

HENRY SAUERMANN

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ACADEMIC POSITIONS

2014 – present: Associate Professor of Strategic Management, Scheller College of Business
2008 – 2014: Assistant Professor of Strategic Management, Scheller College of Business

RESEARCH APPOINTMENTS

2015 – present: Research Associate, National Bureau of Economic Research (NBER)

EARNED DEGREES

Ph.D. in Business Administration (Strategy), 2008, Duke University, Durham, NC
Diploma (B.S. equiv.) in Business Administration, 2002, University of Potsdam, Germany
Diploma (B.S. equiv.) in Economics (With Distinction), 2001, University of Potsdam, Germany

PEER-REVIEWED PUBLICATIONS

Fire in the Belly? Employee Motives and Innovative Performance in Startups versus Established Firms. Conditionally accepted at *Strategic Entrepreneurship Journal*

Sell-Stenard, B.; Sauermann, H. (2016): Educational Mismatch, Work Outcomes, and Entry into Entrepreneurship. *Organization Science* 27(4)

Sauermann, H.; Roach, M. (2016): Why Pursue the Postdoc Path? *Science* 352(6286)

Roach, M.; Sauermann, H. (2015): Founder or Joiner? The Role of Preferences and Context in Shaping Entrepreneurial Interests. *Management Science* 61(9)

Sauermann, H.; Franzoni, C. (2015): Crowd Science User Contribution Patterns and Their Implications. *Proceedings of the National Academy of Sciences* 112(3)

Sauermann, H.; Roach, M. (2014): Not All Scientists Pay to Be Scientists: PhDs' Preferences for Publishing in Industrial Employment. *Research Policy* 43(1)

Franzoni, C.; Sauermann, H. (2014): Crowd Science: The Organization of Scientific Research in Open Collaborative Projects. *Research Policy* 43(1)

Sauermann, H.; Stephan, P. (2013): Conflicting Logics? A Multidimensional View of Industrial and Academic Science. *Organization Science* 24(3)

Haeussler, C.; Sauermann, H. (2013): Credit Where Credit Is Due? The Impact of Project Contributions and Social Factors on Authorship and Inventorship. *Research Policy* 42(3)

Sauermann, H.; Roach, M. (2013): Increasing Web Survey Response Rates in Innovation Research: An Experimental Study of Static and Dynamic Contact Design Features. *Research Policy* 42(1)

Sauermann, H.; Roach, M. (2012): Science PhD Career Preferences: Levels, Changes, and Advisor Encouragement. *PLoS ONE* 7(5)

Sauermann, H.; Cohen, W. (2010): What Makes Them Tick? Employee Motives and Firm Innovation. *Management Science*, 56

Roach, M.; Sauermann, H. (2010): A Taste for Science? PhD Scientists' Academic Orientation and Self-Selection into Research Careers in Industry. *Research Policy*, 39

Sauermann, H. (2005): Vocational Choice – A Decision Making Perspective. *Journal of Vocational Behavior*, 66

WORK UNDER REVIEW AND WORKING PAPERS

The Entrepreneurial Workforce: Career Preferences and Early Transitions into Startups versus Established Firms (with M. Roach)

Taste for Science, Taste for Commercialization, and Hybrid Scientists (with M. Roach)

The Declining Interest in Academic Careers (with M. Roach)

Doing Well or Doing Good? Academics' Motives and Commercial Activities in Different Fields (with W. Cohen and P. Stephan)

Division of Labor in Teams: A Conceptual Framework and Application to Collaborations in Science (with C. Haeussler), NBER Working Paper #22241

The Informational Value of Authorship and Contribution Disclosures (with C. Haeussler)

Crowdfunding Scientific Research (with C. Franzoni and K. Shafi)

Investor Decision-Making in Equity Crowdfunding (with K. Shafi)

Participation Dynamics in Crowd-based Knowledge Production (with C. Franzoni)

- Winner of DRUID best paper award

OTHER PUBLICATIONS

Roach, M.; Sauermann, H. (2015): Founders and Joiners, *Science*, 348(6240)

Sauermann, H. (2009): Review of: Wallace, D.: Knowledge Management: Historical and Cross-Disciplinary Themes. *Human Resource Management*, 48

Cohen, W.; Sauermann, H. (2007): Schumpeter's Prophecy and Individual Incentives as a Driver of Innovation. In F. Malerba, S. Brusoni (Eds.) *Perspectives on Innovation*, Cambridge University Press

GRANTS, AWARDS, AND HONORS

- *Management Science* 2015: Distinguished Reviewer Award
- DRUID Society Conference 2014: Best Paper Award
- *Management Science* 2011, 2012, 2014: Meritorious Reviewer Award
- National Science Foundation, 2013: SciSIP Grant "Graduate Training and Initial Career Transitions of Science and Engineering PhDs" (with M. Roach; \$284,407)
- E. M. Kauffman Foundation, 2013: Kauffman Junior Faculty Fellowship in Entrepreneurship Research (\$40,000)
- Sloan Research Program "Economics of Knowledge Contribution and Distribution", 2013: Grant "Participation and Contributor Motives in Crowd Science Projects" (with C. Franzoni; \$20,000)
- DRUID Society Conference 2011: Young Scholar Paper Award
- Greater Atlanta Regional Grants for the Study of Entrepreneurship and Productivity, 2009: Grant "Knowledge Flows under the Microscope" (with M. Roach, \$16,000)
- E. M. Kauffman Foundation, 2006: Entrepreneurship Dissertation Fellowship (\$15,000)
- Sixth Roundtable for Engineering and Entrepreneurship, 2006: Best Student Paper Award
- E. M. Kauffman Foundation, 2005: Grant "Individual Incentives and the Level, Direction, and Performance of Innovative Activity" (with W. M. Cohen and R. Larrick; \$125,000)
- National Bureau of Economic Research, 2007: Travel Grant to Entrepreneurship Meetings
- E. M. Kauffman Foundation, 2006: Grant to Participate in the Seminar in Entrepreneurship
- Academy of Management BPS Division, 2007: Invited Participant Dissertation Consortium
- Academy of Management TIM Division, 2005: Invited Participant Doctoral Consortium
- Fuqua Business School, 2002-2007: Graduate Fellowship
- Foundation of the German Business World, 1998-2001: Undergraduate Fellowship

INVITED PRESENTATIONS AND WORKSHOPS

- Texas Medical Center Annual Presidential Career Symposium (keynote), February 2017
- University of Illinois at Urbana-Champaign, December 2016
- University of California, San Diego, November 2016
- National Science Foundation Open House on STEM Workforce, invited panelist, September 2016
- European School of Management and Technology, Berlin, July 2016
- University of Kassel, June 2016
- Purdue University, January 2016
- National Science Foundation, Division of Graduate Education, January 2016
- University of Passau, December 2015
- Technical University of Munich, December 2015
- UNC Chapel Hill, October 2015
- Polish Academy of Sciences, October 2015
- Burroughs Wellcome Fund/Sloan Foundation Workshop on the Scientific Workforce (invited workshop participant), October 2015

- Emory University (BEST program), September 2015
- Georgia Institute of Technology (Public Policy), August 2015
- Workshop on Human Capital and Innovation (keynote), Brandenburg, July 2015
- Politecnico di Milano, May 2015
- University of Tennessee, March 2015
- National Professional Science Master's Association (keynote), November 2014
- University of Passau, September 2014
- Katholieke Universiteit Leuven, July 2014
- Workshop on Science of Science Policy, University of Michigan, June 2014
- National University of Singapore, May 2014
- National Academies, Committee on Science, Engineering, and Public Policy, September 2013
- NYU – Stern, July 2013
- Politecnico di Milano, May 2013
- Emory University, April 2013
- MIT - Sloan, January 2013
- The Conference Board (Council on Innovation), September 2012
- University of Passau, July 2012
- Library of Congress Workshop “Science at Risk” (invited workshop participant), June 2012
- Katholieke Universiteit Leuven (Belgium), April 2012
- Duke University, February 2012
- POMS College of Production Innovation and Technology Management (PITM), November 2011
- European School of Management and Technology, Berlin, June 2011
- National Academies of Sciences and Engineering, April 2011
- Boston University, April 2011
- National Science Foundation Workshop “Changing the Conduct of Science in the Information Age” (invited workshop participant), November 2010
- University of North Carolina, Chapel Hill, September 2010
- Harvard Business School, April 2010
- National Bureau of Economic Research, February 2010
- Max-Planck Institute for Economics, Germany, November 2009
- Kauffman-OECD Workshop on New Practices in Entrepreneurship and Innovation, International Consortium for Entrepreneurship, June 2009
- European School of Management and Technology, Berlin; Georgia Institute of Technology; Harvard Business School; INSEAD, Paris; London Business School; University of Maryland (Smith); New York University (Stern); Washington University, St. Louis (Olin); University of Toronto (Rotman); UCLA (Anderson); USC (Marshall); University of Texas (McCombs); University of Pennsylvania (Wharton); December 2007-February 2008
- Harvard Business School, April 2007
- National Bureau of Economic Research, April 2007
- U.S. Association for Small Business and Entrepreneurship Conference, January 2007

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

CONFERENCE PRESENTATIONS

Educational Mismatch, Work Outcomes, and Entry into Entrepreneurship

- INFORMS Annual Conference, Philadelphia, November 2015

The Anatomy of Teams: Division of Labor in Collaborative Knowledge Production

- NBER Productivity Program Spring Meeting, March 2016
- Atlanta Conference on Science and Innovation Policy, September 2015
- DRUID Society Conference, Rome, June 2015
- Barcelona Graduate School of Economics Summer Forum, June 2015
- Science of Team Science Conference, Washington DC, June 2015
- Workshop on the Organization of Scientific Research, Turin, May 2015
- TIE Annual Meeting, Munich, October 2014

The Dynamics of PhD Students' Career Preferences

- Southern Economic Association Annual Meeting, November 2014

Participation Dynamics in Crowd-based Knowledge Production: The Scope and Sustainability of Interest-based Motivation (with C. Franzoni)

- Atlanta Conference on Science and Innovation Policy, September 2015
- Science of Team Science Conference, Washington DC, June 2015
- Academy of Management Annual Conference, August 2014
- DRUID Society Conference, Copenhagen, June 2014
- Production and Operations Management Society (POMS) Annual Conference, May 2014
- Wharton Technology and Innovation Conference, April 2014
- Workshop on the Economics of Knowledge Contribution & Distribution, November 2013

Fire in the Belly? Employee Motives and Innovative Performance in Startups vs. Established Firms

- Darden/Cambridge Entrepreneurship and Innovation Conference, June 2014
- SMS Special Conference on Micro-Foundations, Copenhagen, June 2014
- INFORMS Annual Conference, October 2013
- Academy of Management Annual Conference, August 2013
- IZA Entrepreneurship Workshop, San Francisco, July 2013
- 2nd Human Capital Conference, Utah, February 2013
- Workshop on Incentives and Innovation, ZEW Mannheim, November 2012

Crowd Science: The Organization of Scientific Research in Open Collaborative Projects

- ICT Conference Munich, October 2013
- Atlanta Conference on Science and Innovation Policy, September 2013
- DRUID Society Conference (semi-plenary), Barcelona, June 2013
- NBER Workshop on Scholarly Communication, Open Science and Its Impact, Cambridge, October 2012

Founder or Joiner? The Role of Preferences and Context in Shaping Entrepreneurial Orientations

- Academy of Management Annual Conference, August 2013

- INFORMS Annual Conference, October 2012
- IZA Entrepreneurship Workshop, Potsdam, Germany, June 2012

Science PhD Career Preferences: Levels, Changes, and Advisor Encouragement

- Academy of Management Conference, August 2012

Taste for Science, Taste for Commercialization, and Hybrid Scientists

- West Coast Research Symposium, September 2012
- DRUID Society Conference, Copenhagen, June 2012
- Atlanta Competitive Advantage Conference, May 2012
- Workshop on the Organization of Scientific Research, Turin, April 2012
- Smith Entrepreneurship Research Conference (U of Maryland), April 2012

The Price of Silence: Scientists' Trade-offs Between Pay and the Ability to Publish

- BYU-Utah Winter Strategy Conference, March 2012
- Atlanta Conference on Science and Innovation Policy, September 2011
- Academy of Management Annual Conference, August 2011
- DRUID Society Conference, Copenhagen, June 2011
- Atlanta Competitive Advantage Conference, May 2011
- Workshop on the Organization of Scientific Research, Turin, February 2011
- Tenth Annual REER Conference, November 2010

Credit Where Credit Is Due? The Impact of Project Contributions and Social Factors on Authorship and Inventorship

- Academy of Management Conference, August 2012
- Technology Transfer Society Annual Conference, Augsburg, September 2011

Complementing Merton: The Motives, Incentives, and Commercial Activities of Academic Scientists

- TIM Workshop, Boston, February 2016
- Workshop "Academic Entrepreneurship", HEC Paris, September 2010
- Academy of Management Annual Conference, August 2010
- DRUID Summer Conference, London, June 2010
- Atlanta Competitive Advantage Conference, May 2010
- Sumantra Ghoshal Conference, London Business School, May 2010
- Darden Entrepreneurship and Innovation Conference, April 2010
- Ninth Annual REER Conference, November 2009

Twins or Strangers? Differences and Similarities between Industrial and Academic Science

- Atlanta Conference on Science and Innovation Policy, September 2011
- Academy of Management Annual Conference, August 2010
- Workshop on the Organization of Scientific Research, Turin, April 2010

What Makes Them Tick? – Employee Motives and Firm Innovation

- HBS Conference on "Creativity, Entrepreneurship, and Organizations of the Future", December 2007
- 7th Transatlantic Doctoral Conference, London Business School, May 2007
- Sixth Annual REER Conference, December 2006

- Workshop “Using Human Resource Data from Science Resources Statistics, NSF, to Study the Science and Engineering Workforce”, Washington, DC, October 2006

INVITED DISCUSSANT (SELECTED)

- REER, November 2016
- Academy of Management Annual Meeting, August 2016
- REER, November 2015
- DRUID Society Conference, Rome, June 2015
- Atlanta Competitive Advantage Conference, May 2015
- Darden/Cambridge Entrepreneurship and Innovation Conference, June 2014
- DRUID Society Conference, Copenhagen, June 2014
- ACAC, May 2014
- IZA Entrepreneurship Workshop, San Francisco, July 2013
- DRUID Society Conference, Barcelona, June 2013
- Searle Center Sixth Annual Conference on Entrepreneurship and Innovation, June 2013
- Atlanta Competitive Advantage Conference, May 2013
- Workshop on the Organization of Scientific Research, Turin, May 2013
- Workshop on Incentives and Innovation, ZEW Mannheim, November 2012
- DRUID Society Conference, Copenhagen, June 2012
- IZA Entrepreneurship Workshop, Potsdam, Germany, June 2012
- DRUID Society Conference, Copenhagen, June 2011
- Atlanta Competitive Advantage Conference, May 2012
- Darden Entrepreneurship and Innovation Conference, May 2012
- Annual REER Conference, November 2011
- Darden Entrepreneurship and Innovation Conference, May 2011
- Atlanta Competitive Advantage Conference, May 2011

MEDIA MENTION/INTERVIEWS

- Article “The price of doing a postdoc”, *Science Careers*, January 2017
- Article “Global jobs: A taste for travel”, *Nature*, July 2016
- Coverage of article “Why pursue the postdoc path?” in various media including *The New York Times*, *Science Careers*, *Nature*, *Spektrum der Wissenschaft*, and *Inc.*, May 2016
- Discussion of article “Not all scientists pay to be scientists”, *Harvard Business Review*, November 2015
- Coverage of article “Founders and Joiners” in various media including the *Washington Post* and *Harvard Business Review*, June/July 2015
- Coverage of article “Crowd science user contribution patterns and their implications” in various media including *Science*, *Discover Magazine*, *Der Spiegel*, Spring 2015
- Article “The road not taken”, *BioScience*, December 2013
- Article “Excessive supply, uncertain demand”, *Science Careers*, September 16, 2013
- Coverage of “Science PhD Career Preferences: Levels, Changes, and Advisor Encouragement” in *Science Careers*, *Nature*, as well as several other publications and blogs, May 2012
- Article “Research in Asia heats up”, *Nature*, January 24, 2012
- Article “Scientists, meet capitalists”, *Nature*, November 30, 2011
- Article “The PhD Factory”, *Nature*, April 20, 2011

- Article “Scientific Talent Wars”, *Lab Manager Magazine*, November 10, 2010
- Discussion of work on scientists’ career choices, *Science Careers*, April 2, 2010
- Discussion of “What Makes them Tick? – Employee Motives and Firm Innovation”, *Sloan Management Review*, Spring 2009

TEACHING

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

PROFESSIONAL SERVICE

Editorial Board Memberships

- *Research Policy* (Advisory Editor), 2014-
- *Strategic Management Journal*, 2013-

Reviewing

- *Management Science*, *Organization Science*, *Research Policy*, *Strategic Management Journal*, *Journal of Economics & Management Strategy*, *Science*, *Academy of Management Review*, *Academy of Management Journal*, *PLoS ONE*, *Journal of Policy Analysis and Management*, *IEEE Transactions on Engineering Management*, *R&D Management*, *California Management Review*, *Economics Letters*, *Higher Education*
- National Science Foundation, *Science and Engineering Indicators*
- The National Academies, workshop report reviewer
- Israel Science Foundation, grant reviewer
- Ewing Marion Kauffman Foundation, fellowship reviewer
- Research Foundation Flanders, Belgium, fellowship and grant reviewer
- Academic Press/Elsevier book reviewer

- Academy of Management Annual Meetings (TIM, BPS Divisions), DRUID Summer Conference, Roundtable for Engineering Entrepreneurship Research (REER), Atlanta Competitive Advantage Conference (ACAC), SMS Special Conference on Micro-foundations

National Committees and Panels

- National Academies, Committee on Revitalizing Graduate Education for the 21st Century, 2016-
- National Science Foundation, panel grant reviewer

Service to Professional Community

- Treasurer, Consortium for Competitiveness and Cooperation (CCC), 2014-
- Panelist: AoM TIM Junior Faculty Consortium, 2016
- Panelist: AoM BPS Doctoral Consortium, 2015
- Editor-at-large: Citizen Science Today, 2015-
- AoM TIM Representative-at-large, 2014-2016
- Member: AoM TIM Best Paper Awards Committee, 2014
- Panelist: AoM TIM Junior Faculty Consortium, 2014
- Organizer: Session "Crowd-based innovation: Central themes and new results", Production and Operations Management Society (POMS) Annual Conference 2014
- Member: AoM BPS Research Committee, 2013-
- Organizer: Session "Open Innovation", ACAC 2013
- Organizer: Session "Technology Entrepreneurship", INFORMS Annual Conference 2012
- Co-organizer: PDW "Research on Universities and Science: Geography, Institutions, and Disciplinary Fields", Academy of Management Conference 2012
- Presenter: TIM Doctoral Consortium, Academy of Management Conference 2011
- Co-organizer: PDW "Research on universities: Contributions to management research", Academy of Management Conference 2011
- Co-organizer: PDW "Open science and its impact on science-based business", Academy of Management Conference 2010
- Organizing Committee for Atlanta Competitive Advantage Conference, 2009-

Service to Georgia Tech

- Georgia Tech Scheller College of Business, Strategy PhD Coordinator, 2015-
- Georgia Tech Scheller College of Business, PhD Committee, 2015-
- Georgia Tech Scheller College of Business Strategic Planning Task Force, 2014-2015
- Georgia Tech Scheller College of Business MBA Committee, 2013-2014
- Georgia Tech Scheller College of Business Dean Search Advisory Committee, 2013-2014
- Georgia Tech Scheller College of Business MBA Task Force, 2012-2013
- Georgia Tech Faculty/Library Advisory Board, 2012-
- Georgia Tech College of Management Strategic Plan Committee, 2011-2012
- Faculty Member: Georgia Tech Executive Roundtable
- Organizer: Georgia Tech Strategy Group Faculty Seminar Series, 2009-2015

PROFESSIONAL MEMBERSHIPS

- American Economic Association

- Academy of Management
- INFORMS

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

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

- Marketing and International Sales