Enno Siemsen, PhD

Carlson School of Management
University of Minnesota
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Minneapolis, MN 55455

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Education

8/2005 PhD in Operations, Technology and Innovation Management
University of North Carolina at Chapel Hill
Thesis Title: Essays on Knowledge Sharing
Thesis Advisor: Aleda V. Roth
Thesis Co-chair: Sridhar Balasubramanian

5/2001 Diplom Kaufman
University of Göttingen
Thesis Title: Controlling Knowledge Management
Thesis Advisor: Jürgen Bloech

Positions Held

8/2008- University of Minnesota
Carlson School of Management
Assistant Professor of Business Administration
Minneapolis, MN, USA

2005-2008 University of Illinois at Urbana-Champaign
Department of Business Administration
Assistant Professor of Business Administration
Champaign, IL, USA

2001-2005 University of North Carolina at Chapel Hill
Kenan-Flagler Business School
Research and Teaching Assistant
Chapel Hill, NC, USA

1998-2001 University of Göttingen
Department of Economics
Research and Teaching Assistant
Göttingen, Germany

1999 Golden European Supplies Ltd.
Consumer Electronics Production
Internship
Shenzhen, China

1997-1998 Roland Berger & Partner GmbH
Strategic Management Consultancy
Internship
Munich, Germany

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Awards, Fellowships, Grants

03/2011 M&SOM Meritorious Service Award

02/2008 Alumni Association Award for Excellence in Graduate Teaching
College of Business
University of Illinois at Urbana-Champaign

12/2006 M&SOM Meritorious Service Award

08/2006 Buffa Dissertation Competition Honorable Mention
Decision Sciences Institute

05/2004 Joseph Juran Doctoral Dissertation Fellowship
Juran Center for Quality Management
Carlson School of Management
University of Minnesota

05/2004 Peggy Lee & Sunil Wahal Award for Outstanding PhD Students
Kenan-Flagler Business School
University of North Carolina at Chapel Hill

05/2003 Joseph Juran Doctoral Paper Fellowship
Juran Center for Quality Management
Carlson School of Management
University of Minnesota

04/2003 SAP Doctoral Dissertation Fellowship
UNC-SAP AG Strategic Alliance
Kenan-Flagler Business School
University of North Carolina at Chapel Hill

Peer-Reviewed Publications

Anand, G., J. Gray and E. Siemsen. "Decay, Shock, and Renewal: Process Entropy and Quality Control in the Pharmaceutical Industry." Forthcoming at *Organization Science.*

Kremer, M., B. Moritz and E. Siemsen. 2011. "Demand Forecasting Behavior: System Neglect and Change Detection." *Management Science*, **57**(10): 1827-1843.

Katok, E. and E. Siemsen. 2011. "Why Genius Leads to Adversity: Experimental Evidence on the Reputational Effects of Task Difficulty Choices." *Management Science,* **57**(6): 1042-1054.

Siemsen, E., A. Roth and P. Oliveira. 2009. "Common Method Bias in Regression Models with Linear, Quadratic, and Interaction Effects." *Organizational Research Methods*, **13**(3): 456-476.

Siemsen, E., A. Roth, S. Balasubramanian and G. Anand. 2009. "The Influence of Psychological Safety and Confidence on Employee Knowledge Sharing." *Manufacturing and Service Operations Management*, **11**(3): 429-447.

Siemsen, E. 2008. "The Hidden Perils of Career Concerns in R&D Organizations." *Management*

Science, **54**(5): 863-877 [Lead Article].

Siemsen, E., A. Roth and S. Balasubramanian. 2008. "How Motivation, Opportunity and Ability Drive Knowledge Sharing: The Constraining Factor Model." *Journal of Operations Management,* **26**(3): 426-445.

Siemsen, E., Balasubramanian, S. and A. Roth. 2007. "Incentives that Induce Task-Related Effort, Helping and Knowledge Sharing in Workgroups." *Management Science*, **53**(10): 1533-1550.

Siemsen, E. and K. Bollen. 2007. "LAD: An Alternative Estimator for Structural Equation Models." *Sociological Methods and Research*, **36**(2): 227-265.

Other Publications

Donohue, K., and Siemsen, E. 2009. "Behavioral Operations: Applications in Supply Chain Management." *Wiley Encyclopedia of Operations Research and Management Science.*

Siemsen, E. 2009. "That Thing Called Be-Op's: Behavioral Operations Emerges into the Mainstream." *POMS Chronicle*, **16**(1): 12-13.

Siemsen, E.. "The Usefulness of Behavioral Laboratory Experiments." *Journal of Supply Chain Management*, **47**(3): 17-18.

Working Papers

Jones-Christensen, L., E. Siemsen and S. Balasubramanian. "Zero, Low or High? The Impact of Zero and Positive Prices on Product Purchase and Usage in Subsistence Markets ." Revise & Resubmit at *Strategic Management Journal*.

Moritz, B., M. Kremer and E. Siemsen. "Deliberate or Intuitive: Decision Speed and Cognitive Reflection in Demand Forecasting Behavior." Revise & Resubmit at *Production and Operations Management*.

Gray, J., E. Siemsen and G. Vasudeva. "Collocation Matters: Conformance Quality and the Interdependence of R&D and Manufacturing in the Pharmaceutical Industry." Revise & Resubmit at *Management Science.*

Kremer, M., E. Siemsen and D. Thomas. "The Sum and it's Parts: A Behavioral Investigation of Top-Down and Bottom-Up Forecasting Processes." (Manuscript in Preparation)

Siemsen, E., M. Li, M. Subramani and D. Kamdar. "The Influence of Project Ambiguity and Help Seeking on Project Performance in Knowledge Process Outsourcing Project Teams ." (Manuscript in Preparation).

Siemsen, E., S. Balasubramanian and P. Bhardwaj. "Decentralized Balancing of Complementary Tasks." (Manuscript in Preparation)

Enno Siemsen, PhD

Editorial Work

Production and Operations Management, Senior Editor
- Management of Technology Department (2011-)
- New Product Development Department (2010-)
- Operations Strategy Department (2007-)

Journal of Operations Management, Associate Editor (2010-)
- Invited Editor for Special Issue on Behavioral Operations (2011, with Ken Schultz and Rachel Croson)

Decision Sciences Journal, Associate Editor (2010-)

Management Science, Guest Associate Editor (2009-2010)

Ad-hoc reviewer for *Management Science*, *Manufacturing and Service Operations Management*, *IEEE Transactions on Engineering Management*, *Omega*, *Organizational Research Methods* and *Organizational Behavior and Human Decision Processes*.

Leadership Position in Professional Societies

INFORMS Behavioral Operations Management Section
- Treasurer (2007-2008)
- Secretary (2009-2010)
- Vice President (2011-2012)

POM College of Product Innovation and Technology Management
- Chair for Special Events (2010-2011)
- Co Program Chair for Mini-Conference (November 2011)

Participation on Prize Committees

POMS College of Supply Chain Student Paper Competition, Judge, 2008, 2010, 2011

MSOM Student Paper Competition, Judge, 2006-2010

DSI Doctoral Dissertation Competition, Judge, 2008, 2011

Juran Fellowship Awards, Judge, 2006-2010

Conference Presentations

"Decentralized Balancing of Complementary Tasks." INFORMS 2011, Charlotte, NC, 11/14/2011. (Invited)

"Deliberate or Intuitive: Decision Speed in Demand Forecasting Behavior." INFORMS 2011, Charlotte, NC, 11/16/2011. (Invited)

"The Benefits of Collocating Manufacturing and R&D: Evidence from the Pharmaceutical Industry." POMS 2011, Reno, NV, 4/30/2011. (Invited)

"Demand Forecasting Behavior: System Neglect and Change Detection." INFORMS 2010, Austin, TX, 11/9/10. (Invited)

"Meet the Editors: How to publish behavioral research." Panel Discussion with Ho, T.-H., Graves, S., Donohue, K. and Boyer, K., INFORMS 2010, Austin, TX, 11/8/10.

"Project Ambiguity and Solution Search in Fluid Design Teams." INFORMS 2010, Austin, TX, 11/7/10. (Invited)

"Experimental Research in Operations Management." Panel Discussion, AoM 2010, Montreal, Canada, 8/10/10. (Invited)

"Behavioral Demand Forecasting." BeOps 2010, Charlottesville, VA, 6/1/10-6/3/10. (Invited)

"Behavioral Demand Forecasting." POMS 2010, Vancouver, Canada, 5/7/10-5/10/10. (Invited)

"Decentralized Balancing of Complementary Tasks." POMS 2010, Vancouver, Canada, 5/7/10-5/10/10. (Invited)

"Decentralized Balancing of Complementary Tasks." INFORMS 2009, San Diego, CA, 10/11/09-10/14/09. (Invited)

"The Fragility of Quality Advantage." POMS 2009, Orlando, FL, 5/2/09.

"Common Method Variance: Reality, Facts and Fiction." POMS 2009, Orlando, FL, 5/3/09. (Invited Panel Discussion)

"Decentralized Balancing of Complementary Tasks." INFORMS 2008, Washington, DC, 10/11/08-10/15/08. (Invited)

"The Hidden Perils of Career Concerns in R&D Organizations: Some Experimental Findings." INFORMS 2008, Washington, DC, 10/11/08-10/15/08. (Invited)

"The Hidden Perils of Career Concerns in R&D Organizations: Some Experimental Findings." Behavioral Operations Conference 2008, Edmonton, AL, 06/23/08-06/25/08. (Invited)

"The Hidden Perils of Career Concerns in R&D Organizations: Some Experimental Findings." POMS-PITM 2008, LaJolla, CA, 05/12/08-05/14/08. (Invited)

"The Siren Call of Difficult Tasks: Some Experimental Findings." INFORMS 2007, Seattle, WA, 11/04/07-11/07/07. (Invited)

"The Siren Call of Difficult Tasks: Career Concerns and Operational Autonomy." INFORMS 2007, Seattle, WA, 11/04/07-11/07/07. (Invited)

"The Influence of Psychological Safety and Confidence on Employee Knowledge Sharing" (with A.V. Roth and S. Balasubramanian). INFORMS 2007, Seattle, WA, 11/04/07-11/07/07. (Invited)

"Cross-Training, Social Identity and Knowledge Sharing" (with A.V. Roth and S. Balasubramani-

an). INFORMS 2006, Pittsburgh, PA, 11/05/06-11/08/06. (Invited)

"The Siren Call of Complexity." INFORMS 2006, Pittsburgh, PA, 11/05/06-11/08/06. (Invited)

"How Motivation, Opportunity and Ability Drive Knowledge Sharing: The Constraining Factor Model." (with A. V. Roth and S. Balasubramanian) Behavioral Research in Operations and Supply Chain Management Conference, State College, PA, 6/8/06-6/10/06.

"Career Concerns and Choice of Technology." IMS 2006, Dallas, TX, 5/20/06-5/22/06. (Invited)

"Career Concerns and Choice of Technology." POMS 2006, Boston, MA, 4/28/06-5/01/06.

"Functional Similarity and Competition - The Negative Impact of Cross-Training on Knowledge Transfer" (with A. V. Roth and S. Balasubramanian). INFORMS 2005, San Francisco, CA, 11/13/05-11/16/05. (Invited)

"Process Improvement through Operations Design" (with A. V. Roth and S. Balasubramanian). POMS 2005, Chicago, IL, 4/30/05-5/02/05.

"Inevitable Data Redundancies in Moderated and Curvilinear Structural Equation Models" (with J. E. Edwards and T.-Y. Kim, presented by J. E. Edwards). SIOP 2005, San Jose, CA, 4/14/05-4/17/05.

"LAD: An Alternative Estimator for Structural Equation Models." (with K. Bollen). ASA Methodology Conference 2005, Chapel Hill, NC, 4/22/05.

"Knowledge Sharing among Employees" (with A. V. Roth and S. Balasubramanian). DSI 2004, Boston, MA, 11/20/04-11/23/04.

"Connecting Quality Management with Knowledge Management" (Panel Discussion with K. Linderman and A. Choo). DSI 2004, Boston, MA, 11/20/04-11/23/04.
"Incentives in Teams" (with S. Balasubramanian and A. V. Roth). INFORMS 2004, Denver, CO, 10/24/04-10/27/04.

"Knowledge Sharing among Employees" (with A. V. Roth and S. Balasubramanian). INFORMS 2004, Denver, CO, 10/24/04-10/27/04.

"LAD: An Alternative Estimator for Structural Equation Models" (with K. Bollen), 2004 Annual Meeting of the Academy of Management, New Orleans, LA, 8/6/04–8/10/04.

"Incentives in Workgroups" (with S. Balasubramanian and A. V. Roth), MSOM 2004, Eindhoven, Netherlands, 7/1/04–7/2/04.

"Incentives in Teams" (with S. Balasubramanian and A. V. Roth), EUROMA 2004, Fontainebleu, France, 6/29/04–6/30/04.

"Knowledge Sharing among Employees" (with A. V. Roth and S. Balasubramaian), POMS World Meeting 2004, Cancun, Mexico, 4/30/04–5/3/04.

"Entry Timing for a Remanufactured Product" (with G. Ferrer and A. Maruchek), INFORMS Annual Meeting 2003, Atlanta, Georgia, 10/19/03–10/22/03.

"Overcoming Barriers to Knowledge Sharing" (with A. V. Roth and S. Balasubramanian), INFORMS Annual Meeting 2003, Atlanta, Georgia, 10/19/03–10/22/03.

"Knowledge Sharing in Workgroups" (with A. V. Roth and S. Balasubramanian), POM in the Service Economy, Savannah, Georgia, 4/4/03–4/7/03.

"Market Entry Time for a Remanufactured Product" (with G. Ferrer and A. Maruchek), INFORMS Annual Meeting 2002, San Jose, California, 11/17/03–11/20/03.

Invited Seminar Series

"The Manufacturing Quality Implications of Collocating R&D and Manufacturing," Judge School of Business, Cambridge, UK, 10/24/10.

"Project Ambiguity in Fluid Design Teams," Carlson School of Management, 10/22/10.

"Behavioral Demand Forecasting," Carlson School of Management, 12/11/09; University of Alberta, 6/11/10; Darden School of Business, 11/16/10.

"Common Method Bias in Regression Models with Linear, Quadratic and Interaction Effects," Institute de Empresa, Madrid, 9/17/2009

"Organizational Entropy," Carlson School of Management, 4/24/2009.

"The Hidden Perils of Career Concerns in R&D Organizations" Georgia Institute of Technology, 12/10/07; European School of Management and Technology, 01/09/08; National University of Singapore, 01/22/08; University of Michigan at Ann Arbor, 02/01/08; University of Minnesota, 02/07/08; Emory University, 02/12/08; Harvard University, 02/14/08; London Business School, 02/21/08; INSEAD, 03/14/08. Ohio State University, 01/26/06.

Other Presentations

"Knowledge Sharing among Employees" Georgia Power Leadership Class, Atlanta, Georgia, March 2005.

"Knowledge Sharing among Employees" (with Aleda V. Roth). Georgia Power Transmission Systems Group Executive Management, Atlanta, Georgia, June 21, 2004.

Professional Affiliations

Institute for Operations Research and the Management Sciences (INFORMS)

Manufacturing and Service Operations Management Society (MSOM)

Production and Operations Management Society (POMS)

The Decision Sciences Institute (DSI)

Enno Siemsen, PhD

Teaching

Semester	Course	Role	Rating
Spring ‘12	OMS 6041 (MBA: Project Management)	Instructor	5.6/6.0
Fall ‘11	OMS 6041 (MBA: Project Management)	Instructor	5.6/6.0
Fall ‘11	OMS 6041 (MBA: Project Management)	Instructor	5.7/6.0
Spring ‘11	OMS 3001 (BA: Operations Management)	Instructor	5.0/6.0
Spring ‘11	OMS 6041 (MBA: Project Management)	Instructor	5.5/6.0
Fall ‘10	OMS 6041 (MBA: Project Management)	Instructor	5.3/6.0
Summer ‘10	OMS 6041 (MBA: Project Management)	Instructor	5.4/6.0
Spring ‘10	OMS 3001 (BA: Operations Management)	Instructor	5.2/6.0
Spring ‘10	OMS 3001 (BA: Operations Management)	Instructor	5.4/6.0
Spring ‘10	OMS 3001 (BA: Operations Management)	Instructor	5.2/6.0
Spring ‘10	OMS 6041 (MBA: Project Management)	Instructor	5.4/6.0
Spring ‘09	OMS 3001 (BA: Operations Management)	Instructor	4.8/6.0
Spring ‘09	OMS 3001 (BA: Operations Management)	Instructor	5.1/6.0
Spring ‘09	OMS 3001 (BA: Operations Management)	Instructor	5.7/6.0
Spring ‘08	BA 590 (MBA: Operations Strategy)	Instructor	4.5/5.0
Fall ‘07	BA 460 (BA: Business Process Management	Instructor	4.3/5.0
Spring ‘07	BA 590 (MBA: Operations Strategy)	Instructor	4.7/5.0
Fall ‘06	BA 375 (BA: Business Process Management)	Instructor	4.6/5.0
Fall ‘06	BA 460 (BA: Business Process Management)	Instructor	4.8/5.0
Spring ‘06	BA 590 (MBA: Operations Strategy)	Instructor	4.7/5.0
Fall ‘05	BA 460 (BA: Business Process Management)	Instructor	4.7/5.0
Summer ‘04	BA 130 (BA: Operations Management)	Instructor	4.7/5.0
Spring ‘04	BA 130 (BA: Operations Management)	TA	
Fall ‘00	Microeconomics I	TA	
Fall ‘99	Macroeconomics I	TA	

Listed on the Illinois List of Teachers Ranked as Excellent for Fall 05, Spring 06 and Fall 06 and Spring 07.

Languages

German	Fluent
English	Fluent
Latin	Basic
French	Basic
Mandarin	Basic