

PANOS MARKOU

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ACADEMIC APPOINTMENTS

07/19 – present	Darden School of Business, University of Virginia Assistant Professor of Business Administration	Charlottesville, VA, USA
07/18 – 07/19	University of Cambridge Judge Business School Post-doctoral researcher (CJBS Entrepreneurship Centre)	Cambridge, UK
12/16 – 07/18	Visiting researcher (CJBS Entrepreneurship Centre)	

EDUCATION

09/12 – 07/18	IE Business School <i>MSc, PhD in Operations Management</i> (with Honors) <i>Dissertation:</i> Essays at the Interface of Finance, Operations, and Risk Management	Madrid, Spain
05/15 – 06/15 & 05/16 – 06/16	Washington University in St. Louis Visiting researcher (Boeing Center for Technology, Information, and Manufacturing)	St. Louis, MO, USA
08/07 – 05/12	Georgia Institute of Technology <i>BSc in Mechanical Engineering</i> (with High Honors)	Atlanta, GA, USA

RESEARCH INTERESTS

Managing innovation & uncertainty; R&D and technology management; Product development; Pharmaceutical industry; Operations-Finance interface; Empirical Operations Management

PEER-REVIEWED PUBLICATIONS

- Markou, P. and T. H. Chan. (2025). “Incentivizing Information Exchange Within Groups: The Role of Voting Protocols in FDA Advisory Committees”. *Management Science*, accepted.
- Turcic, D., P. Markou, P. Kouvelis, and D. Corsten. (2024). “Automotive Procurement Under Opaque Prices: Theory with Evidence from the BMW Supply Chain”. *Management Science*, 70(6), pp. 3664-3683.
- Markou, P., S. Kavadias, and N. Oraopoulos. (2023). “Rival Signals and Project Selection: Insights from the Drug Development Process”. *Management Science*, 69(9), pp. 4973-5693.
- Winner 2018 INFORMS TIMES Best Working Paper
 - 3rd Place 2020 PITM Student Paper Competition
 - INFORMS TIMES Paper of the Month February 2023
- Markou, P. and D. Corsten. (2021). “Financial and Operational Risk Management: Inventory Effects in the Gold Mining Industry.” *Production & Operations Management*, 30(12), pp. 4635-4655.
- Luffarelli, J., P. Markou, A. Stamatogiannakis, and D. Goncalves. (2019). “The effect of corporate social performance on the financial performance of business-to-business and business-to-consumer firms.” *Corporate Social Responsibility and Environmental Management*, 26(6), pp.1333-1350.

PRACTICE-ORIENTED PUBLICATIONS

- Chan, T. and P. Markou. (2025). “Set Your Committees Up for Success.” *Harvard Business Review* (digital article). [\[Link\]](#)
- Markou, P. and D. Corsten. (2017). “Trade Credit: A Fresh Look.” *World Supply Chain Finance Report 2017*. BCR Publishing, pp.14-16.

BOOK CHAPTERS

- Markou, P., D. Corsten, C. Carduck, and M. Koblbauer. (2019). “Commodity Risk Management at BMW: Price Indices and Contracts”. In Tate, W., Bals, L., and Ellram, L., eds. *Supply Chain Finance: Risk Management, Resilience and Supplier Management*, Kogan Page, Ch. 9, pp.177-194.
- Markou, P. and D. Corsten. (2017). “Linking Commodity Price Risk and Operations: Evidence from the Gold Mining Industry”. In Kouvelis, P., Dong, L., and Turcic, D., eds. *Foundations and Trends in Technology, Information and Operations Management*. 11(1-2), pp.165-185.

WORKING PAPERS & RESEARCH IN PROGRESS

- Changing course: How analogies direct pivots* – with J. Hutchison-Krupat [\[Working paper\]](#)
- The Implicit Role of Suppliers in Ensuring Supply Chain Liquidity* – with D. Corsten and R. Gropp [\[Working paper\]](#)
- Collateral, Risk, and Borrowing Capacity* – with R. Williams and J. Yang [\[Working paper\]](#)
- Finalist 2018 FMA Annual Meeting Best Paper Award
- R&D Portfolio Novelty and Impact* – with R. Chao and Y. Grushka-Cockayne
- Nuancing Committee Recommendations with Large Language Models* – with O. Schaer, M. Schneider, N. Kourentzes, and S. Spavound
- Superficial and structural preference and ability in analogies* – with J. Hutchison-Krupat
- VC contracts and start-up performance* – with C. Parker and J. Mejia

CONFERENCES, SEMINARS, AND PROCEEDINGS

†INVITED; *CO-AUTHOR PRESENTED

“How Voting Protocols Shape Committee Discussions and Outcomes: New Product Evaluations at the FDA”

- 2025 Ohio State University^{†*}, George Washington University[†], Industry Studies Association
- 2024 University of Toronto^{†*}, Global Entrepreneurship and Innovation Research Conference, 32nd Taiwan Symposium on Innovation Economics and Entrepreneurship[†], University College London^{†*}
- 2023 Utah Product and Service Innovation Conference, Nova School of Business and Economics[†], Cambridge Judge Business School[†], INFORMS Annual Meeting, Massachusetts Institute of Technology^{†*}
- 2022 INFORMS Annual Meeting

“Changing Course: How Analogies Direct Pivots” with J. Hutchison-Krupat

- 2025 POMS Annual Meeting^{*}
- 2024 POMS Annual Meeting^{*}; University College London^{†*}; INFORMS Annual Meeting; Experimental Organization Science Series^{†*}
- 2023 POMS Annual Meeting; European Technology & Operations Management Day^{*}

“Nuancing Committee Recommendations with Large Language Models” with O. Schaer, M. Schneider, N. Kourentzes, and S. Spavound”

- 2024 POMS International Conference^{*}; International Symposium on Forecasting^{*}; INFORMS Annual Meeting^{*}

“R&D Portfolio Impact and Novelty” with Y. Grushka-Cockayne and R. Chao

- 2022 POMS Annual Meeting

“Rival Signals and Project Selection: Insights from the Drug Discovery Process” with S. Kavadias and N. Oraiopoulos

- 2020 Frankfurt School of Finance^{†*}
- 2019 Darla Moore School of Business (USC)[†]; George Mason University[†]; Darden School of Business (UVA)[†]; Fisher College of Business (OSU)[†]; INFORMS Annual Meeting
- 2018 Cambridge Judge Business School Seminar Series; INSEAD European Technology & Operations Management Day; M&SOM Annual Meeting; INFORMS Annual Meeting; Nazarbayev University[†]; U. San Diego School of Business[†]; Beedie School of Business (SFU)[†]; IESE Business School[†]

“Information Asymmetry, Rents, and Price Risk Allocation: An Investigation of the BMW Supply Chain”

with D. Turcic, P. Kouvelis, and D. Corsten

- 2021 INFORMS Annual Meeting
- 2020 INFORMS Annual Meeting
- 2019 Commodity and Energy Markets Annual Meeting*; INFORMS Annual Meeting*
- 2018 Supply Chain Finance & Risk Management (SCFRM) Workshop at WUSTL*; M&SOM Annual Meeting*; INFORMS Annual Meeting*

“The Implicit Role of Suppliers in Ensuring Supply Chain Liquidity” with D. Corsten and R. Gropp

- 2020 INFORMS Annual Meeting
- 2018 IE Business School; University of Sussex[†]; Georgetown University*; UNC-Chapel Hill*
- 2017 Paris Financial Management Conference; FMA Annual Conference; LBS Transatlantic Doctoral Conference
- 2016 INFORMS Annual Meeting; 6th Annual Supply Chain & Finance Symposium; SCFRM Workshop at WUSTL*
- 2015 INFORMS Annual Meeting

“Collateral, Risk, and Borrowing Capacity” with R. Williams and J. Yang

- 2018 European FMA Conference; FMA Annual Conference*
- 2017 2nd Annual Arizona Juniors Finance Conference*; Young Finance Scholars Conference – U. of Sussex; Commodity and Energy Markets Annual Meeting

“The Effects of Financial and Operational Hedging on Operational Variables: Evidence from the Gold Mining Industry” with D. Corsten

- 2015 INFORMS Annual Meeting; M&SOM Annual Meeting; SCFRM Workshop
- 2014 INFORMS Annual Meeting; M&SOM Annual Meeting; 4th Annual Supply Chain & Finance Symposium

TEACHING

UVA Darden School of Business

Charlottesville, VA, USA

- MBA*
 - *Managing Innovation (GBUS 8067)*
Second-year elective. Instructor – Designed new elective on the management of the innovation process. Covered idea sourcing, selection, development, and business model innovation. Taught 2022-2024.
 - *Operations I (GBUS 7311) – Process Analysis & Design*
Core MBA Course. Instructor – Course covered OPS strategy, process analysis. Taught 2019-2024.
 - *Operations II (GBUS 7312) – Supply Chain Management*
Core MBA Course. Instructor – Course covered supply chains, queueing, inventory. Taught 2021.
- Exec. Ed.*
 - Various programs and engagements on innovation management and product development

University of Cambridge Judge Business School

Cambridge, UK

- Executive MBA*
 - *Management Science*
Core EMBA Course. Coordinator & Lecturer. Taught Fall 2017, 2018.
- Exec. Ed.*
 - *Business Models for Transformative & Competitive Advantage (Online)*
Certificate Course. Tutor – Covered business model innovation. Taught 2018 Summer and Fall.
- MBA*
 - *Management Science*
Core MBA Course. Teaching Assistant. Taught Fall 2017.
 - *Risk Management & Strategic Planning Elective*
MBA Elective. Teaching Assistant. Taught Spring 2019.
- Undergraduate Engineering*
 - *Modelling Risk*
3rd yr. elective. Instructor – Stochastic models, regression/forecasting, portfolio analysis. Taught 2018.

IE Business School

Madrid, Spain

- MBA*
 - *Operations Management*
Core MBA Course. Teaching Assistant. Taught 2014.

PEDAGOGICAL MATERIALS

- “Plains Ventures: Investing in the Heartland”, UVA-OM-1838 (TN).
- “Sodexo (A): Assembling the Ingredients for Innovation”, UVA-OM-1827 (TN); “Sodexo (B): The Sodexo Live! Accelerator”, UVA-OM-1828.
- “Global Innovation at L Marks”, DBP, UVA-OM-1826 (TN).
- “An Introduction to Innovation in Consumer Packaged Goods”, Darden Business Publishing (DBP), UVA-OM-1815.
- “Managing Innovation: A Process Perspective”, DBP, UVA-OM-1805.
- “A Step-by-Step Guide to Process Analysis”, DBP, UVA-OM-1797.
- “Process Analysis Fundamentals”, DBP, UVA-OM-1782.
- “ZS Associates: Refilling the Pipeline”, DBP, UVA-OM-1775 (TN).
- “Process Analysis Simulation”, DBP, UVA-OM-1718 (TN).
- “Product–Market Alignment”, DBP, UVA-OM-1706.
- “Product Development at StubHub: Don't Stop Believin’”, DBP, UVA-OM-1705 (TN).
- “Healx: Routes to Funding for Start-Ups”, Cambridge Judge Business School case study, unpublished.

PROFESSIONAL SERVICE

- Reviewer for *Management Science*, *Manufacturing & Service Operations Management*, *Production and Operations Management*, *Journal of Operations Management*, *IEEE Transactions on Technology and Engineering Management*
- VP for Honors and Awards – POMS College of Product Innovation & Technology Management (2022-present)
- Co-Chair 2023 POMS PITM College Best Student Paper Award
- Reviewer: M&SOM iFORM SIG (2020-2022, 2024), Technology, Innovation, & Entrepreneurship SIG (2023-2024)
- Judge: PITM Best Student Paper Competition (2025); M&SOM Best Student Paper (2019-2023; 2025); INFORMS TIMES Best Working Paper (2019-2022); INFORMS TIMES Dissertation Award (2023)
- Session Organizer & Chair: INFORMS 2019, 2021, 2023 (TIMES Cluster)
- Organizer: 6th Annual Supply Chain & Finance Symposium in Madrid, Spain (2016) – Joint Banco Santander-IE Business School symposium, bridging research and practice in Finance, Ops, Risk Management
- Membership: INFORMS, M&SOM Society, INFORMS Technology, Innovation Management and Entrepreneurship Section (TIMES), POMS College of Product Innovation & Technology Management, Industries Studies Association

INSTITUTIONAL SERVICE

- Daniels Family Scholarship Committee (2021 – present)
- Darden Hospitality Advisory Council (2024 – present)
- Dana Clyman Seminar Series organizer (2021 – 2023)
- Community Consultants of Darden Faculty Advisor (2022 – 2023)
- Technology & Operations Management Area Faculty Search Committee (2020 – 2022)
- Faculty Lead - Darden Women Leadership Summit (2022)
- Faculty Judge - Amazon Impact Challenge @ Darden case competition (2019)

MEDIA MENTIONS

- The key to better decisions? Try simultaneous voting, *Darden Ideas to Action*, 13 February 2025, [\[Link\]](#)
- Why Simultaneous Voting Makes for Good Decisions, *Emory Business*, 12 February 2025, [\[Link\]](#)
- Decision by committee? Ask for a show of hands, *Darden Ideas to Action*, 12 March 2024, [\[Link\]](#)
- Above and beyond: Developing and preparing hybrid-ready cases, *Case Centre Connect*, April 2022, [\[Link\]](#)
- Learning from the Competition: How Drug Companies Can Increase Their R&D Effectiveness, *Forbes India*, 21 December 2020, [\[Link\]](#)
- Learning from the Competition: How Drug Companies Can Increase Their R&D Effectiveness, *Darden Ideas to Action*, 15 December 2020, [\[Link\]](#)
- Pharmaceutical Pipeline, *CJBS Insight*, 8 November 2018, [\[Link\]](#)
- Trade Credit in the New Financing Solutions Landscape, *IE Insights*, 17 March 2017, [\[Link\]](#)

CONSULTING & INDUSTRY EXPERIENCE

08/23 – 10/23	WillowTree, LLC Product innovation and creating strategic value	Charlottesville, VA, USA
04/21 – 05/22	ZS Associates Improving decision-making in R&D portfolio management	Philadelphia, PA, USA
05/21 – 07/21	NoBull Burger, Inc. Operations consulting engagement	Charlottesville, VA, USA
04/19 – 06/19	EMERITUS Institute of Management Course development for “Business Analytics: Decision Making Using Data”	Singapore
09/12 – 08/15	BMW Group, Research and Innovation Center Raw Materials Management Department, Index-linked supply chain contracting	Munich, Germany
01/11 – 08/11	BMW Group, Research and Innovation Center	Munich, Germany
01/09 – 08/10	BMW Manufacturing Co. Pre-series and SOP vehicle customer-oriented testing & Quality Control	Spartanburg, SC, USA
06/08 – 08/08	Delta Air Lines, Inc. Delta TechOps, Engine demand planning	Atlanta, GA, USA

OTHER RESEARCH EXPERIENCE

01/12 – 08/12	Georgia Tech – Integrated Analytical and Computational Tools Lab (IntACT)	Atlanta, GA, USA
06/07 – 08/08	Georgia Tech – Aerospace Systems Design Lab (ASDL)	Atlanta, GA, USA

HONORS AND AWARDS

Research

- Winner *INFORMS TIMES Best Working Paper Award (2018)*
- Finalist *FMA Annual Meeting Best Paper Award (2018)*
- 3rd Place *PITM Student Paper Competition (2020)*

Service

- 2024 *M&SOM* Meritorious Service Award

Teaching

- Nominated by MBA student body for *Darden Outstanding Faculty Award (2022, 2024)*

Funding Awards and Grants

- Craddock Fund Grant for *Data-Driven R&D Portfolio Management* (\$30,000; 2021-2022)
- Robert F. Bruner Fund for Faculty Excellence (2019-2022)
- IE Business School Doctoral Scholarship (2012-2016)
- BMW Group Doctoral Scholarship (2012-2015)

Other Certifications

- *DSD Sprachdiplom II Diploma* for German fluency
- Engineering in Training (*FE Examination*) certification

PERSONAL

- Citizenship: US and Greece (EU)
- Languages: English (native); Greek (native); German (fluent); Spanish (conversational)
- Interests: Global affairs; Fiction and non-fiction literature; Formula 1 (motorsports); Armchair philosophy