

# Roman Gibel

Curriculum Vitae

## Personal Information

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Name Dr. phil. Roman Gibel  
Date of Birth December 3, 1988  
Marital Status In partnership  
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Websites [University of Zurich](#)  
[University of Lucerne](#)  
[Google Scholar](#)  
[Researchgate](#)  
[Linkedin](#)  
[ORCID](#)

## Academic Positions

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Since 02/2023 Postdoc, Department Foundations of Business Administration and Theories of the Firm, **University of Zurich**  
**Principal investigator** in SNF-funded research project: "Smart Anti-corruption Regulation. The Case of International Sport Federations"

07/2019 – 07/2023 **Postdoc (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 – 02/2018 **Visiting researcher** at the Institute for Organization Studies, **University of Economics and Business (WU)**, Vienna, Austria

2016 – 2019 Scientific Assistant (with teaching assignment), Department of Sociology, University of Lucerne, Switzerland

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

## Education

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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, University of Lucerne, Switzerland

## Non-Academic Positions

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

## Publications and Presentations

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### Peer-Reviewed-Journal

- 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

- Exp. 2024 Gibel, Roman: Organizational Transparency. In: Goodwyn, M.; Swartz, E.; Grothe-Hammer, M.; Idowu, S. O. (eds.). The Elgar Encyclopedia of Organizational Sociology.
- Exp. 2024 Gibel, Roman; Waibel, Désirée: Organizational Resistance. In: Goodwyn, M.; Swartz, E.; Grothe-Hammer, M.; Idowu, S. O. (eds.). The Elgar Encyclopedia of Organizational Sociology.
- 2024 Gibel, Roman: Exklusive Organisationen: Von Berufsvertretern zu wahren Freunden. In: Dorn, Christopher; Meier, Frank; Kaufmann, Max (eds.): Organisierte Personenbewertung. Springer: Wiesbaden.
- 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](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](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](https://www.unilu.ch/fileadmin/fakultaeten/ksf/institute/polsem/Dok/Studium/Leitfaden_wissSchreiben_KSF.pdf).

### Currently in Preparation

- 2024 **Authoritarian Leadership and Democratic Administration as Responses to Institutional Complexity. The Case of FIFA** (with F. Überbacher, A. Scherer), Academy of Management Conference.
- 2024 **Resistance Revisited. Moving beyond the Duality of Organizational Resistance. Organization** (with D. Waibel), Organization Theory Workshop
- 2024 **Meta-organization, diluted responsibility and sustained organizational success: The case of FIFA and UEFA** (with F. Überbacher; A. Scherer), EGOS.

- 2024 **Internal Imprinting as a Form of Organizational Resistance. The Case of Female Member Admission in Freemason Lodges.**
- Working Papers
- 2023 Organizational Misconduct and the Case of International Sport Federations. SBE Agora Fullpaper.  
[https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=4551133](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4551133)
- 2021 Gender Equality in Men-only Organizations. Male Resistance and Support of Women Admission within Swiss Lodges. EGOS Fullpaper.
- 2021 Obscure Organizations: Legitimacy of Illegitimate Organizations. Paper Development Workshop DGS Fullpaper.
- 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](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](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4548399)
- Profane/Open Science
- 2020 Gibel, Roman (4. Dezember). 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 (15. Juni). 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 (29. September): Kultz und Transparenz. Kultz. Online Magazin für Kultur und Satire.  
<https://kultz.ch/a/lufRNBnaKltJioBJ/kultz-und-transparenz>
- Selected Presentations
- 03/2024 “Meta-Organizations and Diluted Responsibility. The Case of International Sport Organizations”, **19<sup>th</sup> 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.
- 07/2023 “Varieties of Governance in (Future) Sports Regulation”, Presentation, **Interdepartmental Gruppe zur Korruptionsbekämpfung, EDA, Bern.**
- 03/2023 “Varieties of Resistance. What Organizations Do to Stay the Same”. **18<sup>th</sup> 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”. **17<sup>th</sup> 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”, **16<sup>th</sup> 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”, **15<sup>th</sup> 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”. **14<sup>th</sup> Workshop on New Institutionalism in Organization Theory**, Bocconi University, Milano.
- 03/2017 “The Making of Strong Ties. Formal Structure, Rituals and Ceremonies”. **13<sup>th</sup> Workshop on New Institutionalism in Organization Theory**, Hebrew University, Jerusalem.
- Other Presentations
- 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 Vetterwirtschaft 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”. Referat, **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, <b>Forschungstage, Wirtschaftsuniversität Wien</b> , 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”. Referat, <b>12<sup>th</sup> New Institutionalism in Organization Theory Workshop</b> , Universität Luzern, Luzern.
06/2015	“Vernetzung über Nonprofit-Organisationen: Logen, Zünfte, Service Clubs”. Poster, <b>Sektionstagung Organisationssoziologie Nonprofitorganisationen – Entgrenzt in die Zukunft?</b> , TU Dortmund, Dortmund.
Selected Workshops	
07/2020	Post-Doc Workshop. Diskussionsbeitrag, <b>EGOS</b> (European Group of Organizational Studies), University of Hamburg, online.
05/2020	“Organizing Social Progress. On the Legacy of the International Industrial Relations Institute”, <b>8<sup>th</sup> Austrian Early Scholars Workshop in Management</b> , Johannes Kepler University Linz, WU Vienna.
10/2017	“Obscure Nonprofit-Organizations. Strong Ties Within Regional Networks”, WU Vienna, <b>Forschungstage</b> , 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) - <b>SCANCOR</b> (Scandinavian Consortium for Organizational Research).
10/2016	“Rationalized Nonprofit-Organizations. The Example of Guilds, Lodges and Service Clubs”. <b>PhD Workshop: Institutional Organizational Analysis - Change and Transformation</b> , CBS Copenhagen Business School, Copenhagen.
04/2016	“Institutional Theory and Conceptions of World Society”, World Society, Institutional Theory, and the Organized Actor with <b>John W. Meyer</b> , University of Lucerne, Lucerne.

## Funding

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2022	SAGW Travel fund	(500 SFr.)
2022	Funding of research assistance 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.)

## Editorship & Review Work

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Since 01/2022	<b>Editor at the Swiss Journal of Sociology (SJS)</b> <a href="https://sciendo.com/journal/SJS">https://sciendo.com/journal/SJS</a> Desk Editor, Special Issue Supervision, Managing Editor, Relaunch of SJS (introduction of new Content Management System)
01/2021 – 12/2021	Editor for Book Reviews in Swiss Journal of Sociology (SJS)
2024	Reviewer for Schmalenbach Journal of Business Research
2023	Reviewer for Soziale Welt

2023	Reviewer for Journal of Rural Studies
2019, 2023	Review of Conference Submissions, Academy of Management, Organization and Management Theory, Annual Conference, New York

### Professional Affiliations and Memberships

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Since 2019	German Society for Sociology (DGS), Section Sociology of Organizations, Germany
Since 2018	Swiss Sociological Association (SSA), Switzerland
Since 2018	European Group for Organization Studies (EGOS), Belgium

### Teaching & Student Supervision

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Since 2020	Supervision of <b>20 Bachelor theses and 10 Master</b> theses. Guidance of students and organization of colloquia for the supervised students.
2023	Assessment course "Business Administration and Start-up Management, University of Zurich.
2023	Bachelor course "Moral and Organization", Bielefeld University (GE).
2022	<b>Recognition of excellent teaching</b> by Faculty of Humanities and Social Sciences, University of Lucerne (attached)
Since 2016	Composition and teaching of <b>33 full semester courses</b> since 2016 (21 BA, 5 MA, 7 Methods). Topics are independently chosen and compiled, but always revolve around sociological issues (e.g. Transparency, Nonprofit sector, Social Capital Theories, Social Capital, Tie Quality in Networks, Trust, Transparency, Resistance, Values Studies, Institutional Theory, Organizational Change and Actorhood, Theories of Competition)  See for a comprehensive list the attached teaching portfolio.
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, 8 courses), in addition to regularly held courses.

### Institutional Work

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2020 – 2021	Member in the appointment process 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	Substitute in the commission of teaching evaluation, University of Lucerne, Switzerland

### Administrative Experience

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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
2016	Support in organizing the 12th Workshop on New Institutionalism in Organizational Theory, University of Lucerne, Switzerland

### Miscellaneous

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Languages	Fluent German and English, mediocre Italian and French
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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, Hosting of Public Events, Skiing (backcountry, cross country), Football, Literature

Last updated: May 17<sup>th</sup>, 2024