

# Henry Sauermann

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## Current employment

Associate Professor of Strategy, May 2017–Present;  
POK Pühringer PS Chair in Entrepreneurship, May 2017–Present;  
Director of the Institute for Endowment Management and Entrepreneurial Finance (IFEE),  
January 2018–Present  
ESMT Berlin, Berlin, Germany

## Education

PhD, Fuqua School of Business, Duke University, Durham, NC, USA, 2008.

Dipl.-Bwl., University of Potsdam, Potsdam, Germany, 2002.

Dipl.-Vw., (with distinction), University of Potsdam, Potsdam, Germany, 2001.

## Past employment

Associate Professor (with tenure) of Strategic Management, Scheller College of Business,  
Georgia Institute of Technology, Atlanta, GA, USA, 2014–May 2017.

Assistant Professor of Strategic Management, Scheller College of Business, Georgia Institute of  
Technology, Atlanta, GA, USA, 2008–2014.

## Research Appointments

Faculty Affiliate, Duke University, Fuqua School of Business, Strategy Area, Durham, NC, USA,  
2017–Present.

Research Associate, National Bureau of Economic Research (NBER), Cambridge, MA, USA,  
2015–Present.

## Publications

### Peer reviewed journal articles

Sauermann, H. (*forthcoming*). Fire in the belly? Employee motives and innovative performance in startups versus established firms. *Strategic Entrepreneurship Journal*.

Sauermann, H., and C. Haeussler (2017). Authorship and contribution disclosures. *Science Advances* 3 (11).

Roach, M., and H. Sauermann (2017). The declining interest in an academic career. *PLoS ONE* 12 (9).

Stenard, B., and H. Sauermann (2016). Educational mismatch, work outcomes, and entry into entrepreneurship. *Organization Science* 27 (4): 801–824.

Sauermann, H., and M. Roach (2016). Why pursue the postdoc path? *Science* 352 (6286): 663–664.

Roach, M., and H. Sauermann (2015). Founder or joiner? The role of preferences and context in shaping different entrepreneurial interests. *Management Science* 61 (9): 2160–2184.

Sauermann, H., and C. Franzoni (2015). Crowd science user contribution patterns and their implications. *Proceedings of the National Academy of Sciences* 112 (3): 679–684.

Franzoni, C., and H. Sauermann (2014). Crowd science: The organization of scientific research in open collaborative projects. *Research Policy* 43 (1): 1–20.

Sauermann, H., and M. Roach (2014). Not all scientists pay to be scientists: PhDs' preferences for publishing in industrial employment. *Research Policy* 43 (1): 32–47.

Haeussler, C., and H. Sauermann (2013). Credit where credit is due? The impact of project contributions and social factors on authorship and inventorship. *Research Policy* 42 (3): 688–703.

Sauermann, H., and M. Roach (2013). Increasing web survey response rates in innovation research: An experimental study of static and dynamic contact design features. *Research Policy* 42 (1): 273–286.

Sauermann, H., and P. Stephan (2012). Conflicting logics? A multidimensional view of industrial and academic science. *Organization Science* 24 (3): 889–909.

Sauermann, H., and M. Roach (2012). Science PhD career preferences: Levels, changes, and advisor encouragement. *PLoS ONE* 7 (5).

Sauermann, H., and W. Cohen (2010). What makes them tick? Employee motives and firm innovation. *Management Science* 56 (12): 2134–2153.

Roach, M., and H. Sauermann (2010). A taste for science? PhD scientists' academic orientation and self-selection into research careers in industry. *Research Policy* 39 (3): 422–434.

Sauermann, H. (2005). Vocational choice: A decision making perspective. *Journal of Vocational Behavior* 66 (2): 273–303.

#### **Book chapters**

Cohen, W., and H. Sauermann (2007). Schumpeter's prophecy and individual incentives as a driver of innovation. In *Perspectives on innovation*, ed. F. Malerba and S. Brusoni, 73–104. Cambridge: Cambridge University Press.

#### **Other publications**

Roach, M., and H. Sauermann (2015). Founders and joiners. *Science* 348 (6240): 1200–1201.

Sauermann, H. (2009). Knowledge management: Historical and cross-disciplinary themes. Review of *Knowledge management: Historical and cross-disciplinary themes*, by Human Resource Management.

### **Research grants and fellowships**

Sloan Research Program “Economics of Knowledge Contribution and Distribution”, 2013.

E. M. Kauffman Foundation, 2013.

National Science Foundation, 2013.

Greater Atlanta Regional Grants for the Study of Entrepreneurship and Productivity, 2009.

National Bureau of Economic Research, Travel Grant to Entrepreneurship Meetings 2007.

Fuqua Business School, 2002–2007.

E. M. Kauffman Foundation, 2006.

E. M. Kauffman Foundation, 2005.

Foundation of the German Business World, 1998–2001.

## **Honors and awards**

Distinguished Reviewer Award, Management Science, 2015.

Best Paper Award, DRUID Society Conference, 2014.

Meritorius Reviewer Award, Management Science, 2014.

Meritorius Reviewer Award, Management Science, 2012.

Meritorius Reviewer Award, Management Science, 2011.

Young Scholar Paper Award, DRUID Society Conference, 2011.

Best Student Paper Award, Sixth Roundtable for Engineering and Entrepreneurship, 2006.

## **Presentations**

### **Peer reviewed paper presentations**

*Complementing Merton: The motives, incentives, and commercial activities of academic scientists*

- 09/10/10: Academic Entrepreneurship Workshop, HEC Paris, Paris, France.
- 08/09/10: Annual Meeting, Academy of Management (AoM), Montréal, QC, Canada.
- 06/16/10: The DRUID Summer Conference 2010, Imperial College London, London, UK.
- 05/20/10: Atlanta Competitive Advantage Conference, Georgia State University, Atlanta, GA, USA.

*Credit where credit is due? The impact of project contribution and social factors on authorship and inventorship*

- 08/06/12: Annual Meeting, Academy of Management (AoM), Boston, MA, USA.
- 09/22/11: T2S Meeting 2011: Technology Transfer in a Global Economy, University of Augsburg, Augsburg, Germany.

*Crowd science: The organization of scientific research in open collaborative projects*

- 10/14/13: ICT Conference, LMU Munich, Munich, Germany.
- 09/27/13: Atlanta Conference on Science and Innovation Policy, School of Public Policy, Atlanta, GA, USA.
- 06/17/13: The 35th DRUID Celebration Conference 2013, ESADE Business School, Barcelona, Spain.
- 10/25/12: NBER Workshop on Scholarly Communication, Open Science and Its Impact, Cambridge, MA, USA.

*Educational mismatch, work outcomes, and entry into entrepreneurship*

- 11/01/15: INFORMS Annual Conference, INFORMS, Philadelphia, CA, USA.
- 05/20/14: 11th Annual Atlanta Competitive Advantage Conference, Georgia State University Buckhead Center, Atlanta, GA, USA.

*Fire in the belly? Employee motives and innovative performance in start-ups vs. established firms*

- 06/19/14: Darden & Cambridge Judge Entrepreneurship and Innovation Research Conference, University of Cambridge, Cambridge, UK.
- 06/14/14: Micro-Foundations for Strategic Management Research: Embracing Individuals, SMS Special Conference, Copenhagen Business School, Copenhagen, Denmark.
- 10/06/13: INFORMS Annual Conference, INFORMS, Minneapolis, MN, USA.
- 08/13/13: Annual Meeting, Academy of Management (AoM), Orlando, FL, USA.
- 07/10/13: 4th IZA Workshop on Entrepreneurship Research, IZA Institute of Labor Economics, San Francisco, CA, USA.
- 11/23/12: SEEK Workshop on Incentives and Innovations, ZEW Mannheim, Mannheim, Germany.

*Founder or joiner? The role of preferences and context in shaping entrepreneurial orientations*

- 08/12/13: Annual Meeting, Academy of Management (AoM), Orlando, FL, USA.
- 10/15/12: INFORMS Annual Conference, INFORMS, Phoenix, AZ, USA.
- 06/19/12: The DRUID Society Conference 2012, Copenhagen Business School, Copenhagen, Denmark.
- 06/14/12: 3rd IZA Workshop, University of Potsdam, Potsdam, Germany.

*Participation dynamics in crowd-based knowledge production: The scope and sustainability of interest-based motivation*

- 09/19/15: Atlanta Conference on Science and Innovation Policy, Georgia Institute of Technology, Atlanta, GA, USA.
- 06/05/15: Science of Team Science (SciTS) 2015 Conference, Natcher Conference Center, National Institutes of Health, Bethesda, MD, USA.
- 08/05/14: Annual Meeting, Academy of Management (AoM), Philadelphia, PA, USA.
- 06/17/14: The DRUID Society Conference 2014, Copenhagen Business School, Copenhagen, Denmark.
- 05/10/14: Annual Conference, Production and Operations Management Society (POMS), Atlanta, GA, USA.
- 04/11/14: Wharton Technology and Innovation Conference, The Wharton School, The University of Pennsylvania, Philadelphia, PA, USA.

*Science PhD career preferences: Levels, changes, and advisor encouragement*

- 08/07/12: Annual Meeting, Academy of Management (AoM), Boston, MA, USA.

*Taste for science, taste for commercialization, and hybrid scientists*

- 08/07/12: 10th West Coast Research Symposium on Technology Entrepreneurship, University of Southern California, Los Angeles, CA, USA.
- 06/20/12: The DRUID Society Conference 2012, Copenhagen Business School, Copenhagen, Denmark.
- 05/16/12: 9th Annual Atlanta Competitive Advantage Conference, Georgia State University, Atlanta, GA, USA.

*The anatomy of teams: Division of labor in collaborative knowledge production*

- 03/25/16: NBER Productivity Program Spring Meeting, National Bureau of Economic Research, Cambridge, MA, USA.
- 10/22/15: VHB-TIE annual symposium, Technical University Munich, Munich, Germany.
- 09/19/15: Atlanta Conference on Science and Innovation Policy, Georgia Institute of Technology, Atlanta, GA, USA.
- 06/15/15: DRUID15 Conference Rome, LUISS Business School, Rome, Italy.
- 06/02/15: Science of Team Science (SciTS) 2015 Conference, Natcher Conference Center, National Institutes of Health, Bethesda, MD, USA.
- 06/01/15: Economics Summer Forum, Barcelona Graduate School, Barcelona, Spain.
- 05/11/15: Annual Workshop "The Organisation, Economics and Policy of Scientific Research", Collegio Carlo Alberto, Turin, Italy.

*The dynamics of PhD students' career preferences*

- 11/22/14: Annual Meeting 2014, Southern Economic Association, Atlanta, GA, USA.

*The entrepreneurial workforce: Ex ante career preferences and sorting into startup employment*

- 01/18/18: Frontiers of Entrepreneurship Research Conference, Frank Hawkins Kenan Institute of Private Enterprise, Palm Beach, FL, USA.
- 06/13/17: DRUID17 New York Conference 2017, NYU Stern School of Business, New York, NY, USA.
- 05/30/17: Munich Summer Institute, Bavarian Academy of Sciences and Humanities, Munich, Germany.

*The impact of project contributions and social factors on authorship and inventorship*

- 06/19/12: The DRUID Society Conference 2012, Copenhagen Business School, Copenhagen, Denmark.

*The price of silence: Scientists' trade-offs between pay and the ability to publish*

- 09/16/11: Atlanta Conference on Science and Innovation Policy, Georgia Institute of Technology, Atlanta, GA, USA.
- 08/16/11: Annual Meeting, Academy of Management (AoM), San Antonio, TX, USA.
- 06/16/11: The DRUID Society Conference 2011, Copenhagen Business School, Copenhagen, Denmark.
- 05/19/11: 8th Annual Atlanta Competitive Advantage Conference, Georgia State University, Atlanta, GA, USA.

*Twins or strangers? Differences and similarities between industrial and academic science*

- 09/15/11: Atlanta Conference on Science and Innovation Policy, Georgia Institute of Technology, Atlanta, GA, USA.

*What makes them tick? Employee motives and firm innovation*

- 12/07/07: HBS Conference "Creativity, Entrepreneurship, and Organizations of the Future", Harvard Business School, Boston, MA, USA.

**Research seminars (invited)**

**2018**

ZZ Vermögensverwaltung, Vienna, Austria.

German Centre for Higher Education Research and Science Studies (DZHW), Berlin, Germany.

Maastricht University, Maastricht, The Netherlands.

London Business School, London, UK.

KLU Hamburg, Hamburg, Germany.

Leibniz Institute for Zoo and Wildlife Research, Berlin, Germany.

**2017**

INO Seminar, Copenhagen Business School, Copenhagen, Denmark

Polytechnic University of Milan, Italy.

Duke University, Durham, NC, USA.

**2016**

ESMT Berlin, Berlin, Germany.

University of Illinois at Urbana-Champaign, Urbana, IL, USA.

University of California, San Diego, CA, USA.

University of Kassel, Kassel, Germany.

Purdue University, West Lafayette, IN, USA.

## 2015

University of Passau, Passau, Germany.  
Technical University of Munich, Munich, Germany.  
University of North Carolina at Chapel Hill, Chapel Hill, NC, USA.  
Polish Academy of Sciences, Warsaw, Poland.  
Polytechnic University of Milan, Milan, Italy.  
University of Tennessee, Knoxville, TN, USA.

## 2014

University of Passau, Passau, Germany.  
KU Leuven, Leuven, Belgium.  
National University of Singapore, Singapore, Singapore.

## 2013

NYU Stern, New York, NY, USA.  
Polytechnic University of Milan, Milan, Italy.  
Emory University, Atlanta, GA, USA.  
MIT Sloan School of Management, Cambridge, MA, USA.

## 2012

University of Passau, Passau, Germany.  
KU Leuven, Leuven, Belgium.  
Duke University, Durham, NC, USA.

## 2011

ESMT Berlin, Berlin, Germany.  
POMS College of Product Innovation and Technology Management  
Boston University, Boston, MA, USA.

## 2010

University of North Carolina at Chapel Hill, Chapel Hill, NC, USA.  
Harvard Business School, Boston, MA, USA.  
National Bureau of Economic Research, Cambridge, MA, USA.

## 2009

Max-Planck Institute for Economics, Jena, Germany.

### **Keynote addresses and plenary sessions**

#### *Studying startup employees („joiners“)*

- 06/18/18: Fourth International ZEW Conference on the Dynamics of Entrepreneurship (CoDE), Centre for European Economic Research (ZEW) Mannheim, Mannheim, Germany.

#### *Citizen Science: Empirische Erkenntnisse zu Möglichkeiten und Grenzen der Bürgerforschung*

- 09/22/17: Forum Citizen Science, Natural History Museum Berlin, Berlin, Germany.

#### *Human capital and innovation: The role of employee motives*

- 07/16/15: Workshop Human Capital & Innovation, Brandenburg University of Applied Sciences, Brandenburg, Germany.

#### *Knowledge wrapped up in a person: PhD's career preferences and transitions into different sectors of the economy*

- 09/21/17: Symposium/Workshop "Knowledge and technology transfer in beyond", Research group knowledge and technology transfer (TU Dresden); Fraunhofer Center for responsible research and innovation Berlin, Dresden, Germany.

*STEM PhDs' career preferences and postdoc plans*

- 02/16/17: 6th Annual Presidential Career Symposium, Texas Medical Center, Houston, TX, USA.

**Invited Discussant (Selected)**

- Roundtable for Engineering Entrepreneurship Research, Georgia Tech Scheller College of Business, Atlanta, GA, USA. November 2017
- CEPR Conference, Centre for Economic Policy Research, Copenhagen, Denmark. September 2017
- Roundtable for Engineering Entrepreneurship Research, Georgia Tech Scheller College of Business, Atlanta, GA, USA. November 2016
- 76th Annual Meeting of the Academy of Management, Academy of Management, Anaheim, CA, USA. August 2016
- Roundtable for Engineering Entrepreneurship Research, Georgia Tech Scheller College of Business, Atlanta, GA, USA. November 2015
- DRUID15 Conference Rome, LUISS Business School, Rome, Italy. June 2015
- 12th Annual Atlanta Competitive Advantage Conference, Georgia Institute of Technology, Atlanta, GA, USA. May 2015
- Darden & Cambridge Judge Entrepreneurship and Innovation Research Conference, University of Cambridge, Cambridge, UK. June 2014
- The DRUID Society Conference 2014, Copenhagen Business School, Copenhagen, Denmark. June 2014
- 11th Annual Atlanta Competitive Advantage Conference, Georgia Institute of Technology, Atlanta, GA, USA. May 2014
- 4th IZA Workshop on Entrepreneurship Research, IZA Institute of Labor Economics, San Francisco, CA, USA. July 2013
- Sixth Annual Conference on Innovation and Entrepreneurship, Northwestern University, Chicago, IL, USA. June 2013
- The 35th DRUID Celebration Conference 2013, ESADE Business School, Barcelona, Spain. June 2013
- The Organisation, Economics and Policy of Scientific Research, Collegio Carlo Alberto, Turin, Italy. May 2013
- 10th Annual Atlanta Competitive Advantage Conference, Georgia State University, Atlanta, GA, USA. May 2013
- 3rd IZA Workshop, University of Potsdam, Potsdam, Germany. June 2012
- Darden Entrepreneurship and Innovation Research Conference, University of Virginia, Charlottesville, VA, USA. May 2012
- 9th Annual Atlanta Competitive Advantage Conference, Georgia State University, Atlanta, GA, USA. May 2012
- The DRUID Society Conference 2011, Copenhagen Business School, Copenhagen, Denmark. June 2011
- Darden Entrepreneurship and Innovation Research Conference, University of Virginia, Charlottesville, VA, USA. May 2011
- 8th Annual Atlanta Competitive Advantage Conference, Georgia State University, Atlanta, GA, USA. May 2011

**Other presentations**

*Panelist on "The big picture: Challenges and opportunities in graduate education"*

- 09/19/17: Panelist, NSF Division of Graduate Education Open House, The Graduate School, University of Maryland, Alexandria, VA, USA.

*Speaker at "PDW2: Perspectives on mobility and entrepreneurship"*

- 06/12/17: Other, DRUID17 New York Conference 2017, NYU Stern School of Business, New York, NY, USA.

*The informational value of authorship order and contribution statements*

- 09/29/17: Author & Presenter, Resource Competition, Research Assessment and Institutional Affiliations in Academia, Technical University of Munich, Munich, Germany.

*The supply side: PhD career preferences and the postdoc "problem"*

- 09/26/17: Author & Presenter, DZHW / RISIS Summer School, German Centre for Higher Education Research and Science Studies, Berlin, Germany.

## **Research Visits**

European School of Management and Technology (ESMT), Spring 2016  
University of Passau, September-October 2014  
Harvard University, Institute for Quantitative Social Science, October 2012  
University of Passau, July 2012  
Ludwig-Maximilians-Universität München, INNOtec, May 2009

## **News/Media**

*For Scientists Seeking Research Backing, Crowdfunding May Be the Answer*

- May 28, 2018 The Wall Street Journal:  
<https://www.wsj.com/articles/for-scientists-seeking-research-backing-crowdfunding-may-be-the-answer-1527559200>

*Want to crowdfund your science? New study hints at who is successful*

- March 26, 2018 Science:  
<http://www.sciencemag.org/news/2018/03/want-crowdfund-your-science-new-study-hints-who-successful>

*Wer wird zuerst genannt und warum?*

- November 23, 2017 Passauer Neue Presse:

*Adios to academia*

- September 26, 2017 naturejobs:  
<http://blogs.nature.com/naturejobs/2017/09/26/adios-to-academia/>

*One-Third of PhDs Lose Interest in Academic Careers, but Not for Lack of Jobs*

- September 21, 2017 Lab Manager:  
<http://www.labmanager.com/news/2017/09/one-third-of-phds-lose-interest-in-academic-careers-but-not-for-lack-of-jobs#.WcSwp7puKAg>

*Some PhD students say 'no thanks' to becoming professors*

- September 20, 2017 Futurity:  
<http://www.futurity.org/phd-students-academic-careers-1548712/>

*The price of doing a postdoc*

- January 10, 2017 Science:  
<http://www.sciencemag.org/careers/2017/01/price-doing-postdoc>

*Global jobs: A taste for travel*

- July 13, 2016 Nature:  
<http://www.nature.com/nature/journal/v535/n7611/full/nj7611-313a.html>

*Postdoc mysteries*

- June 1, 2016 Science: Coverage of article "Why pursue the postdoc path?"  
<http://www.sciencemag.org/careers/2016/06/postdoc-mysteries>

*Eine akademische Karriere ist nicht das Ziel*

- May 6, 2016 Spektrum.de: Coverage of article "Why pursue the postdoc path?"  
<http://www.spektrum.de/news/eine-akademische-karriere-ist-nicht-das-ziel/1409443>

*Where Can a Ph.D. Take You? Back to School, Usually*

- May 5, 2016 The New York Times: Coverage of article "Why pursue the postdoc path?"  
[https://www.nytimes.com/2016/05/06/science/phd-post-doc-positions-study.html?\\_r=0](https://www.nytimes.com/2016/05/06/science/phd-post-doc-positions-study.html?_r=0)

*Hey Silicon Valley, joiners are just as important as founders*

- June 11, 2015 The Washington Post: Coverage of article "Founders and joiners"  
[https://www.washingtonpost.com/news/innovations/wp/2015/06/11/hey-silicon-valley-joiners-are-just-as-important-as-founders/?utm\\_term=.6e995e00caf5](https://www.washingtonpost.com/news/innovations/wp/2015/06/11/hey-silicon-valley-joiners-are-just-as-important-as-founders/?utm_term=.6e995e00caf5)

*A Few Citizen Scientists Do Most of the Work*

- February 24, 2015 Discover Magazine: Coverage of article "Crowd science user contribution patterns and their implications"  
<http://blogs.discovermagazine.com/inkfish/2015/02/24/a-few-citizen-scientists-do-most-of-the-work/>

*Mitmachforschung ist Hunderttausende Dollar wert*



- January 6, 2015 Spiegel Online: Coverage of article "Crowd Science user contribution patterns and their implications"  
<http://www.spiegel.de/wissenschaft/mensch/crowd-science-mitmachforschung-ist-hunderttausende-dollar-wert-a-1011374.html>

## **Teaching**

### ESMT Berlin

- "Entrepreneurship", MiM core course, Spring 2018
- "Entrepreneurship", EMBA core course, Fall 2017

### Georgia Institute of Technology

- "Technology Strategy", MBA elective, Spring 2017
- "Technology Strategy", undergraduate elective, Spring 2017
- "Entrepreneurship", PhD seminar, Fall 2016
- "Strategic Entrepreneurship", undergraduate elective, Spring 2014
- "Strategic Entrepreneurship", Evening MBA elective, Spring 2013, 2014, 2015, Fall 2015, 2016
- "The Economics and Sociology of Science", PhD seminar, Spring 2011, 2012, 2014
- "Strategic Management", undergraduate capstone, Spring 2009, 2011, 2015, Fall 2009, 2011, 2012, 2015

### Duke University

- "Managerial Effectiveness", Markets and Management Studies Program, Summer 2005
- Teaching assistant for various MBA and Executive MBA courses, including Entrepreneurial Strategy (Wes Cohen), Foundations of Strategy (Margaret Kyle, Mike Lenox), Intellectual Capital (Wes Cohen), and Managerial Effectiveness (Yuval Rottenstreich).

### Other

- LOIS – Lab for Open Innovation in Science, Module on Crowd Science and Crowdfunding, June 2016

## **Editorial services**

Editor at Large, *Citizen Science Today*, 2015–Present.

Advisory Editor, *Research Policy*, 2014–Present.

Editorial Board Member, *Research Policy*, 2014–Present.

Editorial Board Member, *Strategic Management Journal*, 2013–Present.

## **Professional activities**

### **Service to professional community**

Treasurer, Consortium for Competitiveness and Cooperation (CCC), 2014–Present.

Committee Member, National Academies Committee on Revitalizing Graduate Education for the 21st Century, 2016–2018.

Presenter, New Doctoral Student Consortium, Academy of Management (AoM), 2017.

Representative-at-large, AoM TIM Division, 2014–2016.

Committee Member, BPS Research Committee, Academy of Management (AoM), 2013–2015.

Committee Member, TIM Best Paper Awards Committee, Academy of Management (AoM), 2014.

Presenter, TIM Doctoral Consortium, Academy of Management (AoM), 2011.

### **Conference Organization**

Co-Organizer, 2nd Conference on Entrepreneurial Financial Management, ESMT Center for Financial Reporting and Auditing and ESMT Institute for Endowment Management and Entrepreneurial Finance, ESMT Berlin, 2018.

Workshop Co-Organizer, Strategy, Entrepreneurship, and Innovation Faculty Workshop 2018, ESMT Berlin, 2018.

Organizing Committee Member, Roundtable for Engineering Entrepreneurship Research (REER), Atlanta, GA, USA, 2010–2016.

Organizing Committee Member, Atlanta Competitive Advantage Conference, Atlanta, GA, USA, 2009–2015.

Session Organizer, Production and Operations Management Society (POMS) Annual Conference, Atlanta, GA, 2014.

Session Organizer, Atlanta Competitive Advantage Conference, Atlanta, GA, USA, 2013.

Workshop Organizer, Professional Development Workshop, Academy of Management Conference, 2010-2012.

Session Organizer, INFORMS Annual Conference, 2012.

### **Service to Georgia Tech**

Strategy PhD Coordinator, PhD Program, Scheller College of Business, Georgia Tech, Atlanta, GA, USA, 2015–April 2017.

PhD Committee Member, PhD Program, Scheller College of Business, Georgia Tech, Atlanta, GA, USA, 2015–April 2017.

Advisory Board Member, Faculty/Library, Georgia Tech, Atlanta, GA, USA, 2012–April 2017.

Strategic Planning Task Force Member, Scheller College of Business, Georgia Tech, Atlanta, GA, USA, 2014–2015.

Strategy Group Faculty Seminar Series, Georgia Institute of Technology, Atlanta, GA, USA, 2009–2015.

Dean Search Advisory Committee Member, Scheller College of Business, Georgia Tech, Atlanta, GA, USA, 2013–2014.

MBA Committee Member, MBA Program, Scheller College of Business, Georgia Tech, Atlanta, GA, USA, 2013–2014.

MBA Task Force Member, MBA Program, Scheller College of Business, Georgia Tech, Atlanta, GA, USA, 2012–2013.

Strategic Planning Committee Member, College of Management, Georgia Tech, Atlanta, GA, USA, 2011–2012.

## ***Memberships***

Academy of Management; American Economic Association; Strategic Management Society.

## ***Industry/Entrepreneurship experience***

AnagnosTec GmbH (Biochemistry and Diagnostics Startup), Potsdam, Germany, 2002-2006

- Consulting, Business Plan Development

Deutscher Investment Trust, Frankfurt/Main, Germany, March - April 2000

- Intern, Buy Side Company Research, Coverage of Internet Software Sector

Intershop Communications AG (eCommerce Software), Paris, France / Hamburg, Germany,  
July 1998 – June 1999

- Assistant Finance Europe; Head of SAP Project Group

Coln/BbNet GmbH (IT Startup), Potsdam, Germany, January 1996 – June 1998

- Marketing and International Sales