

## Prof. Dr. Markus Gmür

### **PERSONAL DETAILS**

Date of birth: September 23, 1963

Phone: +41 26 300 8405

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### **ACADEMIC EXPERIENCE**

Since 10/08 **Head of Chair, Chair of NPO-Management and Research Director, Institut für Verbands-, Stiftungs- und Genossenschaftsmanagement (VMI) University of Fribourg (Switzerland)**

#### **Research interests (currently):**

- Performance-Management in Nonprofit Organizations
- Governance Systems in Nonprofit Organizations
- Human Resource Management and Organizational Performance
- International Comparative Management Studies
- Co-Citation Analyses
- Gender Pay Gap in the Third Sector

#### **Teaching (currently):**

- Courses in NPO Management on master level (Master of Arts, MBA)
- Courses in human resource management at the undergraduate level
- Supervision of doctoral candidates

09/06-09/08 **Head of Chair, Chair of Human Resource Management**  
European Business School, International University, Schloss Reichartshausen

07/06-06/08 **Vice Dean Education**  
European Business School, International University, Schloss Reichartshausen

10/03-06/06 **Interim Professor and Lecturer** of Organisation and Human Resource Management at the European Business School, International University, Schloss Reichartshausen, Germany

10/02-07/03 **Interim Professor** of Public Management at the University of Konstanz, Germany.

10/01-03/03 **Lecturer** at the WHL Wissenschaftliche Hochschule Lahr, Germany.

10/95-03/02 **Research Assistant** at the Chair of Management at the University of Konstanz. Germany (Prof. Dr. Rüdiger Klimecki)

02/93-03/93 **Visiting Research Fellow** at the University of Geneva, Switzerland (Prof. Dr. Gilbert Probst).

10/91-11/92 **Visiting Lecturer** at the University of Economics and Business Administration, Kiev (Ukraine)

10/89-09/94 **Academic Assistant** at the Chair of Management at the University of Konstanz (Prof. Dr. Rüdiger Klimecki).

### **BUSINESS EXPERIENCE**

- 10/02-12/06 Partner of the IMb.K Managementberatung Konstanz
- 07/99-10/99 Freelance consultant for the Sankt. Georgen Graduate School of Philosophy and Theology in cooperation mit Angermann & Partner, Hamburg
- 10/95-09/96 Authorised Representative (Prokurist) of the Medeclin Day Hospitals GmbH, Konstanz, Germany

### **EDUCATION AND QUALIFICATIONS**

#### **University of Konstanz, Germany**

- 07/06 *Habilitation* (postdoctoral qualification to achieve full professorship according to German law) in business administration
- 02/96 *Doctorate* in Social Sciences (Dr. rer. soc.)

#### **University of St. Gallen, Switzerland (10/83-07/87 and 10/88-09/89)**

- 09/89 *Diploma* in Business Administration (lic. oec. HSG)

#### **University of Bamberg, Germany (10/87-09/88)**

Studies in Sociology and Organisational Psychology

### **ADDITIONAL**

#### Languages

- German Native language
- English Proficient (verbal and written)
- French Proficient (verbal and written)
- Italian Basic working knowledge

Coaching Certificate (based on 24 Training days 1998 – 2000)