

MAGNUS VAN HAAREN

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EDUCATION

PhD in Management Rotterdam School of Management, Erasmus University Rotterdam	2022–present
MSc in Management of Innovation, cum laude Rotterdam School of Management, Erasmus University Rotterdam	2021
BSc in Liberal Arts and Sciences Erasmus University College, Erasmus University Rotterdam Focus: Business and Managing Digital Innovation	2020

RESEARCH INTERESTS

Organizational design; decentralized and algorithmic organizing; authority and collective search; participation in collective decision-making.

Methods: longitudinal and panel analysis, event-history analysis, and agent-based simulation.

SELECTED WORKING PAPERS

van Haaren, M., Klapper, H., & Stam, D. *What the Vote Leaves Behind: Preference-Outcome Histories and Later Direct Ballots*. Work in progress.

van Haaren, M., & Stam, D. A. *Time-Symmetric Authority: Anticipated Evaluation, Power, and Collective Search*. Working paper.

van Haaren, M., & Tarakci, M. *Algorithmic Allies: Decentralized Autonomous Agents in the Era of Grand Challenges*. Working paper.

PUBLISHED CONFERENCE CONTRIBUTIONS

van Haaren, M., & Klapper, H. (2025). *Decentralized Autonomous Organizations: Can Decision Structures Enhance Participation?* Proceedings of the 58th Hawaii International Conference on System Sciences. Conference paper.
<https://doi.org/10.24251/HICSS.2025.556>

van Haaren, M. (2024). *Reducing the Impact of Misalignment: Decentralized Decision-Making Structures*. Academy of Management Proceedings, 2024(1). Conference abstract.
<https://doi.org/10.5465/AMPROC.2024.18879abstract>

PRESENTATIONS AND WORKSHOPS

- Tsinghua University, Beijing** 18 May 2026
Strategy Science & AOM STR Division Joint Paper Development Workshop
School of Economics and Management
- Chile Strategy Conference** 2025
Pontificia Universidad Católica de Chile, Santiago
- Hawaii International Conference on System Sciences** 2025
Decentralized Autonomous Organizations: Can Decision Structures Enhance Participation? With Helge Klapper.
- Strategic Management Society Annual Conference** 2024
Aligning Preferences with Organizational Outcomes. Istanbul.
- Academy of Management Annual Meeting** 2024
Reducing the Impact of Misalignment: Decentralized Decision-Making Structures. Chicago.
- Reshaping Work** 2022
Web3 Ecosystem Governance: A Novel Form of Organizing. Amsterdam.

ORGANIZED SYMPOSIA

- Academy of Management, Chicago** 2024
Co-organizer, Humans and Algorithms in Organizations: Navigating the Intersection of Blockchain and AI.
Panelists: Oliver Baumann, Robert Wayne Gregory, Hanna Halaburda, Vivianna Fang He, and Alex Murray.
- Academy of Management, Boston** 2023
Co-organizer, Web3 Decentralization: Blockchain Technologies' Impact on Modern Organizational Governance.
Panelists: Ethan Bernstein, Hanna Halaburda, Ying-Ying Hsieh, Alex Murray, Joana Pereira, and Jean-Philippe Vergne.

TEACHING AND SUPERVISION

- Lecturer, Rotterdam School of Management** 2022–2025
Managing Innovation in the Web3 Era (BMME187), MSc programmes in Management of Innovation and Business Information Management. Current course title: Managing Innovation in the Agentive Web Economy.
Course design, syllabus development, teaching, and assessment.
- Master's thesis supervision, Rotterdam School of Management, Erasmus University Rotterdam.

HONOURS AND AWARDS

Behavioral Strategy IG Best PhD Proposal Award Strategic Management Society	2024
Innovative Teaching Award nominee Rotterdam School of Management	2023
Van Nunen Thesis Award finalist Management of Innovation	2021
T500 recognition	2020
The Duke of Edinburgh's Award	2017

PROFESSIONAL AND COMMUNITY EXPERIENCE

Expo 2020 Netherlands Ambassador, Dubai	2020–2022
Accenture Strategy, Amsterdam Innovation Centre Consulting, Amsterdam	2019–2020
Erasmus Tech Community Board member and Director of Innovation, Rotterdam	2018–2019
Gravity Ideas Behavioural Consultancy Product management, Cape Town	2018
Round Square International Ambassador, Bogotá	2015–2017
Red Cross Colombia Volunteer, housing-construction projects, Bogotá	2016
TEDx Speaker, How Everyone Can Innovate, Bogotá	2016
Round Square IDEALS evaluation Focus group leader, Bogotá	2016

SERVICE AND PROFESSIONAL MEMBERSHIPS

Reviewer: Academy of Management; Strategic Management Society; Hawaii International Conference on System Sciences.

Member: Academy of Management; Strategic Management Society; Organizational Design Community.

LANGUAGES AND PROGRAMMING

Languages: English, Spanish, and Dutch.

Programming: Python, Stata, R, and SQL.