

## **FRANCISCO POLIDORO JUNIOR**

Department of Management

McCombs School of Business

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### **Academic Positions**

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| Sep 2013 – present   | Associate Professor of Management.<br>McCombs School of Business, The University of Texas at Austin. |
| June 2006 – Aug 2013 | Assistant Professor of Management.<br>McCombs School of Business, The University of Texas at Austin. |
| July 2001 – May 2006 | Graduate Student Research Assistant.<br>Ross School of Business. University of Michigan.             |

### **Education**

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| 2006 | Ph.D. in Business Administration (Corporate Strategy).<br>University of Michigan (USA).                    |
| 2000 | Diplôme Supérieur d'Etudes Françaises.<br>Université de Nancy II (France).                                 |
| 1997 | Master of Business Administration (MBA).<br>Henley Management College (England).                           |
| 1990 | Post Graduate Diploma in General Management and Industrial Relations.<br>Fundacao Getulio Vargas (Brazil). |
| 1987 | Undergraduate Studies in Computer Technology.<br>Aeronautical Institute of Technology (Brazil).            |

## **Refereed Journal Articles**

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- Polidoro, F. 2013. The competitive implications of certifications: The effects of scientific and regulatory certifications on entries into new technical fields. *Academy of Management Journal*, 56(2): 597-627.
- Toh, P.K. & Polidoro, F. 2013. A competition-based explanation of collaborative invention within the firm. *Strategic Management Journal*, 34: 1186-1208.
- Polidoro, F. & Theeke, M. 2012. Getting competition down to a science: The effects of technological competition on firms' scientific publications. *Organization Science*, 23(4): 1135-1153.
- Polidoro, F. & Toh, P.K. 2011. Letting rivals come close or warding them off? The effects of substitution threat on imitation deterrence. *Academy of Management Journal*, 54(2): 369-392.
- Polidoro, F., Ahuja, G., & Mitchell, W. 2011. When the social structure overshadows competitive incentives: The effects of network embeddedness on joint venture dissolution. *Academy of Management Journal*, 54(1): 203-223.
- Ahuja, G., Polidoro, F., & Mitchell, W. 2009. Structural homophily or social asymmetry? The formation of alliances by poorly embedded firms. *Strategic Management Journal*, 30: 941-958.

## **Best Paper Proceedings**

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- Theeke, M., Polidoro, F., & Fredrickson, J. 2012. The influence of a firm's approach to innovation on its ability to attract analyst coverage. *Academy of Management Best Paper Proceedings*.
- Polidoro, F. & Theeke, M. 2011. When knowledge walks out the door: A longitudinal study of inventors' mobility across firm boundaries. *Academy of Management Best Paper Proceedings*.
- Polidoro, F. & Theeke, M. 2009. Technological competition and knowledge disclosure: A study of firms' scientific publications. *Academy of Management Best Paper Proceedings*.

## **Manuscripts under Review**

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- Polidoro, F. & Toh, P.K. 2013. Closing one door but opening another: Competitors' deterrence and shifts in a firm's direction of resource accumulation. Under review at *Strategic Management Journal*.
- Polidoro, F. & Theeke, M. 2013. When knowledge walks out the door: The effects of collaboration on inventor mobility. Under review at *Administrative Science Quarterly*.

## **Working Papers**

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Polidoro, F. Balancing value creation and value capture: The effects of intrafirm collaborations on firm-university collaborations.

Haunschild, P., Polidoro, F., & Chandler, D. Learning to forget: Organizational oscillation between safety and efficiency as a function of learning and unlearning from errors.

Polidoro, F. Competition among technological alternatives and the assessment of innovations: An examination of the FDA approval and commercial success of new drugs.

Polidoro, F. Network fusion: Colliding networks and the dissipation of innovative effort.

Polidoro, F. Network evolution through the closure of brokered triads.

Theeke, M. & Polidoro, F. The consensus discount: How financial analysts' recommendations influence firms' ability to attract investors.

Polidoro, F. Science and competitive advantage: An analysis of firms' scientific publications, value creation and value appropriation.

Theeke, M., Polidoro, F., & Fredrickson, J. The influence of a firm's approach to innovation on its ability to attract analyst coverage.

## **Honors and Awards**

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### **Research Awards**

Nominee CBA Foundation Research Excellence Award for Assistant Professors. McCombs School of Business. The University of Texas at Austin, 2013.

Nominee CBA Foundation Research Excellence Award for Assistant Professors. McCombs School of Business. The University of Texas at Austin, 2012.

Recipient Best Paper Award. The Academy of Management Technology and Innovation Management Division, 2011.

Nominee CBA Foundation Research Excellence Award for Assistant Professors. McCombs School of Business. The University of Texas at Austin, 2011.

Nominee Best Implications for Practice Award. Strategic Management Society, 2010.

Nominee McCombs Award for Research Excellence. McCombs School of Business. The University of Texas at Austin, 2010.

Recipient Rensis Likert Award (Best Paper Based on a Dissertation in Organizational Studies). Interdisciplinary Committee on Organizational Studies at the University of Michigan, 2008.

Recipient Best Dissertation Award. Academy of Management Technology and Innovation Management Division, 2007.

Recipient Dykstra Research and Teaching Excellence Award. Ross School of Business. University of Michigan, 2004.

### **Teaching Awards**

Nominee Assistant Professor Teaching Award. McCombs School of Business. The University of Texas at Austin, 2009.

Nominee Professor of the Year Award. Honors Business Association. McCombs School of Business. The University of Texas at Austin, 2007.

Recipient Dykstra Research and Teaching Excellence Award. Ross School of Business. University of Michigan, 2004.

### **Editorial Board Awards**

*Organization Science* Award for Extraordinary Service to the Editorial Board, 2012.

*Academy of Management Review* Award for Exemplary Performance as Editorial Board Outstanding Reviewer, 2012.

*Academy of Management Journal* Editorial Board Outstanding Reviewer Award, 2011.

### **Best Reviewer Awards**

Outstanding Reviewer Awards. Academy of Management Business Policy and Strategy Division, 2008, 2007, 2005, and 2004.

Best Reviewer Award. Academy of Management Technology and Innovation Management Division, 2008.

Best Reviewer Awards. Academy of Management Organization and Management Theory Division, 2007 and 2005.

### **Other Honors and Awards**

Doctoral workshop and annual conference scholarship. Strategic Management Society, 2004.

Gessner Doctoral Fellowship for academic achievement. Ross School of Business. University of Michigan, 2004.

Leabo Doctoral Coursework Excellence Award. Ross School of Business. University of Michigan, 2003.

Invited participant at the XX Young Scientists Congress (Brazil). United Nations Educational, Scientific, and Cultural Organization (UNESCO), 1985.

## **Refereed Conference Presentations**

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### **Presentations at the Academy of Management**

- “Balancing the effects of firm-university collaborations on value creation and value capture”. The Academy of Management Annual Meeting, 2013.
- “The influence of a firm’s approach to innovation on its ability to attract analyst coverage.” The Academy of Management Annual Meeting, 2012. (with M. Theeke and J. Fredrickson).
- “The consensus discount: How financial analysts’ recommendations influence medical innovation firms’ ability to attract investors”. The Academy of Management Annual Meeting, 2012. (with M. Theeke).
- “Normal accidents redux: Oscillating production/safety focus in pharmaceutical firms.” Organization and Management Theory Division Showcase Symposium. The Academy of Management Annual Meeting, 2011. (with P. Haunschild).
- “When knowledge walks out the door: A longitudinal study of inventors’ mobility across firm boundaries.” The Academy of Management Annual Meeting, 2011. (with M. Theeke).
- “The (non)sustainability of brokerage: A longitudinal study of brokered triads in innovation networks.” The Academy of Management Annual Meeting, 2010. (with J. Sims).
- “Not worth collaborating? The effect of external competition on internal R&D collaboration.” The Academy of Management Annual Meeting, 2010. (with P.K. Toh).
- “Technological competition and knowledge disclosure: A study of firms’ scientific publications.” The Academy of Management Annual Meeting, 2009. (with M. Theeke).
- “Asset or liability? The effects of firms’ scientific and regulatory reputation on exploration.” The Academy of Management Annual Meeting, 2008.
- “Letting rivals come close or warding them off? How knowledge paradigms affect competition deterrence.” The Academy of Management Annual Meeting, 2008. (with P.K. Toh).
- “Institutional endorsements and technological innovations: The introduction of new pharmaceutical drugs, 1980-2004.” The Academy of Management Annual Meeting, 2007.
- “Institutions and innovations: A longitudinal study of institutional endorsement and firm innovation in the pharmaceutical industry, 1980-2004.” The Academy of Management Annual Meeting, 2007.
- “Two-stage diffusion model revisited: Firms’ early adoption of new knowledge in product innovations.” The Academy of Management Annual Meeting, 2007.
- “Embeddedness, tie dissolution, and the stability of interorganizational networks.” The Academy of Management Annual Meeting, 2005. (with G. Ahuja).

“Strategies for social mobility in interorganizational networks.” The Academy of Management Annual Meeting, 2004. (with G. Ahuja).

### **Presentations at the Strategic Management Society**

“Global knowledge sourcing and firm-university collaborations: Balancing conflicting effects on value creation and value capture.” To be presented at Strategic Management Society Annual Conference, 2012.

“Pushed by rivals into alternative technological domains: The effects of imitation deterrence on resource reallocation.” To be presented at Strategic Management Society Annual Conference, 2012. (with P.K. Toh).

“The consensus discount: How financial analysts’ recommendations influence medical innovation firms’ ability to attract investors.” Strategic Management Society Annual Conference, 2011. (with M. Theeke).

“When knowledge walks out the door: A longitudinal study of inventors’ mobility across firm boundaries.” Strategic Management Society Annual Conference, 2010. (with M. Theeke).

“Science and competitive advantage: An analysis of firms’ scientific publications, value creation and value appropriation.” Strategic Management Society Annual Conference, 2009.

“When and which firms explore or exploit? The effects of competition and knowledge scope on firms’ search for innovations.” Strategic Management Society Annual Conference, 2008. (with P.K. Toh).

“Imitation vs. substitution: Technological competition and defense of technological innovations against imitation.” Strategic Management Society Annual Conference, 2007. (with P.K. Toh).

### **Invited Presentations, Workshops and Colloquia**

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“Balancing value creation and value capture: The effects of intrafirm collaborations on firm-university collaborations.” University of Michigan, Ross School of Business, 2013.

“Balancing value creation and value capture: The effects of intrafirm collaborations on firm-university collaborations.” Stanford University, Institute for Economic Policy and Research, 2013.

“Balancing value creation and value capture: The effects of intrafirm collaborations on firm-university collaborations.” National University of Singapore, 2012.

“Balancing value creation and value capture: The effects of intrafirm collaborations on firm-university collaborations.” The Wharton School of the University of Pennsylvania, 2012.

“When knowledge walks out the door: Collaborative inventions and inventors’ mobility across firms.” BYU-University of Utah Winter Strategy Conference, 2012.

“Network fusion: Colliding networks and the dissipation of innovative efforts.” University of Lugano (Switzerland), 2010.

“Network fusion: Colliding networks and the dissipation of innovative efforts.” INSEAD Network Evolution Conference (France), 2010.

Competitive Strategy Junior Faculty and Paper Development Workshop. Strategic Management Society Annual Conference, 2010.

Business Policy and Strategy Junior Faculty Consortium. The Academy of Management Annual Meeting, 2010.

“Inertia in the assessment of innovations: An examination of the FDA approval of new drugs.” University of Michigan, 2008.

“Institutions and innovations: A longitudinal study of institutional endorsements and firm innovation in the pharmaceutical industry, 1980-2004”:

- University of Texas at Austin, 2006.
- University of Maryland, 2006.
- University of Minnesota, 2006.
- Duke University, 2006.
- INSEAD, 2006.
- HEC-Paris, 2006.
- University of North Carolina at Chapel Hill, 2006.

Organization and Management Theory Junior Faculty Consortium, The Academy of Management Annual Meeting, 2006.

Business Policy and Strategy Doctoral Consortium, The Academy of Management Annual Meeting, 2005.

“Institutions and firms’ innovative activities: A longitudinal study of new pharmaceutical drugs 1980-2004.” Colloquium at Haas School of Business, University of California, Berkeley, 2006.

Technology and Innovation Management Doctoral Consortium, The Academy of Management Annual Meeting, 2004.

## **Teaching Experience**

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### **Executive Education**

Executive development programs, Mercedes-Benz and DaimlerChrysler, 1988-1997.

### **Executive MBA**

Instructor, Technology Strategy. EMBA Mexico City. Spring 2014.

### **Ph.D.**

Instructor, Ph.D. Seminar, Strategy Research, Fundacao Getulio Vargas (FGV-EBAPE), Rio de Janeiro, Brazil, 2013.

Instructor, intensive Ph.D. Seminar, Network Perspectives in Strategy Research, Fundacao Getulio Vargas (FGV-EBAPE), Rio de Janeiro, Brazil, 2012.

Guest Lecturer, Strategy Ph.D. Seminar, Session on Structural Sociology and Network Perspectives, Carlson School of Management at the University of Minnesota, 2011.

### **MBA**

Instructor, Technology Strategy. Spring 2014.

Special Issues in Strategy (teaching assistant to Prof. C.K. Prahalad), Ross School of Business at the University of Michigan, 2004.

### **MSTC (Master of Science in Technology Commercialization)**

Instructor, Technology Transfer in the Global Economy. Fall 2013 – Spring 2014.

### **BBA**

Instructor, MAN374, MAN374H, and MANS374: General Management and Strategy, Business Honors Program and Undergraduate Program, McCombs School of Business at The University of Texas at Austin, 2007-2013.

Instructor, CSIB390: Corporate Strategy, Ross School of Business at the University of Michigan, 2004.

## **Student Advising and Mentorship**

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### **Ph.D. Students**

Dissertation committee co-chair: Matt Theeke, 2012.

Dissertation committee member. Bruce Greenbaum, 2012 – present.

Dissertation committee member: Bruce Rudy, 2011.

First-year summer paper advisor. Suho Han, 2012.

Second-year paper advisor. Matt Theeke, 2008.



Second-year paper advisor. Jonathan Sims, 2008.

### **Plan II Thesis**

Primary advisor. Student Karthik Ramachandran. Since May 2013.

Primary advisor: Nathan Seitzman, 2010 – 2011.

Second reader: Mita Lakhia, 2009.

Second reader: Erin Buchman, 2008.

### **Undergraduate Research Program Mentorship**

Lucie Galichon, 2010.

Jesus Ramirez, 2010.

Tanveer Khan, 2009.

Robert Nadolny, 2008.

Thomas Lopez, 2008.

Niraj Rath, 2007.

## **Professional Service**

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### **Professional Membership**

Academy of Management, 2006 – present.

Strategic Management Society, 2004 – present.

Organizational Design Community, 2012 – present.

### **Editorial Boards**

*Academy of Management Journal*. July 2010 – present.

*Academy of Management Review*. July 2011 – present.

*Administrative Science Quarterly*. January 2013 – present.

*Organization Science*. January 2012 – present.

*Strategic Management Journal*. July 2013 – present.

### **Ad-hoc Reviewer (within past three years)**

*Global Strategy Journal*.

*Management Science*.

### **Professional Committees**

Academy of Management Business Policy and Strategy Division Research Committee, August 2013 – August 2015.

Academy of Management Technology and Innovation Management Division Best Paper Awards Committee, 2013.

Academy of Management Technology and Innovation Management Division Best Dissertation Award Committee, 2008.

### **Conference Advisory Board Member**

Strategic Management Society Special Conference: Latin America's Burgeoning Strategic Role in Global Development, 2011.

### **Conference Reviewer**

Academy of Management Annual Meeting, 2004 – present.

Strategic Management Society Special Conference, 2011.

Strategic Management Society Annual Conference, 2009 – present.

Brazilian Academy of Management (ENANPAD), 2009.

### **Invited Speaking Engagements**

Invited Panelist Junior Faculty Consortium. Academy of Management Technology and Innovation Management Division. 2013.

Invited Commentator following Presentation by Keynote Speaker. 2013 Conference of CLADEA (El Consejo Latinoamericano de Escuelas de Administracion).

### **Department, College and University Service**

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**Strategy Area Coordinator.** Since June 2013.

**Department Undergraduate Program (DUC) Committee.** Since 2012.

**Co-manager of Management Department Speaker Series.** 2010 – 2012.

**Executive Committee Member.** 2008 – 2009.

### **Promotion and Review Committees**

- Review of Lecturer Barrett. 2013.
- Review Committee for Lecturer Stephen Courter, Chair, 2012.

- Review Committee for Lecturer Ellen Morrison, Member, 2012.
- Third-Year Review Committee for Professor Craig Crossland, Member, 2011.
- Promotion Committee for Professor Ethan Burris, Member, 2010.
- Promotion Committee for Professor Mary Benner, Member, 2010.
- Promotion Committee for Professor Violina Rindova, Member, 2008.

#### **Ph.D. Program Committees**

- Graduate Studies Committee, Member, 2006 – present.
- Ph.D. Admissions Committee, Member, 2006 – 2012.
- Ph.D. Comprehensive Exam Committee, Member, 2006 – 2012.
- Ph.D. Requirements Ad-hoc Committee, Member, 2011.
- Doctoral Research Grant Committee, Ross School of Business at the University of Michigan, Member, 2003.

#### **Other Department Activities and Committees**

- Development of template for standardized core strategy course in the undergraduate program. 2013.
- Development of Independent Inquiry Flag for all sections of MAN-374 and MAN-374H. 2013.
- Development of Writing Flag for all sections of MAN-374 and MAN-374H. 2011.
- Faculty Recruiting Committee, Member, 2006 – present.

#### **College Activities and Committees**

- Faculty Advisory Committee. 2013 – 2014.
- Global Certificate Committee. Member, 2011 – present.
- Recruiting Activities in the Business Government and Society Department, 2011.
- SACS Accreditation Process, Assessment of Students in the BHP, Management, Accounting, Engineering Route to Business, and Supply Chain Management Majors, 2008 – present.
- Faculty Entrepreneurs and Technology Commercialization Workshops, 2009 – present.
- Faculty Presentation Series, Presenter, 2008.
- Faculty Luncheon in Recognition of Undergraduate Students' Academic Achievements, 2008.
- Recruiting Activities in the IROM Department, 2007 – 2008.

## **University Activities and Committees**

- Regular member of the UT-Austin Office of Technology Commercialization workshop series offered to faculty entrepreneurs. 2009 - present.
- Member of the UT delegation visiting Brasilia, Brazil in June 2013.
- Affiliated with the Tereza Lozano Long Institute of Latin American Studies. Since 2013.
- Orange Jacket's Professor Tea, Invited participation, 2009.

## **Industry Background**

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### **Mercedes-Benz and DaimlerChrysler, Brazil and Germany, 1988-2001**

- ✓ Senior management appointments in various areas:
  - Sales Strategy, Planning and Controlling Latin America (implementation of integrated reporting system for Latin America following DaimlerChrysler merger, company representative at automotive trade association's planning and statistics committee, preparation of press conferences to announce new products).
  - Project Manager (responsible for Human Resources, IT, Administration and Public Relations in project for installation of a new manufacturing plant, development of HR strategy and policies for the new plant, administration of international project team).
  - Personal Planning, Executive Succession, and Compensation (company representative at automotive trade association's compensation and benefits committee, implementation of formal performance review and potential assessment of executives, negotiation and implementation of profit-sharing reward system, design and implementation of exchange program across subsidiaries in Latin America).
- ✓ International assignments in the U.S., Europe, China, and Latin America.
- ✓ Assignments in various product divisions (commercial vehicles, passenger cars, and rail systems).
- ✓ Executive responsibilities involved interactions with a variety of stakeholders, including work unions, dealer network, trade association, governmental entities, and the media.

## **Additional Research Experience**

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### **Airspace Technological Center (Brazil), Research Assistant, 1985**

- ✓ Rare Materials Laboratory. Research and Development Institute.
- ✓ Research on the effects of polyethylene glycol on the mechanical resistance of sintered pure alumina for use in gas turbines and diesel engines.

### **National Service of Industrial Apprenticeship – SENAI (Brazil), Research Assistant, 1984**

- ✓ Research on the use of polyvinyl alcohol as a means of suspension in the determination of the granular distribution of heavy particle materials.