

Thomas Ellwart

Professor of Business Psychology (Wirtschaftspsychologie)

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Academic Positions

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| since 2016 | Full Professor (W3) Business Psychology, University of Trier, Germany |
| 2010-2016 | Full Professor (W2) Business Psychology, University of Trier, Germany |
| 2007-2010 | Professor for Applied Psychology, University of Applied Sciences Northwestern Switzerland (FHNW), School of Applied Psychology, Switzerland |
| 2004-2007 | Research and Teaching Assistant, Work, Organizational, & Market Psychology, University of Kiel, Germany |
| 2002-2004 | Research Assistant, Institute for General Psychology, Biopsychology and Methods of Psychology, TU Dresden. Germany |
| 2001-2002 | Research and Teaching Assistant, Institute for General Psychology, Biopsychology and Methods of Psychology, TU Dresden. Germany |

Academic Education and Degrees

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| 04/2004 | Dr. rer. nat. (Ph.D., summa cum laude), Faculty of Mathematics and Natural Sciences, Department of Psychology, TU Dresden, Germany |
| 10/2000 | Diploma in Psychology (Dipl. Psych.), TU Dresden |
| 1994-2000 | Studies of Psychology, TU Dresden, Germany |

Selected Research Grants

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| 2016-2019 | German Research Foundation (DFG): "Adaptive forgetting by emergent knowledge structures in socio-technical systems" (PI, together with Prof. Conny H. Antoni & Prof. Ingo Timm, Trier) |
| 2016-2023 | German Research Foundation (DFG): "Intentional forgetting in organizations" (Priority Programme DFG SPP 1921, programme committee together with Prof. Annette Kluge, coordinator, Bochum, Prof. Gabriele Kern-Isberner, Dortmund, Prof. Norbert Gronau, Potsdam, Prof. Albert Albers, Karlsruhe) |
| 2013 - 2015 | Swiss National Science Foundation (SNF): "Management of Information Overload in Virtual Teams" (PI, together with Prof. Oliver Rack, Olten, Prof. Andrea Gurtner, Bern) |
| 2010 - 2013 | Swiss National Science Foundation (SNF): "Knowledge transfer in age diverse cooperation: Predictors and interventions" (PI, together with Prof. Oliver Rack, Olten) |

Research Interests

Socio-Digital Work Design, Teamwork, and Adaptation: work design and evaluation, intentional forgetting in organizations, team cognitions in sociodigital systems, management of information overload, team adaptation, team development

Diversity at the Workplace: Team diversity, leadership, and individual needs: Personnel and team development, age diversity, leadership in reduced working hours, co-leadership, employee motives

Behavior and experience in critical situations in the workplace: Threat to role-based self-esteem, teams in exceptional critical situations, monitoring, and evaluation of new techniques and tools, team reflection and process optimization

Occupational competence development: Diagnostics and training of professional competences and skill perceptions (self-efficacy, self-concepts), workplace and personal requirement analyses