

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

Stephen G. Leider, 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.	2009	Harvard Business School, Business Economics, Boston, MA
M.A.	2006	Harvard Business School, Business Economics, Boston, MA
B.A.	2003	Case Western Reserve University, Economics and Political Science, Cleveland, OH

Professional Record:

2018 – Present	Michael R. and Mary Kay Hallman Fellow, University of Michigan, Stephen M. Ross School of Business, Ann Arbor, MI
2017 – Present	Associate Professor of Technology and Operations, University of Michigan, Stephen M. Ross School of Business, Ann Arbor, MI
2013	Sanford R. Robertson Assistant Professor of Business Administration, University of Michigan, Stephen M. Ross School of Business, Ann Arbor, MI
2009 – 2017	Assistant Professor of Technology and Operations, University of Michigan, Stephen M. Ross School of Business, Ann Arbor, MI

Summary of Evaluation:

Teaching: Professor Leider has taught BBA, MBA, and PhD classes. When teaching the undergraduate core class (OMS 311/TO 313), he got a teaching evaluation of 4.5/5.0. This is quite remarkable, as Professor Leider had never taken an Operations Management class before coming to Ross. He quickly transitioned to the role of course lead, where he mentored doctoral students and other faculty teaching the course. Taking advantage of his research background, Professor Leider improved the course materials by introducing behavioral operations into the class and further built on action-based demonstrations. The class demonstrated what effectively are the newest research results including, of course, the importance of trust, and the challenges of deception in supply chain settings, in vendor managed inventory, and in revenue sharing contracts. Many elements of the class were already hands-on, but he pushed the boundary even further. Last year, he designed a new elective in Behavioral Economics and Behavioral Operations and in the first run was highly appreciated by students and received excellent teaching quality evaluations (4.7). This year he is teaching an undergraduate elective with similar material. He also co-taught the first pilot Online MBA course, which was very well-received by the students receiving a perfect 5.0 teaching quality evaluation score. Professor Leider also supervised a number of MAP and Tauber projects. Most importantly, he seamlessly and purposefully integrates his many activities: he uses projects as inspiration for his research, then uses this research in the classroom, and shares the lessons from his research in applied

project settings. Professor Leider's approach to teaching is exactly what students are expecting when they apply to Michigan – direct exposure to relevant research and plenty of action-based opportunities. He delivers in these dimensions and is a great asset for Ross teaching.

Research: Professor Leider had a great publication record before he was promoted to the rank of Associate Professor in 2017 and his research pace has not decreased since that time. He has had an additional six papers accepted and his pipeline of working papers has increased significantly. Also, his citations rate has increased and is nearly 70% higher. To date, Professor Leider has published twenty papers, including papers in *Financial Times Top 50 Journals* in three different areas: economics (*Quarterly Journal of Economics*), operations management (*Management Science, Manufacturing and Service Operations Management*) and psychology (*Organizational Behavior and Decision Processes*). Additionally, he has worked on applications of his research in medicine and political science. Several of his recent papers have been recognized in the Behavioral Operations Management section of INFORMS, or labeled as a lead article. Based on this body of research, he received the 2019 Vernon L. Smith Ascending Scholar Prize, which is named after the Nobel laureate in experimental economics and recognizes “an exceptional scholar in the field of experimental economics.”

Professor Leider considers quite a broad range of behavioral economics and behavioral operations topics in his research. He attempts to parse out the effects of strategic and financial incentives and factors such as trust, relationships, and social norms on choices and behaviors both within and between firms. In some contexts, classical financial incentives can be quite powerful, while in others they are moderated by social factors. In some cases, symbolic rewards or no explicit recognition beyond peer approval or individual adherence to an ingrained value system can improve performance. A significant subset of his work looks at the behavior of people embedded in social networks with a combination of explicit incentives, friendships, peer pressure, and subjective values such as promise keeping or disappointment aversion.

Given the potential importance of internalized values on behaviors and outcomes in cooperative ventures, it is important to know how one might identify a “good” partner. Professor Leider's work contributes to an understanding of how to use early equity-sharing negotiations to identify good partners in entrepreneurial start-up teams, and how to identify trustworthy suppliers via their early activities in supply chain relationships.

A better understanding of how conventional incentives and social norms interact also allows for suggesting prescriptions for enhanced performance. For example, the benefits of working with trustworthy suppliers is compromised if the internal decision processes in a firm are inconsistent with that characteristic of the relationship. And, monitoring and control can either enhance or deteriorate supply chain performance, depending on the context.

Recent and Significant Publications:

“Can Trustworthiness in a Supply Chain Be Signaled?” (with Ruth Beer and Hyun-Soo Ahn), *Management Science*, Vol. 64, no. 9 (2018): 3974-3994.

“Contracts and Capacity Investment in Supply Chains” (with Andrew Davis), *Manufacturing & Service Operations Management*, Vol. 20, no. 3 (2018): 403-421.

- “Bargaining in Supply Chains” (with William Lovejoy), *Management Science*. Vol. 62, no. 10 (2016): 3039- 3058.
- “Contractual and Organizational Structure with Reciprocal Agents.” (with Florian Englmaier), *American Economics Journal - Microeconomics*. Vol. 4, no. 2 (2012): 146-183.
- “Directed Altruism and Enforced Reciprocity in Social Networks.” (with Markus M. Mobius, Tanya Rosenblat, and Quoc-Anh Do), *Quarterly Journal of Economics*. Vol. 124, no. 4 (Nov. 2009): 1815-1851.

Service: Professor Leider’s professional service is spectacular. He reviews 20+ papers per year in a broad range of journals, receiving multiple awards for his reviews. He has been asked to serve as an associate editor for *Management Science* and for *Manufacturing and Service Operations Management* (which in our area are very selective). He has refereed for several operations and economics journals, and was recognized several times for exceptional work. He has chaired conference sessions, was chair for a cluster of sessions, and a chair of a best working paper competition. He was a co-organizer of a Behavioral Operations conference, and last summer he co organized summer school in Behavioral Operations.

Within the University of Michigan, last year Professor Leider served on the Ross BBA Council and this year he is co-chairing it. He has served for several years on the Community Values Committee at Ross, on the MHealthy committee, and is a T&O PhD Program Coordinator. In this latter, intensive role he is extremely effective and efficient in coordinating all activities that involve doctoral students. Even in roles that seem to be strictly service-oriented, Professor Leider leverages his research background. When serving on the MHealthy committee, he suggested best (behaviorally) ways to engage members of our community. He helped to launch and co-organizes a joint seminar between Ross, the Economics Department, and the School of Information. He organized T&O Seminars. For four years, he ran the doctoral program in T&O. He also served on faculty and doctoral student recruitment committees.

Professor Leider is always willing to help when needed – whether teaching a new class, or substituting for a colleague. He collaborates with a broad range of faculty and he is both liked and appreciated for his contributions.

External Reviewers:

Reviewer A: “Steve is one of the very strongest scholars in both behavior operations management and in behavioral economics... Steve’s record compares favorably with any behavioral economist of his generation.”

Reviewer B: “He is a very smart behavioral and experimental economist who has developed a unique record of applying behavioral insights and lab experimental methods to the setting of Operations Management.”

Reviewer C: “Steve has clearly established himself as one of the leading scholars in the area of behavioral operations.... This rate of publication easily places him in the top 5% of scholars within the operations management community.”

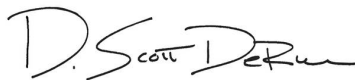
Reviewer D: “Steve is the leading [junior] scholar in behavioral operations and among the most exciting scholars of his cohort in the operations management field.”

Reviewer E: “I see excellence in all of his contribution i.e., to research, teaching and service. It is difficult to find faculty who demonstrate sustained success in all of these dimensions, Stephen Leider is one of those faculty.”

Reviewer F: “This is a truly outstanding publication record which puts Steve among the ‘best of the best’ researchers in our field, even without adjusting for the fact that he managed to publish papers in top econ journals. Steve shows no signs of slowing down with a full pipeline of papers under review.”

Reviewer G: “Professor Leider stimulates and supports the productive research of many other scholars in the field of behavioral operations management...He is a deeply engaged mentor and advisor to many doctoral students and junior faculty.”

Summary of Recommendation: Professor Leider has achieved high stature in the Behavioral Operations community for his prolific, novel and award-winning output. He is a strong and dedicated teacher, and innovative in curriculum development. We know that he can manage a leadership role within Ross in both teaching and research dimensions. He has provided an extremely high level of service to the research community and has demonstrated capability and commitment of service to the University of Michigan. He is an exemplar of what we want in faculty. With the support of the technology and operations area and the Executive Committee, I am pleased to recommend the promotion of Stephen G. Leider to professor of technology and operations, with tenure, Stephen M. Ross School of Business.



D. Scott DeRue
Edward J. Frey Dean of Business
Stephen M. Ross School of Business

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