BASTIAN KOCH

bastiankoch.github.io
L9, 1-2 Room 4.08, 68161 Mannheim
bastian.koch@uni-mannheim.de ⋄ (+49) 621 181-3605

Research Interests

Corporate Finance, Entrepreneurship & Innovation, Labor & Finance

Education

University of Mannheim, Germany
Ph.D. in Finance, *expected 2027*
Supervisor: Prof. Ernst Maug, Ph.D.

HEC Paris, France
Visiting Ph.D. Student *03/2025 – 05/2025*
Host: Johan Hombert

Peking University, Beijing & Shenzhen, China
Master of Finance, *July 2020*

Heinrich-Heine University, Düsseldorf, Germany
B.Sc. in Business Administration, *July 2017*

Working Papers

Tolerance for Failure: Evidence from Patent Examination *(with Minrui Gong)*
We introduce a novel firm-level measure of failure tolerance based on firms' patenting histories. Specifically, we quantify failure tolerance as the worst patent examination outcome that is nevertheless followed by continued innovation along the same trajectory. Our results show that firms with greater failure tolerance tend to produce patents that are more valuable, more cited, more complex, yet also more likely to fail. At the same time, they file fewer patents and employ fewer inventors. Because higher quality comes at the expense of lower quantity, failure tolerance has little effect on firms' overall innovation output. Exploiting inventor job switches, we provide causal evidence that higher failure tolerance increases inventor productivity. Taken together, our findings establish failure tolerance as a powerful incentive mechanism while also highlighting its overlooked costs.

Pre-IPO Liquidity Events and Talent Allocation
This paper studies how pre-IPO liquidity events affect employee retention, incentives, and talent allocation in high-growth startups. Using data on U.S. firms whose shares become tradable on private secondary market platforms, matched with inventor-level patent information, I examine the impact of liquidity provision before an initial public offering. I find that pre-IPO liquidity does not increase overall employee turnover. High performing employees with partially or fully vested options are more likely to stay, while lower-performing employees are more likely to leave following secondary market listing. I find no evidence of reduced innovative productivity among remaining employees, while firms become more likely to attract high-quality talent. Overall, pre-IPO liquidity events facilitate human capital reallocation without undermining innovative incentives.

Work in Progress

Board Connections and Inventor Productivity

Teaching Experience

Undergraduate Level: Corporate Finance and Risk Management, Supervision of Bachelor Theses (4)

Graduate Level: Corporate Finance I, Corporate Finance II, Stata in Finance, Supervision of Master Theses (10)

Awards and Scholarships

EFA Travel Grant 2025

PhD Scholarship: Graduate School of Economic and Social Sciences (Mannheim), *2021*

Full Tuition Scholarship (Peking University), *2018-2020*

German National Scholarship (Deutschlandstipendium), *2015-2017*

High Potential Mobility Grant, *2016*

Skills

Computing: Python, R, Stata, Latex (advanced); Julia (intermediate)

Languages: German (native); English (fluent); Chinese (intermediate); French (beginner)

Work Experience (non-academic)

German Chamber of Commerce, Beijing, P.R. China, *09/2020 – 06/2021*
Intern

BMW AG, Munich, Germany, *01/2018 – 07/2018*
Intern

Beiersdorf AG, Hamburg, Germany, *09/2017 – 01/2017*
Intern

HSBC, Düsseldorf, Germany, *01/2017 – 04/2017*
Intern

Reference

Prof. Ernst Maug Ph.D.
University of Mannheim
L9, 1-2, Room 3.01
68161 Mannheim, Germany
ernst.maug@uni-mannheim.de