

Daniel Schliesmann

Email: dschlies@wharton.upenn.edu

3040 Steinberg-Dietrich Hall, Philadelphia PA 19104

The Wharton School, University of Pennsylvania

EDUCATION

Ph.D., Management (Strategy and Entrepreneurship) 2026 (Expected)

The Wharton School, University of Pennsylvania, Philadelphia, PA

- Dissertation: “Unpacking the Two Blades: Cognition and Context in Organizational Adaptation”
- Committee: Daniel Levinthal (Advisor/Chair), J. Daniel Kim, Saerom (Ronnie) Lee, Henning Piezunka, and Lori Rosenkopf

B.S., Accountancy May 2021

W.P. Carey School of Business, Arizona State University, Tempe, AZ

Barrett Honors College, Arizona State University, Tempe, AZ

- Honors: Summa Cum Laude

RESEARCH INTERESTS

Organizational Learning, Search, Adaptation, Organization Design, Entrepreneurship

RESEARCH

Authorship is equal and listed alphabetically unless otherwise noted.

Publications and Conditionally Accepted Articles in Refereed Journals

Levinthal DA & **Schliesmann D.** 2025. Cautious Exploitation: Learning and Search in Problems of Evaluation and Discovery. *Organization Science*, 36(2): 903–917.

Working Papers

Levinthal, DA. & **D. Schliesmann.** The Encoding of Outcomes and Organizational Learning: Satisficing, Adaptive Aspirations, and Direct Reinforcement (*resubmitted – Strategic Management Journal*)

Levinthal, DA. & **D. Schliesmann.** Not All Journeys are Straight Lines: Examining the Association Between Pivoting and Performance (2nd year paper, 1st Revise and Resubmit – *Strategic Management Journal*)

Schliesmann, D. The Where of Search (job market paper, *preparing for submission*)

Schliesmann, D. Beyond Single Objectives: Learning and Adaptation in Multi-Goal Organizations (*preparing for submission*)

Work in Progress

Levinthal, DA. & **D. Schliesmann**. Reassessing the Roots and Branches of Bounded Rationality and Organizational Learning (*proposal under review – Academy of Management Annals*)

Schliesmann, D. & M. Tranchero. Generalization and Endogenous Sampling: Evidence from Clinical Trials (working title, *analysis*)

Schliesmann, D. Bases and Perceptions of Exploration (working title, *analysis*)

Schliesmann, D. Non-Consensus and Right: Adaptation, Positioning, and the Search for Competitive Advantage (*model development*)

CONFERENCE PRESENTATIONS

“How Adaptive are Adaptive Aspirations?”

- Academy of Management (AOM) Annual Meeting, 2023

“The Encoding of Outcomes and Organizational Learning”

- Carnegie School of Organizational Learning (CSOL), 2024

“Not All Journeys are Straight Lines: Exploring the Learning and Survival Dynamics of Pivots”

- Strategy Science Conference, 2024

“The Adaptiveness of Adaptive Aspirations: Goals and the Dynamics of Search Processes”

- Organization Science Winter Conference (OSWC), 2025

“The Where of Search”

- Consortium on Competitiveness and Cooperation (CCC) Doctoral Conference, 2025
- Strategy Science Conference, 2025
- Theoretical Organizational Models (TOM) Society, 2025
- Academy of Management (AOM) Annual Meeting, 2025

INVITED WORKSHOPS

Carnegie School of Organizational Learning (CSOL) Summer School	Summer 2023
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Theoretical Organizational Models (TOM) Society Summer School	Summer 2023
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WHARTON EXTRACURRICULARS & SERVICE

Board Member, Wharton Society for the Advancement of Women in Business Academia (WSAWBA), The Wharton School, Philadelphia, PA	2021-2023
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PhD Admissions Committee, The Wharton School, Philadelphia PA	2022-2023
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HONORS & GRANTS

Mack Institute Research Grant 2023

Wharton Doctoral Programs Grants 2023-2025

TEACHING EXPERIENCE

Instructor

Introduction to Management (2 Recitation Sections, UG) Spring 2024
 - Rating: 3.77/4.0 (average peer instructor rating: 3.0)

Teaching Assistant

Managing the Emerging Enterprise (3 sections, MBA), Ronnie Lee Fall 2022

Business Strategy (1 section, UG), Jaeho Choi Spring 2023

Managing Established Enterprises (1 section, JD/MBA), Exequiel Hernandez Summer 2023

Managing the Enterprise (2 sections, EMBA), Exequiel Hernandez Summer 2023-2025

Global Business Week: Doing Business in Turbulent Environments -
 The Case of Argentina (1 Section, EMBA), Exequiel Hernandez Fall 2023

Entrepreneurship (1 Section, MBA), J. Daniel Kim Fall 2023

Management of Technology (1 Section, UG), Lori Rosenkopf Spring 2024 and 2025

Management of Technology (1 Section, EMBA), Lori Rosenkopf Fall 2024

Technology in the Bay Area (1 Section, MBA/EMBA), Lori Rosenkopf Spring 2025

REFERENCES

Daniel Levinthal (Advisor/Chair)
 Reginald H. Jones Professor
 The Wharton School, U. of Pennsylvania
dlev@wharton.upenn.edu

Henning Piezunka
 Associate Professor of Management
 The Wharton School, U. of Pennsylvania
piezunka@wharton.upenn.edu

Saerom (Ronnie) Lee
 Assistant Professor of Management
 The Wharton School, U. of Pennsylvania
saeroms@wharton.upenn.edu

Lori Rosenkopf
 Simon and Midge Palley Professor
 The Wharton School, U. of Pennsylvania
rosenkopf@wharton.upenn.edu