Luis Adrian Rios

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Academic Appointments

Purdue University, Mitch Daniels School of Business — West Lafayette, IN
Assistant Professor of Management — *2020–present*

University of Pennsylvania, The Wharton School — Philadelphia, PA
Assistant Professor of Management — *2016–2020*

University of Pennsylvania, The Wharton School — Philadelphia, PA
Lecturer — *2015–2016*

Education

Duke University, Fuqua School of Business
PhD — Business Administration (Strategic Management) — *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
MBA — Real Estate Development and Finance — *2005*

Harvard University
BA — English and American Literature and Language — *1999*

Research

Published and Accepted Peer-reviewed Articles:
Authors listed alphabetically unless noted

1. S. Dutta, P. Nahm, and L.A. Rios, "Early Environmental Shocks and Organizational Reconfiguration in High-Growth Ventures." (2026) Forthcoming at *Organization Science*.
2. D. Pham, L.A. Rios, and M. Workiewicz, "When Do Firms Learn by Hiring? How Complexity Moderates the Value of New Knowledge." *Strategic Management Journal* **47**, 5 (2026).
3. 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).
4. L.A. Rios, "On the Origin of Technological Acquisition Strategy: The Interaction Between Organizational Plasticity and Environmental Munificence." *Strategic Management Journal* **42**, 7 (2021).
5. 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).
6. 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).
7. S. Belenzon, T. Berkovitz, and L.A. Rios, "Capital Markets and Firm Organization: How Financial Development Shapes European Corporate Groups." *Management Science* **59**, 6 (2013).

In Progress:

8. D. Pham, L.A. Rios, and M. Workiewicz, "Organization Design and Learning in the Remote Era." Preparing for second-round invited review at *Strategic Management Journal*.
9. L.A. Rios *(First Author)*, N. Argyres, and B. Silverman, "The Generative Archipelago: Intertemporal Brokerage and Exploratory Invention Across Intrafirm Collaboration Networks." Under review at *Strategic Management Journal*.
10. D. Jena, P. McGrath, and L.A. Rios, "Strategic Persistence and Hysteresis: Boundary Choices in Changing Environments." Working paper.
11. L.A. Rios, "On Exactitude in Organization: Hysteresis, Experimental Memory, and Innovation Search." Working paper.
12. L.A. Rios, "The Memory of Persistence: A Formal Model of Organizational Imprinting and Erasure." Working paper.
13. P. Nary and L.A. Rios, "Alliances and Acquisitions: Complements or Substitutes?" Working paper.

Non-Management Peer-reviewed Articles:

14. 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).
15. 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).
16. L.A. Rios *(First Author)*, R. Cross, and D. Rachinskii, "A Model of Probabilistic Hysteretic Switching in Organizations." In A. Korobeinikov (ed.), *Extended Abstracts Summer 2016: Slow-Fast Systems and Hysteresis, Theory and Applications*, Trends in Mathematics 10, Birkhäuser (2018), 59–63.

Presentations and Panels

2026

SMS Annual Conference, Berlin (Scheduled)

2025

SMS Annual Conference, San Francisco (Winner Best Paper in Behavioral Strategy Interest Group. Nominated for Best Conference Paper Award)

AOM Annual Conference, Copenhagen

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, Mitch Daniels 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*

Academic and Institutional Activities

Advised the Daniels School on negotiating its largest donor gift to date: $40 million gift to fund its new real estate institute and academic program, drawing on prior commercial real estate investment experience. Contributed to curriculum development and served on the hiring committee that recruited leadership and faculty.

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: Xiaoshu Bei, (Strategy) Fuqua School of Business. 2020. First placement: University of Colorado, Boulder

Dissertation Committee Member: Anparasan Mahalingam, (Strategy) Krannert School of Management. 2021. First placement: Postdoctoral Fellow, University of Utah Eccles School of Business

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

MGMT 35200 (Daniels): Strategy

MGMT 65730 (Daniels): Technology Strategy. Masters. In-person and online

Relevant Work Experience

Parks Development, LLC
Managing Partner *2009–2014*

Provided strategic consulting on complex commercial real estate projects

Owned and managed a 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.