

Evgeny Kagan

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POSITION **Johns Hopkins Carey Business School** 2018-
Assistant Professor of Operations Management and Business Analytics

RESEARCH INTERESTS Technology Management, Innovation and Product Development, Incentive design, Human decision-making, Biases and heuristics.

EDUCATION **University of Michigan**, Ann Arbor, MI 2018
PhD in Operations Management, Ross School of Business
Co-advisors: Stephen Leider and William Lovejoy

Erasmus University, Rotterdam, The Netherlands 2012
M.Sc. in Logistics and Information Systems

Mannheim University, Mannheim, Germany 2010
B.Sc. in Business Administration

RESEARCH Publications

1. “Ideation–Execution Transition in Product Development: Experimental Analysis” with Stephen Leider & William Lovejoy. ***Management Science***, 64 (5), 2018; pp. 1975-2471. [Link](#)

- *Finalist, INFORMS Behavioral Operations working paper competition 2016*
- *Finalist, Best paper competition in Innovation Management 2017, EBS Wiesbaden (Awarded for high practical relevance)*

2. “Equity Contracting and Incentive Design in Startup Teams” with Stephen Leider & William Lovejoy. ***Management Science***, 66(10), 2020: 4879-4898. [Link](#)

- *Finalist, POMS College of Product Innovation and Technology Management (PITM) best student paper competition 2017*

3. “The Gatekeeper’s Dilemma: When Should I Transfer This Customer?” with Brett Hathaway and Maqbool Dada, **Forthcoming at *Operations Research***. [Link](#)

- *Winner, INFORMS Behavioral Operations working paper competition 2020 (~50 submissions)*

Working Papers

4. “Entrepreneur-Investor Bargaining: Theory and Experiments” with Kyle Hyndman and Anyan Qi, **Under revision for resubmission to *Management Science*** (First decision: Reject and Resubmit). [Link](#)

5. “Dynamic Decision-making in Operations Management” with Stephen Leider and Ozge Sahin, **Under revision for resubmission to *Management Science*** (First decision: Reject and Resubmit). [Link](#)

6. “One Size Does Not Fit All: Strengths and Weaknesses of the Agile Approach” with Sebastian Schiffels and Tobias Lieberum, **Submitted to *Management Science*** [Link](#)

Manuscripts in preparation

7. “Designing the Service Experience: Operational and Marketing Trade-offs” with Brett Hathaway and Maqbool Dada.
8. “Robot Aversion in Service Delivery: Reasons and Remedies” with Brett Hathaway and Maqbool Dada.
9. “Anxiety and Dynamic Pricing” with Yannis Stamatopolous and Michelle Shell.
10. “Entrepreneurial Market Research: When Hypotheses Outnumber Samples” with Stephen Leider, & William Lovejoy.

Other (non-refereed) publications

“Mentoring in Startup Ecosystems” with David Brophy, Melanie Milovac, Jeffrey Sanchez-Burks and Tom Jensen. [Link](#)
 - *A report commissioned by Kauffman Foundation and supported by a Kauffman grant*

TALKS**2022**

Darden (UVA), INFORMS (Indianapolis), MSOM (Munich, Germany), Behavioral Operations Conference (U Ark)

2021

INFORMS 2021 (virtual), MSOM 2021 (virtual), George Washington University

2020

INSEAD (postponed due to Covid-19 pandemic), INFORMS 2020 (virtual)

2019

Krannert (Purdue), Jindal School of Management (UTD), Questrom (Boston University), McCombs (UT Austin, invited PhD seminar), POMS (Washington DC), MSOM (Singapore), BOM (Eindhoven), INFORMS (Seattle, WA)

2018

Wharton Management/Entrepreneurship (University of Pennsylvania), Carey (Johns Hopkins), Kelley (Indiana), Cox (Southern Methodist University), HEC Paris, ESMT Berlin, Beedie (Simon Fraser University), Behavioral Operations Conference Young Scholar’s workshop (UTD), INFORMS (Phoenix)

2017

Lee Kong Chian School of Business (Singapore Management University), HKUST, D’Amore-McKim (Northeastern), Rotterdam School of Management (Erasmus University), Frankfurt School of Finance and Management, UCL School of Management, WINDS symposium (Wharton), INFORMS (Houston), MSOM (UNC)

TEACHING

Business Analytics (Johns Hopkins Carey, MSc and MBA)
 Operations Management (Michigan Ross, BBA)

2018-now
 Winter 2015

WORK EXPERIENCE	<p>DHL Inhouse Consulting Bonn, Germany Summer 2010 Summer associate, developed performance measurement tools for sales teams</p> <p>Center for European Economic Research (ZEW), Germany 2009 - 2010 RA; conducted a large scale innovation survey of German technology firms</p> <p>BASF SE, Ludwigshafen, Germany Summer 2008 Summer associate; developed a predictive model for campus recruiting</p> <p>Suedzucker AG, Mannheim, Germany Winter 2008 Intern; developed LP-based optimization tools for plant-customer delivery streams</p>
SERVICE	<p>Cluster Chair INFORMS Behavioral Operations track, virtual Nov 2020</p> <p>Session Chair INFORMS Annual Meeting, Anaheim, CA Oct 2021 INFORMS Annual Meeting, Seattle, WA Oct 2019 POMS Annual Meeting, Washington, DC May 2019 INFORMS Annual Meeting, Phoenix, AZ Nov 2018 INFORMS Annual Meeting, Houston, TX Oct 2017 INFORMS Annual Meeting, Nashville, TN Nov 2016</p> <p>Committee Chair: INFORMS TIMES best paper award 2020, 2021</p> <p>Treasurer: INFORMS Behavioral Operations Management Section 2021 - now</p> <p>Reviewer Management Science (Meritorious Service Award 2021), Management of Service and Operations Management, Experimental Economics, Production and Operations Management, Journal of Economic Behavior and Organization, Service Science</p> <p>Course Lead Business Analytics (Carey Business School) 2018 - now</p>
SELECTED GRANTS & AWARDS	<p>INFORMS TIMES Dissertation award (finalist) 2019 Awarded to outstanding doctoral dissertations in the area of innovation.</p> <p>Rustgi Family Fund Award in Entrepreneurship (Carey Business School) Joint with Stephen Leider and Bill Lovejoy. 2018 - 2019</p> <p>Rackham Pre-doctoral Fellowship (University of Michigan) 2017 - 2018 Highest award for doctoral research at the University of Michigan.</p> <p>Heinrich-Boell-Foundation Scholarship, Germany. 2007 - 2012 Academic excellence scholarship</p> <p>Fulbright Scholarship, California State University East Bay, USA Summer 2007</p>
COMPUTER & NATURAL LANGUAGES	<p>STATA, MATLAB, R, SQL, Python, LaTeX, English (fluent), German (fluent), Russian (fluent), French (conversational)</p>