

CURRICULUM VITAE



PERSONAL INFORMATION

Name:	Dr. Marita Haas
Date of birth / place of birth:	January 9, 1977 / Vorau
Nationality:	Austrian
Children:	2 (2012, 2008)

ACADEMIC CAREER

<p>Since January 2013 Vienna University of Technology Karlsplatz 13, 1040 Vienna, AT http://www.tuwien.ac.at/</p>	<p>Post-Doc at the Institute of Management Science. Project manager of the Hertha Firnberg project T556-G17 conducting female biography analysis on identity constructions in male-dominated vs. female-dominated professions. 3-year full-time position (Vol: 205K EUR).</p>
<p>February 2017 – March 2017 IAS-STS Graz Kopernikusgasse 9, 8010 Graz http://www.ifz.at/ias</p>	<p>Research Fellow at the Institute for Advanced Studies on Science, Technology and Society. Visiting position to conduct research on bodily constructions of the female scientist.</p>
<p>April 2014 – August 2014 University of Goettingen Wilhelmsplatz 1, 37073 Göttingen, DE http://www.uni-goettingen.de/</p>	<p>Research Fellow and Lecturer at the Centre of Methods for Social Sciences. Visiting position to conduct research and analysis in the area of female biography analysis. Lecturing bachelor courses in the area of qualitative interviews.</p>
<p>July 2013 – January 2014 max.recall information systems GmbH Künstlergasse 11/1, 1150 Vienna, AT http://www.max-recall.com/</p>	<p>Consultant for gender topics and methodological study design. Informing the bmvit research roadmap project on data science and big data about gender-related aspects; in charge of the methodological study design. (Vol: 65K EUR).</p>
<p>January 2010 – December 2011 Vienna University of Technology Karlsplatz 13, 1040 Vienna, AT http://www.tuwien.ac.at/</p>	<p>Researcher at the Institute of Management Science. Deputy project manager of and researcher in the project “Leaky Pipeline”. Research focus was on biographical analysis & qualitative research design. (Vol: 60K EUR)</p>
<p>July 2009 – May 2010 University of Vienna Universitätsring 1, 1010 Vienna, AT http://www.univie.ac.at/</p>	<p>Researcher at the Institute of Labor and Employment Law. Project manager for the analysis of social services of an Austrian city. (Vol: 15K EUR)</p>
<p>January 2008 – May 2008 University of Vienna Universitätsring 1, 1010 Vienna, AT http://www.univie.ac.at/</p>	<p>Researcher at the Austrian Institute of Family Studies. Project manager and researcher of a project assessing the effects of part-time work from a company’s point of view. (Vol: 25K EUR)</p>
<p>September 2007 – February 2008 University of Vienna Universitätsring 1, 1010 Vienna, AT http://www.univie.ac.at/</p>	<p>Researcher at the Institute of Business Administration, in cooperation with the Austrian Council for Research and Technology development. Project manager and principal researcher of the study “Human Resources in Austria”. (Vol: 35K EUR)</p>
<p>February 2006 – August 2007 E-Commerce Competence Center – EC3 Donau-City-Strasse 1, 1220 Vienna, AT</p>	<p>Researcher at the Department of Digital Business Research, Development and Information Management. Research and consulting in the field of Cooperative Networks and eTourism. Completion of PhD Thesis.</p>
<p>June 2004 – June 2006 University of Vienna Universitätsring 1, 1010 Vienna, AT http://www.univie.ac.at/</p>	<p>Junior Researcher at Institute of Business Administration. Project manager of the EU-funded research project VERITAS (Virtual Enterprises for Integrated Industrial Solutions) including organizational and financial tasks. (Vol: 100K EUR)</p>
<p>August 2002 – January 2003 University of Vienna Universitätsring 1, 1010 Vienna, AT http://www.univie.ac.at/</p>	<p>Teaching Assistant at the Institute of Business Administration. Assistant for courses up to 200 students, administration of exams and seminar papers.</p>

EDUCATION

<p>October 2004 – January 2007 University of Vienna Universitätsring 1, 1010 Vienna, AT</p>	<p>Doctoral Studies in Economics and Social Sciences Doctoral degree of Economics and Social Sciences (with distinction). Thesis: “The Formation Process of SME-Networks”</p>
<p>October 1998 – January 2003 University of Vienna Universitätsring 1, 1010 Vienna, AT</p>	<p>Study of International Business Administration Master’s degree in International Business Administration. Thesis: “Transparency as an Attribute of Quality in Organizations”</p>
<p>September 1995 – June 1997 Kolleg für Freizeit- und Tourismuswirtschaft Badgasse 5, 7400 Oberwart, AT</p>	<p>College of Tourism (Kolleg für Freizeit- und Tourismuswirtschaft) (with distinction)</p>
<p>September 1989 – June 1995 Bundesgymnasium Edelseegasse 13, 8230 Hartberg, AT</p>	<p>Secondary School (Bundesgymnasium) with a focus on languages</p>

RESEARCH AREAS

<p>Gender @ Work Gender is one of the main drivers in my research as gendered stereotypes and related role-expectations coordinate human behavior.</p>	<p>I am especially interested in <i>how</i> masculinities and femininities are negotiated in organizations, respectively how men and women mutually perceive and treat each other in daily processes and routines. I base my research on the theory of the <i>gendered organization</i>, researching inequality regimes and related co-constructions in highly gendered organizations.</p>
<p>Biography Research In my research I apply the principles of biography research to other research fields, such as organization theory and gender.</p>	<p>Biographies reflect a continuous and open process of identification that is embedded in complex social relationships. As biographical research addresses both – the individual and the organizational, institutional and social structures behind – and focuses on the intersection of those, I base my research on the inseparability of biographical aspects with organizational conditions.</p>
<p>Women in Male-dominated fields Thematically, I am interested in the construction of women, their life and roles, in minority settings.</p>	<p>To understand mechanism of exclusion and discrimination, I investigate the role of females in a male-dominated fields based on narratives but also on behalf of daily observations and a micro-sociological viewpoint.</p>

SELECTED PROJECTS

<p>January 2013 – June 2016 Funded by FWF Austrian Science Fund http://www.fwf.ac.at/</p>	<p>Female Biography Analysis. Identity Constructions in Male-dominated vs. Female-dominated Professions” – Program: Hertha Firnberg, T556-G17 – Role: Principal Researcher The study puts the focus on women in male-dominated vs. female-dominated professions and investigates i) whether identity constructions and life concepts follow <i>significant patterns</i> in male- and female-dominated professions and ii) how the fields of <i>gender</i>, <i>biography</i> and <i>profession</i> are linked. Preliminary results indicate two specific leitmotifs of <i>being different</i> and <i>being exposed to violence</i> that shape a female’s way of life in science and technology vs. pedagogy</p>
<p>January 2010 – February 2011 Comissioned by the Rectorate of the Vienna University of Technology (VUT) http://www.tuwien.ac.at/</p>	<p>Leaky Pipeline – Role: Senior Researcher The study aimed to analyze horizontal and vertical gender segregation at Vienna University of Technology on the basis of biographical-narrative interviews. Results show that women who succeeded in the male-dominated environment shared a similar biographical background that led to specific coping strategies in the male-dominated environment.</p>

TEACHING EXPERIENCE

2017	“Gender at Work/in Educational Institutions” at the University of Vienna (bachelor seminar)
2016	“Gender at Work/in Educational Institutions” at the University of Vienna (bachelor seminar) “Qualitative Interviews as Survey Instruments” at the University of Goettingen (bachelor seminar) “Human Resource Management and Leadership” at the Vienna University of Technology (master seminar) “Professional Biographies of Women” at the University of Vienna (master seminar)
2015	“Professional Biographies of Women” at the University of Vienna (master seminar) “Qualitative Interviews as Survey Instruments” at the University of Goettingen (bachelor seminar)
2014	“Qualitative Interviews as Survey Instruments” at the University of Goettingen (bachelor seminar)
2004-2008	“Applications of e-Business and e-Logistics” at the University of Vienna (master course) “Advanced Topics in Organization” at the University of Vienna (master course) “Organization and Human Resources” at the University of Vienna (bachelor course, in total 9 classes held)

AWARDS, GRANTS, FELLOWSHIPS

2016: IAS-STS Fellowship, Institute for Advanced Studies on Science, Technology and Society (ias-sts), Alpen Adria University Graz awarded for planned research in the area of Gender-Technology-Environment

2015: Faculty of Social Sciences Award, University Goettingen, for Best Teaching awarded for the course *Qualitative Interviews as Survey Instruments* held in 2014.

2011: Hertha Firnberg Grant (T556-G17)

Three-year full-time research funding for highly qualified female scientist on post-doc level.

2008: Bank Austria Creditanstalt AG Award for innovative lectures.

2003: Dr. Franz-Silbermayr-Award

awarded for the outstanding Master thesis on *Transparency as an Attribute of Quality in Organizations*.

LANGUAGES

German (native); **English** (fluent, excellent written and oral skills); **Spanish** (advanced level); **French** (advanced level)

FURTHER ACADEMIC ACTIVITIES

Referee of International Journals	<ul style="list-style-type: none"> – Since 2016: Qualitative Sociology – Since 2015: FQS Forum Qualitative Social Research – Since 2013: Schweizer Zeitschrift für Soziologie (Swiss Journal of Sociology)
Conference Chair	<ul style="list-style-type: none"> – Session Chair “Biographies of Outsiders and Outsider Groupings”, 3rd International Sociology Association Forum of Sociology, July 4-10, 2016, Vienna, Austria – Session Chair “Family and Career”, 8th European Conference for Gender Equality in Higher Education. September 3-5, 2014, Vienna, Austria
Academic Committee Memberships	<ul style="list-style-type: none"> – From 2017: Member of the Academic Commission of Vienna University of Technology, responsible for PhD programs – 2016: Member of the Appointment Committee for a new Professorship at the Faculty of Engineering, Vienna University of Technology – 2015: Member of the START Initiative (improving the introductory phase of technical studies), Vienna University of Technology
Research Co-operations	<ul style="list-style-type: none"> – Univ.-Prof. Dr. Gabriele Rosenthal, Georg-August University of Göttingen – Univ.-Prof. Dr. Bettina Dausien, University of Vienna – Dr. Maria Pohn-Lauggas, University of Vienna – Dr. Helene Schiffbänker, Joanneum Research – Young Science Platform - Centre for Cooperation between Science & Schools
Research Network Memberships	<ul style="list-style-type: none"> – Inter-disciplinary Network of Biography Research – Gender Studies Association Austria (ÖGGF) – Austrian Society of Sociology (ÖGS) Department of Feminist Theory and Gender Research

LIST OF PUBLICATIONS, MARITA HAAS

Note: Most important publications are in bold face.

Journal Publications

- [1] **Haas, Marita (2016): Caught between restrictions and freedom: Narrative biographies shed light on how gendered structures and processes affect the drop-out of females from universities. *Current Sociology*, pp. 1-18. DOI: 10.1177/0011392116653173 (peer-reviewed).**
- [2] **Haas, Marita; Koeszegi, Sabine T., and Zedlacher, Eva (2016): Breaking Patterns? How Female Scientists Negotiate Their Token Role in Their Life Stories. *Gender, Work & Organization*, Vol. 23, pp. 397–413, 2016. DOI: 10.1111/gwao.12124 (peer-reviewed).**
- [3] Haas, Marita; Koeszegi, Sabine T. and Noester, Matthias (2007): Current Practice and Structural Patterns in Virtual Organizations: A Qualitative Analysis of 30 Cases. *eJOV, The Electronic Journal for Virtual Organizations and Networks*, Vol. 8. http://www.ejov.org/projects/264/Issues/eJOV%20Vol8/eJOV8_4_Haas_Current%20practice%20and%20structural%20patterns.pdf (peer-reviewed).
- [4] **Haas, Marita & Koeszegi, Sabine T. (2017): Einheit in Diversität? Eine Analyse sozialer Ein- und Ausschließungspraktiken in Organisationen (work in progress, 2nd review for FQS - Forum Qualitative Social Research)**

Book Chapters

- [5] **Pohn-Lauggas, Maria and Haas, Marita (2016): Rekonstruktive Biographieforschung in Österreich. In: Lutz, Helma, Schiebel Martina & Tuidel Elisabeth (ed.): Handbuch Biographieforschung Wiesbaden: Springer VS (peer-reviewed, in press).**
- [6] Bierig, Ralf; Hanbury, Allan; Piroi, Florina; Haas, Marita; Berger, Helmut; Dittenbach, Michael and Lupu, Mihai (2015): A Researcher's View on (Big) Data Analytics in Austria. Results from an Online Survey. In: Helfert, Markus; Holzinger, Andreas; Belo, Orlando; Francalanci, Chiara (eds.) *Data Management Technologies and Applications, Third International Conference, DATA 2014*, Vienna, Austria, August 29-31, 2014, Revised Selected papers. Springer International Publishing. ISBN: 978-3-319-25935-2, p. 45 – 61 (peer-reviewed).
- [7] Noester, Matthias and Gruber, Marita (2005): Co-operative SME networks in manufacturing. Strengthening Competitiveness through Production Networks: A perspective from European ICT research projects in the field of 'Enterprise Networking'. Sixth Framework Programme, IST Priority, Ed. 2005. European Commission, Office for Official Publications of the European Communities, Brussels, p.38-46.

Conferences

- [8] Haas, Marita and Schiffbänker, Helene (2016). Do (not) publish with your former supervisor! The ambivalent construction of independence in a scientific career. STS conference "Sociotechnical Environments", November 24-26, 2016, Università di Trento. (peer reviewed)
- [9] Haas, Marita (2016): How Biographical Research adds to Organizational Theory. *Gender, Work and Organization*, 9th Biennial International Interdisciplinary Conference, Keele University, England, June 29 - July 1, 2016. (peer reviewed)
- [10] **Haas, Marita (2016): The neglected body of the female scientist. 15th Annual Conference on Critical Issues in Science, Technology, and Society Studies, Graz, May 9-10, 2016. (peer reviewed)**

- [11] Haas, Marita und Köszegi, Sabine (2015): Einheit in Diversität? Kritische Analyse des Diversitätsmanagements-Konzepts aus post-feministischer Perspektive. Fachtagung und Vernetzungstreffen der Diversity-Forschenden aus D-A-CH, Hamburg, June, 25, 2015. (peer reviewed)
- [12] Haas, Marita (2014): Auslassungen von Gewalterfahrungen und unbearbeitete Schuld in biographischen Erzählungen - zum Umgang mit der eigenen Familiengeschichte. Tagung Forschungsethik in der qualitativen und quantitativen Sozialforschung, September 11-12, 2014, LMU München, Deutschland. (peer reviewed)
- [13] Haas, Marita (2014): Caught Between Restrictions and Freedom at a Technical University – The Case of Sonja B. 8th European Conference for Gender Equality in Higher Education. September 3-5, 2014, Vienna, Austria. (peer reviewed)
- [14] Haas, Marita and Geserick, Christine (2014): Maybe I Could Make More Of Me: Understanding Young Women's Career Decisions. Gender, Work and Organization, 8th Biennial International Interdisciplinary Conference, Keele University, England, June 24-26, 2014. (peer reviewed)
- [15] Bierig, Ralf; Hanbury, Allan; Haas, Marita; Piroi, Florina; Berger, Helmut and Dittenbach, Michael (2014): A Glimpse into the State and Future of (Big) Data Analytics in Austria. In *Proc. of the 3rd International Conference on Data Management Technologies and Applications (DATA)*, Vienna; pp. 178 – 188, August 29-31, 2014. ScitePress, ISBN: 978-989-8565-67-9, (peer-reviewed).
- [16] Haas, Marita und Zedlacher, Eva (2013): Biographische Rekonstruktion der sozialen Selektion in akademischen Karriereverläufen. Österreichischer Kongress für Soziologie, Linz, September 25-27, 2013; "Krisen in der Gesellschaft - Gesellschaft in der Krise". (peer reviewed)
- [17] Guenther, Elisabeth; Haas, Marita; Keinert, Christina; Köszegi, Sabine T. und Zedlacher, Eva (2011): „Same same but Different“ – Eine Triangulationsanalyse weiblicher Karrieren an der TU Wien. Neuer Strukturwandel der Öffentlichkeit - 3. gemeinsamer Kongress für Soziologie der Deutschen, Schweizerischen und Österreichischen Gesellschaften für Soziologie. Innsbruck, September 29 – October 1, 2011. (peer reviewed)
- [18] Haas, Marita; Keinert, Christina, Koeszegi, Sabine T. and Zedlacher, Eva (2011): New wine in old wineskins. New career boundaries for women in old networks in academia. 27th EGOS colloquium: Reassembling organizations. Gothenburg (Sweden), July 6-9, 2011. (peer reviewed)
- [19] Haas, Marita; Keinert, Christina, Koeszegi, Sabine T. and Zedlacher, Eva (2011): Breaking patterns: How opportunistic sponsorship and women's moral compass shape careers of female scientists. HELENA International conference: Gender and Interdisciplinary Education for Engineers (GEEI), Paris (France), June 23-24, 2011. (peer reviewed)
- [20] Guenther, Elisabeth; Haas, Marita; Keinert, Christina, Koeszegi, Sabine T. and Zedlacher, Eva (2010): To Boldly Go Where No Woman Has Gone Before: Career Perspectives of Women in Technology and Science - A Case Study. Abstract Proceedings Beyond the Leaky Pipeline. Challenges for Research in Gender and Science. Final Conference of the study "Meta-analysis of gender and science research", Brussels (Belgium), October 19-20, 2010, p. 3-4, (peer-reviewed).
- [21] Koeszegi, Sabine T.; Haas, Marita; Keinert, Christina, Zedlacher, Eva and Guenther, Elisabeth (2010): To Boldly Go Where No Woman Has Gone Before: Understanding Resistance to Change in Gender Segregated Organizations - A Case Study at Vienna University of Technology; Abstract Proceedings M/O/T 2010. In *Proc. of the International Conference on Management Learning*. Management makes the World Go Round: Learning for the Future in Management and Organizations. Vienna (Austria), December 1-4, 2010, p. 57 – 58 (peer-reviewed).
- [22] Haas, Marita; Lamp, Christian and Werthner, Hannes (2006): A framework for strategic positioning of DMOs. Talk: ENTER 2007 – The 14th International Conference on Information Technologies in Travel & Tourism. Ljubljana (Slovenia), January 24-26, 2007. (peer reviewed)
- [23] Gruber, Marita and Noester, Matthias (2005): Investigating Structural Settings of Virtual Organisations. In: Kulwant, Pawar, S; Weber, Frithjof; Thoben, Klaus-Dieter and Bernhard

Katzy (Eds.). In *Proc. of the 11th International Conference on Concurrent Enterprising: Integrated Engineering of Products, Services and Organisations*. Munich (Germany). June 20-22, p. 245 – 251 (peer-reviewed).

Invited Talks

- [24] Haas, Marita (2016): Karriereentscheidungen von Frauen in technik- und naturwissenschaftlichen Berufen - familiäre Voraussetzungen und biographische Wendepunkte, University of Vienna. Familie 3.0, November 3, 2016. (Invited talk)
- [25] Haas, Marita (2016): Biografische Stationen und deren Wirkungsweisen. FEMtech Network Meeting, October 3, 2016. (Invited talk)
- [26] Haas, Marita (2015): Erfahrungen von Differenz und Gewalt – (nach wie vor) die vorherrschenden Themen in Frauenbiographien des 21. Jahrhunderts? University of Göttingen, Forschungskolloquium, June, 15, 2015. (Invited talk)
- [27] Haas, Marita (2013): Female Biographies in STEM. European Science Foundation-Workshop, Rom, September 23-24, 2013 „Portrait of a Lady. Women in Science. Participation, Issues and Perspectives in a globalized research system”. (Invited talk)

Books

- [28] Berger, Helmut; Dittenbach, Michael; Haas, Marita; Bierig, Ralf; Hanbury, Allan; Lupu, Mihai and Piroi, Florina (2014): *Conquering Data in Austria. Technologie-Roadmap für das Programm IKT der Zukunft: Daten durchdringen – Intelligente Systeme*. ISBN: 978-3-200-03677-2.

Theses

- [29] Haas, Marita (2007): The formation process of SME-networks - A comparative case analysis of social processes in Austria, Belgium and Turkey. Deutscher Universitätsverlag Gabler, Wiesbaden (PhD thesis). Supervisor: Univ.-Prof. Dr. Rudolf Vetschera.
- [30] Gruber, Marita (2003): Transparenz als Qualitätskriterium für Organisationen. Master Thesis, University of Vienna. Supervisor: Univ.-Prof. Dr. Rudolf Vetschera. Awarded with the „Dr.-Franz-Silbermayr“-prize (promotion award for junior scientists).

Other Publications

- [31] Buchebner-Ferstl, Sabine; Dörfler, Sonja; Haas, Marita und Niksova, Diana (2011): Teilzeit. Eine Studie zu betrieblichen Effekten von Teilzeitbeschäftigung. In: Mazal, Wolfgang (Hg.): Forschungsbericht Nr. 6/2011. Universität Wien, Österreichisches Institut für Familienforschung (Final report on June, 30th 2008, 136 pages).
- [32] Haas, Marita (2008): Humanressourcen in Österreich. Eine vergleichende Studie im Auftrag des Rates für Forschung und Technologieentwicklung. Universität Wien, Fakultät für Wirtschaftswissenschaften.
http://www.ratfte.at/tl_files/uploads/Studien/080421_Endbericht_Humanressourcen%20in%20Oesterreich_Haas.pdf (120 pages)
- [33] Gruber, Marita (2006): Ubíqistas: Videotelephonie als Träger für innovative touristische Erlebniskonzepte. OCG Journal 2/2006, p.18.
- [34] Noester, Matthias; Gruber, Marita and Feindt, Sylvie (2006): How to initiate cooperative networks. Practical guidelines for industry associations, development agencies and SMEs. Online publication on <http://e.finland.fi/netcomm/news/showarticle.asp?intNWSAID=47179>, January 31, 2006.