

# CURRICULUM VITAE

Jan Bernhard Schmutz-Henestroza, PhD

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Languages: German (native)   English (fluent)   French (upper-intermediate)   Spanish (intermediate)	ResearcherID AAA-5605-2021 GoogleScholar: <a href="https://bit.ly/3pSVWnM">https://bit.ly/3pSVWnM</a>

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## EDUCATION

08/2022	Habilitation, Department of Management, Technology & Economics, ETH Zurich Thesis title: <i>Team Reflection in Action Teams: Implications for Research and Practice</i>
11/2014	Ph.D., Department of Psychology, University of Fribourg, Switzerland Thesis title: <i>Team Processes and Performance in Healthcare Teams</i>
06/2010	Master of Science in Psychology, University of Bern, Switzerland Thesis title: <i>Effects of Perceived Workplace Incivility – A Longitudinal Study</i>
06/2008	Bachelor of Science in Psychology, University of Bern, Switzerland Thesis title: <i>Effects of Effort Reward Imbalance on Counterproductive Work Behavior</i> Bachelor of Science in Sport Science (Minor), University of Bern, Switzerland

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## ACADEMIC POSITIONS

09/2022 – present	Assistant professor, Department of Psychology, University of Zurich; funded by <a href="#">SNSF Eccellenza Professorial Fellowship</a> <sup>1</sup> <ul style="list-style-type: none"><li>· Leading an independent research group (<a href="#">Professorship of Applied Team Research</a><sup>2</sup>)</li><li>· Supervise and mentor two PhD students and a postdoctoral researcher</li><li>· Lead and collaborate in various international research projects</li><li>· Teach in master's program and engage in institutional activities</li></ul>
10/2019 – 07/2022	Senior researcher, Department of Management, Technology, and Economics, ETH Zurich <ul style="list-style-type: none"><li>· Conducted research</li><li>· Co-supervised PhD students, contributed to their academic development</li><li>· Taught in the Master's, Master of Advanced Studies, and PhD programs</li><li>· Engaged in institutional activities as a representative of the scientific staff</li></ul>
05/2018 – 10/2019	Visiting scholar, School of Communication, Northwestern University, Evanston, USA; funded by SNSF Advance Postdoc.Mobility fellowship <ul style="list-style-type: none"><li>· Conducted research and collaborate on international projects</li><li>· Initiated and established new international research collaborations</li></ul>
12/2014 – 04/2017	Postdoctoral researcher & lecturer, Department of Management, Technology, and Economics, ETH Zurich <ul style="list-style-type: none"><li>· Conducted research</li><li>· Co-supervised PhD students, contribute to their academic development</li><li>· Taught in the Master's, Master of Advanced Studies, and PhD programs</li></ul>
06/2014 – 11/2014	Researcher, Department of Management, Technology, and Economics ETH Zurich <ul style="list-style-type: none"><li>· Conducted research</li></ul>
04/2011/ – 05/2014	PhD student, University of Fribourg <ul style="list-style-type: none"><li>· Conducted research as a PhD student, focusing on a cumulative dissertation</li><li>· Engaged in institutional activities as co-president of the scientific staff</li></ul>

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## FURTHER EDUCATION

05/2023	Onboarding and Personnel Selection (1 day), UZH Leadership and Governance Academy <ul style="list-style-type: none"><li>· Gained insights into effective team integration and talent assessment strategies</li></ul>
04/2023	Professional Leadership in Academia (2 days), UZH Leadership and Governance Academy <ul style="list-style-type: none"><li>· Explored effective strategies for leading diverse academic teams</li></ul>
11/2016	Teaching in higher education (Certificate of Advance Studies, 15 ECTS), University of Fribourg <ul style="list-style-type: none"><li>· Learned design and planning of diverse teaching activities, tailoring them to various learning environments, and tools to meet specific learning objectives in my field</li></ul>
10/2014	Healthcare simulation educator course: Pediatric emergencies (3 days), PAEDSIM e.V., Department of Emergency Medicine and Management, Munich, Germany <ul style="list-style-type: none"><li>· Acquired skills in facilitating team debriefings using constructive feedback and reflective learning</li></ul>

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<sup>1</sup> <https://www.snf.ch/en/DGCP4SuM4eU2O1bz/funding/careers/eccellenza>

<sup>2</sup> [www.appliedteamresearch.com](http://www.appliedteamresearch.com)

## GRANT-FUNDED RESEARCH PROJECTS

2023	<i>Startup Grant</i> [Einrichtungskredit], awarded by the University of Zurich for new professors after submitting a project proposal	CHF 60'000
2022	<i>Tools4Teams</i> , Horizon Europe, MSCA Doctoral Networks Partner in MSCA Doctoral Network; (Start 2023)	CHF 294'000
2021	<i>Teamwork Under Pressure: Effective Team Processes During Extreme Events</i> , Eccellenza Professorial Fellowship granted from the Swiss National Science Foundation; (Start 2022)	CHF 1'800'762
2021	<i>A Social Network Approach to Human Dynamics in Extreme Work Environments: How Perceived Social Isolation, Paranoid Thinking, and Reflexivity Shape Team Performance in Antarctica Wintering Teams (HD-ICE II)</i> ; follow-up project approved by the European Space Agency (ESA) allowing human research using CONCORDIA as human exploration analogue; Co-PI and project coordinator	Field access grant
2020	<i>Decision-Making in medical teams – development and testing of medicine specific hidden-profile tasks</i> , awarded by the foundation Suzanne und Hans Biäsch zur Förderung der Angewandten Psychologie, PI	CHF 22'400
2020	<i>Dealing with the unexpected: Unpacking team adaptation in Antarctica</i> ; NTR-INGRoup grant for Research and Instruction Contributing to the Understanding of Groups, awarded by the Interdisciplinary Network for Group Research (INGRoup), Co-PI	CHF 8'975 USD 10'000
2019	<i>Adaptation Dynamics in Antarctica Teams</i> ; Project approved by the Portuguese Polar Program; permission and funding of travel and data collection for two team members in Antarctica for the Antarctica summer campaign 2019/20, Co-PI	Field access grant
2019	<i>A Social Network Approach to Human Dynamics in Extreme Work Environments: How Perceived Social Isolation, Paranoid Thinking, and Reflexivity Shape Team Performance in Antarctica Wintering Teams (HD-ICE)</i> ; project approved by the European Space Agency (ESA) allowing human research using CONCORDIA as human exploration analogue, Co-PI	Field access grant
	Supported by the PRODEX grant, awarded by the State Secretariat for Education, Research and Innovation SERI, Swiss Space Office	CHF 17'400
2018	<i>Don't Crack Under Pressure: Team Reflexivity as a Means to Enhance Team Functioning and Performance in Extreme Situations</i> ; Advance Postdoc.Mobility fellowship granted from the Swiss National Science Foundation	CHF 87'000
2017	<i>Ensuring Teamwork Effectiveness in Antarctica</i> ; Project approved by the Portuguese Polar Program; permission and funding of travel and stay for two team members in Antarctica for the Antarctica summer campaign 2017/18 (Co-PI)	Field access grant
2014	<i>A meta-analysis of team processes and patient safety: the moderating role of team and task characteristics</i> ; European Society of Anaesthesiology (ESA), Meta-Analysis Grant; Co-PI	CHF 18'850 EUR 19'475
<b>Total grant money secured:</b>		<b>CHF 2'309'387</b>

## PRIZES, AWARDS, FELLOWSHIPS

2018	Runner up for Best Paper Award 2018 at the <i>Journal of Organizational Behavior</i> for <i>Reflection in the heat of the moment: The role of in-action team reflexivity in healthcare emergency teams</i> (Schmutz, Lei, Eppich & Manser, 2018)
2017	Support Grant for the organization of conferences in the field of applied psychology from the Suzanne and Hans Biäsch Foundation for the Advancement of Applied Psychology; CHF 9'500.
2016	2nd place Best Research Award, 10th International Meeting on Behavioural Science Applied to Surgery and Acute Care Settings (BSAS), Aberdeen
2013	Best Research Award for paper presentation <i>Five Steps to Develop Checklists for Evaluating Clinical Performance: An Integrative Approach</i> , Society in Europe for Simulation Applied to Medicine, Paris

## BOARD MEMBERSHIPS & SCIENTIFIC REVIEWING ACTIVITIES

Associate Editor	<a href="#">Team Performance Management</a>	
Editorial Board Member	Advances in Simulation	
Review Editor/ Consulting Editor	Frontiers in Psychology (Section Organizational Psychology) Spanish Journal of Psychology	
Ad-hoc Journal Review	Academic Medicine BMJ Quality & Safety BMJ Simulation & Technology Computers & Education Discourse Processes Ergonomics Group and Organizational Management Gruppe Interaktion Organisation Journal of Business Review Journal of Business Research	Journal of Critical Care Journal of Interprofessional Care Journal of Multidisciplinary Healthcare Journal of Organizational Behaviour Learning Health Systems Management Decisions Methods in Psychology Safety Science Small Group Research Swiss Journal of Psychology

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## ACTIVE MEMBERSHIPS IN SCIENTIFIC SOCIETIES

- Academy of Management (AOM)
- European Association of Work and Organizational Psychology (EAWOP)
- Interdisciplinary Network for Group Research (INGRoup)
- Swiss Psychology Society (SGP)
- German Psychological Society (DGPs)

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## INSTITUTIONAL RESPONSIBILITIES

2024 – present	Member of the UZH Center for Crisis Competence (CCC), University of Zurich <ul style="list-style-type: none"><li>· Participate in activities of the CCC around crisis management in research, and society</li></ul>
04/2024	1-day course “Conflict Management” for participants from the Faculty of Medicine and the Vetsuisse Faculty, University of Zurich (Coordination and course design)
03/2024	1-day course “Lateral Leadership” for employees of the University of Zurich (Coordination and course design)
2023 – 2024	Scientific adviser to the UZH Center for Crisis Competence, University of Zurich <ul style="list-style-type: none"><li>· Provide expert analysis for university leadership in managing potential energy shortages</li></ul>
2020 – 2022	Representative of the scientific staff at the Department of Management, Technology and Economics, ETH Zurich <ul style="list-style-type: none"><li>· Represented scientific staff in department meetings</li><li>· Organized networking events for scientific staff</li></ul>
2012 – 2014	Co-President of the scientific staff at the Department of Psychology, University Fribourg <ul style="list-style-type: none"><li>· Represented scientific staff in department meetings</li><li>· Engaged in faculty recruitment and search committees</li></ul>

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## ORGANIZATION OF CONFERENCES

2023/10	Organizing team of the EAWOP Small Group Meeting “Human-AI Teams at Work: Opportunity or Threat?”, October 25-27, 2023, Amsterdam, Netherlands
2017/10	Organizing team of the 11th International Meeting on Behavioural Science Applied to Surgery and Acute Care Settings (BSAS), October 21-22, 2017, Zurich, Switzerland.

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## INVITED TALKS AND KEYNOTES

### Conference Keynotes

- Schmutz, J. B.** (2024, May). What makes high performing teams? Evidence from simulation research. *Keynote at the Annual Symposium of the Irish Association for Medical Simulation*, Galway, Ireland.
- Schmutz, J. B.** (2023, September) Teamwork at world’s end: What makes an effective polar team? Keynote at the Swiss Polar Days, Sion, Switzerland.
- Schmutz, J. B.** (2022, September) Team Performance – What makes a Team Effective? *Annual Conference of the Swiss Intensive Care Society*, Basel, Switzerland.
- Schmutz, J. B.** (2021, November) *Patientensicherheit im Schweizer Rettungsdienst: Eine Standortbestimmung* [Patient Safety in the Swiss Ambulance Service: An Assessment of the Current Situation]. Keynote at the 7. Symposium Retten und Lernen [7. Symposia Rescue and Learn], Nottwil, Switzerland.
- Schmutz, J. B.** (2018, Oktober). *Keep calm and reflect – Team reflexivity and its implications for performance*. Keynote at the 12th International Meeting for Behavioural Science in Surgery and Acute Care Settings, Munich, Germany.

- Schmutz, J. B.** (2016, Oktober). *Teamwork und Leadership* [Teamwork and Leadership]. Keynote at the 1. Heidelberger Interdisziplinäres Symposium Patientensicherheit [1. Heidelberg Interdisciplinary Symposia for Patient Safety], Heidelberg, Germany
- Schmutz, J. B.** (2015, October). *Un groupe constitué d'experts ne fait pas un groupe d'expert* [A group of experts is not an expert group]. Keynote at the Symposium Belge de Simulation en Santé [Belgian Symposia for Simulation in healthcare], Namur, Belgium.
- Schmutz, J. B.** (2014, November). *Teamwork in der Medizin* [Teamwork in Medicine]. Keynote at the 1. Symposium Retten und Lernen [1. Symposia Rescue and Learn], Nottwil, Switzerland.

#### Invited Presentations

- Schmutz, J. B.** (2020 February). *Teamwork in the Extreme Antarctic Environment*. Invited talk at the Research Seminar of the Chilean Antarctic Institute (INACH), Escudero Station, Antarctica.
- Schmutz, J. B.** (2019, March). *Team Reflexivity – Promoting Learning and Patient Care Through Shared Reflection*. Talk at the Team Science and Team Communication Symposium, Center for Immersive and Simulation-Based Learning, Stanford, USA.
- Schmutz, J. B.** (2017, July). *Talking in Teams: How Team Communication Contributes to Learning and Patient Safety*. Invited talk at kidSTAR Medical Education Program, Ann & Robert H. Lurie Children's Hospital of Chicago, Chicago, USA.
- Schmutz, J. B.** (2017, July). *Talking in Teams: How Team Communication Contributes to Learning and Patient Safety*. Invited talk at the TIME lecture, Department of Medical Education, Northwestern University Feinberg School of Medicine, Chicago, USA.
- Schmutz, J. B.** (2016, September). *Patientensicherheit durch Teamreflexion* [Patient Safety Through Team Reflexivity]. Advanced training, Emergency Department University Hospital Bern, Switzerland.
- Schmutz, J. B.** (2016, March). *Teamreflexion* [Team Reflexivity], Advanced training, University Hospital Tübingen, Germany.
- Schmutz, J. B.** (2015, November). *What means effective coordination? Insights from medical teams*. Invited talk at the research colloquium, Neuchatel, Switzerland
- Schmutz, J. B.,** Lauren C. & Sax, H (2013, April). *Deine unbewussten Hände – Handhygiene*

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#### PUBLIC OUTREACH

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| 10/2024 | Presentation at <a href="#">Agile Breakfast Basel</a> , organized by <a href="#">swissICT</a> on the topic: “ <i>Messen von Veränderungen bei digitalen Transformationen</i> ”, [Measuring Change in Digital Transformations]   |
| 09/2024 | Presentation at <a href="#">Agile Breakfast Zurich</a> , organized by <a href="#">swissICT</a> on the topic: “ <i>Messen von Veränderungen bei digitalen Transformationen</i> ”, [Measuring Change in Digital Transformations]  |
| 05/2024 | Presentation at the media conference organized by the Digital Society Initiative, University of Zurich, attended by leading Swiss media companies, on the topic: “ <i>Von Kollegen zu KIs: Die Rolle von künstlicher Intelligenz in der modernen Arbeitswelt</i> ”, [From Colleagues to AIs: The Role of Artificial Intelligence in the Modern Workplace]   |
| 02/2024 | Workshop at the medical emergency conference “Kindernotfalltage”, Garmisch-Partenkirchen, Germany: “ <i>Debriefing von klinischen Situationen – Warum, wann und wie machen Debriefings Sinn?</i> ” [Debriefing Clinical Situations - Why, When and How Do Debriefings Make Sense?], focusing on leading effective debriefings and foster team reflection in healthcare settings.                      |
| 01/2024 | Workshop at the <a href="#">Swiss Board Circle 24</a> in Zurich, hosted by the Swiss Institute of Directors, titled “ <i>Der Verwaltungsrat als Krisen-Team</i> ” [The Board of Directors as a Crisis Team], focusing on best practices in governance and crisis management among board members and secretaries of companies in Switzerland.  |
| 05/2023 | Speaker at the panel discussion “ <a href="#">Teamwork, wie wir erfolgreich zusammenarbeiten</a> ” [Teamwork, How We Collaborate Effectively], part of the “Talk im Turm” speaker series for University of Zurich alumni."  |
| 05/2023 | Speaker at the University of Zurich event “ <a href="#">Enabling Leadership in Academia</a> ”, attended by delegates of the Israel Council for Higher Education & Rothschild Foundation. Title of talk: “ <i>Leading to Succeed: Applying Lessons from Extreme Teams to University Leadership and Teamwork</i> ”, focusing on strategies to enhance leadership and teamwork in academic institutions. |
| 11/2022 | Speaker at public panel discussion “ <a href="#">Können wir Krisen?</a> ” [Can we Handle Crisis?] organized by the <a href="#">Center of Crisis Competence</a> of the University of Zurich.   |