

Luis A. Rios

Mitchell E. Daniels, Jr. School of Business
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ACADEMIC APPOINTMENTS

Mitchell E. Daniels, Jr. School of Business, Purdue University <i>Assistant Professor of Management</i>	West Lafayette, IN 2020–present
The Wharton School, University of Pennsylvania <i>Assistant Professor of Management</i>	Philadelphia, PA 2016–2020
The Wharton School, University of Pennsylvania <i>Lecturer</i>	Philadelphia, PA 2015–2016

EDUCATION

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

RESEARCH

Published and Forthcoming Peer-reviewed Articles:

Joint first-authorship, alphabetical authorship listed unless noted

1. D. Pham, L.A. Rios and M. Workiewicz, “When Do Firms Learn By Hiring? How Complexity Moderates The Value Of New Knowledge” Conditionally accepted at *Strategic Management Journal*.
2. N. Argyres, L.A. Rios, and B. Silverman. “On the Heels of Giants: Internal Network Structure and the Race to Build on Prior Innovation.” *Strategic Management Journal* **46**, 7 (2025).
3. L.A. Rios, “On the origin of technological acquisition strategy: The interaction between organizational plasticity and environmental munificence.” *Strategic Management Journal* **42**, 7 (2020).
4. N. Argyres, L.A. Rios, and B. Silverman. “Organizational change and the dynamics of innovation: Formal R&D structure and intrafirm inventor networks.” *Strategic Management Journal* **41**, 11 (2020).
5. 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).

6. 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)
7. L.A. Rios (first author), D. Rachinskii, and R. Cross, “A model of hysteresis arising from social interaction within a firm.” *Journal of Physics Conference Series* **811**, 1 (2017).
8. L.A. Rios (first author), D. Rachinskii, and R. Cross, “On the rationale for hysteresis in economic decisions.” *Journal of Physics Conference Series* **811**, 1 (2017).
9. L.A. Rios (first author), D. Rachinskii, and R. Cross, “A Model of Probabilistic Hysteretic Switching in Organizations.” *Slow-Fast Systems and Hysteresis: Theory and Applications* **59-63**, 1 (2018).

Under Review and Working Papers:

10. S. Dutta, J. Nahm, and L.A. Rios, “Capability from Calamity: How early crises shape startups’ propensity for future change.” Preparing third-round revision for *Organization Science*.
11. D. Pham, L.A. Rios, and M. Workiewicz, “Organization Design and Learning in the Remote Era.” Under review at *Organization Science*.
12. D. Jena, P. McGrath, and L.A. Rios, “Persistent strategies and performance: The moderating role of the environment.” Preparing for submission to *Strategy Science*.
13. P. Nary and L.A. Rios, “Alliances and Acquisitions: Complements or Substitutes?” Working paper.
14. N. Argyres, L.A. Rios, and B. Silverman, “Core vs Periphery inventors: Differential contributions to the exploration/exploitation dilemma.” Working paper.

Working Projects:

15. R. Funk and L.A. Rios, “Measuring the impact of ethnic and racial homophily in intra-firm inventor networks: Within and across country comparisons.”
16. L.A. Rios and G. Lee, “On the Locus of Decision Making Authority.”

PRESENTATIONS AND PANELS

2025

SMS Annual Conference, San Francisco (Scheduled, nominated for Best Paper Award)

2024

Strategy Science Conference, U Michigan Ross, Ann Arbor, MI

DRUID Conference, Nice, France

Wharton Technology and Innovation Conference, Mack Institute, The Wharton School, Philadelphia, PA

Academy of Management Annual Meeting, Chicago, IL

Theoretical Organizational Models Society Annual Meeting, ESSEC Business School, Paris, France

Columbia Management, Analytics, and Data Conference, Columbia University

31st Annual Consortium on Competition and Collaboration, Olin Business School, St. Louis, MO

2023

Academy of Management Annual Meeting, Boston, MA

European Group for Organizational Studies Conference, Cagliari, Italy

Strategy Science Conference, LMU Munich, Germany

30th Annual Consortium on Competition and Collaboration, University of St. Gallen, Switzerland

2022

Academy of Management Annual Meeting — Paper Session
Strategic Management Society Conference — Paper Session
Theoretical Organizational Models Society Meeting — Paper Session
Strategy Science Conference, NYU Stern

2021

SMS Annual Conference — Session Chair (Organizational Structure and Innovation)
SMS Panel — Resource Redeployment: A Conversation Between Strategic Human Capital and Corporate Strategy
SMS Paper Session — New Perspectives on Innovation Management

2010–2019

Academy of Management Annual Meeting — Paper Sessions (2019, 2017, 2016)
Strategy Summer Camps, Tuck School of Business (2019, 2018, 2017, 2016)
Journal of Organization Design Conference, Aarhus University (2018)
DRUID, Copenhagen Business School (2018)
Invited Presentations: NYU Stern, Berkeley Haas, London Business School, INSEAD, Georgia Tech Scheller, Stanford MS&E, UNC (2015)
Trans-Atlantic Doctoral Conference, London Business School (2011, 2012)
SIOE, Organization Science Winter, REER, INFORMS, Stockholm Conference (2010)

GRANTS AND AWARDS

\$25,000 Olin Award: Recognizing Research that Enhances Business Results, Washington University in St. Louis
\$5,000 Krannert Young Faculty Scholar Award, Mitchell E. Daniels, Jr. School of Business
\$96,000 Social Sciences and Humanities Research Council of Canada — for L.A. Rios, B. Silverman, N. Argyres: “*A new perspective on the generation of organizational innovation: the interplay between intrafirm and interfirm inventor networks*”
\$8,500 Mack Institute for Innovation Management — *Homophily and consolidation in innovator networks*
\$7,500 Mack Institute for Innovation Management — *USPTO Patent priority and continuation project* (with D. Anderson)
\$10,000 Mack Institute for Innovation Management — *R&D organization structure, intrafirm inventor networks, and innovation* (with B. Silverman and N. Argyres)
\$17,000 Wharton Dean’s Research Fund — *Internal Network Project*

SERVICE

Editorial Board Member, *Strategic Management Journal*
Editorial Board Member, *Organization Science*
Editorial Board Member, *Journal of Organization Design*
Ad hoc reviewer: *Management Science*, *Strategy Science*, *Strategic Management Journal*, *Organization Science*, *Research Policy*, *Strategic Organization*, *Family Business Review*, *Strategic Entrepreneurship Journal*, *Journal of Organization Design*
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: Anparasani Mahalingam, (Strategy) Krannert School of Management. Expected 2021. First placement: Postdoctoral Fellow, University of Utah Eccles School of Business

Dissertation Committee Member: Jing Tang, (Strategy) Krannert School of Management. Expected 2025

TEACHING

Courses taught:

MGMT 612 (Wharton): Managing the Emerging Enterprise. Full-Time MBA core

MGMT 223 (Wharton): Business Strategy. Upper-level undergraduate elective

MGMT 970 (Wharton): PhD Seminar on econometric methods

MGMT 4481 (Daniels): Technology Strategy. Upper-level undergraduate elective

MGMT 5900 (Daniels): Technology Strategy. Online MBA

MGMT 6900 (Daniels): PhD Strategy Seminar on Empirical Methods

RELEVANT WORK EXPERIENCE

Parks Development, LLC

Managing Partner

2009–2014

Provided strategic consulting on complex commercial real estate projects

Owned and managed a small portfolio of investment properties

Zapolski+Rudd, LLC (subsidiary of LRico Holding Company)

Managing Director

2004–2008

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