

# Curriculum Vitae

## Dr. Thorsten Händler, MBA

*Agentic AI & Decision Dynamics*

[Personal Website](#)

[FERNFH](#) | [LinkedIn](#) | [Google Scholar](#)



### Career

- since 2023 **Head of Department for Research & Development**, Ferdinand Porsche Mobile University of Applied Sciences (FERNFH), Wiener Neustadt, Austria
- since 2022 **Head of Department for Digital Transformation**, Ferdinand Porsche Mobile University of Applied Sciences (FERNFH), Wiener Neustadt, Austria
- since 2019 **External Lecturer** at several universities such as University Vienna, WU Vienna, University for Continuing Education Krems
- 2019 to 2022 **Senior Researcher and Lecturer** for Information Systems and **Head of Department for HR Intelligence & Analytics and for Media Informatics**, UAS BFI Vienna, Austria
- 2013 to 2019 **Research Associate**, Institute for Information Systems and New Media (Prof. Neumann), Vienna University of Economics and Business (WU), Austria
- 2011 to 2013 **Software Developer and IT Consultant**, Frankfurt am Main, Germany

### Studies

- 2014 to 2019 **Doctoral Studies (PhD) in Information Systems**, Thesis on "*Game-based Teaching and Training Environments for Software Refactoring*" (with distinction), Institute for Information Systems and New Media, Vienna University of Economics and Business (WU), Austria
- 2017 to 2019 **Master Studies (MBA) in Engineering Management**, Buechner Mobile University Darmstadt, Germany
- 2007 to 2012 **Studies in Computer Science and Classics (Latin)**, Goethe University Frankfurt am Main, Germany

## Research Fields

**Artificial Intelligence, Information Systems and Software Engineering**, including:

- Software Architecture & Modeling (Agentic AI, AI Engineering, Multi-Agent-Sys.)
- Decision Dynamics (Human-AI Collaboration, AI-assisted DM, Agent Interaction)
- Knowledge & Process Management (Dynamic Capabilities & Cybernetics, Process Automation & AI-enhanced Processes)
- IT/AI Education & Training, Serious Games & Gamification, AI Economics

## Publications

- Eva Eigner and **Thorsten Händler**: ***GAIAM: Generative AI Acceptance Model***, preprint arXiv.org, 2025.
- Joan Arnedo-Moreno, Kendra M. Cooper, **Thorsten Händler** and Dayi Lin: ***Foreword to the 8th International Workshop on Games and Software Engineering (GAS 2024)***. In 2024 IEEE/ACM GAS Workshop Proceedings, 2024.
- Barbara Wimmer, Irene Mayr and **Thorsten Händler**: ***Navigating the Landscape of Digital Competence Frameworks: A Systematic Analysis of AI Coverage and Adaptability***. In: Proc. of CSEDU 2024.
- Eva Eigner and **Thorsten Händler**: ***Determinants of LLM-assisted Decision-Making***, preprint arXiv.org, 2024.
- **Thorsten Händler**: ***Balancing Autonomy and Alignment: A Multi-Dimensional Taxonomy for Autonomous LLM-powered Multi-Agent Architectures***, preprint arXiv.org, 2023.
- **Thorsten Händler**: ***A Taxonomy for Autonomous LLM-powered Multi-Agent Architectures***, 15th International Conference on Knowledge Management and Information Systems (KMIS 2023), 2023. **Best Paper Nomination**
- **Thorsten Haendler** and Gustaf Neumann: ***SE-Games 2020: 1st International Workshop on Games for Software Engineering Education and Training***, In: Proc. of the 32nd IEEE International Conference on Software Engineering Education & Training (CSEE&T 2020), IEEE, November 2020.
- **Thorsten Haendler** and Gustaf Neumann: ***Ontology-based Analysis and Design of Educational Games for Software Refactoring***, In: Computer Supported Education, Revised Best Papers of CSEDU 2019. Communications in Computer and Information Science (CCIS), Springer Nature, pp. 602-628, November 2020.
- **Thorsten Haendler**, Gustaf Neumann and Fiodor Smirnov: ***RefacTutor: An Interactive Tutoring System for Software Refactoring***, In: Computer Supported Education, Revised Best Papers of CSEDU 2019. Communications in Computer and Information Science (CCIS), Springer Nature, pp. 236-260, November 2020.
- Thomas Neubrand and **Thorsten Haendler**: ***Development of a GQM-based Technique for Assessing DevOps Maturity***, In: Proc. of the 12th International Conference on Knowledge Management and Information Systems (KMIS 2020), SciTePress, October 2020. **Best Paper Award**

- **Thorsten Haendler: *A Card Game for Learning Software-Refactoring Principles***, In: Proc. of the 3rd International Symposium on Gamification and Games for Learning (GamiLearn@CHIPLAY 2019), Barcelona, Spain, October 2019.
- **Thorsten Händler: *Game-based Teaching and Training Environments for Software Refactoring***, PhD-Thesis in Information Systems, Vienna University of Economics and Business (WU), Vienna, September 2019.
- **Thorsten Haendler and Gustaf Neumann: *A Framework for the Assessment and Training of Software Refactoring Competences***, In: Proc. of the 11th International Conference on Knowledge Management and Information Systems (KMIS 2019), Vienna, Austria, September 2019.
- **Thorsten Haendler and Gustaf Neumann: *Ontology-based Analysis of Game Designs for Software Refactoring***, In: Proc. of the 11th International Conference on Computer Supported Education (CSEDU 2019), Heraklion (Crete), Greece, May 2019.
- **Thorsten Haendler, Gustaf Neumann and Fiodor Smirnov: *An Interactive Tutoring System for Training Software Refactoring***, In: Proc. of the 11th International Conference on Computer Supported Education (CSEDU 2019), Heraklion, Greece, May 2019.
- **Thorsten Haendler and Gustaf Neumann: *Serious Games for Software Refactoring***, In: Proc. of Software Engineering and Management 2019 (SE19). Fachtagung des GI-Fachbereichs Softwaretechnik, February 2019.
- **Thorsten Haendler and Gustaf Neumann: *Serious Refactoring Games***, In: Proc. of the 52nd Hawaii International Conference on System Sciences (HICSS-52), Hawaii, USA, January 2019. **Best Paper Nomination**
- **Thorsten Haendler: *On Using UML Diagrams to Identify and Assess Software Design Smells***, In: Proc. of the 13th International Conference on Software Technologies (ICSOFT 2018), Porto, Portugal, July 2018.
- **Thorsten Haendler and Josef Frysak: *Deconstructing the Refactoring Process from a Problem-Solving and Decision-Making Perspective***, In: Proc. of the 13th International Conference on Software Technologies (ICSOFT 2018), Porto, Portugal, July 2018.
- **Thorsten Haendler, Stefan Sobernig and Mark Strembeck: *Towards Triaging Code-Smell Candidates via Runtime Scenarios and Method-Call Dependencies***, In: Proc. of the 9th International Workshop on Managing Technical Debt (MTD 2017) at the 18th International Conference on Agile Software Development (XP 2017), Cologne, Germany, ACM, May 2017.
- **Thorsten Haendler, Stefan Sobernig and Mark Strembeck: *Deriving UML-based Specifications of Inter-Component Interactions from Runtime Tests***, In: Proc. of the 31st ACM Symposium on Applied Computing (SAC 2016), Software Engineering Track, Pisa, Italy, ACM, pp. 1583-1585, April 2016.
- **Thorsten Haendler, Stefan Sobernig and Mark Strembeck: *Deriving Tailored UML Interaction Models from Scenario-Based Runtime Tests***, In: Software Technologies (selected and revised papers of ICSOFT 2015), Communications in Computer and Information Science (CCIS), Volume 586, Springer International Publishing, pp. 326-348, February 2016.

- **Thorsten Haendler**, Stefan Sobernig and Mark Strembeck: *An Approach for the Semi-automated Derivation of UML Interaction Models from Scenario-based Runtime Tests*, In: Proc. of the 10th International Conference on Software Engineering and Applications (ICSOFT-EA 2015), Colmar, France, SciTePress, 229-240, July 2015. **Best Paper Award**

## Academic Service

### Co-Organization of the following Scientific Events:

- Session Chair: Special Session on *Agentic AI for Business Processes (AXPRO 2026)* @ICEIS 2026. [ICEIS 2026 - AXPRO](#)
- Session Chair: Special Session on *Artificial Intelligence for Higher Education (AI4HE 2026)* @CSEDU 2026. [CSEDU 2026 - AI4HE](#)
- Session Co-Chair: Special Session on *Human–AI Decision Dynamics in Complex Systems (HAIDX 2026)* @CHIRA 2026. [CHIRA 2026 - HAIDX](#)
- Workshop Co-Chair: 8<sup>th</sup> International ICSE Workshop on *Games and Software Engineering (GAS): Emerging Advanced Technologies for Game Engineering* @ICSE 2024.
- Track Co-Chair: *AI Track* of the Research Forum of the Austrian Universities of Applied Sciences (UAS) 2024, Krems.
- Workshop Co-Chair: 1<sup>st</sup> International Workshop on *Games for Software Engineering Education and Training (SE-Games 2020)* @CSEE&T 2020.
- Session Co-Chair: Special Session on *Conceptual Modeling for Digital Transformation (CM4DT)* @KMIS 2020.

### Member of the Program Committee (PC) and Reviewer for the following scientific conferences and journals (selection of ongoing/past):

- International Conference on Agents and Artificial Intelligence (**ICAART**) since 2026
- **Springer Nature Computer Science** Journal since 2024
- International Conference on Computer-Human Interaction Research and Applications (**CHIRA**) since 2023
- Intelligent Systems Conference (**IntelliSys**) since 2023
- International Conference on Computer Supported Education (**CSEDU**) since 2023
- Educational Knowledge Management at International Conference on Computer Supported Education (**EKM@CSEDU**) since 2023
- **Springer** International Journal on **Social Robotics** since 2023
- IEEE Conference on Software Engineering Education and Training (**CSEE&T**) 2023-24
- International Conference on Knowledge Management and Information Systems (**KMIS/IC3K**) since 2023
- Games and Learning Alliance Conference (**GALA**) 2023
- International Conference on Management and Education Innovation (**ICMEI**) since 2023
- Guest Editor of the Special Issue on *The Impact of Games during the COVID-19 Pandemic*, **Societies** Journal, MDPI, 2022.

- International Conference of the Immersive Learning Research Network (**iLRN**) 2021-22
- International Symposium on Gamification and Games for Learning (**GamiLearn**) @TEEM 2020-23
- International Workshop on Requirements Engineering Education and Training (**REET**) @IEEE International Requirements Engineering Conference (RE) 2020
- America's Conference on Information Systems (**AMCIS**) 2019
- International Conference on Information Systems (**ICIS**) 2018-2019
- European Conference on Information Systems (**ECIS**) 2018-2020
- IEEE Global Engineering Education Conference (**EduCon**) 2016-2021

## R&D-Projects

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| since 2022   | <b>Digital Transformation Hub</b> (Competence Team) funded by "Gesellschaft für Forschungsförderung (GFF)" Lower Austria<br>Role: Principal Investigator (Head of Competence Team)<br>Ferdinand Porsche Mobile University of Applied Sciences (FERNFH), Austria |
| 2019 to 2022 | <b>New Work, New Business</b> , funded by the Department for Economic Affairs, Labour and Statistics (MA23) of the City of Vienna<br>Role: Senior Researcher<br>University of Applied Sciences BFI Vienna, Austria  |
| 2018 to 2019 | <b>Evaluation of Refactoring Games</b> , funded by WU Vienna<br>Role: Principal Investigator<br>Vienna University of Economics and Business (WU), Austria   |
| since 2011   | <b>Several Software Projects</b> (Python, n8n, PHP, Java, JS, Web, SQL, UML, etc.)<br>Roles: Software Engineer and Project Manager  |

Vienna, January 2026