

Dr. Daniel Kwasnitschka

Contact 1014 Greene St.
Columbia, South Carolina 29208
Phone: +1 (803) 361-5003
E-Mail: daniel.kwasnitschka@moore.sc.edu
Website: www.danielkwasnitschka.com

Academic Experience

08/2024 – today **University of South Carolina | Darla Moore School of Business**
Columbia, SC Assistant Professor in Operations and Supply Chain Management
Research on the Behavioral Effects of Introducing New Digital Technology in Manufacturing

08/2023 – 09/2023 **Arizona State University | W.P. Carey School of Business**
Visiting Scientist
Collaboration on Paradoxical Tensions in Technology Implementation

07/2020 – 07/2024 **Swiss Federal Institute of Technology Zurich (ETH Zurich)**
Zurich, CH Doctoral Candidate and Research Associate in Production and Operations Management
Dissertation on *A Behavioral Perspective on Manufacturing Digitalization*

09/2018 – 06/2020 **Karlsruhe Institute of Technology (KIT)**
Karlsruhe, GER Research Assistant at the Chair of Financial Economics and Risk Management
Creation of Digital Teaching Materials and Service Activities

Practical Experience

08/2019 – 03/2020 **German Start-Up Accelerator from the German Federal Ministry for Economic Affairs**
Munich, GER Working Student in Data Analytics

03/2019 – 08/2019 **Mercedes-Benz USA LLC**
Jacksonville, FL Intern in Business Intelligence and IT Infrastructure

10/2018 – 03/2019 **MHP – A Porsche Company**
Munich, GER Working Student in Management Consulting

01/2018 – 10/2018 **BMW Group**
Munich, GER Working Student in Digitalization of the R&D Department

05/2017 – 11/2017 **Mercedes-Benz USA LLC**
Jacksonville, FL Intern in Shop Floor Management Digitalization

11/2016 – 05/2017 **Audi AG**
Ingolstadt, GER Intern in Sales and Distribution for the North American Market

Education

07/2020 – 05/2024 **Swiss Federal Institute of Technology Zurich (ETH Zurich)**
Zurich, CH Dr. sc. ETH Zurich Production and Operations Management
Thesis at the Department of Management, Technology and Economics

07/2017 – 05/2020 **Karlsruhe Institute of Technology (KIT)**
Karlsruhe, GER M.Sc. Industrial Engineering
Thesis at the Department of Economics and Management

07/2018 – 10/2018 **Shanghai Jiao Tong University**
Shanghai, CN Study abroad – Joint Entrepreneurship Summer School

10/2013 – 06/2017 **Karlsruhe Institute of Technology (KIT)**
Karlsruhe, GER B.Sc. Industrial Engineering
Thesis at the Department of Economics and Management

Awards

2023	Decision Sciences Institute 2023 Instructional Innovation Award Competition Nominee
2023	European Operations Management Association 2023 Nigel Slack Teaching Innovation Award Winner
2022	POMS College of Operational Excellence Best Paper Award Nominee
2022	Academy of Management OSCM Chan Hahn Best Paper Award Nominee
2022	European Operations Management Association Harry Boer Best Student Paper Award Nominee
2021	European Operations Management Association 2021 Nigel Slack Teaching Innovation Award Winner

Memberships

Since 2024	INFORMS
Since 2023	Decision Sciences Institute
Since 2021	Production and Operations Management Society (POMS)
Since 2021	Academy of Management (OSCM Division)
Since 2021	European Operations Management Association (EurOMA)

Engagement at Host Institutions

2021-2024	Board member of ETH Zurich's Strategy Commission
2020-2022	Co-President of the Scientific Staff Association at D-MTEC, ETH Zurich
2020-2022	Member of the Diversity Team at the Scientific Staff Association of ETH Zurich
2020-2022	Event Manager of the ETH D-MTEC Scientific Staff Board
2020-2022	Member of ETH D-MTEC Department Conference
2020-2022	Member of ETH D-MTEC Teaching Conference
2020-2022	Board Member of the Scientific Staff Association of ETH Zurich

Teaching

Spring 2025	MGSC 395 " <i>Introduction to Operations and Supply Chain Management</i> " (B.Sc., DMSB)
Fall 2023	Single Lecture " <i>Introduction to Operations Management</i> " (B.Sc., ETH Zurich)
Fall 2023	Guest Lecture " <i>Industry 4.0 and Process Improvement</i> " (University of Cologne)
Fall 2023	Single Lecture " <i>Deep Dive Planning and Control with New Technology</i> " (M.Sc., ETH Zurich)
Fall 2021	Teaching Assistant for Lecture " <i>Production and Operations Management</i> " (M.Sc., ETH Zurich)
Fall 2020	Teaching Assistant for Lecture " <i>Production and Operations Management</i> " (M.Sc., ETH Zurich)

Master's Thesis Supervision

2023	<i>Sauber AG</i> , M.Sc. Thesis on Agile Management in Formula One
2023	<i>Audi AG</i> , M.Sc. Thesis on Cost Prediction of Projects using Machine Learning
2023	<i>General Electric</i> , M.Sc. Thesis on Effects of Digital Technologies in Healthcare
2023	<i>Lindt</i> , MBA Thesis on Process Mining to Improve Logistical Processes
2023	<i>Kuenzli Holz</i> , M.Sc. Thesis on Improving Project Management
2023	<i>INRA Group</i> , MBA Thesis on Throughput Optimization using Digital Technologies
2022	<i>Bachem Holding AG</i> , MBA Thesis on Opportunistic Behavior
2022	<i>Roche</i> , M.Sc. Thesis on Operational Transparency
2022	<i>Intamin Amusement Rides</i> , MBA Thesis on Sustainability in the Theme Park Industry
2021	<i>Syngenta</i> , M.Sc. Thesis on Sustainability in the Chemical Industry
2021	<i>Zweifel AG</i> , M.Sc. Thesis on Overcoming Obstacles to Digitalization in SMEs
2021	<i>Hilti</i> , M.Sc. Thesis on Digital Shop Floor Management
2021	<i>Fischer Fuel Cell</i> , MBA Thesis on Data Management of Duplicated Assembly Lines

2020	<i>Hitachi Ltd.</i> , MBA Thesis on Engineering Change Processes
2020	<i>SBB Cargo</i> , MBA Thesis on Digital Process Improvement
2020	<i>Rolex</i> , M.Sc. Thesis on Demand Smoothing for Tool Manufacturing

Refereed Journal Articles

- Netland, T., Lorenz, R., Kwasnitschka, D., Senoner, J., Grof, C. (2023) Immersive Learning with Virtual Field Visits: Spherical Video-Based Virtual Reality of Factory Environments. **INFORMS Transactions on Education** <https://doi.org/10.1287/ited.2022.0067>
- Franke, H., Kwasnitschka, D., Schmutz, J., Netland, T. (2024) Emphasizing Worker Identification with Skills to Increase Helping and Performance in Production: A Field Experiment. **Journal of Operations Management**. <https://doi.org/10.1002/joom.1300>
- Kwasnitschka, D., Franke, H., Netland, T. (2024). Effects of Feedback in Manufacturing: A Field Experiment Using Smartwatch Technology. **Journal of Operations Management**. <https://doi.org/10.1002/joom.1305>
- Netland, T., von Dzengelevski, O., Tesch, K., & Kwasnitschka, D. (2024). Comparing human-made and AI-generated teaching videos: An experimental study on learning effects. **Computers & Education**, 224, 105164. <https://doi.org/10.1016/j.compedu.2024.105164>

In Progress Journal Articles

In Review / Ready for Submission

- Kwasnitschka, D., Franke, H., Netland, T. (major revision). Give me a Choice! A Field Experiment on Task Choice enabled by Wearables. Target: **Production and Operations Management**.
- Somitsch, B., Kwasnitschka, D., von Dzengelevski, O., Netland, T. (revise and resubmit). Improving product changeover performance using operational transparency: Intervention-based research at Roche. Target: **IEEE Transactions on Engineering Management**.
- Kwasnitschka, D., Franke, H., Sparr, J., Netland, T., Waldman, D. (full manuscript). Am I in Control or Am I Controlled, Or Both? Paradoxical Responses to Digital Production Technologies. Target: **Academy of Management**.
- Kwasnitschka, D., Franke, H., von Maydell, R. (full manuscript). What can we expect from wearables for workforce pooling in manufacturing? Target: **Management Science**.

Work in Progress.

- Kwasnitschka, D., Franke, H., Waldman, D. (design stage). Leveraging Artificial Intelligence to Enhance Visionary Leadership and Performance Outcomes. Target: **Journal of Operations Management**
- Kwasnitschka, D., Flicker, B., Franke, H. (design stage). Psychological Ownership and Helping Behavior. Target: **Management Science**.
- Protsch, T., Kwasnitschka, D., Franke, H., Netland, T. (early design stage) AI-supported decision-making in manufacturing. Target: **Production and Operations Management**.

Conference Contributions

- Kwasnitschka, D., Franke, H., Netland, T. (2024) Give me a Choice! A Field Experiment on Task Choice in a Batch Production Setting Using Wearables. 2024 INFORMS Annual Meeting (Seattle, WA).
- Professional Development Workshop Organization. “Field Experiments in OSCM: Sharing Experiences and Incubation”. Highly visible panel and workshop including leading scholars in the field and JOM EiC and DE. 84th Academy of Management Annual Meeting 2024 (Chicago, IL).
- Invited Panel on Field Experiments. “Field experiments in Operations Management: Researcher and Editor Experiences.” Highly visible panel including JOM SI authors and JOM EiC. 34th POMS Annual Conference 2024 (Minneapolis, MN).
- Franke, H., Kwasnitschka, D., Schmutz, J., Netland, T. (2024) Emphasizing Worker Identification with Skills to Increase Helping and Performance in Production: A Field Experiment. *34th POMS Annual Conference 2024* (Minneapolis, MN).
- Netland, T., Tesch, K., Kwasnitschka, D., von Dzengelevski, O. (2023) AI-Human Collaboration in Teaching: Auto-Generation and Test of Operations Management Education Videos. *54th Annual Conference of the Decision Sciences Institute 2023* (Atlanta, GA) – **Nominee for the DSI Instructional Innovation Award**
- Kwasnitschka, D., Franke, H., Netland, T. (2023) Give me a Choice! A Field Experiment on Task Choice in a Batch Production Setting Using Wearables. *54th Annual Conference of the Decision Sciences Institute 2023* (Atlanta, GA).

- Kwasnitschka, D., Franke, H., Netland, T. (2023) Effects of Feedback in Manufacturing: A field Experiment using Smartwatch Technology. 83rd *Academy of Management Annual Meeting 2023* (Boston, MA).
- Fiedler, J., Kwasnitschka, D., Franke, H., Netland, T. (2023) Does Shop-Floor Digitalization increase Blue-collar Autonomy? A Multiple Case Investigation. 30th *EurOMA Conference 2023* (Leuven, Belgium).
- Netland, T., Tesch, K., Kwasnitschka, D., von Dzengelevski, O. (2023) AI-Human Collaboration in Teaching: Auto-Generation and Test of Operations Management Education Videos. 30th *EurOMA Conference 2023* (Leuven, Belgium) – **Winner of the Nigel Slack Teaching Innovation Award**
- Kwasnitschka, D., Franke, H., Netland, T. (2023). Providing real-time feedback to workers: A field experiment in a digitalized production setting. 33rd *POMS Annual Conference 2023* (Orlando, FL).
- Kwasnitschka, D., Franke, H., Netland, T. (2022) Give me a Choice! A Field Experiment on the Performance Effects of Smartwatch-Based Task Assignment. 82nd *Academy of Management Annual Meeting 2022* (Seattle, WA) – **Nominee for the OSCM Chan Hahn Best Paper Award**
- Kwasnitschka, D., Franke, H., Netland, T. (2022) Providing real-time feedback to workers: A field experiment in a digitalized production setting. 29th *EurOMA Conference 2022* (Berlin, Germany) – **Nominee for the Harry Boer Best Student Paper Award**
- Kwasnitschka, D., Franke, H., Netland, T. (2022). „Give me a Choice! A Field Experiment on the Performance Effects of Smartwatch-based Task Assignment” 32nd *POMS Annual Conference 2022* (held online) – **Nominee for the POMS College of Operational Excellence Best Paper Award**
- Kwasnitschka, D., Franke, H., Netland, T. (2021) Paradoxes of Process Digitalization and Worker Behavior. 81st *Academy of Management Annual Meeting 2021* (held online).
- Kwasnitschka, D., Franke, H., Netland, T. (2021) Are We on Track? Paradoxes of New Technology on the Shop Floor. 28th *EurOMA Conference 2021* (held online).
- Netland, T., Lorenz, R., Kwasnitschka, D., Senoner, J. (2021) A virtual reality app for teaching operations management. 28th *EurOMA Conference 2021* (held online) – **Winner of the Nigel Slack Teaching Innovation Award**

Service

Ad-hoc	▪ Journal of Operations Management
Reviewing	▪ Journal of Supply Chain Management
Events	▪ 2024 Panelist in POMS Session on Field Experiments alongside JOM EiC Rogelio Oliva
	▪ 2024 Professional Development Workshop Organizer at AOM conference alongside JOM EiC and DE

Scholarship and Funding

2024	The Moore School Research Grant Program (\$4000)
------	--