

Henry Sauermann

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Current employment

Associate Professor of Strategy, May 2017–Present;
POK Pühringer PS Chair in Entrepreneurship, May 2017–Present;
Director of the Institute for Endowment Management and Entrepreneurial Finance (IFEE), January 2018–Present
ESMT Berlin, Berlin, Germany

Education

PhD, Fuqua School of Business, Duke University, Durham, NC, USA, 2008.

Dipl.-Bwl., University of Potsdam, Potsdam, Germany, 2002.

Dipl.-Vw., (with distinction), University of Potsdam, Potsdam, Germany, 2001.

Past employment

Associate Professor (with tenure) of Strategic Management, Scheller College of Business, Georgia Institute of Technology, Atlanta, GA, USA, 2014–May 2017.

Assistant Professor of Strategic Management, Scheller College of Business, Georgia Institute of Technology, Atlanta, GA, USA, 2008–2014.

Research Appointments

Faculty Affiliate, Duke University, Fuqua School of Business, Strategy Area, Durham, NC, USA, 2017–Present.

Research Associate, National Bureau of Economic Research (NBER), Cambridge, MA, USA, 2015–2019.

Publications

Peer reviewed journal articles

Sauermann, H., C. Franzoni, and K. Shafi (2019). Crowdfunding scientific research: Descriptive insights and correlates of funding success. *PLoS ONE* 14 (1).

Sauermann, H. (2018). Fire in the belly? Employee motives and innovative performance in startups versus established firms. *Strategic Entrepreneurship Journal* 12 (4): 423–454.

Sauermann, H., and C. Haeussler (2017). Authorship and contribution disclosures. *Science Advances* 3 (11).

Roach, M., and H. Sauermann (2017). The declining interest in an academic career. *PLoS ONE* 12 (9).

Stenard, B., and H. Sauermann (2016). Educational mismatch, work outcomes, and entry into entrepreneurship. *Organization Science* 27 (4): 801–824.

Sauermann, H., and M. Roach (2016). Why pursue the postdoc path? *Science* 352 (6286): 663–664.

Roach, M., and H. Sauermann (2015). Founder or joiner? The role of preferences and context in shaping different entrepreneurial interests. *Management Science* 61 (9): 2160–2184.

Sauermann, H., and C. Franzoni (2015). Crowd science user contribution patterns and their implications. *Proceedings of the National Academy of Sciences* 112 (3): 679–684.

Franzoni, C., and H. Sauermann (2014). Crowd science: The organization of scientific research in open collaborative projects. *Research Policy* 43 (1): 1–20.

Sauermann, H., and M. Roach (2014). Not all scientists pay to be scientists: PhDs' preferences for publishing in industrial employment. *Research Policy* 43 (1): 32–47.

Haeussler, C., and H. Sauermann (2013). Credit where credit is due? The impact of project contributions and social factors on authorship and inventorship. *Research Policy* 42 (3): 688–703.

Sauermann, H., and M. Roach (2013). Increasing web survey response rates in innovation research: An experimental study of static and dynamic contact design features. *Research Policy* 42 (1): 273–286.

Sauermann, H., and P. Stephan (2012). Conflicting logics? A multidimensional view of industrial and academic science. *Organization Science* 24 (3): 889–909.

Sauermann, H., and M. Roach (2012). Science PhD career preferences: Levels, changes, and advisor encouragement. *PLoS ONE* 7 (5).

Sauermann, H., and W. Cohen (2010). What makes them tick? Employee motives and firm innovation. *Management Science* 56 (12): 2134–2153.

Roach, M., and H. Sauermann (2010). A taste for science? PhD scientists' academic orientation and self-selection into research careers in industry. *Research Policy* 39 (3): 422–434.

Sauermann, H. (2005). Vocational choice: A decision making perspective. *Journal of Vocational Behavior* 66 (2): 273–303.

Book chapters

Cohen, W., and H. Sauermann (2007). Schumpeter's prophecy and individual incentives as a driver of innovation. In *Perspectives on innovation*, ed. F. Malerba and S. Brusoni, 73–104. Cambridge: Cambridge University Press.

Other publications

Roach, M., and H. Sauermann (2015). Founders and joiners. *Science* 348 (6240): 1200–1201.

Sauermann, H. (2009). Knowledge management: Historical and cross-disciplinary themes. Review of *Knowledge management: Historical and cross-disciplinary themes*, by Human Resource Management.

Research grants and fellowships

Sloan Research Program “Science of Science Funding”. 2018.

Sloan Research Program “Economics of Knowledge Contribution and Distribution”, 2013.

E. M. Kauffman Foundation, 2013.

National Science Foundation, 2013.

Greater Atlanta Regional Grants for the Study of Entrepreneurship and Productivity, 2009.

National Bureau of Economic Research, Travel Grant to Entrepreneurship Meetings 2007.

Fuqua Business School, 2002–2007.

E. M. Kauffman Foundation, 2006.

E. M. Kauffman Foundation, 2005.

Foundation of the German Business World, 1998–2001.

Honors and awards

Best Paper Award, Academy of Management Special Conference, 2018.

Richard R. Nelson Prize, ICC-Research Policy, 2018.

Distinguished Reviewer Award, Management Science, 2015.

Best Paper Award, DRUID Society Conference, 2014.

Meritorius Reviewer Award, Management Science, 2014.

Meritorius Reviewer Award, Management Science, 2012.

Meritorius Reviewer Award, Management Science, 2011.

Young Scholar Paper Award, DRUID Society Conference, 2011.

Best Student Paper Award, Sixth Roundtable for Engineering and Entrepreneurship, 2006.

Presentations

Peer reviewed paper presentations

Citizen science and sustainability transitions

- 05/03/19: Open Innovation in Science (OIS) Research Workshop, Vienna, Austria.

Who joins a startup? Preferences, ability, and structural constraints as predictors of startup employment

- 12/18/18: 2018 Specialized Conference: From start-up to scale-up: Coping with organizational challenges in a volatile business environment, Academy of Management, Tel Aviv, Israel.
- 09/24/18: Strategic Management Society Annual Meeting, Paris, France.
- 01/18/18: Frontiers of Entrepreneurship Research Conference, Frank Hawkins Kenan Institute of Private Enterprise, Palm Beach, FL, USA.
- 06/13/17: DRUID17 New York Conference 2017, NYU Stern School of Business, New York, NY, USA.
- 05/30/17: Munich Summer Institute, Bavarian Academy of Sciences and Humanities, Munich, Germany.

Set on different paths? Gender differences in PhD experiences and career goals

- 08/13/18: Academy of Management Annual Meeting, Chicago, IL, USA.

Crowdfunding scientific research

- 08/13/19: Academy of Management Annual Meeting, Boston, MA, USA.
- 07/19/18: Advancing the Science of Science Funding Workshop, NBER National Bureau of Economic Research, Cambridge, MA, USA.

The informational value of authorship order and contribution statements

- 09/29/17: Resource Competition, Research Assessment and Institutional Affiliations in Academia, Technical University of Munich, Munich, Germany.

The anatomy of teams: Division of labor in collaborative knowledge production

- 03/25/16: NBER Productivity Program Spring Meeting, NBER National Bureau of Economic Research, Cambridge, MA, USA.
- 10/22/15: VHB-TIE annual symposium, Technical University Munich, Munich, Germany.
- 09/19/15: Atlanta Conference on Science and Innovation Policy, Georgia Institute of Technology, Atlanta, GA, USA.
- 06/15/15: DRUID15 Conference Rome, LUISS Business School, Rome, Italy.
- 06/02/15: Science of Team Science (SciTS) 2015 Conference, Natcher Conference Center, National Institutes of Health, Bethesda, MD, USA.
- 06/01/15: Economics Summer Forum, Barcelona Graduate School, Barcelona, Spain.
- 05/11/15: Annual Workshop "The Organisation, Economics and Policy of Scientific Research", Collegio Carlo Alberto, Turin, Italy.

Educational mismatch, work outcomes, and entry into entrepreneurship

- 11/01/15: INFORMS Annual Conference, INFORMS, Philadelphia, CA, USA.
- 05/20/14: 11th Annual Atlanta Competitive Advantage Conference, Georgia State University Buckhead Center, Atlanta, GA, USA.

Participation dynamics in crowd-based knowledge production: The scope and sustainability of interest-based motivation

- 09/19/15: Atlanta Conference on Science and Innovation Policy, Georgia Institute of Technology, Atlanta, GA, USA.
- 06/05/15: Science of Team Science (SciTS) 2015 Conference, Natcher Conference Center, National Institutes of Health, Bethesda, MD, USA.
- 08/05/14: Annual Meeting, Academy of Management (AoM), Philadelphia, PA, USA.
- 06/17/14: The DRUID Society Conference 2014, Copenhagen Business School, Copenhagen, Denmark.
- 05/10/14: Annual Conference, Production and Operations Management Society (POMS), Atlanta, GA, USA.
- 04/11/14: Wharton Technology and Innovation Conference, The Wharton School, The University of Pennsylvania, Philadelphia, PA, USA.

The dynamics of PhD students' career preferences

- 11/22/14: Annual Meeting 2014, Southern Economic Association, Atlanta, GA, USA.

Fire in the belly? Employee motives and innovative performance in start-ups vs. established firms

- 06/19/14: Darden & Cambridge Judge Entrepreneurship and Innovation Research Conference, University of Cambridge, Cambridge, UK.
- 06/14/14: Micro-Foundations for Strategic Management Research: Embracing Individuals, SMS Special Conference, Copenhagen Business School, Copenhagen, Denmark.
- 10/06/13: INFORMS Annual Conference, INFORMS, Minneapolis, MN, USA.
- 08/13/13: Annual Meeting, Academy of Management (AoM), Orlando, FL, USA.
- 07/10/13: 4th IZA Workshop on Entrepreneurship Research, IZA Institute of Labor Economics, San Francisco, CA, USA.
- 11/23/12: SEEK Workshop on Incentives and Innovations, ZEW Mannheim, Mannheim, Germany.

Crowd science: The organization of scientific research in open collaborative projects

- 10/14/13: ICT Conference, LMU Munich, Munich, Germany.
- 09/27/13: Atlanta Conference on Science and Innovation Policy, School of Public Policy, Atlanta, GA, USA.
- 06/17/13: The 35th DRUID Celebration Conference 2013, ESADE Business School, Barcelona, Spain.
- 10/25/12: NBER Workshop on Scholarly Communication, Open Science and Its Impact, NBER National Bureau of Economic Research, Cambridge, MA, USA.

Founder or joiner? The role of preferences and context in shaping entrepreneurial orientations

- 08/12/13: Annual Meeting, Academy of Management (AoM), Orlando, FL, USA.
- 10/15/12: INFORMS Annual Conference, INFORMS, Phoenix, AZ, USA.
- 06/19/12: The DRUID Society Conference 2012, Copenhagen Business School, Copenhagen, Denmark.
- 06/14/12: 3rd IZA Workshop, University of Potsdam, Potsdam, Germany.

Science PhD career preferences: Levels, changes, and advisor encouragement

- 08/07/12: Annual Meeting, Academy of Management (AoM), Boston, MA, USA.

Taste for science, taste for commercialization, and hybrid scientists

- 08/07/12: 10th West Coast Research Symposium on Technology Entrepreneurship, University of Southern California, Los Angeles, CA, USA.
- 06/20/12: The DRUID Society Conference 2012, Copenhagen Business School, Copenhagen, Denmark.
- 05/16/12: 9th Annual Atlanta Competitive Advantage Conference, Georgia State University, Atlanta, GA, USA.

Credit where credit is due? The impact of project contribution and social factors on authorship and inventorship

- 08/06/12: Annual Meeting, Academy of Management (AoM), Boston, MA, USA.
- 09/22/11: T2S Meeting 2011: Technology Transfer in a Global Economy, University of Augsburg, Augsburg, Germany.

The impact of project contributions and social factors on authorship and inventorship

- 06/19/12: The DRUID Society Conference 2012, Copenhagen Business School, Copenhagen, Denmark.

The price of silence: Scientists' trade-offs between pay and the ability to publish

- 09/16/11: Atlanta Conference on Science and Innovation Policy, Georgia Institute of Technology, Atlanta, GA, USA.
- 08/16/11: Annual Meeting, Academy of Management (AoM), San Antonio, TX, USA.
- 06/16/11: The DRUID Society Conference 2011, Copenhagen Business School, Copenhagen, Denmark.
- 05/19/11: 8th Annual Atlanta Competitive Advantage Conference, Georgia State University, Atlanta, GA, USA.

Twins or strangers? Differences and similarities between industrial and academic science

- 09/15/11: Atlanta Conference on Science and Innovation Policy, Georgia Institute of Technology, Atlanta, GA, USA.

Complementing Merton: The motives, incentives, and commercial activities of academic scientists

- 09/10/10: Academic Entrepreneurship Workshop, HEC Paris, Paris, France.
- 08/09/10: Annual Meeting, Academy of Management (AoM), Montréal, QC, Canada.
- 06/16/10: The DRUID Summer Conference 2010, Imperial College London, London, UK.
- 05/20/10: Atlanta Competitive Advantage Conference, Georgia State University, Atlanta, GA, USA.

What makes them tick? Employee motives and firm innovation

- 12/07/07: HBS Conference “Creativity, Entrepreneurship, and Organizations of the Future”, Harvard Business School, Boston, MA, USA.

Invited seminars, panels, and keynotes

2019

Innovation Growth Lab, Berlin, Germany.
Max Planck Institute for Innovation and Competition, Munich, Germany.
INCHER, University of Kassel, Germany.

2018

Luxembourg University, Luxembourg.
Technical University Berlin, Berlin, Germany.
Tilburg University, Tilburg, The Netherlands.
Aarhus University, Aarhus, Denmark.
Technical University Hamburg, Hamburg, Germany (keynote).
Centre for European Economic Research (ZEW), Mannheim, Germany (keynote).
ZZ Vermögensverwaltung, Vienna, Austria.
German Centre for Higher Education Research and Science Studies (DZHW), Berlin, Germany.
Maastricht University, Maastricht, The Netherlands.
London Business School, London, UK.
KLU Hamburg, Hamburg, Germany.
Leibniz Institute for Zoo and Wildlife Research, Berlin, Germany.

2017

Polytechnic University of Milan, Italy.
Duke University, Durham, NC, USA.
Natural History Museum Berlin, Berlin, Germany (keynote).
Fraunhofer Center for responsible research and innovation Berlin, Dresden, Germany (keynote).
German Centre for Higher Education Research and Science Studies, Berlin, Germany (speaker).
The Graduate School, University of Maryland, Alexandria, VA, USA (panelist).
NYU Stern School of Business, New York, NY, USA (speaker).
INO Seminar, Copenhagen Business School, Copenhagen, Denmark
6th Annual Presidential Career Symposium, Texas Medical Center, Houston, TX, USA (keynote)

2016

ESMT Berlin, Berlin, Germany.
University of Illinois at Urbana-Champaign, Urbana, IL, USA.
University of California, San Diego, CA, USA.
University of Kassel, Kassel, Germany.
Purdue University, West Lafayette, IN, USA.

2015

University of Passau, Passau, Germany.
Technical University of Munich, Munich, Germany.
University of North Carolina at Chapel Hill, Chapel Hill, NC, USA.
Polish Academy of Sciences, Warsaw, Poland.
Brandenburg University of Applied Sciences, Brandenburg, Germany (keynote).
Polytechnic University of Milan, Milan, Italy.
University of Tennessee, Knoxville, TN, USA.

2014

University of Passau, Passau, Germany.
KU Leuven, Leuven, Belgium.
National University of Singapore, Singapore, Singapore.

2013

NYU Stern, New York, NY, USA.
Polytechnic University of Milan, Milan, Italy.
Emory University, Atlanta, GA, USA.
MIT Sloan School of Management, Cambridge, MA, USA.

2012

University of Passau, Passau, Germany.
KU Leuven, Leuven, Belgium.
Duke University, Durham, NC, USA.

2011

ESMT Berlin, Berlin, Germany.
POMS College of Product Innovation and Technology Management
Boston University, Boston, MA, USA.

2010

University of North Carolina at Chapel Hill, Chapel Hill, NC, USA.
Harvard Business School, Boston, MA, USA.
National Bureau of Economic Research, Cambridge, MA, USA.

2009

Max-Planck Institute for Economics, Jena, Germany.

News/Media (Selected)

- January 11, 2019 Nature
- May 28, 2018 The Wall Street Journal
- March 26, 2018 Science
- November 23, 2017 Passauer Neue Presse
- September 26, 2017 naturejobs
- September 21, 2017 Lab Manager
- September 20, 2017 Futurity
- January 10, 2017 Science
- July 13, 2016 Nature
- June 1, 2016 Science
- May 6, 2016 Spektrum.de
- May 5, 2016 The New York Times
- June 11, 2015 The Washington Post
- February 24, 2015 Discover Magazine
- January 6, 2015 Spiegel Online

Teaching

ESMT Berlin

“Entrepreneurship”, MiM core course, Spring 2018, Spring 2019

“Strategic Entrepreneurship”, MBA core course, Spring 2018

“Strategic Entrepreneurship”, EMBA core course, Fall 2017, Fall 2018

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, 2016, 2018

LOIS – Lab for Open Innovation in Science for PhDs, Module on Crowd Science and Crowdfunding, Charite Berlin, 2018

Editorial services

Associate Editor, *Strategic Entrepreneurship Journal*, 2017–Present.

Advisory Editor, *Research Policy*, 2014–Present.

Editorial Board Member, *Research Policy*, 2014–2017.

Editorial Board Member, *Strategic Management Journal*, 2013–Present.

National Committees and Panels

- European Research Council, panel grant reviewer 2018
- DZHW, Advisory Committee for nacaps (National Academics Panel Study) 2018-
- National Academies, Committee on Revitalizing Graduate Education for the 21st Century, 2016-2018
- National Science Foundation, panel grant reviewer

Professional activities

Service to professional community

Treasurer, Consortium for Competitiveness and Cooperation (CCC), 2014–Present.

Presenter, Junior Faculty Consortium, Academy of Management (AoM), 2016, 2018.

Presenter, New Doctoral Student Consortium, Academy of Management (AoM), 2017.

Representative-at-large, AoM TIM Division, 2014–2016.

Committee Member, BPS Research Committee, Academy of Management (AoM), 2013–2015.

Committee Member, TIM Best Paper Awards Committee, Academy of Management (AoM), 2014.

Presenter/Panelist, TIM Doctoral Consortium, Academy of Management (AoM), 2011, 2018, 2019.

Conference Organization

Co-organizer, Open Innovation in Science research workshop, Vienna 2019.

Co-Organizer, European Policy for Intellectual Property (EPIP) Conference, ESMT Berlin, 2018.

Co-Organizer, 2nd Conference on Entrepreneurial Financial Management, ESMT Center for Financial Reporting and Auditing and ESMT Institute for Endowment Management and Entrepreneurial Finance, ESMT Berlin, 2018.

Co-Organizer, Strategy, Entrepreneurship, and Innovation Faculty Workshop 2018, ESMT Berlin, 2018.

Organizing Committee Member, Roundtable for Engineering Entrepreneurship Research (REER), Atlanta, GA, USA, 2010–2016.

Organizing Committee Member, Atlanta Competitive Advantage Conference, Atlanta, GA, USA, 2009–2015.

Session Organizer, Production and Operations Management Society (POMS) Annual Conference, Atlanta, GA, 2014.

Session Organizer, Atlanta Competitive Advantage Conference, Atlanta, GA, USA, 2013.

Workshop Organizer, Professional Development Workshop, Academy of Management Conference, 2010-2012.

Session Organizer, INFORMS Annual Conference, 2012.

Service to Georgia Tech

Strategy PhD Coordinator, PhD Program, Scheller College of Business, Georgia Tech, Atlanta, GA, USA, 2015–April 2017.

PhD Committee Member, PhD Program, Scheller College of Business, Georgia Tech, Atlanta, GA, USA, 2015–April 2017.

Advisory Board Member, Faculty/Library, Georgia Tech, Atlanta, GA, USA, 2012–April 2017.

Strategic Planning Task Force Member, Scheller College of Business, Georgia Tech, Atlanta, GA, USA, 2014–2015.

Strategy Group Faculty Seminar Series Organizer, Georgia Institute of Technology, Atlanta, GA, USA, 2009–2015.

Dean Search Advisory Committee Member, Scheller College of Business, Georgia Tech, Atlanta, GA, USA, 2013–2014.

MBA Committee Member, MBA Program, Scheller College of Business, Georgia Tech, Atlanta, GA, USA, 2013–2014.

MBA Task Force Member, MBA Program, Scheller College of Business, Georgia Tech, Atlanta, GA, USA, 2012–2013.

Strategic Planning Committee Member, College of Management, Georgia Tech, Atlanta, GA, USA, 2011–2012.

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

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

- Marketing and International Sales