

## Curriculum Vitae

### Current positions

10/2022 – present: Postdoctoral Researcher at Hertie School, Berlin: Working on the Horizon Europe financed research project REBALANCE investigating the relationship between social enterprises and democracy

### Education

10/2016 – 07/2020: Doctoral Dissertation at Freie Universität Berlin:  
Topic: Essays on Social Entrepreneurship and Sustainable Organizing – An Ethically Focused Practice-Based Perspective, supervisors: Prof. Dr. Jörg Sydow, PD Dr. Ulrich Thielemann  
*final grade: summa cum laude (with honors)*

10/2013 – 09/2015: Graduate studies in Management & Marketing at Freie Universität Berlin: Master thesis: Social Entrepreneurship in the Tension between Economics and Ethics – On the Role of Inter-Organizational Cooperation, grade: 1,0, degree: Master of Science, *final grade: 1,0*

10/2009 – 03/2013: Undergraduate studies in Business Administration at Freie Universität Berlin and Universitat Internacional de Catalunya, Barcelona: degree: Bachelor of Science, *final grade: 1,4*

08/1999 – 06/2008: Amos-Comenius-Gymnasium in Bonn, Degree: Abitur, *final grade: 1,1*

## Work experience

- 10/2020 – 03/2023: Postdoctoral Lecturer/Researcher at the Chair for Inter-Firm Cooperation at Freie Universität Berlin: involved in multiple research projects, teaching graduate and undergraduate students, supervision of theses
- 10/2016 – 09/2020: Lecturer/Research Assistant at the Chair for Inter-Firm Cooperation at Freie Universität Berlin: teaching graduate and undergraduate students, supervision of theses
- 01/2016 – 09/2016: Analyst at FactWorks GmbH, Berlin: Management of online based market research projects, conception of surveys, statistical analysis of results
- 06/2010 – 09/2015: Teaching Assistant at the Department of Marketing at Freie Universität Berlin: teaching seminars to undergraduate students, participation in developing a blended-learning-concept that won the FU Berlin e-learning prize 2012, conceptualization and implementation of web-based e-learning units

## Publications

Bruder, I. (2021): A Social Mission is Not Enough: Reflecting the Normative Foundations of Social Entrepreneurship, in: *Journal of Business Ethics*, 174 487-505, <https://doi.org/10.1007/s10551-020-04602-5>.

Bruder, I. (2021): Reflections on Social Entrepreneurship and Sustainable Organizing: An Ethically Focused Practice-Based Perspective, in: *Zeitschrift für Wirtschafts- und Unternehmensethik*, 22(1) 111–122.

Bruder, I./Sydow, J. (2021): Social Entrepreneurship – Unternehmertum im Sinne des Gemeinwohls?, in: *WiSt - Wirtschaftswissenschaftliches Studium*, 50(10), 10-15.

Bruder, I./Bartosch, J. (2020): How to Stay Weird – The Normative Subordination of Profits in a Firm Striving for Sustainability, in: *Academy of Management Proceedings*, <https://doi.org/10.5465/AMBPP.2020.19518abstract>.

Bruder, I. (2018): Was macht Social Entrepreneurship aus? Ein Blick auf die Mission allein reicht nicht, in: *Zeitschrift Führung + Organisation (zfo)*, 87(5) 343–349.

## **Awards and recognition**

Add-on Fellowship 2022 for Inter-Disciplinary Business and Economics of the Joachim-Herz Stiftung amounting to 12.500€

Award for young scholars “WK ORG Nachwuchspreis 2022” at the 46<sup>th</sup> conference of the scientific commission for organization studies in Düsseldorf, Germany (online)

Finalist at the 2021 Best Dissertation Award of the Social Issues in Management Division at the Academy of Management

zfo-Award for young scholars 2018 at the 42<sup>nd</sup> conference of the scientific commission for organization studies (WK ORG) in Hamburg, Germany

National grant “Deutschlandstipendium” for outstanding students in the academic year 2014/2015

## **Presentations at international conferences (selection)**

Bruder I./Sydow, J. (2022): Strategic network leadership in social entrepreneurship via purpose borrowing – How organizational ethical aspirations influence inter-organizational practices, 38<sup>th</sup> EGOS Colloquium, 7.-9. July in Vienna, Austria.

Bruder I./Sydow, J. (2021): The Idiosyncrasies of Social Enterprise Cooperation in Inter-Organizational Networks – A Practice-Based Analysis of an Extreme Case, 37<sup>th</sup> EGOS Colloquium, 8.-10. July [online].

Bruder, I. (2020): From Mission Drift to Practice Drift – Theorizing Drift in Social Enterprises and Beyond, 1st Organization Theory Winter Workshop, 13.-14. November [online].

Bruder, I./Bartosch, J. (2020): How to Stay Weird – The Normative Subordination of Profits in a Firm Striving for Sustainability, 80th Annual Meeting of the Academy of Management, OMT Division, 7.-11. August [online].

Bruder, I. (2019): Practice drift in social enterprises – A practice-based understanding beyond mission drift, 35th EGOS Colloquium, 4.-6. July in Edinburgh, Scotland.

Bruder, I. (2018): Seeing beyond social entrepreneurship's mission - How an ethical frame of reference shifts the focus on practices, 42. Workshop of the WK ORG, 14.-16. February in Hamburg, Germany.

Bruder, I. (2017): In Search of the 'Social' in Social Entrepreneurship – Introducing Integrative Economic Ethics as an Ethical Frame of Reference, 4th EIASM Workshop on Business Ethics, 9.-10. November in Brussels, Belgium.

## **Community services and committee positions**

### **Research community**

Organization of a sub-theme at the EGOS Colloquium 2023: Studying change in, through and around organizations with a practice sensitivity, together with Davide Nicolini and Elizabeth Shove

Organization of the online conferences "Practice Theory Gathering" 2021 and 2022 [online], together with Ted Schatzki, Elizabeth Shove, Stanley Blue, and others

Member of the advisory board at the Practice Theory Centre, Lancaster University

Organizing committee member of the inter-disciplinary "Practice Theory Consortium" organizing different events to support young scholars

Ad-hoc reviewer for Organization Studies, Journal of Business Ethics, Academy of Management Annual Meetings, WK ORG Workshops

### **Administrative positions**

Participation in three hiring committees for professorships at Freie Universität Berlin between 2018 and 2022

Participation in the committee writing the Female Promotion Scheme 2020-2022 of the Faculty for Business and Economics at Freie Universität Berlin

## Teaching experience

- Master at FU Berlin: Graduate course “Management of Inter-Organizational Relations” (2021 & 22)
- Graduate course “Social Entrepreneurship – The Role of Inter-Organizational Cooperation” (2018)
- Bachelor at FU Berlin: Undergraduate course “Morals or Profits? Responsibility and Sustainability of Businesses” (2019 & 21/22)
- Undergraduate course “Network-Forum: Inter-Organizational Relations in Social Entrepreneurship” (20/21 & 22/23)
- Undergraduate course “Supply and Operations Management” (2016 – 19)

## Memberships

- Academy of Management (AOM)
- European Group of Organization Studies (EGOS)
- Verband der Hochschullehrerinnen und Hochschullehrer für Betriebswirtschaft e.V.
- Social Entrepreneurship Netzwerk Deutschland e.V.

## Social sommitments

- 09/2021: Head of the electoral committee in a postal ballot office in Berlin-Kreuzberg for the election of the German Bundestag
- Since 04/2014: Supporter of Amnesty International e.V.
- 08/2011 – 12/2015: Voluntary work in the business ethics think tank „MeM – Denkfabrik für Wirtschaftsethik e.V.“, Berlin

## Language skills

Lithuanian (native), English (fluent), German (fluent), French (advanced), Spanish

(basic)