

**Luis A. Rios**  
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## APPOINTMENTS

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

## EDUCATION

<i>PhD</i> –Business Administration <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</i> —Real Estate Development and Finance <i>University of North Carolina, Kenan-Flagler Business School</i>	2005
<i>Bachelor of Arts</i> —English and American Literature and Language <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.](#)” *Conditionally accepted at Strategic Management Journal*
- (2) N. Argyres, B. Silverman, and L.A. Rios, “[Organizational change and the dynamics of innovation: Formal R&D structure and intrafirm inventor networks.](#)” *Conditionally accepted at Strategic Management Journal*
- (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).

*Working Papers:*

- (7) N. Argyres, B. Silverman, and L.A. Rios, “R&D Organization structure as a knowledge protection device.”
- (8) L.A. Rios (first author), D. Rachinskii, R. Cross, “A lab-based test of behavioral hysteresis arising from social interactions within a firm.”
- (9) D. Jena, P. McGrath and L.A. Rios, “Persistent strategies and performance: The moderating role of the environment.”

- (10) L.A. Rios and M. Workiewicz, “Unlearning by hiring: How complexity moderates the tradeoff between exploration and exploitation.”

*Working Projects:*

- (11) A Large-scale empirical investigation of trade-offs in human capital redeployment within innovative firms (with N. Argyres and B. Silverman).
- (12) Ethnic and racial homophily and consolidation in intra-firm collaboration networks: Within and across country comparisons.
- (13) The strategic gaming of patent claims and families. (with D.A. Anderson).

## PRESENTATIONS AND PANELS

- 2019 Academy of Management, Annual Meeting
- 2019 Tuck Business School, Summer Camp, Dartmouth.
- 2018 Journal of Organization Design Conference, Aarhus, Denmark
- 2018 Duke Strategy Conference, Fuqua School of Business
- 2018 DRUID, Copenhagen, Denmark
- 2018 Tuck Business School, Summer Camp, Dartmouth.
- 2017 Academy of Management, Annual Meeting
- 2017 Organization Science, Winter Conference, Park City, UT.
- 2017 SIOE, Annual Meeting, Columbia University.
- 2017 Tuck Business School, 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

## SERVICE

- Editorial Board Member, *Journal of Organization Design (JOD)*
- Ad hoc reviewer: *Management Science, Strategy Science, Strategic Management Journal, Organization Science, Research Policy.*
- 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
- 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

## 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

## 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.

## PERSONAL

USA citizen, Hispanic-American identification.