

Luis A. Rios
Krannert School of Management
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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, “Internal Network Structure and the Speed of Generative Appropriability.” Under review following a reject and resubmit decision at *Strategic Management Journal*.

- (8) Pham D., L.A. Rios and M. Workiewicz, “The Effects of Knowledge Distance and Knowledge Complexity on Learning From Hiring.” First-round revision submitted to *Strategic Management Journal*.
- (9) Pham D., L.A. Rios and M. Workiewicz, “Remote Work and Long-term Organizational Performance: Modeling Consequences and Potential Mitigations” Under review following a reject and resubmit decision at *Organization Science*.
- (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) D. Jena, P. McGrath and L.A. Rios, “Persistent strategies and performance: The moderating role of the environment.”

Working Projects:

- (12) Differences in innovative output from core and periphery inventors within innovative firms (with N. Argyres and B. Silverman).
- (13) Measuring the impact of ethnic and racial homophily in intra-firm inventor networks: Within and across country comparisons (with Russell Funk)

PRESENTATIONS AND PANELS

- 2022 Academy of Management, Annual Meeting, Paper Session
- 2022 Strategic Management Society Annual Conference, Paper Session
- 2022 Theoretical Organizational Models Society Annual Meeting, Paper Session
- 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 (for Internal Network Project)

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