

OLIVER BAUMANN

Strategic Organization Design
Department of Business & Management
University of Southern Denmark
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<https://oliverbaumann.github.io/>

CURRENT POSITION

- 2022 – Professor of Strategic Organization Design, University of Southern Denmark
- Head of Research, Strategic Organization Design unit, and member of the management team, Department of Business & Management, 2018 –
 - Steering Committee, Digital Democracy Center, SDU, 2021 –
 - Academic Council, Faculty of Business and Social Sciences, SDU, 2021 –
 - Operational Board, eScience Center, SDU, 2021 –

PREVIOUS APPOINTMENTS

- 2017 – 2022 Professor with special responsibilities, University of Southern Denmark
2011 – 2017 Associate Professor, University of Southern Denmark
2008 – 2011 Assistant Professor, University of Munich
2004 – 2008 Research and Teaching Associate, University of Munich

VISITING POSITIONS

- 2016 (April) Visiting Scholar, Max Planck Institute for Innovation and Competition
2010 Visiting Scholar, The Wharton School, University of Pennsylvania
2009 – 2012 Visiting Professor, Université de Strasbourg / Ecole de Management Strasbourg
2007 Visiting PhD student, The Wharton School, University of Pennsylvania

EDUCATION

- 2008 Ph.D. in Business Economics, summa cum laude, University of Munich
2007 Master of Business Research, with distinction, University of Munich
2004 Diplom-Wirtschaftsingenieur, with distinction, Karlsruhe Institute of Technology
2003 M.Sc. in Engineering Management, Portland State University

RESEARCH INTERESTS

Organization Design, Organizational Learning, Behavioral Strategy, Innovation, Computational Social Science (Agent-based Modeling, Reinforcement Learning)

PUBLICATIONS

Articles in refereed journals

- [1] Stephan Billinger, Stefano Benincasa, Oliver Baumann, Tobias Kretschmer and Terry Schumacher. Forthcoming. “Learning to Search Collaboratively: How Dyads Overcome Complexity and Misaligned Incentives in Imperfect Modular Decompositions.” *Industrial and Corporate Change*.

- [2] Oliver Baumann, Markus C. Becker and Isabel Horrmann. 2020. "Ensuring Adaptation while Seeking Efficiency: Tiered Outsourcing and Skip-level Supplier Ties in the Airbus A350 Program." *Organization Science*, 31, 5, 1176-1197.
- [3] Oliver Baumann, Jens Schmidt and Nils Stieglitz. 2019. "Effective Search in Rugged Performance Landscapes: A Review and Outlook." *Journal of Management*, 45, 1, 285-318.
- [4] Oliver Baumann, JP Eggers and Nils Stieglitz. 2019. "Colleagues and Competitors: How Internal Social Comparisons Shape Organizational Search and Adaptation." *Administrative Science Quarterly*, 64, 2, 275-309.
Discussed on:
<http://www.jijitang.com/article/5b4318c4870fe9f74089ebec/ASQ-zhu-bian-sui-bi-wei-shi-mo-san-xing-neng-gou-cheng-gong-duo-yuan-hua-qi-ye-nei-bu-di-bi-jiao-he-jing-zheng>
<http://www.organizationalmusings.com/2018/03/why-can-firm-like-samsung-do-well.html>
<https://asqblog.com/2018/09/12/baumann-eggers-stieglitz-2018-colleagues-and-competitors-how-internal-social-comparisons-shape-organizational-search-and-adaptation/>
- [5] Baumann, Oliver, Carsten Bergenholtz, Lars Frederiksen, Robert M. Grant, Rebecca Köhler, David L. Preston and Scott Shane. 2018. "Rocket Internet: Organizing a Startup Factory." *Journal of Organization Design*, 7, 13.
- [6] Oliver Baumann. 2015. "Models of Complex Adaptive Systems in Strategy and Organization Research." *Mind & Society*, 14, 2, 169-183.
- [7] Oliver Baumann. 2015. "Distributed Problem Solving in Modular Systems: The Benefit of Temporary Coordination Neglect." *Systems Research and Behavioral Science*, 32, 1, 124-136.
- [8] Oliver Baumann and Nils Stieglitz. 2014. "Rewarding Value-Creating Ideas in Organizations: The Power of Low-Powered Incentives." *Strategic Management Journal*, 35, 3, 358-375.
- [9] Isabel Dörfler and Oliver Baumann. 2014. "Learning from a Drastic Failure: Lessons from the Airbus A380 Program." *Industry and Innovation*, 21, 3, 197-214.
- [10] Oliver Baumann and Nicolaj Siggelkow. 2013. "Dealing with Complexity: Integrated vs. Chunky Search Processes." *Organization Science*, 24, 1, 116-132.
- [11] Nico Grove and Oliver Baumann. 2012. "Complexity in the Telecommunications Industry: When Integrating Infrastructure and Services Backfires." *Telecommunications Policy*, 36, 1, 40-50.
- [12] Oliver Baumann and Dirk Martignoni. 2011. "Evaluating the New: The Contingent Value of a Pro-Innovation Bias." *Schmalenbach Business Review*, 63, 4, 349-371.
- [13] Oliver Baumann. 2010. "Search, Failure, and the Value of Moderate Patience." *Schmalenbach Business Review*, 62, 3, 233-258.
- [14] Arnold Picot and Oliver Baumann. 2009. "The Relevance of Organization Theory to the Field of Business and Information Systems Engineering." *Business & Information Systems Engineering*, 1, 1, 62-69. German version: "Die Bedeutung der Organisationstheorie für die Entwicklung der Wirtschaftsinformatik." *Wirtschaftsinformatik*, 51, 1, 72-81.
- [15] Oliver Baumann and Hariolf Grupp. 2008. "Firm Boundary Decisions: The Market for Health-Related R&D Services with an Empirical Case Study for Germany." *International Economics and Economic Policy*, 5, 3, 297-321.

- [16] Arnold Picot and Oliver Baumann. 2007. "Modularität in der verteilten Entwicklung komplexer Systeme: Chancen, Grenzen, Implikationen." *Journal für Betriebswirtschaft*, 57, 3-4, 221-246.

Edited books and book chapters

- [17] John Joseph, Oliver Baumann, Richard Burton and Kannan Srikanth. (Eds.), 2018. "Organization Design", *Advances in Strategic Management* (Vol. 40), Emerald Publishing.
- [18] John Joseph, Oliver Baumann, Richard Burton and Kannan Srikanth. 2018. "Reviewing, Revisiting and Renewing the Foundations of Organization Design." In: John Joseph, Oliver Baumann, Richard Burton and Kannan Srikanth. (Eds.) 2018. "Organization Design." *Advances in Strategic Management* (Vol. 40), Emerald Group Publishing.
- [19] Oliver Baumann and Nicolaj Siggelkow. 2011. "Complexity and Competitive Advantage." *SAGE Handbook of Complexity and Management*, edited by Peter Allen, Steve Maguire, Bill McKelvey, London: SAGE, 494-505.

Editorials

- [20] Oliver Baumann and Brian Wu. 2022. "The many dimensions of research on designing flat firms." *Journal of Organization Design*, 11, 1, 1-3.
- [21] Oliver Baumann, John Joseph, Metin Sengul and Brian Wu. 2021. "Editorial Vol. 10", *Journal of Organization Design*, 10, 1, 1-2.

Articles in refereed conference proceedings

- [22] Oliver Baumann, Franziska Lauenstein and Thorsten Wahle. 2022. "The Upside of Sugarcoating: Inaccurate Performance Reporting and Exploration in Organizations." *Academy of Management Best Paper Proceedings*.
- [23] Nico Grove and Oliver Baumann. 2011. "Complexity in the Telecommunications Industry: The Challenge of Reconciling Bitpipe and Services." *Proceedings of the 11th Pacific Telecommunications Council*.
- [24] Oliver Baumann and Nicolaj Siggelkow. 2008. "Chunky vs. Incremental Growth: How to Expand a Search Domain." *Academy of Management Best Paper Proceedings*.
- [25] Oliver Baumann. 2007. "When Less Is More (and When It Isn't): High-level Coordination in Modular Systems." *Proceedings of the R&D Management Conference*.
- [26] Arnold Picot and Oliver Baumann. 2007. "Die verteilte Entwicklung komplexer Systeme: Grenzen der Modularität und Fähigkeiten zur Systemintegration." In: Ulrich Blum, Andreas Eckstein, and Andrea Eckstein (Eds.). *Wirtschaftsinformatik im Fokus der Modernen Wissensökonomik: Netzwerkökonomie und Electronic Business - Electronic Learning - Systementwicklung und Modellierung*. Festschrift für Prof. Dr. Dr. h. c. Wolfgang Uhr. Dresden: TUDpress, 335-352.
- [27] Oliver Baumann. 2003. "On the Application of Data Envelopment Analysis to R&D Project Selection." *Proceedings of Portland International Conference on the Management of Engineering and Technology*.

Publications for practitioners

- [28] Oliver Baumann. 2018. "Internal Comparisons Between Managers: From Performance Management to Organizational Learning." *Ledelse i Udvikling*, 5, 38-39.
- [29] Oliver Baumann and Nils Stieglitz. 2014. "Don't Offer Employees Big Rewards for Innovation." *Harvard Business Review*, 12 June 2014, <http://blogs.hbr.org/2014/06/dont-offer-employees-big-rewards-for-innovation/>, also cited on slate.com and inc.com.
- [30] Oliver Baumann. 2009. "Innovation in komplexen Systemen: Wann zahlt es sich aus, Fehlschläge geduldig zu tolerieren?" *zfo – Zeitschrift Führung und Organisation*, 4, 240-244.

Working papers

- Oliver Baumann, Franziska Lauenstein and Daniel Newark. "A Matter of Interpretation: How Self-enhancement Moderates the Effect of Peer Performance Feedback on Exploration."
- Oliver Baumann, Matthias Mahlendorf and Zhiyan Wu. "Feedback and Foresight: Adapting to the Asymmetric Ratcheting of External Goals."
- Oliver Baumann, Kannan Srikanth and Tiberiu Ungureanu. "Nested Learning: How to Explore across Levels of the Organizational Hierarchy."
- Oliver Baumann and Nicolaj Siggelkow. "Cutting through the Fog of Demand: The Competitive Value of Customer Information."
- Jennifer Tae, Min-Seok Pang, Oliver Baumann and Brian Wu. "An Interdependence Perspective on M&A performance: Exploratory Evidence from the U.S. Airline Industry."

Work in progress

- *Journal of Organization Design* Special Issue on "Organizing for Good" (edited with Jiao Luo, Jerry Davis, Sven Kunisch and Brian Wu)
- Capitalist vs. socialist resource allocation (with JP Eggers and Songcui Hu)
- Resource commitment and organizational learning (with Kannan Srikanth and Tiberiu Ungureanu)
- Vertical information asymmetries (with Franziska Lauenstein and Thorsten Wahle)
- Commitment in organizational learning (with Michael Christensen, Thorbjørn Knudsen and Nils Stieglitz)
- Organizational Design (with Brian Wu)

Dissertation

"Problem Solving in Complex Systems: Essays on Search, Design, and Strategy."
Advisor: Arnold Picot, co-advisor: Dietmar Harhoff

PRESENTATIONS

Learning from the Pandemic: New Phenomenological and Theoretical Directions for Organization Design and Business Model Innovation

- Panelist, Strategic Management Society Annual Conference, 2021 (online)

Organizational Structure and Innovation

- Panelist, Strategic Management Society Annual Conference, 2020 (online)

Feedback and Foresight: Learning from the Asymmetric Ratcheting of De Facto Goals

- Carnegie School of Organizational Learning Conference, 2020 (online)
- Academy of Management Meeting, 2021 (online)

A Behavioral Model of Capitalist vs. Socialist Resource Allocation

- Theoretical Organizational Models Society Conference, Frankfurt, 2019
- Carnegie School of Organizational Learning Conference, Asilomar, 2019
- Organization Design Community Conference, Northwestern University, Chicago, 2018
- Journal of Organization Design Conference, Sandbjerg, 2018

Designing Organizations for Innovation and Adaptation

- Danish Institute for Advanced Study, Odense, 2018

The Complexity of Collaboration

- University of Southern Denmark, Odense, 2017

Controlling Search in Hierarchical Organizations

- Carnegie School of Organizational Learning Conference, Asilomar, 2017

Cutting through the Fog of Demand: The Competitive Value of Customer Information

- Aarhus University, Aarhus, 2018
- Theoretical Organizational Models Society Conference, Rome, 2017
- Carnegie School of Organizational Learning Conference, Asilomar, 2016

Regulating Organizational Search: Internal Social Comparisons and Adaptation in Multi-Unit Organizations

- Warwick Business School, Coventry, 2017
- Max Planck Institute for Innovation and Competition, Munich, 2016
- Copenhagen Business School, Copenhagen, 2016

Organizing a Venture Factory: Company Builder Incubators and the Case of Rocket Internet

- Academy of Management Meeting, Vancouver, 2015

A Model of Customer Interaction and Innovation

- Theoretical Organizational Models Society Conference, Venice, 2015

Adaptive Goal Systems

- Workshop on Change, Organizational Plasticity and Evolution, Barcelona, 2014

A Limit to Outsourcing Complexity: Coordination vs. Cooperation in the Airbus A350 Program

- Frankfurt School of Finance and Management, Frankfurt, 2015
- Vienna Conference on Strategy, Organizational Design, Vienna, 2015
- Academy of Management Meeting, Philadelphia, 2014
- DRUID Society Conference, Copenhagen, 2014

Adaptation and Multi-Business Firms: Competition, Aspirations, and Innovation

- BI Business School, Oslo, 2014
- Erasmus University Rotterdam, Rotterdam, 2014
- Eindhoven University of Technology, Eindhoven, 2014
- Strategic Management Special Conference, Tel Aviv, 2014
- Academy of Management Meeting, Orlando, 2013
- Vienna Conference on Strategy, Organizational Design, and Innovation, Vienna, 2013
- DRUID Society Conference, Barcelona, 2013
- Theoretical Organizational Models Society Conference, New York, 2013

Organizing for Distributed Innovation: Pushing the Envelope with Airbus' 'New Systems Policy

- University of Southern Denmark, Odense, 2013
- Academy of Management Meeting, Boston, 2012
- DRUID Society Conference, Copenhagen, 2012
- Copenhagen Business School, Copenhagen, 2012

Balancing Exploration and Exploitation: Implications of Being Unbalanced

- Academy of Management Meeting, Boston, 2012

Rewarding Value-Creating Ideas in Organizations: The Power of Low-Powered Incentives

- Israel Strategy Conference, Tel Aviv, 2012
- Academy of Management Meeting, San Antonio, 2011
- DRUID Society Conference, Copenhagen, 2011
- INFORMS Annual Meeting, Austin, 2010

Challenges to Identifying, Implementing, and Maintaining a Balance between Exploration and Exploitation

- Academy of Management Meeting, San Antonio, 2011

Routine Change in Response to Drastic Failure: Improvisation and Systematic Learning during the Development of the Airbus A380

- EGOS Colloquium, Gothenburg, 2011

Simulation vs. Formal Models

- Theoretical Organizational Models Society Conference, Barcelona, 2011

Evaluating the New: Why do we see so few firms with a pro-innovation bias?

- German Academic Association for Business Research Meeting, Bremen, 2010
- German Academic Association for Business Research, Berlin, 2010
- Israel Strategy Conference, Be'er Sheva, 2009

Uncertainty, Learning, and the Termination of Bad Projects

- Ecole de Management, Strasbourg, 2010
- INFORMS Annual Meeting, San Diego, 2009

Simulation Modeling in Innovation and Management Research

- Ecole de Management Strasbourg, 2010
- Technical University of Munich, 2009

Modeling Complexity and Competitive Advantage

- Center for Advanced Studies, University of Munich, 2009

Problem Solving in Complex Systems: Essays on Search, Design, and Strategy

- Academy of Management Meeting, Chicago, 2009
- DRUID Summer Conference, Copenhagen, 2009

Search, Failure, and the Value of Moderate Patience

- Academy of Management Meeting, Chicago, 2009
- German Academic Association for Business Research, Berlin, 2009
- Israel Strategy Conference, Tel Aviv, 2008

Power in Organizational Learning

- Organization Science Winter Conference, Steamboat Springs, 2009

Efficiently Adapting or Muddling Through? The Contingent Value of Evaluation Capabilities

- Organization Science Winter Conference, Steamboat Springs, 2009

Chunky vs. Incremental Growth: How to Expand a Search Domain

- University of Southern Denmark, Odense, 2008
- Strategic Management Society Conference, Cologne, 2008
- Academy of Management Meeting, Anaheim, 2008
- German Academic Association for Business Research Meeting, Berlin, 2008
- German Academic Association for Business Research, Munich, 2008

Cognitive and Experiential Evaluation: Implications for Exploration and Exploitation

- Academy of Management Meeting, Anaheim, 2008
- DRUID Summer Conference, Copenhagen, 2008

Coordinating Search in Modular Systems: The Value of (Temporary) Integration

- Academy of Management Meeting, Anaheim, 2008
- Organization Studies Summer Workshop, Cyprus, 2008
- INFORMS Annual Meeting, Seattle, 2007
- The R&D Management Conference, Bremen, 2007
- Management Department Ph.D. Seminar, The Wharton School, Philadelphia, 2007

The German Market for Health-Related R&D Services

- Economic Policy Research Seminar, Karlsruhe Institute of Technology, 2004

TEACHING INTERESTS

Organization Theory and Organization Design, Business and Corporate Strategy, Strategy Implementation and Performance Management

TEACHING

University of Southern Denmark

- 2015 – present Performance Management (Executive MBA)
- 2013 – present Organization of Innovation (M.Sc.)
- 2012 – present Corporate Strategy and Organization Design (M.Sc.)
- 2011 – 2016 Foundations of Organization (M.Sc.)
- 2012 – 2015 Strategy and Management (B.Sc.)
- 2011 – 2012 Advanced Strategy and Organization Theory (M.Sc.)

University of Munich

- 2009 – 2012 Computational Modeling in Management Research (Ph.D., one module)
- 2011 Complexity and Competitive Advantage (executive, one module)
- 2005 – 2010 Business Information Systems (B.Sc., very large lecture)
- 2010 Knowledge Management (M.Sc.)
- 2009 Simulation Models of Strategy and Organization (B.Sc.)
- 2005 – 2008 Innovation and Strategy in the ICT Industry (B.Sc.)
- 2004 – 2008 Project and Change Management (B.Sc.)
- 2007 Financial Analysis and Management (B.Sc., TA)

Université de Strasbourg / Ecole de Management Strasbourg

- 2009 – 2012 Information, Organization and Management (M.Sc.)

Supervision

Supervised > 120 master's theses, bachelor's theses, and seminar reports

Educational administration

2015 – 2017 Profile responsible, M.Sc. profiles in Strategy & Organization, Management of People, Management of Innovation Processes

PROFESSIONAL ACTIVITIES

Editorial positions	Co-Editor, <i>Journal of Organization Design</i> , 2021 – Editorial board member, <i>Academy of Management Discoveries</i> , 2021 – Editorial board member, <i>Strategic Management Journal</i> , 2018 – Editorial board member, <i>Organization Science</i> , 2013 – Associate Editor, <i>Journal of Organization Design</i> , 2018 – 2020 Advisory Board, <i>Schmalenbach Business Review</i> , 2015 – 2020
Refereeing for journals	Frequently: <i>Academy of Management Review</i> , <i>Administrative Science Quarterly</i> , <i>Management Science</i> , <i>Strategy Science</i> Infrequently: <i>Computational and Mathematical Organization Theory</i> , <i>Creativity and Innovation Management</i> , <i>IEEE Transactions on Engineering Management</i> , <i>International Journal of Technology Management</i> , <i>Journal of Engineering and Technology Management</i> , <i>Journal of Institutional Economics</i> , <i>Journal of Management Studies</i> , <i>Organization Studies</i> , <i>Production and Operations Management</i> , <i>Research Policy</i> , <i>Science Advances</i> , <i>Strategic Organization</i> , <i>Structural Change and Economic Dynamics</i> , <i>Telecommunications Policy</i>
Refereeing for conferences	Academy of Management, DRUID, European Academy of Management, International Conference on Information Systems, Israel Strategy Conference, Strategic Management Society, German Academic Association for Business Research
Refereeing for funding agencies	Bavarian Academy of Sciences and Humanities, Cusanuswerk, Ernst Ludwig Ehrlich Studienwerk, German Academic Exchange Service, German National Merit Foundation, Konrad-Adenauer-Stiftung, Schmalenbach-Stiftung, Swiss National Science Foundation
Academic Service	Representative-at-Large, Corporate Strategy interest group, Strategic Management Society Non-voting board member (ex officio), Organizational Design Community, 2021 – present Co-organizer, paper development workshop “Creating and Sustaining Competitive Advantage in a Discordant World,” Strategic Management Society Annual Conference 2021 (online) Co-organizer, session “Corporate Strategy after the Pandemic: Sharp Changes and Long-Lasting Effects,” Strategic Management Society Annual Conference 2021 (online) Co-organizer, workshop “Current Research in Organization Design: Topics, Tools, and Triumphs,” Academy of Management Meeting, Philadelphia, 2014, Vancouver, 2015, Anaheim, 2016, Atlanta, 2017, Chicago 2018, Boston 2019, Vancouver 2020 (online) Co-organizer, panel/symposium “Multiple Goals and Multiple Aspirations: New Questions, New Perspectives,” Organization Science Winter Conference,

Monterey, 2020 (postponed) and Academy of Management Meeting, Vancouver, 2020 (online)

Chair, review committee, INFORMS, for editor and journal *Strategy Science*, 2019

Co-organizer, symposium “Allocating Corporate Resources: The Need for New Theory,” Academy of Management Meeting, Atlanta, 2017

Co-organizer, workshop “Navigating the Publication Process,” DRUID Conference, Copenhagen, 2016

Co-organizer, workshop “Behavioral Target Setting,” Frankfurt School of Finance and Management, 2015

Co-organizer, Theoretical Organization Modeling Conference, Universitat Pompeu Fabra, 2012, New York University, 2013, University of Southern Denmark, 2014, Università Ca’ Foscari Venice, 2015

Organizer, Workshop “Change, Organizational Plasticity, and Evolution,” Universitat Pompeu Fabra, Barcelona, 2014

Organizer, workshop “Simulating Complex Organizations,” Center for Advanced Studies, University of Munich, 2009

Co-organizer, Multi-Conference Information Systems, Technical University of Munich, 2008

Memberships

Academy of Management (AOM)
German Academic Association for Business Research (VHB)
Organizational Design Community (ODC)
Strategic Management Society (SMS)
Theoretical Organization Models Society (TOM)

UNIVERSITY SERVICE

Management and administration

Member of the Operational Board, SDU eScience Center, 2021 – present

Member of the Advisory Committee for Reorganizing Business Education at SDU (udvalg vedr. reorganisering af det erhvervsøkonomiske område), 2021

Member of SDU SECDEF – Security and Defense Research Network, 2020 – present

Head of Research, Strategic Organization Design, and member of the department management team, SDU, 2018 – present (not 2020)

Vice Head of Research, Strategic Organization Design unit, and member of the department management team, SDU, 2015 – 2017

Organizer, research seminar series, Danish Institute for Advanced Study (DIAS), SDU, 2012 – 2015

Organizer, research seminar series, Strategic Organization Design Unit, SDU, 2011 – 2014

Budget responsible (public and third-party), Institute for Information, Organization and Management, LMU Munich, 2005 – 2010

Coordinator of the research assistants, Institute for Information, Organization and Management, LMU Munich, 2005 – 2008

Mentoring	Franziska Lauenstein, SDU, 2019 – present
Ph.D. supervision and assessments	Emil Bakkensen Johansen, SDU (co-advisor), 2022 – present Johanna Eggers, SDU (co-advisor), 2022 – present Manuel Romagnoli, LUISS Rome (assessor), 2022 Tiberiu Ungureanu, Ohio State University (assessor, co-advisor), 2019 – 2022 Joosef Walli, Aalto University (assessor), 2021 Diana Verdes, SDU (co-advisor), 2019 – present Mathilde Kirkegaard, Copenhagen Business School (assessor), 2017/2018 Daria Arkhipova, Università Ca' Foscari Venice (assessor), 2014 Oguz Ali Acar, Erasmus University Rotterdam (assessor), 2014 Felix Obschonka, Free University of Berlin (co-advisor), 2011 – 2014 Ulrik William Nash, SDU (assessor), 2013 Jade Maneja, SDU (assessor), 2012 Isabel Dörfler, LMU Munich (co-advisor), 2010 – 2012 Rebecca Ermecke, LMU Munich (co-advisor), 2010 – 2012
Assessment committees (chair)	Postdoc in Strategic Organization Design, 2018 Research Assistant in Strategic Organization Design, 2018 Assistant Professor in Strategic Organization Design, 2017 Associate Professor in Strategic Organization Design, 2016 Part-time Professor in Strategic Organization Design, 2015 Assistant Professor in Strategic Organization Design, 2014 Assistant Professor in Strategic Organization Design, 2013 Part-time Professor in Strategic Organization Design, 2013
Hiring committees	Dean, Faculty of Business and Social Sciences, 2022 Professor in Finance, 2022 Assistant Professor in Marketing/Management, 2020 Professor mso in Strategic Organization Design, 2019 Professor mso in Consumer Culture, 2018 Funding advisor, 2016
Professional development	Leadership program, Faculty of Business and Social Science, SDU, 2017 Leadership program, SDU, 2016 – 2017 Ph.D. supervisor training, SDU, 2012 University pedagogy program, SDU, 2010 – 2011 Professional teaching workshop, LMU Munich, 2010 Junior faculty workshops, German Academic Association for Business Research and Academy of Management, Technology and Innovation Management Division, 2008, 2009, 2010

AWARDS AND HONORS

2017 – present	Top 10% of Authors” on SSRN (Social Science Research Network, measured by all-time downloads)
2015, 2016	Best Reviewer Award, Academy of Management, Technology and Innovation Management Division
2014	Finalist, Best Paper Award, DRUID Society Conference
2009	Finalist, Best Paper Award, Israel Strategy Conference

- 2009 Finalist, Best Dissertation Competition, Academy of Management, Technology and Innovation Management Division
- 2009 Best Dissertation Award, DRUID Society
- 2009 Young Researcher Award, Organization Section, German Academic Association for Business Research
- 2008 Dissertation Award, Munich School of Management, LMU Munich
- 2003 Omega Rho, Operations Research Honor Society
- 2003 Tau Beta Pi, Engineering Honor Society
- 1999 Formal commendation, German Air Force
- 1998 Graduation awards in Mathematics and Latin

GRANTS AND FELLOWSHIPS

- 2020 Second round (interview stage), ERC Consolidator Grant application “The Firm as a Credit Assignment Mechanism” (not funded but evaluated as fully fundable)
- 2017 – 2022 Danish Council for Independent Research (DFF/FSE), “Controlling Innovation in Complex Organizations” (~500,000 EUR)
- 2013 – 2015 German Research Foundation, “The Role of Interdependencies and Fit in M&A Performance” (PI: Tobias Kretschmer, University of Munich, ~100,000 EUR)
- 2007 – 2010 Smaller fellowships from: German Academic Association for Business Research, German Academic Exchange Service, German Research Foundation, Haniel Foundation, LMU Management Alumni, Munich University Society
- 2007 Fellowship, German Academic Exchange Service (DAAD)
- 2002 – 2003 Fellowship, German-American Fulbright Commission
- 2002 – 2003 Fellowship, Oregon-Baden-Württemberg state exchange program
- 2000 – 2008 Fellowship, e-fellows.net

OTHER PROFESSIONAL ACTIVITIES

- 2004 Fraunhofer Institute for Systems and Innovation Research, research assistant
- 2003 DaimlerChrysler AG, corporate strategy department, intern
- 2000 – 2004 delta Karlsruhe consulting group, student consultant
- 2001 – 2002 Karlsruhe Institute of Technology, Institute of Applied Informatics and Formal Description Methods, research assistant
- 2000 – 2001 youSmile.de (startup), business development, part-time employee
- 1998 – 1999 German Air Force, air defense missile wing, military service
- 1997, 1998 Thales Communications / SEL Defense Systems, summer intern

PERSONAL

Date/place of birth: March 22, 1979, Pforzheim, Germany
 Nationality: German
 Marital status: Married, two sons
 Languages: Danish, English, German