

Evgeny Kagan

Stephen M. Ross School of Business | University of Michigan

☎ +1 (734) 604-7152 ✉ ekagan@umich.edu

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*

- *Finalist, Best paper competition in Innovation Management 2017, EBS Wiesbaden (Awarded for high practical relevance)*

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 Ket-tunen (George Washington University).

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

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

- *Supported by a Kauffman Foundation grant*

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 per-sonality characteristics of successful founders and mentors.

PRESENTA-TIONS

Conference and workshop presentations

WINDS symposium (The Wharton School), Philadelphia PA	Oct 2017
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 (Operations Management for Undergraduates) 83 students; Evaluation score 4.42/5.00	Winter 2015
Teaching Assistant, TO 624 (Strategic Sourcing for MBA)	Fall 2015, Fall 2016

WORK EXPERIENCE

DHL Inhouse Consulting Bonn, Germany Summer associate, developed performance measurement tools for sales teams	Summer 2010
Center for European Economic Research (ZEW) , Germany RA; conducted a large scale innovation survey of German technology firms	2009 - 2010
BASF SE , Ludwigshafen, Germany Summer associate; developed a predictive model for campus recruiting	Summer 2008
Suedzucker AG , Mannheim, Germany Intern; developed LP-based optimization tools for plant-customer delivery streams	Winter 2008

SERVICE	<p>Session Chair INFORMS Annual Meeting, Houston, TX INFORMS Annual Meeting, Nashville, TN</p> <p>Reviewer Management Science, Behavioral Operations Working Paper Competition.</p>	<p>Oct 2017 Nov 2016</p>
HONORS & AWARDS	<p>Rackham Pre-doctoral Fellowship Awarded for outstanding doctoral research. Total value 60,000 USD</p> <p>Flamholtz Fellow (Entrepreneurship study award)</p> <p>Regent Fellowship, University of Michigan Stipend of 10,000 USD</p> <p>Heinrich-Boell-Foundation Scholarship, Germany. Academic excellence scholarship, annual stipend of 10,000 EUR</p> <p>Fulbright Scholarship, California State University East Bay, USA</p>	<p>2017 - 2018</p> <p>2015 - 2016</p> <p>2012 - 2013</p> <p>2007 - 2012</p> <p>Summer 2007</p>
COMPUTER & NATURAL LANGUAGES	<p>STATA, MATLAB, R, SQL, Python, LaTeX, English (fluent), German (fluent), Russian (fluent), French (conversational)</p>	
REFERENCES	<p>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</p> <p>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</p>	<p>Stephen Leider (advisor) Associate professor of Technology and Operations Ross School of Business University of Michigan (734) 615-4183 leider@umich.edu</p> <p>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</p>