

PROMOTION RECOMMENDATION
The University of Michigan
Stephen M. Ross School of Business

Damian R. Beil, associate professor of technology and operations, with tenure, Stephen M. Ross School of Business, is recommended for promotion to professor of technology and operations, with tenure, Stephen M. Ross School of Business.

Academic Degrees

Ph.D.	2003	Massachusetts Institute of Technology, Cambridge, MA
B.A.	1999	New College, Sarasota, FL

Professional Record:

2016 – Present	Interim Associate Dean for Graduate Programs, University of Michigan, Stephen M. Ross School of Business, Ann Arbor, MI
2015-Present	Michael and Mary Kay Hallman Faculty Fellow, University of Michigan, Stephen M. Ross School of Business, Ann Arbor, MI
2015-Present	Faculty Director, Full-Time MBA Program, University of Michigan, Stephen M. Ross School of Business, Ann Arbor, MI
2010-Present	Associate Professor of Technology and Operations, University of Michigan, Stephen M. Ross School of Business, Ann Arbor, MI
2003-2010	Assistant Professor of Technology and Operations, University of Michigan, Stephen M. Ross School of Business, Ann Arbor, MI

Summary of Evaluation:

Teaching: Professor Beil's teaching is spectacular. He has taught BBA, MBA, Global MBA, Master of Management, and PhD levels, with average MBA evaluations at 4.8/5 or above, and some being 5/5. He is also a recipient of BBA and Global MBA Teaching Excellence awards. Together, with Wally Hopp and Eric Svaan, he redesigned the full-time MBA core class. With Ravi Anupindi, he designed Strategic Sourcing and Procurement elective. He designed various modules for Executive Education classes and participated in many deliveries of the programs. He has written multiple cases for his classes and experimented with new versions of teaching methods. His performance as an advisor of Tauber Institute projects is superb as well. He is among the few faculty that combines teaching, research, and work with industry in a seamless fashion. He translated projects with industry into teaching cases, as well as into some of his research questions, and he uses insights from his research papers in the classroom. Last year, he was chosen to be among the best 40 under 40 professors, awarded by Poets and Quants to the best junior business school professors worldwide. His performance in doctoral classes and his efforts in mentoring doctoral students are equally strong. He acted as the primary advisor for four doctoral students, all of whom have pursued an academic career, and supervised a number of other doctoral projects. Not surprisingly, Professor Beil is among our top faculty, and probably among top faculty across all business schools.

Research: Professor Beil is among the most visible and recognized researchers in the area of sourcing and procurement and provides a balance of theory and practice. His contribution to this area of research, the high quality of his papers, and the skillful translation of practically relevant managerial questions into models, and then back into practically relevant insights and recommendations make him very valuable to the school. He has developed a very coherent body of work that deals with many of the most fundamental problems of management of suppliers. A similar practical-while-rigorous orientation is present throughout all of Professor Beil's papers.

Our desire is to pursue and support research that is highly relevant. Professor Beil's approach has followed a thoughtful trajectory to accomplish this desire. He has leveraged contacts already existing in the school and established new ones, reaching to practitioners in high-tech and in traditional industries. These relationships allowed him to uncover and understand challenges that many industries face. He skillfully abstracted from an overwhelming number of details and translated the practical challenges into models and research papers. In parallel, he volunteered to oversee various student projects. Those who assigned these projects could easily see that Professor Beil was a highly sought-after advisor, able to provide lessons from his research to both students and the sponsoring companies, to answer questions about the design and deployment of competitive bidding. The final dissemination of his research was through illustrating the insights from his research in the development of teaching cases. We perceive the generation of the problems and the integration of research with industry collaboration and teaching as exceptionally well executed.

Professor Beil's post-tenure productivity, as well as his pipeline of working papers, suggests that his level of impact and visibility will continue to grow. Combined with his superb teaching and truly exceptional service contributions, this makes him a highly valued member of the T&O faculty.

Recent and Significant Publications:

"When Does it Pay to Delay Supplier Qualification? Theory and Experiments," (with Zhixi Wan and Elena Katok), 2012. *Management Science*, 58: 2057-2075.

"Supply Disruptions, Asymmetric Information and a Backup Production Option," (with Zhibin (Ben) Yang, Goker Aydin and Volodymyr Babich), 2009. *Management Science*, 55: 192-209.

"RFQ Auctions with Supplier Qualification Screening," (with Zhixi Wan), 2009. *Operations Research*, 57: 934-949.

"Total-Cost Procurement Auctions: Impact of Suppliers' Cost Adjustments on Auction Format Choice" (with Dimitris Kostamis and Izak Duenyas), 2009. *Management Science*, 55: 1985-1999.

"An Inverse-Optimization-Based Auction Mechanism to Support a Multi-Attribute RFQ Process," (with Lawrence M. Wein), 2003. *Management Science*, 49: 1529-1545.

Service: Professor Beil has served in multiple roles in our school as well as in the broader operations-management community. Within the school, he has served for many years on the doctoral admissions committee and as a PhD coordinator. He was involved in faculty recruitment, organized departmental seminar series, and participated in taskforces that redesigned BBA program. In parallel, he performed services for the student community and the broader community, including advising MBA clubs, being an advisor for an outreach program for inner-city high school students, and serving at student-run Habitat for Humanity charity auctions.

In 2013, Professor Beil was chosen to launch the first year of Master of Management program. With incredible success, he was offered a year later to be the director of the full-time MBA program. He is considered to be among the most dedicated faculty, who thoughtfully perform actions that are best for the school and for the community.

Professor Beil's service for the operations-management community is also extensive. This included organizing tracks and sessions at the operations-management conferences, serving as the invited cluster chair for both INFORMS and M&SOM conferences, as well as being a member of INFORMS organizing committee. He has served as a judge and a co-chair on several paper competitions, and as a panelist at various doctoral development events.

Highly recognized for his research, Professor Beil is invited to perform many editorial tasks: an associate editor for several top operations-management journals, including *Management Science*, *Operations Research*, as well as for *Naval Research Logistics*, and a senior editor for *Production and Operations Management*. As highlighted in the external letters, he is recognized for high-quality conscious editorial work and is a recipient of many meritorious service awards.

In addition to many formal roles, Professor Beil is always willing to help when needed, and is comfortable with the potential to play new roles. His service contribution is above and beyond what one might expect from an associate professor and above what we would expect on average from a professor.

External Reviewers:

Reviewer A: "...he has been a solid research contributor and is clearly an outstanding contributor in teaching and service that would certainly warrant this promotion. Professor Beil is clearly an exemplary member of the OM community in terms of service as shown by his record. I find Professor Beil's...contributions quite solid in placing him in a good position for promotion."

Reviewer B: "I support Damian's promotion to Full Professor. He has built a strong publishing record that along with a strong pipeline of papers that deserves promotion. Damian's record (across research, teaching, and service) would merit promotion to Full Professor at..."

Reviewer C: "Damian continues to be a leading scholar, producing high-quality research. ...Damian's record is noteworthy in terms of his path-breaking efforts to establish both a

theoretical base, as well as useful tools and insights... And as...has been promoted at..., you should certainly do so with Damian too. It seems overdue.”

Reviewer D: “Over the course of his career, he has developed a coherent body of work...in which I would consider him one of the world’s leading experts. His research is characterized by clever problem selection, real-world relevance, and intellectual rigor. ...Professor Beil is a talented researcher. He contributes to the university and the field. I believe he would have no trouble being promoted to Professor here at..., and I believe he is deserving of promotion at your institution.”

Reviewer E: “...I am confident that Professor Beil would be promoted to Professor with tenure at... His research productivity and impact place him solidly in the top of a cohort group who has already been promoted at other prestigious programs. ...Professor Beil has a reputation as an excellent teacher. ...he has a distinguished record of service to the discipline and has assumed several major services roles at Ross. His excellence in all areas – research, teaching and service – make him an easy case for promotion. I enthusiastically support this promotion decision...”

Summary of Recommendation:

Professor Beil’s quantity and quality of research easily matches the expectations for professor at a top business school. He is recognized as one of the top researchers in the area of supply-chain auctions, and is highly regarded in the research community. He is an outstanding teacher, and has provided an extremely high level of service to the school and to the research community. With this in mind, I recommend Damian R. Beil for promotion to professor of technology and operations, with tenure, Stephen M. Ross School of Business.



Alison Davis-Blake
Edward J. Frey Dean of Business
Stephen M. Ross School of Business

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