

OLIVER BAUMANN

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Strategic Organization Design Unit
Institute of Marketing and Management
University of Southern Denmark
Campusvej 55
5230 Odense M, Denmark

Phone: +45-6550-4433
Fax: +45-6550-5129
oliv@sam.sdu.dk
<http://www.sdu.dk/staff/oliv>
<http://oliverbaumann.info>

Education

2004 – 2008	Dr. oec. publ. in Business Economics Ludwig-Maximilians-Universität München
2005 – 2007	Master of Business Research Ludwig-Maximilians-Universität München
1999 – 2004	Diplom-Wirtschaftsingenieur (M.S. in Business Engineering) Karlsruhe Institute of Technology
2002 – 2003	M.S. in Engineering and Technology Management Portland State University
2000 – 2002	Additional Studies of Culture and Society Karlsruhe Institute of Technology

Academic Positions

Permanent

2011 –	Associate Professor of Management, Strategic Organization Design Unit, University of Southern Denmark
2008 – 2011	Assistant Professor of Management, Munich School of Management, Ludwig-Maximilians-Universität München
2004 – 2008	Research and Teaching Associate, Munich School of Management, Ludwig-Maximilians-Universität München

Visiting

Fall 2010	Visiting Scholar, The Wharton School, University of Pennsylvania
2009 –	Visiting Professor, Université de Strasbourg
Spring 2007	Visiting Ph.D. student, The Wharton School, University of Pennsylvania

Research and Publications

Interests

Firms as complex adaptive systems, organizational problem solving and decision making, organizational search and learning, the effects of organizational design on innovation and performance

Dissertation

“Problem Solving in Complex Systems: Essays on Search, Design, and Strategy.”
(Advisor: Prof. Dr. Dres. h.c. Arnold Picot; co-advisor: Prof. Dietmar Harhoff, Ph.D.)

Articles in refereed journals

- [1] Nico Grove and Oliver Baumann. Accepted. “Complexity in the Telecommunications Industry: When Integrating Infrastructure and Services Backfires.” *Telecommunications Policy*.
- [2] Oliver Baumann and Nicolaj Siggelkow. Accepted. “Dealing with Complexity: Chunky vs. Incremental Search Processes.” *Organization Science*.
- [3] Oliver Baumann and Dirk Martignoni. 2011. “Evaluating the New: The Contingent Value of a Pro-Innovation Bias.” *Schmalenbach Business Review*, 63, 4, 349-371.
- [4] Oliver Baumann. 2010. “Search, Failure, and the Value of Moderate Patience.” *Schmalenbach Business Review*, 62, 3, 233-258.
- [5] Oliver Baumann. 2009. “Innovation in komplexen Systemen: Wann zahlt es sich aus, Fehlschläge geduldig zu tolerieren?” *zfo – Zeitschrift Führung + Organisation*, 4, 240-244.
- [6] Arnold Picot and Oliver Baumann. 2009. “The Relevance of Organization Theory to the Field of Business and Information Systems Engineering.” *Business & Information Systems Engineering*, 1, 1, 62-69. German version: “Die Bedeutung der Organisationstheorie für die Entwicklung der Wirtschaftsinformatik.” *Wirtschaftsinformatik*, 51, 1, 72-81.
- [7] Oliver Baumann and Hariolf Grupp. 2008. “Firm Boundary Decisions: The Market for Health-Related R&D Services with an Empirical Case Study for Germany.” *International Economics and Economic Policy*, 5, 3, 297-321.
- [8] Arnold Picot and Oliver Baumann. 2007. “Modularität in der verteilten Entwicklung komplexer Systeme: Chancen, Grenzen, Implikationen.” *Journal für Betriebswirtschaft*, 57, 3-4, 221-246.

Proceedings and book chapters

- [9] Nico Grove and Oliver Baumann. 2011. “Complexity in the Telecommunications Industry: The Challenge of Reconciling Bitpipe and Services.” *Proceedings of the 11th Pacific Telecommunications Council*.
- [10] Oliver Baumann and Nicolaj Siggelkow. 2011. “Complexity and Competitive Advantage.” *SAGE Handbook of Complexity and Management*, edited by Peter Allen, Steve Maguire, Bill McKelvey, London: SAGE, 494-505.

- [11] Oliver Baumann and Nicolaj Siggelkow. 2008. "Chunky vs. Incremental Growth: How to Expand a Search Domain." *Academy of Management Best Paper Proceedings*.
- [12] Oliver Baumann. 2007. "When Less Is More (and When It Isn't): High-level Coordination in Modular Systems." *Proceedings of the R&D Management Conference*.
- [13] Arnold Picot and Oliver Baumann. 2007. "Die verteilte Entwicklung komplexer Systeme: Grenzen der Modularität und Fähigkeiten zur Systemintegration." In: Ulrich Blum, Andreas Eckstein, and Andrea Eckstein (Eds.). *Wirtschaftsinformatik im Fokus der Modernen Wissensökonomik: Netzwerkökonomie und Electronic Business - Electronic Learning - Systementwicklung und Modellierung*. Festschrift für Prof. Dr. Dr. h. c. Wolfgang Uhr. Dresden: TUDpress, 335-352.
- [14] Oliver Baumann. 2003. "On the Application of Data Envelopment Analysis to R&D Project Selection." *Proceedings of Portland International Conference on the Management of Engineering and Technology*.

Working papers

- [15] Oliver Baumann and Nils Stieglitz. 2011. "Motivating Organizational Search."
- [16] Dirk Martignoni and Oliver Baumann. 2011. "Challenges to Identifying, Implementing, and Maintaining a Balance between Exploration and Exploitation."
- [17] Oliver Baumann. 2010. "Coordinating Search in Modular Systems: The Value of (Temporary) Integration."

Current unpublished working papers can be found at: <http://ssrn.com/author=967781>

Work in progress

- Isabel Dörfler and Oliver Baumann. 2011. "Routine Change in Response to Failure."
- Isabel Dörfler, Oliver Baumann, and Markus Becker. „Supplier Relations in Aircraft Manufacturing.“
- Nico Grove and Oliver Baumann. "Inefficient Strategies in the Telecommunication Industry."

Presentations

- "Motivating Organizational Search: The Power of Low-Powered Incentives."
 - Academy of Management Meeting, San Antonio, 2011
 - DRUID Summer Conference, Copenhagen, 2011
 - INFORMS Annual Meeting, Austin, 2010
- "Challenges to Identifying, Implementing, and Maintaining a Balance between Exploration and Exploitation."
 - Academy of Management Meeting, San Antonio, 2011
- "Simulation vs. Formal Models."
 - TOM Society Meeting, Barcelona, 2011

- “Evaluating the New: Why do we see so few firms with a pro-innovation bias?”
- German Academic Association for Business Research Meeting, Bremen, 2010
 - Organization Section, German Academic Association for Business Research, Berlin, 2010
 - Israel Strategy Conference, Be’er Sheva, 2009
 - European Meeting of Applied Evolutionary Economics, Jena, 2009
- “Uncertainty, Learning, and the Termination of Bad Projects.”
- Ecole de Management Strasbourg, 2010
 - INFORMS Annual Meeting, San Diego, 2009
- “Simulation Modeling in Innovation and Management Research.”
- Ecole de Management Strasbourg, 2010
 - Technische Universität München, 2009
- “Modeling Complexity and Competitive Advantage.”
- Center for Advanced Studies, Ludwig-Maximilians-Universität München, 2009
- “Problem Solving in Complex Systems: Essays on Search, Design, and Strategy.”
- Academy of Management Meeting, Chicago, 2009
 - DRUID Summer Conference, Copenhagen, 2009
- “Search, Failure, and the Value of Moderate Patience.”
- Academy of Management Meeting, Chicago, 2009
 - Organization Section, German Academic Association for Business Research, Berlin, 2009
 - Israel Strategy Conference, Tel Aviv, 2008
- “Power in Organizational Learning.”
- Organization Science Winter Conference, Steamboat Springs, 2009
- “Efficiently Adapting or Muddling Through: The Contingent Value of Evaluation Capabilities.”
- Organization Science Winter Conference, Steamboat Springs, 2009
- “Chunky vs. Incremental Growth: How to Expand a Search Domain.”
- Southern Denmark University, Odense, 2008
 - Strategic Management Society Conference, Cologne, 2008
 - Academy of Management Meeting, Anaheim, 2008
 - German Academic Association for Business Research Meeting, Berlin, 2008
 - Organization Section, German Academic Association for Business Research, Munich, 2008
- “Cognitive and Experiential Evaluation: Implications for Exploration and Exploitation.”
- Academy of Management Meeting, Anaheim, 2008
 - DRUID Summer Conference, Copenhagen, 2008
- “Coordinating Search in Modular Systems: The Value of (Temporary) Integration.”
- Academy of Management Meeting, Anaheim, 2008
 - Organization Studies Summer Workshop, Cyprus, 2008
 - INFORMS Annual Meeting, Seattle, 2007
 - The R&D Management Conference, Bremen, 2007
 - Management Department Ph.D. Seminar, The Wharton School, Philadelphia, 2007
- “The German Market for Health-Related R&D Services.”
- Economic Policy Research Seminar, Karlsruhe Institute of Technology, 2004

Teaching

Interests

Organization theory and strategic management, information and innovation management, computational modeling and simulation

Graduate and Ph.D. level

2011	Foundations of Organization (lecture, University of Southern Denmark)
2011	Advanced Strategy and Organization Theory (lecture, University of Southern Denmark)
2009 –	Simulation Modeling in Organizational and Management Research (one module in a methods course, LMU/TU/UniBW München)
2009 –	Information, Organization and Management (lecture, Université de Strasbourg)
2010	Knowledge Management (university/industry project, LMU München)

Undergraduate level

2005 – 2010	Introduction to Information Management (very large lecture, LMU München)
2009	Simulation Models of Strategy and Organization (seminar, LMU München)
2005, 2007, 2008	Innovation and Strategy in the ICT Industry (seminar, LMU München)
2004, 2006, 2008	Project and Change Management (seminar, LMU München)
2007	Financial Analysis and Management (assistance, LMU München)

Professional Activities

University of Southern Denmark

2011 –	Organizer of the research seminar series, Strategic Organization Design Unit
2011 –	Coordinator with the Danish Institute for Advanced Studies

Munich School of Management

2009 – 2011	Scholarship evaluations and letters of recommendations for various German research and study foundations
2005 – 2010	Coordinator of the budget (public funding, third-party funding, start-up grants), Institute for Information, Organization and Management
2004 – 2010	Supervisor of numerous theses and industry projects in cooperation with firms (e.g., Accenture, Allianz, BSH, EADS, IBM, Siemens)
2004 – 2010	Participant in various evaluation and publication projects, Institute for Information, Organization and Management
2009	Organizer, International Workshop “Simulating Complex Organizations,” LMU Center for Advanced Studies
2008	Co-Organizer, Multi-Conference Information Systems
2005 – 2008	Coordinator of the research assistants, Institute for Information, Organization and Management

Memberships

Academy of Management, Danish Research Unit for Industrial Dynamics, European Group of Organizational Studies, German Academic Association for Business Research, Institute for Operations Research and the Management Sciences, Strategic Management Society, Theoretical Organization Models Society

Service

Ad-hoc referee:	<i>Computational and Mathematical Organization Theory</i> <i>IEEE Transactions on Engineering Management</i> <i>Organization Science</i> <i>Production and Operations Management</i> <i>Schmalenbach Business Review</i> <i>Strategic Management Journal</i> <i>Zeitschrift für Betriebswirtschaftliche Forschung</i>
2011	Associate Editor, International Conference on Information Systems
2010 –	Reviewer, Israel Strategy Conference
2010	Reviewer, International Conference on Wirtschaftsinformatik
2009 –	Reviewer DRUID Summer Conference
2009 –	German Academic Association for Business Research
2008 –	Academy of Management Meeting, Divisions of Business Policy and Strategy and Technology and Innovation Management

Training

2011 (ongoing)	Lecturer Training Program, University of Southern Denmark
2010	Professional teaching, LMU Center for Leadership and People Management
2009, 2010	Junior Faculty Workshops, German Academic Association for Business Research, Organization Section and Innovation and Entrepreneurship Section
2008	Junior Faculty Consortium, TIM Division, Academy of Management Meeting

Awards, Honors, and Grants

Awards and honors

2009	Finalist, Best Paper Award, Israel Strategy Conference
2009	Finalist, Best Dissertation Competition, Academy of Management, Technology and Innovation Management Division
2009	Best Dissertation Award, DRUID Society
2009	Young Researcher Award, Organization Section, German Academic Association for Business Research
2008	Outstanding Dissertation Award, Munich School of Management
2003	Omega Rho, Operations Research Honor Society
2003	Tau Beta Pi, Engineering Honor Society
1999	Formal commendation, German Air Force
1998	Graduation awards in Latin and Mathematics

Grants

2007 – 2010	Travel grants: German Academic Association for Business Research, German Academic Exchange Service, German Research Foundation, Haniel Foundation, LMU Management Alumni, Munich University Society
2007	Research grant, German Academic Exchange Service
2002 – 2003	Fellowship and travel grant, German-American Fulbright Commission
2002 – 2003	Scholarship, Landesstiftung Baden-Württemberg
2000 – 2008	Fellowship, e-fellows.net

Other Professional Experience

Spring 2004	Fraunhofer Institute for Innovation and Systems Research, Karlsruhe Research assistant, emerging technologies group
Summer 2003	DaimlerChrysler AG, Stuttgart Intern, corporate strategy department
2001 – 2004	delta e.V. student consultancy, Karlsruhe Member and consultant (board member from 2001 – 2002)
2001 – 2002	Institute of Applied Informatics, Karlsruhe Institute of Technology Research assistant, business information systems group
2000 – 2001	youSmile.de, Karlsruhe/Munich Intern, information technology and business development
1998 – 1999	German Air Force, Bayreuth and Leipheim Military service, surface-to-air missile wing
Summer 1997, 1998, 1999	Thales Communications / SEL Alcatel, Pforzheim Intern, electronic warfare lab

Personal

Born 22 March 1979 in Pforzheim, Germany; German citizen
Languages: German (native), English (fluent), French (intermediate)
Enjoys road and mountain biking, hiking, music, cooking