

**Luis A. Rios**  
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## APPOINTMENTS

Assistant Professor of Management <i>Krannert School of Management, Purdue University</i>	2020-present
Assistant Professor of Management <i>The Wharton School, University of Pennsylvania</i>	2016-2020
Lecturer <i>The Wharton School, University of Pennsylvania</i>	2015-2016

## EDUCATION

<i>PhD –Business Administration</i> <i>Duke University, Fuqua School of Business</i>	2016
Dissertation: “Internal Capital, External Knowledge, and Random Draws: Three Drivers of Organizational Structure” Committee: Ashish Arora & Sharon Belenzon (co-chairs), Aaron Chatterji, Wesley M. Cohen, Daniel A. Levinthal	
<i>Masters of Business Administration—Real Estate Development and Finance</i> <i>University of North Carolina, Kenan-Flagler Business School</i>	2005
<i>Bachelor of Arts—English and American Literature and Language</i> <i>Harvard University</i>	1999

## RESEARCH (joint first-authorship, alphabetical listing unless noted)

*Published and Conditionally Accepted Management Journal Articles:*

- (1) L.A. Rios, “On the origin of technological acquisition strategy: The interaction between organizational plasticity and environmental munificence.” *Strategic Management Journal* **42**, 7 (2020).
- (2) N. Argyres, B. Silverman, and L.A. Rios, “Organizational change and the dynamics of innovation: Formal R&D structure and intrafirm inventor networks.” *Strategic Management Journal* **41**, 11 (2020).
- (3) A. Arora, S. Belenzon, and L.A. Rios “Make, buy, organize: The interplay between research, external knowledge, and firm structure.” *Strategic Management Journal* **35**, 3 (2014).
- (4) S. Belenzon, T. Berkowitz, and L.A. Rios “Capital markets and firm organization: How financial development shapes European corporate groups.” *Management Science* **59**, 6 (2013)

*Peer-Reviewed Non-Management Publications:*

- (5) L.A. Rios (first author), D. Rachinskii, R. Cross, “A model of hysteresis arising from social interaction within a firm.” *Journal of Physics Conference Series* **811**, 1 (2017).
- (6) L.A. Rios (first author), D. Rachinskii, R. Cross, “On the rationale for hysteresis in economic decisions.” *Journal of Physics Conference Series* **811**, 1 (2017).

*Under Review and Working Papers:*

- (7) N. Argyres, B. Silverman, and L.A. Rios, “R&D Organization structure as a knowledge protection device.”

- (8) Pham D., L.A. Rios and M. Workiewicz, “The Effects of Knowledge Distance and Knowledge Complexity on Learning From Hiring”
- (9) Pham D., L.A. Rios and M. Workiewicz, “Beyond sweatpants vs. water cooler interactions: How organizational structure moderates the impact of complexity and environmental turbulence on the shift to remote work”
- (10) Dutta S., Nahm J., and L.A. Rios, “Exploring the drivers of heterogeneity in the persistence of organizational plasticity: Evidence from nascent firms in disaster environments”
- (11) L.A. Rios (first author), D. Rachinskii, R. Cross, “A lab-based test of behavioral hysteresis arising from social interactions within a firm.”
- (12) D. Jena, P. McGrath and L.A. Rios, “Persistent strategies and performance: The moderating role of the environment.”

*Working Projects:*

- (13) A Large-scale empirical investigation of trade-offs in human capital redeployment within innovative firms (with N. Argyres and B. Silverman).
- (14) Measuring the impact of ethnic and racial homophily in intra-firm inventor networks: Within and across country comparisons (with Russell Funk)

## **PRESENTATIONS AND PANELS**

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| 2021 | Strategic Management Society Annual Conference, Session Chair, Organizational Structure and Innovation Session   |
| 2021 | Strategic Management Society Annual Conference, Panelist, Resource Redeployment: A Conversation Between Strategic Human Capital and Corporate Strategy |
| 2021 | Strategic Management Society Annual Conference, Paper Session, New Perspectives on Innovation Management   |
| 2019 | Academy of Management, Annual Meeting, Paper Session   |
| 2019 | Tuck Business School, Strategy Summer Camp, Dartmouth.   |
| 2018 | Journal of Organization Design Conference, Aarhus, Denmark   |
| 2018 | Duke Strategy Conference, Fuqua School of Business   |
| 2018 | DRUID, Copenhagen Business School, Denmark   |
| 2018 | Tuck Business School, Summer Camp, Dartmouth.  |
| 2017 | Academy of Management, Annual Meeting, Paper Session   |
| 2017 | Organization Science, Winter Conference, Park City, UT.  |
| 2017 | SIOE, Annual Meeting, Columbia University.   |
| 2017 | Tuck Business School, Strategy Summer Camp, Dartmouth.   |
| 2016 | PDW: Advances in Patent Data and Methods, Academy of Management Annual Meeting   |
| 2016 | Tuck Business School, Summer Camp, Dartmouth.  |
| 2016 | Olin Business School, Invited Presentation.  |
| 2015 | Stern School of Business, Invited Presentation   |
| 2015 | Haas School of Business, Invited Presentation  |
| 2015 | London Business School, Invited Presentation   |
| 2015 | INSEAD, Invited Presentation   |
| 2015 | Scheller College of Business, Invited Presentation   |
| 2015 | Stanford MS&E, Invited Presentation  |
| 2015 | Kenan-Flagler Business School, Invited Presentation  |
| 2015 | Stern School of Business, Invited Presentation   |
| 2014 | PDW Panelist: Advances in Patent Data and Methods, AOM Meeting.  |
| 2012 | Consortium on Competition and Collaboration (CCC), University of Maryland  |
| 2012 | Trans-Atlantic Doctoral Conference, London Business School   |
| 2011 | Searle Center Conference on Entrepreneurship and Innovation, Northwestern University Law School  |
| 2011 | Trans-Atlantic Doctoral Conference, London Business School   |
| 2011 | Round-table for Engineering Entrepreneurship Research (REER), Georgia Institute of Technology  |
| 2011 | INFORMS Annual Meeting, Charlotte, NC  |
| 2010 | Research Institute of Industrial Economics Stockholm Conference, Stockholm, Sweden   |

## GRANT ACTIVITY

- 2018 \$96,000 from Social Sciences and Humanities Research Council of Canada (for Luis A. Rios, B. Silverman, N. Argyres, “A new perspective on the make/buy dynamics of innovation: The interplay between intrafirm and interfirm inventor networks”)
- 2018 \$8,500 from Mack Institute for Innovation Management (for L. Rios “Homophily and consolidation in innovator networks”)
- 2018 \$7,500 from Mack Institute for Innovation Management (for Luis A. Rios, D. Anderson “USPTO Patent priority and continuation project”)
- 2016 \$10,000 from Mack Institute for Innovation Management (for Luis A. Rios, B. Silverman, N. Argyres, “R&D organization structure, intrafirm inventor networks, and innovation”)
- 2016 \$17,000 from Wharton Dean’s Research Fund

## SERVICE

- Editorial Board Member, *Journal of Organization Design (JOD)*
- Ad hoc reviewer: *Management Science, Strategy Science, Strategic Management Journal, Organization Science, Research Policy, Strategic Organization, Family Business Review, Strategic Entrepreneurship Journal*
- Dissertation committee member: Andrew Boysen, Wharton School (Management). 2018. First placement: Kenan-Flagler Business School
- Dissertation committee member: John Charles Eklund, Wharton School (Management). 2019. First placement: USC Marshall Business School
- Dissertation committee member: Xiaoushu Bei, (Strategy) Fuqua School of Business. Expected 2020. First placement: University of Colorado, Boulder
- Dissertation committee member: Anparasan Mahalingam, (Strategy) Krannert School of Management. Expected 2021. First placement: Postdoctoral Fellow, University of Utah Eccles School of Business, Salt Lake City.
- Dissertation committee member: Jing Tang, (Strategy) Krannert School of Management. Expected 2025.
- Active member, *PhD Project Management Doctoral Student Association*.

## TEACHING EXPERIENCE

### Courses taught:

- MGMT 612: Managing the Emerging Enterprise. Full-Time MBA Management core
- MGMT 223: Business Strategy. Upper-level undergraduate elective
- MGMT 970: PhD Seminar on econometric methods
- MGMT 4481: Technology Strategy. Upper-level undergraduate elective
- MGMT 5900: Technology Strategy. Online MBA
- MGMT 6900: PhD Strategy Seminar on empirical methods

## RELEVANT WORK EXPERIENCE

### **Parks Development, LLC**

2009–2014

#### *Managing Partner*

- Provide strategic consulting on complex commercial real estate projects.
- Own and manage a small portfolio of investment properties.

### **Zapolski+Rudd, LLC (a subsidiary of LRIco Holding Company)**

2004–2008

#### *Managing Director*

- Headed East Coast operations for a national real estate investment and development company.
- Led a multi-year structural reorganization to fold the subsidiary into the parent company.