

# Franziska M. Renz



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## Biography

Dr. Franziska M. Renz is an Assistant Professor in the Department of Management and Organizations of the College of Business at California State University, Sacramento. She earned her Ph.D. in Business Administration - Management at The University of Texas at El Paso. She also earned her M.B.A. from Murray State University as well as her M.Sc. in Business Administration from the University of Regensburg, Germany, and her B.Sc. in Business Administration and Economics from the University of Passau, Germany. She is a SHRM Senior Certified Professional, and teaches a variety of courses in human resource management and organizational behavior. Her research centers around diversity, equity and inclusion, psychological ownership, leadership, and sustainability.

## Publications

Renz, F. M., Vogel, J. U. N., & Xie, F. (2023). Do as they say or do as they do? – Uncovering the effects of inappropriate methods and unreliable data in boardroom diversity research. *Journal of Empirical Finance*, 72, 410-420. <https://doi.org/10.1016/j.jempfin.2023.04.004>

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Vidarthi, P., Renz, F. M., Villanueva, S. J., & Anand, S. (2020). Idiosyncratic deals in workgroups: Social comparisons and organizational justice perspectives in a lifecycle framework. In S. Anand, & Y. Rofcanin (Eds.), *Idiosyncratic deals at work: Exploring individual, organizational, and societal perspectives* (pp. 95-118). New York, NY: Palgrave Macmillan. [https://doi.org/10.1007/978-3-030-88516-8\\_5](https://doi.org/10.1007/978-3-030-88516-8_5)