

Evgeny Kagan

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INFORMS 2017 TALKS Sat, Oct 21: 3:05 - 3:45pm (POMS PITM paper competition finals) [Link to session](#)
Sun, Oct 22: 4:30 - 6pm in room 361A (Session SD48, 1st talk) [Link to session](#)

RESEARCH INTERESTS Entrepreneurial operations management, Innovation & product development, Behavioral and experimental methods.

EDUCATION **University of Michigan**, Ann Arbor, MI expected 2018
PhD in Operations Management, Ross School of Business
Thesis: “Behavioral Aspects of Managing Innovation”
Co-advisors: Stephen Leider and William Lovejoy

Erasmus University, Rotterdam, The Netherlands 2012
MS in Logistics and Information Systems
Rotterdam School of Management & Erasmus School of Economics

Mannheim University, Mannheim, Germany 2010
6 month study stay at **HEC Montréal**, Canada
BS in Business Administration

RESEARCH **Published and Submitted Papers**

1. “Ideation–Execution Transition in Product Development: Experimental Analysis” with S. Leider & W. Lovejoy. *Forthcoming in **Management Science**, 2017.* [Link](#)
- *Finalist, INFORMS Behavioral Operations working paper competition 2016*
Summary: In the presence of tight time-to-market constraints an important question in product development is how much time the team should spend on generating new ideas vs executing the idea, and who should make that decision. We develop an experimental approach to studying these questions. We find that externally imposed development schedules outperform designer-determined ones and examine several design process related explanations.
2. “Designing Incentives in Startup Teams: Form and Timing of Equity Contracting” with S. Leider & W. Lovejoy. *Major revision at **Management Science**.* [Link](#)
- *Finalist, POMS College of Product Innovation and Technology Management (PITM) best student paper competition 2017*
Summary: Entrepreneurial ventures can have limited (often zero) cash inflow and limited access to capital, and so use equity ownership to incentivize founders and early employees. We examine the effects of contract form and contracting timing on effort and value generation in this setting. Our results suggest that incentive effects of contracts are dominated by personality differences and that contracting timing matters as much (or more) as contract form for startup performance.

Work in progress

3. “Entrepreneurial Market Research: When Hypotheses Outnumber Samples” with S. Leider & W. Lovejoy.

Summary: In “technology-push” (relative to “demand-pull”) innovation, technology teams often develop a new capability that may find voice in a range of industrial settings. However, the team may lack the marketing budget to explore each in great depth, or even all of them at any depth. We formulate a bandit model to study this problem and develop a novel approach to its resolution, which includes simulation, interpretation, communication and implementation of search strategies.

4. “Collaborative Time Forecasting in New Product Development” with Janne Ketunen (George Washington University).

Summary: Setting up supply chains for new products often requires close coordination between the manufacturer and the key upstream suppliers prior to product launch. An important operational question in this setting is how to forecast development times for product components to maximize the accuracy of those time estimates. We investigate this question theoretically and then test the model predictions in an experiment with experienced project managers.

5. “Entrepreneur-Mentor Collaboration” with D. Brophy, J. Sanchez-Burks and Tom Jensen

Summary: This interdisciplinary project with D. Brophy (Prof. of Finance), J. Sanchez-Burks (Prof. of Management) and T. Jensen (CEO of Enterprise Futures Network) uses field data to study the design of entrepreneurial mentoring programs. We conduct a large scale survey among 40+ entrepreneurial accelerators across the US to examine the success factors behind founder-mentor collaboration. We focus on questions related to founder-mentor matching, communication patterns and personality characteristics of successful founders and mentors.

PRESENTATIONS

Invited Talks

D’Amore-McKim (Northeastern University), Boston MA Scheduled: Nov 2017
WINDS symposium (The Wharton School), Philadelphia PA Oct 2017

Conference presentations

INFORMS, MSOM, POMS conferences 2015-2017
LBS Doctoral Conference, London Business School, London UK 2015
Behavioral Operations Conference 2015, 2016
Workshop on Behavioral Economics and Entrepreneurship, Tampa FL 2015

TEACHING

Instructor, TO 313 Winter 2015
(Operations Management for Undergraduates)
83 students; Evaluation score 4.42/5.00

Teaching Assistant, TO 624 Fall 2015, Fall 2016
(Strategic Sourcing for MBA)

WORK EXPERIENCE

DHL Inhouse Consulting Bonn, Germany Summer 2010
Summer associate, developed performance measurement tools for sales teams

Center for European Economic Research (ZEW), Germany 2009 - 2010
RA; conducted a large scale innovation survey of German technology firms

	BASF SE , Ludwigshafen, Germany	Summer 2008
	Summer associate; developed a predictive model for campus recruiting	
	Suedzucker AG , Mannheim, Germany	Winter 2008
	Intern; developed LP-based optimization tools for plant-customer delivery streams	
SERVICE	Session Chair	
	INFORMS Annual Meeting (upcoming), Houston, TX	Oct 2017
	INFORMS Annual Meeting, Nashville, TN	Nov 2016
	Reviewer	
	Management Science, Behavioral Operations Working Paper Competition.	
HONORS & AWARDS	Rackham Pre-doctoral Fellowship	2017 - 2018
	Awarded for outstanding doctoral research. Total value 60,000 USD	
	Flamholtz Fellow (Entrepreneurship study award)	2015 - 2016
	Regent Fellowship , University of Michigan	2012 - 2013
	Stipend of 10,000 USD	
	Heinrich-Boell-Foundation Scholarship , Germany.	2007 - 2012
	Academic excellence scholarship, annual stipend of 10,000 EUR	
	Fulbright Scholarship , California State University East Bay, USA	Summer 2007
COMPUTER & NATURAL LANGUAGES	STATA, MATLAB, R, SQL, Python, LaTeX, English (fluent), German (fluent), Russian (fluent), French (conversational)	
REFERENCES	Bill Lovejoy (advisor) Raymond T J Perring Family Professor of Business Administration Professor of Technology and Operations Professor of Art, School of Art and Design Ross School of Business University of Michigan (734) 763-1391 wlovejoy@umich.edu	Stephen Leider (advisor) Associate professor of Technology and Operations Ross School of Business University of Michigan (734) 615-4183 leider@umich.edu
	Roman Kapuscinski John Psarouthakis Research Professor of Manufacturing Management Professor of Technology and Operations Chair of Technology and Operations Ross School of Business University of Michigan (734) 764-9501 kapuscin@umich.edu	Damian Beil Michael R. and Mary Kay Hallman Fellow Professor of Technology and Operations Ford Motor Company Co-Director of the Tauber Institute for Global Operations Ross School of Business University of Michigan (734) 936-5934 dbeil@umich.edu