

Steffen Keck

Associate Professor for Strategic Management

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Academic Positions

2020 - Present	Associate Professor for Strategic Management Department of Business Administration, University of Vienna, Vienna, Austria
2014 - 2020	Assistant Professor for Strategic Management Department of Business Administration, University of Vienna, Vienna, Austria
2012 - 2014	Postdoctoral Fellow Department of Social and Decision Sciences, Carnegie Mellon University, Pittsburgh, USA

Education

2007 - 2012	PhD in Management INSEAD, Fontainebleau, France
2005 - 2006	Master of Science, Operational Research London School of Economics, London, UK

Research Interests

Behavioral Strategy | Collective Decision Making | Behavioral Theory of the Firm

Publications

1. Keck, S., Schumacher, C., Gupta, A., & Leavitt, K. (2025). How mega-threats influence workplace cooperation: Effect of #BlackLivesMatter salience on cooperation among and between Black and White coworkers. *Academy of Management Journal*, in press.
2. Schumacher, C., Keck, S., & Gupta, A. (2026). Violence and competition: The effect of mass shootings and domestic terrorism on organizational risk-taking in response to performance shortfalls. *Academy of Management Journal*, 69(2), 212-242.
3. Richter, V., Janjic, R., Klapper, H., Keck, S., & Reitzig, M. (2023). Managing exploration in organizations: The effect of superior monitoring on subordinate search behavior. *Strategic Management Journal*, 44(9), 2226-2254.
4. Chan, T. H., Liu, H., Keck, S., & Tang, W. (2023). When do teams generate valuable inventions? The moderating role of invention integrality on the effects of expertise similarity, network cohesion, and gender diversity. *Production and Operations Management*, 32(6), 1760-1777.
5. Keck, S., & Tang, W. (2021). Elaborating or aggregating? The joint effects of group decision-making structure and systematic errors on the value of group interactions. *Management Science*, 67(7), 4287-4309.
6. Keck, S., & Tang, W. (2020). Enhancing the wisdom of the crowd with cognitive process diversity: The benefits of aggregating intuitive and analytical judgments. *Psychological Science*, 31(10), 1272-1282.
7. Keck, S., & Tang, W. (2020). When decoy effect meets gender bias: The role of choice set composition in hiring decisions. *Journal of Behavioral Decision Making*, 33(2), 240-254.
8. Schumacher, C., Keck, S., & Tang, W. (2020). Biased interpretation of performance feedback: The role of CEO overconfidence. *Strategic Management Journal*, 41(6), 1139-1165.
9. Keck, S. (2019). Gender, leadership, and the display of empathic anger. *Journal of Occupational and Organizational Psychology*, 92(4), 953-977.
10. Keck, S., & Babcock, L. (2018). Who gets the benefit of the doubt? The impact of causal reasoning depth on how violations of gender stereotypes are evaluated. *Journal of Organizational Behavior*, 39(3), 276-291.
11. Keck, S., & Tang, W. (2018). Gender composition and group confidence judgment: The perils of all-male groups. *Management Science*, 64(12), 5877-5898.

12. Keck, S. (2014). Group reactions to dishonesty. *Organizational Behavior and Human Decision Processes*, 124(1), 1-10.
13. Keck, S., Diecidue, E., & Budescu, D. V. (2014). Group decisions under ambiguity: Convergence to neutrality. *Journal of Economic Behavior & Organization*, 103, 60-71.
14. Avci, B., Loutfi, Z., Mihm, J., Belavina, E., & Keck, S. (2014). Comparison as incentive: Newsvendor decisions in a social context. *Production and Operations Management*, 23(2), 90-108.
15. Karelaia, N., & Keck, S. (2013). When deviant leaders are punished more than non-leaders: The role of deviance severity. *Journal of Experimental Social Psychology*, 49(5), 783-796.
16. Keck, S., & Karelaia, N. (2012). Does competition foster trust? The role of tournament incentives. *Experimental Economics*, 15(1), 204-228.

Teaching

2016 - 2025	Strategic Decision Making University of Vienna MSc. in Business Administration
2016 - 2025	Negotiations University of Vienna MSc. in Business Administration
2016 - 2019	Business Strategy University of Vienna MSc. in Business Administration
2025 - Present	Experimental Methods University of Vienna MSc. in Business Administration
2018 - 2025	Master Thesis Konversatorium University of Vienna Master's thesis seminar

Internal Service

2024 - Present	Head, Institute for Accounting, Innovation and Strategy University of Vienna
2020, 2023, 2024	Member, Recruitment Committees for Professorial Appointments University of Vienna

Awards and Scholarships

- Travel grant (€9,750), OeAD Eurasia-Pacific Uninet, 2024.
- Research grant (€120,000), Anniversary Fund of the Austrian National Bank, 2018-2022.
- Research prize (€5,500), Hochschuljubiläumsstiftung der Stadt Wien, 2017.
- Annual research prize (€9,500), Austrian Economic Chambers Vienna, 2016.
- INSEAD PhD fellowship, 2007-2012.
- Travel award, Summer Institute on Bounded Rationality in Psychology and Economics, Max Planck Institute for Human Development, 2009.
- Travel award, Advanced Training Institute on Online Research in Psychology, UC Fullerton, 2009.