

FRANCISCO POLIDORO JUNIOR

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McCombs School of Business
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ACADEMIC POSITIONS

- Sep 2021 – present Professor, Management.
McCombs School of Business, The University of Texas at Austin.
- Sep 2013 – Aug 2021 Associate Professor, Management.
McCombs School of Business, The University of Texas at Austin.
- June 2006 – Aug 2013 Assistant Professor, Management.
McCombs School of Business, The University of Texas at Austin.
- July 2001 – May 2006 Graduate Student Research Assistant.
Ross School of Business. University of Michigan.

EDUCATION

- 2006 Ph.D. in Business Administration (Corporate Strategy).
University of Michigan (USA).
- 2000 Diplôme Supérieur d'Etudes Françaises.
Université de Nancy II (France).
- 1997 Master of Business Administration (MBA).
Henley Management College (England).
- 1990 Post Graduate Diploma in General Management and Industrial Relations.
Fundacao Getulio Vargas (Brazil).
- 1987 Undergraduate Studies in Computer Technology.
Aeronautical Institute of Technology (Brazil).

RESEARCH ACTIVITIES

PUBLICATIONS

- Polidoro F., Lampert C., & Kim M. (forthcoming). External knowledge sourcing, knowledge spillovers and internal collaboration: The effects of intrafirm linkages on firm-university co-authorship linkages. *Strategic Management Journal*.

- Polidoro F. & Yang W. 2021. Corporate investment relationships and the search for innovations: An examination of startups' search shift toward incumbents. *Organization Science*, 32(4): 909-939. doi: 10.1287/orsc.2020.1421.
- Polidoro F. & Jacobs C. 2021. Knowledge spillovers in Schumpeterian environments: Asymmetries between new entrants and incumbents in spurring innovations by other firms. *Academy of Management Best Paper Proceedings*. doi: 10.5465/AMBPP.2021.142
- Polidoro F. 2020. Knowledge, routines, and cognitive effects in nonmarket selection environments: An examination of the regulatory review of innovations. *Strategic Management Journal*, 41(13): 2400-2435. doi: 10.1002/smj.3196.
- Lampert, C.M., Kim, M. & Polidoro F. 2020. Branching and anchoring: Complementary asset configurations in conditions of Knightian uncertainty. *Academy of Management Review*, 45(4): 847-868. doi: 10.5465/amr.2018.0238.
- Chandler D., Polidoro F., & Yang W. 2020. When is it good to be bad? Contrasting effects of multiple reputations for bad behavior on media coverage of serious organizational errors. *Academy of Management Journal*, 63(4): 1236-1265. doi: 10.0.21.89/amj.2017.1248.
- Polidoro F., & Yang W. 2019. Venture growth and multi-homing expansion: Evidence from open source platform complementors. *Academy of Management Best Paper Proceedings*. doi: 10.5465/AMBPP.2019.128.
- Theeke M., Polidoro F., & Fredrickson J. 2018. Path-dependent routines in the evaluation of novelty: The effects of innovators' new knowledge use on brokerage firms' coverage. *Administrative Science Quarterly*, 63(4): 910-942. doi: 10.1177/0001839217747269.
- Polidoro F. 2016. Why organizations forget what they learn from failures. *Harvard Business Review*. Feb 29. (online edition)
- Polidoro F. 2016. Never again ... until next time: Why many companies fail to learn from their mistakes. *Supply Chain Navigator*. July.
- Polidoro F. & Yang W. 2016. Stock market responses to firms' greening strategies in the face of climate change, in *Academy of Management Best Paper Proceedings*. doi: 10.5465/AMBPP.2016.128.
- Haunschild P., Polidoro F., & Chandler D. 2015. Organizational oscillation between learning and forgetting: The dual role of serious errors. *Organization Science*, 26(6): 1682-1701. doi: 10.1287/orsc.2015.1010.
- Polidoro F. 2013. The competitive implications of certifications: The effects of scientific and regulatory certifications on entries into new technical fields. *Academy of Management Journal*, 56(2): 597-627. doi: 10.5465/amj.2011.0459.
- Toh P.K. & Polidoro F. 2013. A competition-based explanation of collaborative invention within the firm. *Strategic Management Journal*, 34: 1186-1208. doi: 10.1002/smj.2059.
- Polidoro F. & Theeke M. 2012. Getting competition down to a science: The effects of technological competition on firms' scientific publications. *Organization Science*, 23(4): 1135-1153. doi: 10.1287/orsc.1110.0684.
- Theeke M., Polidoro F., & Fredrickson J. 2012. The influence of a firm's approach to innovation on its ability to attract analyst coverage. *Academy of Management Best Paper Proceedings*. DOI 10.5465/AMBPP.2012.128

Polidoro F. & Toh P. K. 2011. Letting rivals come close or warding them off? The effects of substitution threat on imitation deterrence. *Academy of Management Journal*, 54(2): 369-392. doi: 10.5465/amj.2011.60263099.

Polidoro F., Ahuja G., & Mitchell W. 2011. When the social structure overshadows competitive incentives: The effects of network embeddedness on joint venture dissolution. *Academy of Management Journal*, 54(1): 203-223. doi: 10.5465/amj.2011.59215088.

Polidoro F. & Theeke M. 2011. When knowledge walks out the door: A longitudinal study of inventors' mobility across firm boundaries. *Academy of Management Best Paper Proceedings*. doi.org/10.5465/ambpp.2011.65869695.

Ahuja G., Polidoro F., & Mitchell W. 2009. Structural homophily or social asymmetry? The formation of alliances by poorly embedded firms. *Strategic Management Journal*, 30: 941-958. doi: 10.1002/smj.774.

Polidoro F. & Theeke M. 2009. Technological competition and knowledge disclosure: A study of firms' scientific publications. *Academy of Management Best Paper Proceedings*. doi.org/10.5465/ambpp.2009.44251857.

MANUSCRIPTS UNDER REVIEW

Polidoro F. & Jacobs C. 2022. Knowledge spillovers in Schumpeterian environments: Asymmetries between new entrants and incumbents in spurring innovations by other firms. Under revision following 1st round revise-and-resubmit invitation *Strategic Management Journal*.

WORKING PAPERS

Polidoro F., Chandler D., & Yang W. Under pressure: External monitors and organizational learning from serious errors.

Polidoro F. Letting giants sit on your shoulders? The effects of firms' participation in open science on generative appropriability.

Polidoro F. & Chung, S. Strategies for social insertion into collaboration networks: Tradeoffs between collaborative and standalone entries.

Polidoro F. & Agarwal, S. Pluralistic selection as driver of progress: Organizational evolution in the face of competing selection pressures.

Polidoro F. The effects of intrarorganizational collaboration on inventor mobility across companies.

Polidoro F. & Wubneh K. External evaluations learning: Exploration and exploitation in product innovations.

Polidoro F. & Yang W. Venture growth and multi-homing expansion: Evidence from open source platform complementors.

Polidoro F. & Yang W. External pressures on diverging adaptive responses to technological change: Stock market reactions to oil and gas companies' adaptation in the face of climate change.

Polidoro F. & Mesquita P. Building blocks with old friends: Social and technological influences on exploration via firm-university collaboration.

Kim, M., Lampert, C., & Polidoro, F. Isolating mechanism revisited.

- Lampert, C., Kim, M., Roy, R., & Polidoro, F. Boundary-spanning search and internal selection.
- Roy, R., Polidoro F, Lampert C., & Kim M. Exploratory search for a new complex system and the discovery of interdependencies: A study of NASA’s search for the reusable spacecraft.
- Yang W. & Polidoro F. Can free resources create economic value? Crowd contributors and venture capital investment in open-source technologies.
- Lampert, C., Kim, M., Gomes, P. , E. J. Zajac, J. Featherall, & C. Higuera “The care pathway as an alternative governance form to solve complex medical problems.”. Strategic Management Society Annual Conference, 2022. (with C. Lampert, M Kim, P. Gomes, Polidoro, F., Zajac, E. J., Featherall J., & Higuera, C.)

HONORS AND AWARDS

- 2022 Nominee, Research Excellence Award. McCombs School of Business. The University of Texas at Austin.
- 2021 Recipient of the Strategic Management Society Competitive Strategy Track Best Reviewer Award.
- 2021 Nominee, Research Excellence Award. McCombs School of Business. The University of Texas at Austin.
- 2020 Recipient of the *Academy of Management Review* Exemplary Performance as Developmental Reviewer Award.
- 2020 Recipient of Research Excellence Award for Associate Professors. McCombs School of Business. The University of Texas at Austin.
- 2019 Nominee, Research Excellence Award for Associate Professors. McCombs School of Business. The University of Texas at Austin.
- 2018 Nominee, Research Excellence Award for Associate Professors. McCombs School of Business. The University of Texas at Austin.
- 2018 Nominee, McCombs School of Business CBA Foundation Advisory Council Award for Teaching Innovation. McCombs School of Business. The University of Texas at Austin.
- 2016 College of Business Administration Foundation Advisory Council Centennial Fellowship. McCombs School of Business. The University of Texas at Austin.
- 2016 Recipient of *Organization Science* Best Reviewer Award (Award for Extraordinary Service to the Editorial Board).
- 2015 Recipient of Strategic Management Society, Cooperative Strategies Interest Group, Best Proposal Award for “Building blocks with old friends: Social and technological influences on exploration via firm-university collaboration”, with P. Mesquita.
- 2015 Nominee, Strategic Management Society Best Conference Paper Award for “Building blocks with old friends: Social and technological influences on exploration via firm-university collaboration”, with P. Mesquita.
- 2015 Nominee, Strategic Management Society Best Conference Paper Award for “Drilling pressure managed: External inducements and market reactions to fossil-fuel firms’ greening through alliances”, with W. Yang.
- 2013 Nominee, CBA Foundation Research Excellence Award for Assistant Professors. McCombs School of Business. The University of Texas at Austin.
- 2012 Nominee, CBA Foundation Research Excellence Award for Assistant Professors. McCombs School of Business. The University of Texas at Austin.

- 2012 Recipient of *Organization Science* Best Reviewer Award (Award for Extraordinary Service to the Editorial Board).
- 2012 Recipient of *Academy of Management Review* Award for Exemplary Performance as Editorial Board Outstanding Reviewer.
- 2011 Nominee, CBA Foundation Research Excellence Award for Assistant Professors. McCombs School of Business. The University of Texas at Austin.
- 2011 Recipient of Academy of Management, Technology and Innovation Management Division, Best Paper Award for “When knowledge walks out the door: A longitudinal examination of inventors’ mobility across firms”, with M. Theeke.
- 2011 Recipient of *Academy of Management Journal* Editorial Board Outstanding Reviewer Award.
- 2010 Nominee, Strategic Management Society, Best Conference Paper for Practical Implications for “When knowledge walks out the door: A longitudinal examination of inventors’ mobility across firm boundaries”, with M. Theeke.
- 2010 Nominee, McCombs Award for Research Excellence. McCombs School of Business. The University of Texas at Austin.
- 2009 Nominee, Assistant Professor Teaching Award. McCombs School of Business. The University of Texas at Austin.
- 2008 Recipient of University of Michigan, Interdisciplinary Committee on Organizational Studies, Rensis Likert Award (Best Paper Based on a Dissertation in Organizational Studies) for “Institutions and innovations: A longitudinal study of institutional endorsement and firm innovation in the pharmaceutical industry, 1980-2004”.
- 2008 Recipient of Academy of Management, Technology and Innovation Management Division, Best Reviewer Award.
- 2008 Recipient of Academy of Management, Business Policy and Strategy Division, Outstanding Reviewer Award.
- 2007 Recipient of Academy of Management, Technology and Innovation Management Division, Best Dissertation Award for “Institutions and innovations: A longitudinal study of institutional endorsement and firm innovation in the pharmaceutical industry, 1980-2004”.
- 2007 Nominee, Professor of the Year Award. Honors Business Association. McCombs School of Business. The University of Texas at Austin
- 2007 Recipient of Academy of Management, Business Policy and Strategy Division, Outstanding Reviewer Award.
- 2007 Recipient of Academy of Management, Organization and Management Theory Division, Best Reviewer Award.
- 2005 Recipient of Academy of Management, Business Policy and Strategy Division, Outstanding Reviewer Award.
- 2005 Recipient of Academy of Management, Organization and Management Theory Division, Best Reviewer Award.
- 2004 Recipient of University of Michigan, Ross School of Business, Dykstra Research and Teaching Excellence Award.
- 2004 Recipient of Strategic Management Society, Doctoral Workshop and Annual Conference Scholarship.
- 2004 Recipient of University of Michigan, Ross School of Business, Dykstra Research and Teaching Excellence Award.

- 2004 Gessner Doctoral Fellowship for academic achievement. Ross School of Business. University of Michigan.
- 2004 Recipient of Leabo Doctoral Coursework Excellence Award. Ross School of Business. University of Michigan.
- 2004 Recipient of Academy of Management, Business Policy and Strategy Division, Outstanding Reviewer Award.
- 1985 Invited participant at the XX Young Scientists Congress (Brazil). United Nations Educational, Scientific, and Cultural Organization (UNESCO).

RESEARCH MEDIA COVERAGE

- 2021 Lab Manager, July 30, 2021. Key aspects of regulatory approval for new drugs.
Lab Manager, July 30, 2021. Insights into the main stages of pharmaceutical discovery and development.
Texas McCombs Big Ideas, February 24, 2021. Startups lose innovative edge under corporate funding.
- 2020 Texas McCombs Big Ideas, September 29, 2020. Why you're unlikely to hear about a company's bad behavior.
Pharmafile. June 25, 2020. A new study has highlighted how human biases affect the regulatory approval process of the FDA.
Pourquoi Docteur, June 24, 2020. Nouveaux médicaments : faut-il revoir les normes pour accélérer la mise sur le marché ?
Big Think, June 24, 2020. New research suggests biases play a role in FDA drug approval.
Biznews, June 24, 2020. Building redundancies can help business rebound in a global crisis.
Infosurhoy, June 23, 2020. Old drug standards delay new drug approvals.
Lab Manager, June 23, 2020. Old Drug Standards Delay New Drug Approvals.
VMvirtualmachine, June 22, 2020. Are Old Drug Standards Delaying New Drug Approvals?
Technology Networks, June 22, 2020. Are Old Drug Standards Delaying New Drug Approvals?
Laboratory Equipment, June 22, 2020. Old Drug Standards Delay New Drug Approvals.
Medicalnewser, June 20, 2020. Outdated drug criteria lengthen new drug approvals.
MedicalXpress, June 19, 2020. Old drug standards delay new drug approvals.
7th Space Family Portal, June 19, 2020. Old drug standards delay new drug approvals.
ScienMag, June 19, 2020. Old drug standards delay new drug approvals | Scienmag: Latest Science and Health News.
PressReleasePoint, June 19, 2020. Old Drug Standards Delay New Drug Approvals.
EurekaAlert!, June 19, 2020. Old drug standards delay new drug approvals.
News Break, June 19, 2020. UT Austin: FDA drug standards may delay new drug approvals for COVID-19.
Fox 7 Austin, June 19, 2020. UT Austin: FDA drug standards may delay new drug approvals for COVID-19.
UT News, June 19, 2020. Old Drug Standards Delay New Drug Approvals.
Texas McCombs Big Ideas, June 19, 2020. New Era Requires New Approval to Drug Approvals.

- News Break, June 5, 2020. Strategic redundancy can prevent collapse of global supply chain during global crises.
- (e) Science News, June 5, 2020. Strategic redundancy can prevent collapse of global supply chain during global crises.
- Phys Org, June 5, 2020. Strategic redundancy can prevent collapse of supply chains during global crises.
- UT News, June 4, 2020. Strategic Redundancy Can Prevent Collapse of Supply Chains During Global Crises.
- Texas McCombs Big Ideas, April 30, 2020. In a Global Crisis, Business Redundancy Can Be Efficient.
- The Asian Entrepreneur, April 27, 2020. Business Experts Weigh In On Coronavirus.
- Phys Org, April 9, 2020. Global uncertainty may force business to rely on flexibility rather than efficiency.
- Academy of Management News, April 8, 2020. Global uncertainty may force business to rely on flexibility rather than efficiency.
- TEKK.TV, April 9, 2020. Globale Unsicherheit kann Unternehmen dazu zwingen, sich auf Flexibilitaet statt auf Effizienz zu verlassen.
- KU Today, April 8, 2020. Global Uncertainty May Force Business To Rely on Flexibility Rather Than Efficiency.
- 2019 Academy of Management Insights, October 1, 2019. When a Bad Reputation Can Be Good for Firms.
- 2017 Organizational Musings, December 20, 2017. A Paradox of Innovation: Those Who Do It May Be Ignored.
- 2016 Medical Device and Diagnostic Industry, June 27, 2016. What’s Behind Medtech’s Recall Epidemic? Part 1: Device Design.
- Equipos y Talento, March 24, 2016. Por qué impulsar en exceso la innovación puede poner en peligro le empresa.
- Face au Risque, March 16, 2016. Retour d’expérience : de l’apprentissage à l’oubli
- Becker’s Hospital Review, March 1, 2016. After catastrophic failure, why don’t some organizations learn?
- Dirigent, March 1, 2016. Why Organizations Keep Making (Big) Mistakes.
- Inc. 5000, March 1, 2016. When the Push for Big, New Ideas Can Put Your Company in Danger.
- McCombs Magazine, Spring 2016. Learning from Tragic Failure.
- Safety+Health, February 3, 2016. Why do organizations repeat safety mistakes? Researchers weigh in.
- UT News, February 1, 2016. On Challenger Anniversary, We Need to do Better Remembering Lessons of Tragic Failures.
- The Monitor, January 28, 2016.COMMENTARY: Challenger disaster 30 years later.
- Austin American-Statesman, January 27, 2016. Polidoro: 30 years later, we need to remember Challenger’s lessons.
- UT News, January 27, 2016. On Anniversary of Challenger Explosion, Study Examines Why Organizations Repeat Big Mistakes.

Star-Telegram, January 22, 2016. On Challenger anniversary, we need to remember lessons of tragic failures.

2014 Texas Enterprise, October 8, 2014.

2012 Texas Enterprise, March 6, 2012

REFEREED CONFERENCE PRESENTATIONS

- 2022 “Under pressure: External monitor, managerial attention, and organizational learning from major errors. Accepted for presentation at Academy of Management Annual Meeting, 2022. (with D. Chandler & W. Yang).
- “Strategies for social insertion into collaborative networks: Tradeoffs between collaborative and standalone entries”. Strategic Management Society Annual Conference, 2020. (with J. S. Chung).
- “The care pathway as an alternative governance form to solve complex medical problems.”. Strategic Management Society Annual Conference, 2022. (with C. Lampert, M Kim, P. Gomes, E. J. Zajac, J. Featherall, & C. Higuera).
- 2021 “Get closer to your enemies: Rivals’ product entry and focal firm’s shifts in exploratory focus”. Strategic Management Society Annual Conference, 2021. (with K. Wubneh).
- “Knowledge spillovers in Schumpeterian environments: Asymmetries between new entrants and incumbents”. Academy of Management Annual Meeting, 2021. (with C. Jacobs).
- 2020 “Learning dynamics in Schumpeterian environments: New entrants’ role in spurring innovations in new technological domains”. Strategic Management Society Annual Conference, 2020. (with C. Jacobs).
- “The cure for the NIH syndrome: Examining the effects of technology and origin on selection”. Academy of Management Annual Meeting, 2020. (with C. Lampert, M Kim, & R. Roy).
- "External Evaluators Learning? Exploration and Exploitation in Innovation and Regulator Routines". Academy of Management Annual Meeting, 2020. (with K. Wubneh).
- “Pluralistic selection as driver of progress: Organizational evolution in the face of competing selection pressures “. Organization Science Winter Conference, 2020 (postponed due to COVID-19). (with S. Agarwal).
- 2019 “Can Free Resources Create Economic Value? Crowd Contributors and Venture Capital Investment to Open-source Technologies”. Strategic Management Society Annual Conference, 2019. (with W. Yang).
- “Venture Growth and multi-homing expansion: Evidence from open source platform complementors”. Academy of Management Annual Meeting, 2019. (with W. Yang).
- “Can Free Resources Create Economic Value? The Impact of Crowd Contributors on Venture Capital Investment to Open Source Technologies”. Conference on Collective Intelligence, 2019. (with W. Yang).
- “Learning dynamics in vertical relationships”. Academy of Management Annual Meeting, 2019. (with M. Geleilate and R. Parente).

- 2018 “Cross-platform complementors: Effects of complementors’ entry into competing platforms on complements’ adoption”. Strategic Management Society Annual Conference, 2018. (with W. Yang).
- “Learning races in buyer-supplier relationships and their effects on tie strength”. Academy of Management Annual Meeting, 2018. (with M. Geleilate and R. Parente).
- “Technology coupling and diffusion of innovation: Evidence from open source software development”. Academy of Management Annual Meeting, 2018. (with W. Yang).
- 2017 “Does corporate venture capital suppress technological variation? Evidence from pharmaceutical firms’ investments in biotechnology startups”. Strategic Management Society Annual Conference, 2017. (with W. Yang).
- “Does corporate venture capital suppress technological variation? Evidence from pharmaceutical firms’ investments in biotechnology startups”. INSEAD Doriot Entrepreneurship Conference, 2017. (with W. Yang).
- “When Customers Know Too Much: Effects of Knowledge Spillover and Technological Complexity in Buyer-Supplier Relationships”. Strategic Management Society Annual Conference, 2017. (with R. Parente and M. Geleilate).
- "External Pressures and Organizational Learning from Serious Errors: Evidence from Major Oil Spills". The Academy of Management Annual Meeting, 2017. (with W. Yang).
- “What’s black, white, and read all over? Media coverage of serious organizational errors as *news*”. The Academy of Management Annual Meeting, 2017. (with D. Chandler and W. Yang).
- 2016 “Do audiences learn from organizational failures? Evidence from security analysts’ forecasts following major oil spills. Strategic Management Society Annual Conference, 2016. (with W. Yang).
- “Stock market responses to firms’ greening strategies in the face of climate change”. The Academy of Management Annual Meeting, 2016. (with W. Yang).
- 2015 “Building blocks with old friends: Social and technological influences on exploration via firm-university collaboration”. Strategic Management Society Annual Conference, 2015. (with P. Mesquita)
- “Drilling pressure managed: External inducements and market reactions to fossil-fuel firms’ greening through alliances”. Strategic Management Society Annual Conference, 2015. (with W. Yang).
- 2014 “Closing a door but opening another: Deterrence and shifts in direction of resource accumulation”. The Academy of Management Annual Meeting, 2014. (with P.K. Toh).
- 2013 “Balancing the effects of firm-university collaborations on value creation and value capture”. The Academy of Management Annual Meeting, 2013.
- 2012 “Global knowledge sourcing and firm-university collaborations: Balancing conflicting effects on value creation and value capture.” Strategic Management Society Annual Conference, 2012.

- “Pushed by rivals into alternative technological domains: The effects of imitation deterrence on resource reallocation.” Strategic Management Society Annual Conference, 2012. (with P.K. Toh).
- “The influence of a firm’s approach to innovation on its ability to attract analyst coverage.” The Academy of Management Annual Meeting, 2012. (with M. Theeke and J. Fredrickson).
- “The consensus discount: How financial analysts’ recommendations influence medical innovation firms’ ability to attract investors”. The Academy of Management Annual Meeting, 2012. (with M. Theeke).
- 2011 “The consensus discount: How financial analysts’ recommendations influence medical innovation firms’ ability to attract investors.” Strategic Management Society Annual Conference, 2011. (with M. Theeke).
- “Normal accidents redux: Oscillating production/safety focus in pharmaceutical firms.” Organization and Management Theory Division Showcase Symposium. The Academy of Management Annual Meeting, 2011. (with P. Haunschild).
- “When knowledge walks out the door: A longitudinal study of inventors’ mobility across firm boundaries.” The Academy of Management Annual Meeting, 2011. (with M. Theeke).
- 2010 “When knowledge walks out the door: A longitudinal study of inventors’ mobility across firm boundaries.” Strategic Management Society Annual Conference, 2010. (with M. Theeke).
- “The (non)sustainability of brokerage: A longitudinal study of brokered triads in innovation networks.” The Academy of Management Annual Meeting, 2010. (with J. Sims).
- “Not worth collaborating? The effect of external competition on internal R&D collaboration.” The Academy of Management Annual Meeting, 2010. (with P.K. Toh).
- “Network fusion: Colliding networks and the dissipation of innovative efforts.” INSEAD Network Evolution Conference (France), 2010.
- 2009 “Science and competitive advantage: An analysis of firms’ scientific publications, value creation and value appropriation.” Strategic Management Society Annual Conference, 2009.
- “Technological competition and knowledge disclosure: A study of firms’ scientific publications.” The Academy of Management Annual Meeting, 2009. (with M. Theeke).
- 2008 “When and which firms explore or exploit? The effects of competition and knowledge scope on firms’ search for innovations.” Strategic Management Society Annual Conference, 2008. (with P.K. Toh).
- “Asset or liability? The effects of firms’ scientific and regulatory reputation on exploration.” The Academy of Management Annual Meeting, 2008.
- “Letting rivals come close or warding them off? How knowledge paradigms affect competition deterrence.” The Academy of Management Annual Meeting, 2008. (with P.K. Toh).

- 2007 “Imitation vs. substitution: Technological competition and defense of technological innovations against imitation.” Strategic Management Society Annual Conference, 2007. (with P.K. Toh).
- “Institutional endorsements and technological innovations: The introduction of new pharmaceutical drugs, 1980-2004.” The Academy of Management Annual Meeting, 2007.
- “Institutions and innovations: A longitudinal study of institutional endorsement and firm innovation in the pharmaceutical industry, 1980-2004.” The Academy of Management Annual Meeting, 2007.
- “Two-stage diffusion model revisited: Firms’ early adoption of new knowledge in product innovations.” The Academy of Management Annual Meeting, 2007.
- 2005 “Embeddedness, tie dissolution, and the stability of interorganizational networks.” The Academy of Management Annual Meeting, 2005. (with G. Ahuja).
- 2004 “Strategies for social mobility in interorganizational networks.” The Academy of Management Annual Meeting, 2004. (with G. Ahuja)

INVITED PRESENTATIONS

- 2022 Seoul National University. Fall 2022 (to be scheduled).
- Purdue University. Fall 2022 (to be scheduled).
- University of Massachusetts Amherst. Fall 2022 (to be scheduled).
- 2020 “Knowledge spillovers in Schumpeterian environments: New entrants’ role in spurring innovations following technological discontinuities”. McCombs School of Business Virtual Research Colloquium. 2020.
- “Learning dynamics in Schumpeterian environments: New entrants’ role in spurring innovations in new technological domains”. Washington University in St. Louis. 2020.
- “Learning dynamics in Schumpeterian environments: New entrants’ role in spurring innovations in new technological domains”. University of Lugano (Switzerland). 2020.
- “Startups’ search shift toward incumbents: Effects of corporate investment relationships on startups’ search for innovations.” The University of Tulsa. 2020.
- 2019 “Can pluralistic selection drive progress? Organizational evolution in the face of competing selection pressures”. Johns Hopkins University. 2019.
- “Can pluralistic selection drive progress? Organizational evolution in the face of competing selection pressures”. Boston College. 2019.
- “Can pluralistic selection drive progress? Organizational evolution in the face of competing selection pressures”. London Business School. 2019.
- “Distant search pullback: How corporate investment relationships affect ventures’ search behavior”. Purdue University. 2019.
- 2018 “Distant search pullback: How corporate investment relationships affect ventures’ search behavior”. University of Colorado Boulder. October, 2018.

- “Firm scope in open innovation platforms: Expansion across open source software platforms and its effects on user base”. INSEAD. May, 2018.
- 2013 “Balancing value creation and value capture: The effects of intrafirm collaborations on firm-university collaborations.” University of Michigan, Ross School of Business. 2013.
- “Balancing value creation and value capture: The effects of intrafirm collaborations on firm-university collaborations.” Stanford University, Institute for Economic Policy and Research. 2013.
- 2012 “Balancing value creation and value capture: The effects of intrafirm collaborations on firm-university collaborations.” National University of Singapore. 2012.
- “Balancing value creation and value capture: The effects of intrafirm collaborations on firm-university collaborations.” The Wharton School of the University of Pennsylvania. 2012.
- “When knowledge walks out the door: Collaborative inventions and inventors’ mobility across firms.” BYU-University of Utah Winter Strategy Conference. 2012.
- 2010 “Network fusion: Colliding networks and the dissipation of innovative efforts.” University of Lugano (Switzerland). 2010.
- 2008 “Inertia in the assessment of innovations: An examination of the FDA approval of new drugs.” University of Michigan. 2008.
- 2006 “Institutions and innovations: A longitudinal study of institutional endorsements and firm innovation in the pharmaceutical industry, 1980-2004”. The University of Texas at Austin, University of Maryland, University of Minnesota, Duke University, INSEAD, HEC-Paris, University of North Carolina at Chapel Hill, 2006

WORKSHOPS AND COLLOQUIA

- 2010 Competitive Strategy Junior Faculty and Paper Development Workshop. Strategic Management Society Annual Conference, 2010.
- Business Policy and Strategy Junior Faculty Consortium. The Academy of Management Annual Meeting, 2010.
- 2006 Organization and Management Theory Junior Faculty Consortium, The Academy of Management Annual Meeting, 2006.
- 2005 Business Policy and Strategy Doctoral Consortium, The Academy of Management Annual Meeting, 2005.
- 2004 “Institutions and firms’ innovative activities: A longitudinal study of new pharmaceutical drugs 1980-2004.” Colloquium at Haas School of Business, University of California, Berkeley, 2004.
- Technology and Innovation Management Doctoral Consortium, The Academy of Management Annual Meeting, 2004

TEACHING ACTIVITIES

COURSES TAUGHT

Executive Education

Executive development programs, Mercedes-Benz and DaimlerChrysler, 1988-1997.

Executive MBA

Technology Strategy. MEMBA Mexico City. Spring 2014, Spring 2015, Spring 2016, Spring 2017, Spring 2018.

Strategic Management. DMBA Dallas. Fall 2017.

Ph.D.

Ph.D. Seminar, Strategy Research. McCombs School of Business at The University of Texas at Austin, Spring 2016, Spring 2017, Spring 2019, Fall 2019, Spring 2021, Spring 2022.

Ph.D. Seminar, Network Research, Fundacao Getulio Vargas (FGV-EBAPE), Rio de Janeiro, Brazil, 2012, 2019, 2021.

Ph.D. Seminar, Strategy Research, Fundacao Getulio Vargas (FGV-EBAPE), Rio de Janeiro, Brazil, 2013, 2014, 2015.

Guest Lecturer, Strategy Ph.D. Seminar, Session on Structural Sociology and Network Perspectives, Carlson School of Management at the University of Minnesota, 2011.

MBA

Technology Strategy. McCombs School of Business at The University of Texas at Austin, Spring 2014, Spring 2015, Spring 2016, Spring 2017, Spring 2018, Spring 2019, Spring 2020, Spring 2021, Spring 2022.

Special Issues in Strategy (teaching assistant to Prof. C.K. Prahalad), Ross School of Business at the University of Michigan, 2004.

MS Energy Management (to be launched)

Strategy course with emphasis on energy sector currently under development.

MSTC (Master of Science in Technology Commercialization)

Technology Transfer in the Global Economy. 2013-14, 2014-15, 2015-16.

Computer Science

CS395T – Data Centers. Guest lecturer in this research-based graduate course in Computer Science. 2019.

BBA

MAN374, MAN374H, and MANS374: General Management and Strategy, Business Honors Program and Undergraduate Program, McCombs School of Business at The University of Texas at Austin, Spring 2007, Spring 2008, Spring 2009, Spring 2010, Spring 2011, Spring 2012, Spring 2013, Spring 2014, Spring 2015, Spring 2016.

CSIB390: Corporate Strategy, Ross School of Business at the University of Michigan, 2004.

STUDENT ADVISING AND MENTORSHIP

Ph.D. Students

Kinde Wubneh, 2021-2022. Dissertation committee chair. Assistant Professor at Northeastern University (starting in the summer), additional offers from University of Connecticut and University of South Carolina.

Eugene Pyun, 2021-2022. Dissertation committee member.

Meenal Banga, 2021. Summer paper advisor.

Jong Sig Chung, 2020. Summer paper advisor.

Wei Yang, 2019. Dissertation committee chair. Currently Assistant Professor at CEIBS, Shanghai. Initial placement as assistant professor at George Mason University, Additional offers from INSEAD and Syracuse University. Job talk invitations from INSEAD, Purdue University, Texas A&M, Michigan State University, Syracuse University, Louisiana State University, UMass Amherst, University of Wisconsin-Milwaukee, George Mason University, and Santa Clara University.

Kinder Wubneh, 2017. Summer paper advisor.

Wei Yang, 2015. Summer paper advisor.

Matt Theeke, 2012. Dissertation committee co-chair. Currently Associate Professor – with tenure – at George Mason University.

Suho Han, 2012. Summer paper advisor.

Bruce Rudy, 2011. Dissertation committee member.

Matt Theeke, 2008. Summer paper advisor.

Jonathan Sims, 2008. Summer paper advisor.

MSc and MBA Students

Olivia Cheney. MBA, 2020. Faculty advisor – independent study.

Sean Stallings. MBA, 2020. Faculty advisor – independent study.

Yulong Wang. MBA, 2019. Faculty advisor – independent study.

Pablo Melgarejo. Civil Engineering, UT Austin, 2018 – 2019. Departmental report second reader.

Pedro Mesquita. EBAPE, Fundacao Getulio Vargas, Brazil, 2014 – 2015. MSc. Thesis committee chair.

Plan II Thesis

Karthik Ramachandran, 2013– 2014. Primary advisor.

Nathan Seitzman, 2010 – 2011. Primary advisor.

Mita Lakhia, 2009. Second reader.

Erin Buchman, 2008. Second reader.

Undergraduate Research Program Mentorship

Lucie Galichon, 2010.

Jesus Ramirez, 2010.

Tanveer Khan, 2009.

Melissa Hartman, 2008.

Robert Nadolny, 2008.

Thomas Lopez, 2008.

Niraj Rath, 2007.

SERVICE ACTIVITIES

PROFESSIONAL MEMBERSHIP

Academy of Management, 2006 – present.

Strategic Management Society, 2004 – present.

Consortium for Research in Strategy, 2017 – present (founding member).

PhD Project, 2022 – present (invited minority business professor member).

DEPUTY EDITOR

Organization Science. January 2017 – present. (1,375 manuscripts processed).

SENIOR EDITOR

Organization Science. November 2016 – present. (180 editorial decision letters).

EDITORIAL BOARDS

Strategic Management Journal. July 2013 – present.

Organization Science. January 2012 – November 2016 (Senior Editor since then).

Academy of Management Journal. July 2010 – 2017. (invited to renew appointment).

Academy of Management Review. 2011 – 2014. (invited to renew appointment).

Administrative Science Quarterly. 2013 – 2014. (invited to renew appointment).

IEEE Transactions on Engineering Management. 2016 – 2017.

AD-HOC REVIEWER

Academy of Management Journal.

Academy of Management Review.

Administrative Science Quarterly.

Global Strategy Journal.

Journal of Organization Design.

Management Science.

Strategic Entrepreneurship Journal

CONFERENCE ORGANIZATION

2022, 2023 Program Co-Chair. Strategy Science Conference – Doctoral Workshop. 2022, 2023.

2022 Program Co-Chair. Consortium for Research in Strategy Conference. Austin, TX.

2021 Program Steering Committee. Consortium for Research in Strategy Conference. (virtual).

2019 Program Co-Chair. Organization Science Winter Conference. Phoenix, AZ.

2019 Program Steering Committee. Consortium for Research in Strategy Conference. New York.

- 2018 Program Co-Chair. Strategic Management Society Special Conference “Strategizing new growth avenues in an evolving global context”. Sao Paulo, Brazil.
- 2018 Program Co-Chair. Consortium for Research in Strategy Conference. Boston, MA.
- 2017 Program Co-Chair. Consortium for Research in Strategy Conference. Philadelphia, PA.
- 2011 Strategic Management Society Special Conference. “Latin America’s Burgeoning Strategic Role in Global Development”.

CONFERENCE REVIEWER

- Academy of Management Annual Meeting, 2004 – present.
- Strategic Management Society Annual Conference, 2009 – present.
- Strategic Management Society Special Conference, 2011.
- Brazilian Academy of Management (ENANPAD), 2009.

INVITED SPEAKING ENGAGEMENTS

- 2022 Invited Discussant. Strategy and innovation in the biopharmaceutical and healthcare sectors. Academy of Management Showcase Symposium. Strategic Management Division, Technology and Innovation Management Division, and Organization Management and Theory Division.
- Invited Discussant. Complementary assets – a new look. Academy of Management Symposium. Strategic Management Division and Technology and Innovation Management Division.
- Invited Panelist. Value creation and appropriation in the post-pandemic era. Academy of Management. Professional Development Workshop.
- Invited Speaker. Consortium on Competitiveness and Cooperation Conference.
- Invited Speaker and Faculty Mentor. PhD Networkshop. Academy of Management. Strategic Management Division.
- Invited Speaker. PhD Project Strategy, Innovation, & Entrepreneurship Speaker Series.
- 2021 Invited Panelist. Fostering publications from around the world in leading organization and strategy journals. Academy of Management Professional Development Workshop. Strategic Management Division.
- Invited Discussant. The implications of economic incentives and institutions for innovation and market emergence. Academy of Management Panel Symposium. Technology and Innovation Management, and Strategic Management Division.
- Invited Panelist. Knightian uncertainty: Its operationalization and applications in various contexts. Academy of Management Professional Development Workshop. (all-academy event).
- Invited Panelist. Academy of Management. Strategic Management Division Junior Faculty Consortium.
- Invited Discussant. Science and Firm Strategy. Academy of Management. Strategic Management, Technology and Innovation Management, and Entrepreneurship Division.

- 2020 Invited Panelist. Creating and Sustaining Competitive Advantage in a Disruptive World Paper Development Workshop. Strategic Management Society.
Invited Panelist. STRonger Together Research Connections: Coffee Wish Conversations. Strategic Management Division of the Academy of Management.
Invited Panelist. Showcase Panel. De-globalization, slowbalization, and regionalization. Academy of International Business.
- 2019 Invited Discussant. Junior Faculty Paper Development Workshop. Knowledge and Innovation Interest Group. Strategic Management Society.
- 2018 Invited Panelist. Professional Development Workshop. Knowledge and Innovation, Cooperative Strategy, Corporate Strategy, and Competitive Strategy Interest Groups. Strategic Management Society.
Invited Panelist. Crossing the chasms between dyadic, portfolio, and network research. Strategic Management Society.
Invited Discussant. Learning from and forgetting successes and failures. Cross-disciplinary symposium: Strategic Management, Technology and Innovation Management, and Organization and Management Theory Divisions of the Academy of Management.
- 2017 Invited Panelist and Moderator. Qualcomm Technology Innovation Symposium.
Invited Panelist (on behalf of *Organization Science*). Meet the Editors Panel at Doctoral Workshop. Strategic Management Society.
Invited Panelist. Junior Faculty Professional Development Workshop. Competitive Strategy Division. Strategic Management Society.
Invited Faculty Mentor. Junior Faculty Research Camp. Indian School of Business.
Invited Panelist. Professional Development Workshop. Alliance Dynamics and Instability. Strategic Management Division of the Academy of Management.
Invited Panelist. Paper Development Workshop. Micro Meets Macro Conference. Arizona State University.
- 2016 Invited Panelist. Alliance Dynamics and Instability: New Perspectives to Move Research Forward. Strategic Management Society.
Invited Speaker. Presentation of Irwin Award to Prof. Ahuja. Academy of Management Business Policy and Strategy Division.
- 2014 Invited Panelist Junior Faculty Consortium. Academy of Management Technology and Innovation Management Division.
- 2013 Invited Panelist Junior Faculty Consortium. Academy of Management Technology and Innovation Management Division.
Invited Commentator following Presentation by Keynote Speaker. Conference of CLADEA (El Consejo Latinoamericano de Escuelas de Administracion).

OTHER SERVICE TO ACADEMIC JOURNALS AND ORGANIZATIONS

- 2022 Member of All-Academy Theme Committee. Academy of Management.
- 2021 Member of Ph.D. Best Paper Award Committee. Strategic Management Society.
- 2020 Member of Ph.D. Best Paper Award Committee. Strategic Management Society.

- 2019 Member of the *Academy of Management Review* Best Paper Award Committee.
- 2018 Member of Newman Award Committee. Academy of Management.
- 2017 Collaborator to task force on diversity. Strategic Management Society.
- 2015 Academy of Management Business Policy and Strategy Division Best Paper Award Committee.
- 2013 – 2015 Academy of Management Business Policy and Strategy Division Research Committee.
- 2013 Academy of Management Technology and Innovation Management Division Best Paper Award Committee.
- 2008 Academy of Management Technology and Innovation Management Division Best Dissertation Award Committee.

PROMOTION LETTERS

- 2022 Liang Chen. Promotion to Associate Professor with tenure. Singapore Management University.
- 2022 Florenta Teodoridis. Promotion to Associate Professor with tenure. University of Southern California.
- 2022 Philipp Meyer-Doyle. Promotion to Associate Professor with tenure. INSEAD.
- 2021 John Chen. Promotion to Associate Professor with tenure. University of Florida.
- 2019 John Doggett. Promotion to Distinguished Senior Lecturer.
- 2016 Gautam Ahuja. Full Professor. Cornell University.

SERVICE TO THE UNIVERSITY

- 2021-2022 Secure Semiconductor Manufacturing Task Force.
- 2021-2022 Faculty Council C14 – Technology-Enhanced Education Oversight Committee.
- 2020-2024 Elected member of University Graduate Assembly.
- 2017-2019 Elected member of University Graduate Assembly.
- 2020-2024 Member of Academic Committee.
- 2017-2019 Member of Academic Committee.
- 2013 – present Tereza Lozano Long Institute of Latin American Studies Faculty Affiliate.
- 2019 Chancellor’s reception honoring the Brazilian PMG Engineering Delegation.
- 2018 Chair of Memorial Resolution Committee (Prof. Jim Fredrickson).
- 2014 – 2015 Fulbright Commission Faculty Position Selection Committee.
- 2014 – 2015 Facilitator of contacts between LLILAS and McCombs School of Business regarding the agreement between UT-Austin and FAPERJ (Rio, Brazil).
- 2013 Member of UT Delegation – Visit to Brazilian Senate, Brasilia.
- 2009 – 2014 Faculty Entrepreneurs Workshop Series. Office of Technology Commercialization.
- 2009 Orange Jacket’s Professor Tea.

SERVICE TO THE COLLEGE OF BUSINESS

2020-2021	Member of Dean Search Committee.
2020-2021	Participant of AACSB Review.
2021	Participant in Annual Review Process Digitization Test.
2021	Participant in BGS Faculty Search.
2021	Faculty representative. PhD Conference Annual Conference.
2021	Member of Teaching Awards Committee.
2020	Faculty representative. PhD Conference Annual Conference.
2020	Member of “Energy Transition” Minor Committee.
2019 – present	Member of PhD Advisors Committee.
2019 – present	Member of IT Research & Database Committee.
2019	Chair of Teaching Awards Committee.
2018	Member of Workload Policy Committee.
2018	Member of NTT Committee.
2018 – present	Member of Graduate Studies Committee - Energy Management.
2017 – 2018	Member of MS Energy Management Proposal Committee.
2017	Member of Faculty Advisory Committee on BBA Analytical Curriculum.
2017	Member of Social Innovation @ McCombs Faculty Steering Committee.
2017	Member of Data Analytics Committee.
2014 – 2016	Member of Undergraduate Program Committee.
2008 – 2016	SACS Accreditation. Assessment of Students in the BHP, Management, Accounting, Engineering Route to Business, and Supply Chain Management Majors.
2013 – 2014	Faculty Advisory Committee.
2011 – 2013	Global Certificate Committee.
2011	Participant in BGS Faculty Search.
2008	Presentation at Faculty Presentation Series.
2008	Faculty Luncheon in Recognition of Undergraduate Students’ Academic Achievements.
2008	Recruiting Activities in the IROM Department.
2003	Doctoral Research Grant Committee, Ross School of Business at the University of Michigan.

SERVICE TO THE DEPARTMENT OF MANAGEMENT

2021 – 2023	Elected Member of Executive Committee.
2019 – 2022	Ph.D. Advisor.
2019 – 2022	Chair (ex-officio) of Management Graduate Studies Committee.
2019 – 2022	Chair Management PhD Admissions Committee.
2006 – present	Participation in faculty recruiting activities.
2006 – present	Member of Graduate Studies Committee.
2021	Member of Teaching Review Committee for Assistant Professor Subrina Shen.
2021	Member of Teaching Review Committee for Assistant Professor Akinsanmi.
2019	Member of Tenure Review Subcommittee for Assistant Professor Ranganathan.

- 2019 Member of Teaching Load Committee.
- 2019 Member of Teaching Review Committee for Professor Butler.
- 2019 Member of Teaching Review Committee for Assistant Professor Agarwal.
- 2016 – 2018 Elected Member of Executive Committee.
- 2014 – 2016 Co-Chair of Departmental Undergraduate Program Committee.
- 2013 – 2016 Strategy Area Coordinator.
- 2017 Member of Tenure Review Subcommittee for Assistant Professor Bermiss.
- 2017 Member of Teaching Review Committee for Associate Professor Henderson.
- 2017 Member of Teaching Review Committee for Lecturer Doggett.
- 2016 Chair of Third Year Review Subcommittee for Professor Ranganathan.
- 2015 Member of Teaching Review Committee for Lecturer Courter.
- 2016 – 2017 Member of Ph.D. Comprehensive Exam Committee.
- 2015 – 2017 Strategy Faculty Recruiting Committee.
- 2012 – 2014 Member of Departmental Undergraduate Program Committee.
- 2014 Member of Third-Year Review Committee for Professor Sekou Bermiss.
- 2013 Review of Lecturer Barrett.
- 2013 Development of Independent Inquiry Flag for MAN-374 and MAN-374H.
- 2013 Development of Template for Standardized Core Strategy Course in the Undergraduate Program.
- 2006 – 2012 Ph.D. Comprehensive Exam Committee.
- 2006 – 2012 Ph.D. Admissions Committee.
- 2010 – 2012 Co-manager of Management Department Speaker Series.
- 2012 Chair of Review Committee for Lecturer Stephen Courter.
- 2012 Member of Review Committee for Lecturer Ellen Morrison.
- 2011 Member of Third-Year Review Committee for Professor Craig Crossland.
- 2011 Ph.D. Requirements Ad-hoc Committee.
- 2011 Development of Writing Flag for MAN-374 and MAN-374H.
- 2010 Member of Promotion Committee for Professor Ethan Burriss.
- 2010 Member of Promotion Committee for Professor Mary Benner.
- 2008 Member of Promotion Committee for Professor Violina Rindova.

INDUSTRY BACKGROUND

MERCEDES-BENZ AND DAIMLERCHRYSLER, BRAZIL AND GERMANY, 1988-2001

- ✓ Senior management appointments in various areas:
 - Sales Strategy, Planning and Controlling Latin America (implementation of integrated reporting system for Latin America following DaimlerChrysler merger, company representative at automotive trade association's planning and statistics committee, preparation of press conferences to announce new products).
 - Project Manager (responsible for Human Resources, IT, Administration and Public Relations in project for installation of a new manufacturing plant, development of HR strategy and policies for the new plant, administration of international project team).
 - Personal Planning, Executive Succession, and Compensation (company representative at automotive trade association's compensation and benefits committee, implementation of formal performance review and potential assessment of executives, negotiation and implementation of profit-sharing reward system, design and implementation of exchange program across subsidiaries in Latin America).
- ✓ International assignments in the U.S., Europe, China, and Latin America.
- ✓ Assignments in various product divisions (commercial vehicles, passenger cars, and rail systems).
- ✓ Executive responsibilities involved interactions with a variety of stakeholders, including work unions, dealer network, trade association, governmental entities, and the media.

ADDITIONAL RESEARCH EXPERIENCE

Airspace Technological Center (Brazil), Research Assistant, 1985

- ✓ Rare Materials Laboratory. Research and Development Institute.
- ✓ Research on the effects of polyethylene glycol on the mechanical resistance of sintered pure alumina for use in gas turbines and diesel engines.

National Service of Industrial Apprenticeship – SENAI (Brazil), Research Assistant, 1984

- ✓ Research on the use of polyvinyl alcohol as a means of suspension in the determination of the granular distribution of heavy particle materials.