeloesst-im-transit-unser-verhalten-im-lift-ld.2746847>
- 2020 Gibel, Roman. Netzwerk: Perspektive, Trend oder Gefahr? Zentralinfo, IHZ, (04), 18–19.
<https://www.ihz.ch/wirtschaftspolitik/newsdetail-wirtschaft/news/zentralinfo042020-netzwerk-perspektive-trend-oder-gefahr.html>
- 2020 Gibel, Roman. Organisationen von gestern in der Welt von heute. Cogito. Das Wissensmagazin der Universität Luzern.
<https://www.unilu.ch/magazin/artikel/organisationen-von-gestern-in-der-welt-vonheute-10319/>
- 2020 Gibel, Roman: Kultz und Transparenz. Kultz. Online Magazin für Kultur und Satire.
<https://kultz.ch/a/lufRNBnaKltJioBJ/kultz-und-transparenz>
- Selected Presentations
- 06/2026 “Sport and Fascism”. Business, Fascism, and the Erosion of Democracy, Istituto Svizzero Roma (invited speaker).
- 03/2026 “Sport(s) and Institutional Theory. The Logic of Sport”. **21st New Institutionalism Workshop in Organization Theory**, Liverpool.
- 03/2026 “Political Drift as Organizational Response to Institutional Complexity. **VHB Conference**, Göttingen.
- 09/2025 “Anti-Corruption Reforms and Retrenchment in International Sport Federations” **OMTF**, Lugano.
- 07/2025 “Political Drift as Organizational Response to Institutional Complexity. The Case of FIFA”. **AoM Annual Meeting**, Copenhagen.
- 07/2025 “Meta-organization and the dilution of responsibility. The case of FIFA and UEFA”. **EGOS**, Athen.
- 07/2025 “Governance and Responsibility Issues in and by meta-organizations. The case of FIFA”. **5th ISA Forum of Sociology**, Rabat.
- 03/2025 “Anti-corruption reforms and retrenchment in international sport organizations. The case of FIFA”, **20th Workshop on New Institutionalism in Organization Theory**, Salzburg.
- 08/2024 “Authoritarian Leadership and Democratic Administration as Responses to Institutional Complexity”, Paper Session, **AoM Annual Meeting**, Chicago.
- 07/2024 “Meta-Organizations and Diluted Responsibility. The Case of FIFA and UEFA”, The (Partial) Organization of Meta-Organizations, **EGOS**, Milan.

03/2024	“Meta-Organizations and Diluted Responsibility. The Case of International Sport Organizations”, 19th Workshop on New Institutionalism in Organization Theory , Jena.
02/2024	“Resistance Revisited. Moving beyond the Duality of Organizational Resistance”, Organization Theory Winter Workshop , Innsbruck University.
03/2023	“Varieties of Resistance. What Organizations Do to Stay the Same”. 18th Workshop on New Institutionalism in Organization Theory , Torun.
12/2022	“Invested Resistance – How Organizations Invest to Stay the Same”. International Conference on Organizational Sociology (ICOS) , Trondheim.
11/2022	“Die Legitimierung von Wettbewerb mittels rhetorischer Strategien. Eine Untersuchung des innerschweizerischen Unternehmenssteuerwettbewerbs”. Competition and Organization – Comparative Perspectives , Berlin.
03/2022	“Competition and Legitimacy. The Organization of Corporate Tax Competition through Rhetorical Strategies”. 17th Workshop on New Institutionalism in Organization Theory , Madrid.
07/2021	“Gender Equality in Men-only Organizations. Male Resistance and Support of Women Admission within Swiss Lodges”. Organizing for an Inclusive Society: Men, Leadership, and Inclusivity: Men Resisting and Supporting Gender Equality in Organizations, EGOS , Amsterdam (virtual participation).
03/2020	“Adaptation and Resistance. Organization & Institutional Expectations”, 16th Workshop on New Institutionalism in Organization Theory , Odense.
07/2019	“Selznick Revisited: Leadership and Value Infusion in Obscure Organizations”. Formal Organization Today: Reconnecting with the Classics, EGOS , Edinburgh.
03/2019	“Selznick Revisited: Leadership, Value Infusion & Identity in Obscure Organizations”, 15th Workshop on New Institutionalism in Organization Theory , Uppsala.
07/2018	“Invisible Ties: From Intraorganizational Networks to a Strong Tie Interorganizational Network”. EGOS , Tallinn.
03/2018	“Obscure Nonprofit-Organizations. A comparative case study”. 14th Workshop on New Institutionalism in Organization Theory , Bocconi University, Milano.
03/2017	“The Making of Strong Ties. Formal Structure, Rituals and Ceremonies”. 13th Workshop on New Institutionalism in Organization Theory , Hebrew University, Jerusalem.
Other Presentations	
06/2014	“FIFA, CS, Zünfte: Moralische Organisationen oder organisierte Moral?”, Public Presentation, Neubad Lucerne .
07/2023	“Varieties of Governance in (Future) Sports Regulation”, Presentation, Interdepartmental Gruppe zur Korruptionsbekämpfung, EDA, Bern .
01/2023	“Obskure Organisationen”. Joint Anlass Kiwanis Rheinfelden und Rotary Laufenburg , Rheinfelden.
09/2021	“Obscure Organizations: Legitimacy of Illegitimate Organizations”. Referat, Aktuelle Forschung in der Organisationssoziologie, Sektion Organisationssoziologie der Deutschen Gesellschaft für Soziologie , online.
04/2021	“Vermittlung von wissenschaftlichem Stil in überfachlichen Schreibkursen». Impulsreferat, Lesen und Schreiben: Texte rezipieren, integrieren, produzieren , FHNW, online.

- 11/2020 “Neubewertung durch Organisation: Von Berufsvertretern zu wahren Freunden”. Referat, **Organisierte Personenbewertung**, Fernuniversität Hagen, Hagen.
- 12/2019 “Von Vorreitern und Nachzüglern – gesellschaftliche Effekte organisierter Transparenz”. Referat, Organisationsgesellschaft reloaded, Deutsche Gesellschaft für Soziologie (DGS), **Sektion Organisationssoziologie**, Luzern, 2019
- 11/2019 “Obskure Organisationen. Von Vetternwirtschaft zu brüderlicher Solidarität”. Auftakttagung des Arbeitskreises Organisation und Bewertung der Sektion Organisationssoziologie (DGS), **Arbeitskreises Organisation und Bewertung der Sektion Organisationssoziologie (DGS)**, Universität Bremen.
- 10/2019 “Intra-organizational Values and Environmental Resistance”, **Le Futur du Travail, Société Suisse de Sociologie**, Neuchâtel.
- 10/2018 “The Organization-Environment-Issue. An Institutional Perspective on Obscure Nonprofit Membership Organizations”. Referat, **Forschungstage 2018, Wirtschaftsuniversität Wien Institution für Organization Studies**, Vorau.
- 04/2019 “Erkenntnisse aus überfachlichen Schreibkursen der Universität Luzern: Maturaarbeit und Seminararbeit”. Referat, Basale fachliche Studierkompetenzen in der Erstsprache, **Zentralschweizer Dialog Gymnasien – Hochschulen**, Universität Luzern.
- 10/2017 “Obscure Nonprofit-Organizations. Strong Ties Within Regional Networks”. Präsentation, **Forschungstage, Wirtschaftsuniversität Wien**, Institut für Organization Studies, Institut für Public Management und Governance, Forschungsinstitut für Urban Management und Governance, Benediktinerstift Göttweig.
- 03/2016 “Strong tie networks in elitist non-profit organizations – the case of lodges and guilds”, **12th New Institutionalism in Organization Theory Workshop**, Universität Luzern, Luzern.
- 06/2015 “Vernetzung über Nonprofit-Organisationen: Logen, Zünfte, Service Clubs”. Poster, **Sektionstagung Organisationssoziologie Nonprofitorganisationen – Entgrenzt in die Zukunft?**, TU Dortmund, Dortmund.
- Selected Workshops
- 10/2025 “Political Drift as Organizational Response to Institutional Complexity”, **Organisation Studies PDW**, Winterthur.
- 01/2025 “Beyond conformists and dodgers: New organizational forms and the problem of uncertainty absorption”, Roundtable Discussion, **Organization Theory Winter Workshop**, Zurich.
- 02/2024 “Resistance revisited. Moving beyond the duality of organizational resistance”, Roundtable Discussion, **Organization Theory Winter Workshop**, Innsbruck.
- 07/2020 Post-Doc Workshop, **EGOS** (European Group of Organizational Studies), University of Hamburg, online.
- 05/2020 “Organizing Social Progress. On the Legacy of the International Industrial Relations Institute”, **8th Austrian Early Scholars Workshop in Management**, Johannes Kepler University Linz, WU Vienna.
- 10/2017 “Obscure Nonprofit-Organizations. Strong Ties Within Regional Networks”, WU Vienna, **Research Days**, Göttweig (AUT).
- 09/2017 “The Making of Strong Ties: How Ceremonies in Third Sector Organizations Strengthen Regional Networks”. Workshop on Institutional Analysis. WU (Vienna University of Economics and Business) - **SCANCOR** (Scandinavian Consortium for Organizational Research).

- 10/2016 “Rationalized Nonprofit-Organizations. The Example of Guilds, Lodges and Service Clubs”. **PhD Workshop: Institutional Organizational Analysis - Change and Transformation**, CBS Copenhagen Business School, Copenhagen.
- 04/2016 “Institutional Theory and Conceptions of World Society”, World Society, Institutional Theory, and the Organized Actor with **John W. Meyer**, University of Lucerne, Lucerne.
- Zurich, June 2026