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Education

| | |
|---|----------------------------|
| Foster School of Business, University of Washington | <i>Seattle, WA</i> |
| Doctor of Philosophy, Strategic Management & Technology Entrepreneurship | <i>2010</i> |
| Smeal College of Business, The Pennsylvania State University | <i>University Park, PA</i> |
| Master of Science, Management Science and Information Systems | <i>2000</i> |
| College of Earth and Mineral Sciences, The Pennsylvania State University | <i>University Park, PA</i> |
| Master of Science in Environmental Pollution Control / Environmental Engineering | <i>1994</i> |
| Master of Science in Geography | |

Research Interests

- Collaborative networks and innovation
- Strategic entrepreneurship and value capture
- Technology strategy and intellectual property markets

Academic Appointments

| | |
|---|-------------------------|
| University of Oregon | <i>Eugene, OR</i> |
| Associate Professor | <i>since 2019</i> |
| Assistant Professor | <i>2015-2019</i> |
| Department of Management, Lundquist College of Business | |
| Michigan State University | <i>East Lansing, MI</i> |
| Assistant Professor, Department of Management, Eli Broad College of Business | <i>2010-2015</i> |
| University of Tasmania | <i>Hobart, TAS</i> |
| Lecturer, Department of Surveying, School of Engineering | <i>1996-1997</i> |

Refereed Publications

**denotes graduate student co-author at the time of acceptance*

McDonald, A. T., Pulaski, D., **Heidl, R.** (2023). Magnetic tower: Within and between-team collaboration experiential exercise. *Journal of Education for Business*, **98**(6), 338-346.

Chari, M., Steensma H.K., Connaughton, C. & **Heidl, R.**, (2022) The influence of Patent Assertion Entities on Inventor Behavior. *Strategic Management Journal*. **43**(8) 1666-1690

Guo, Z.*, **Heidl R.**, Hollenbeck, J., A. Yu, A. & Howe, M. (2022) When Discretionary Boundary Relationships Cease Becoming Discretionary: Open Versus Closed Ties and Informal Leadership. *Journal of Applied Psychology*. **107**(6) 898-916

Kim, J.Y., Steensma H.K, & **Heidl R.** (2021) The Configuration of Inventor Networks within Firms and their Capacity to Absorb External Technologies. *Academy of Management Journal*. **64**(5) 1527-1552

Matusik, J.*, **Heidl R.**, Lee, H.*, Hollenbeck, Howe, M., Yu, A.*, & Calantone, R. (2019) Wearable Bluetooth sensors for capturing relational variables and temporal variability in relationships: A construct validation study. *Journal of Applied Psychology*. **104**(3) 357-387

Chaffin, D.*, **Heidl R.**, Hollenbeck, J., Howe, M., Yu, A.*, Calantone, R., & Voorhees, C. (2017). The promise and perils of wearable sensors in organizational research. *Organizational Research Methods*. **20**(1) 3-31

Steensma H.K., Chari, M.*, & **Heidl, R.** (2016) The role of patent assertion entities in markets for intellectual property rights. *Organization Science*. **27**(1) 2-17

Steensma H.K., Chari, M.*, & **Heidl, R.** (2015) The quest for expansive intellectual property rights and the failure to disclose known relevant prior art. *Strategic Management Journal*. **36**(8) 1115-127

Heidl R., Steensma H.K. & Phelps, C. (2014) Divisive faultlines and the unplanned dissolution of multi-partner alliances. *Organization Science*. **25**(5) 1351-1371

Phelps C., **Heidl R.**, & Wadhwa A. (2012) Knowledge, networks, and knowledge networks: A Review and Research Agenda. *Journal of Management*. **38**(4) 1115-1166

Other Publications

Heidl, R., Padmanabhan, P. (2023) Non-Human Agency in Organizations: Embedded Exchange with Augmenting Technologies. *Academy of Management Proceedings*, Boston, MA, USA

McDonald, A. & **Heidl, R.** (2019) Tensor Decomposition of Continuous Relational Variables: Finding Emergent Structures. *Academy of Management Proceedings*. Boston, MA, USA

Kim, J.Y., Steensma, H.K., & **Heidl, R.** (2018). Absorptive capacity and intraorganizational network structures. *Academy of Management Proceedings*. Chicago, IL, USA

Heidl, R., Guo, Z., Yu, A., & Howe, M. (2018). The impact of informal boundary spanning bridges on leadership emergence. *Academy of Management Proceedings*. Chicago, IL, USA

Heidl, R., Steensma, H.K., & Phelps, C. (2016). Coopetition in Multipartner Alliances: Knowledge Flow between Strangers among Friends. *Academy of Management Best Paper Proceedings*. Anaheim, CA, USA

Chaffin, D., **Heidl, R.**, Chari, M. & Calantone, R. (2013). The role of examiner workload and applicant reputation in intellectual property protection. *Academy of Management Best Paper Proceedings*. Orlando, FL, USA.

Heidl R. & Phelps C. (2010). The influence of interorganizational embeddedness on multi-partner alliance stability. *Academy of Management Best Paper Proceedings*. Montreal, QC, Canada.

Working Papers

Heidl, R., Asgari, N., Bruyaka, O., & Hoehn-Weiss, M. When does collaborative success promote inertia vs change in alliance portfolios?

Heidl, R., Murray, A. & Padmanabhan, P., Non-Human Agency in Organizations: Embedded Exchange with Augmenting Technologies

Heidl R., Howe, M., Yu, A.*, & Hollenbeck, J. Multiplexity in the Workplace: Task Complementarity vs Relational Scope

Hollenbeck J., Burgess, B., **Heidl, R.**, Connolly T., Boora L., Wong H., & Coley, T. The Changing Nature of Work: Relational job design and Covid-19 Contact Tracing

Grants

National Science Foundation (2020). RAPID: The Changing Nature of Work: Dynamic Reconfiguration and Visualization in the Context of Covid-19 Contact Tracing. (\$200,000) with Hollenbeck, J.

The Lundquist College of Business Kageyama Grant (2018). Capturing Activity Systems' Dynamics with Wearable Proximity Sensors (\$4,150)

The Eli Broad College of Business Summer Grant (2014). Organizational antecedents and consequences of intellectual property transfers to patent assertion entities (\$12,092)

The Eli Broad Department of Management Advisory Board Stride Fund (2013). Patent assertion entities: Innovation accelerators or inhibitors? (\$5,000)

The Eli Broad College of Business Summer Grant (2013). Multi-partner alliance negotiation and network evolution: The role of personal values and power (\$15,121)

National Science Foundation (2012). Formal and informal boundary spanning in multiteam systems: triadic influences on knowledge generation and innovation in scientific teams. (\$1.1 MM) with Hollenbeck, J., Calantone, R., and Carlo, J.

The Eli Broad College of Business Institute for Entrepreneurship and Innovation (2010). Network evolution in entrepreneurship (\$10,000) with Yao, X. & Calantone, R.

Awards

- Academy of Management Journal – Best Reviewer Award (2024)
- Journal of Management – Scholarly Impact Award (2017)
- Academy of Management Entrepreneurship Division Best Empirical Paper Award (2013)
- Dean's Achievement Award (highest GPA and comprehensive exam scores in cohort), Foster

School of Business, University of Washington (2006)

- Overseas Postgraduate Research Scholarship (OPRS), Centre for Resource and Environmental Studies, Australian National University, Australia (1995)
- Earth Systems Science Fellowship, Department of Geography, PennState University (1991)

Conference Presentations

**denotes presentation by co-author*

***Heidl, R.**, Asgari, N., Bruyaka, O., & Hoehn-Weiss, M. (2024) Annual Meeting of the Strategic Management Society, “Keep a good thing going or change? How collaborative success affects alliance portfolios’ composition” (Nominated for Best Paper Award), Istanbul, Turkey

Heidl, R., Asgari, N., Bruyaka, O., & Hoehn-Weiss, M. (2024) Academy of Management Annual Meeting, “Keep a good thing going or change? How collaborative success affects alliance portfolios’ composition”, Symposium on Interfirm Collaboration, Annual Meeting of the Academy of Management, Chicago, IL, USA

***Heidl, R.**, Murray, A. & Padmanabhan, P. (2024), Non-Human Agency in Organizations: Embedded Exchange with Augmenting Technologies, EGOS Colloquium 2024, Milan, Italy

***Heidl, R.**, Murray, A. & Padmanabhan, P. (2024), Non-Human Agency in Organizations: Embedded Exchange with Augmenting Technologies, University of Alberta, AI, Canada

***Heidl, R.** & Padmanabhan, P. (2023) Academy of Management Annual Meeting, "Non-Human Agency in Organizations: Embedded Exchange with Augmenting Technologies," Annual Meeting of the Academy of Management, Boston, MA, USA

***Hollenbeck J.**, Burgess, B., **Heidl, R.**, Connolly T., Boora L., Wong H., & Coley, T. (2021) The Changing Nature of Work: Dynamic Reconfiguration and Visualization in the Context of Covid-19 Contact Tracing, NSF Science of Organizations RAPID Covid Program of Research

Heidl, R. & Asgari, N. (organizers) (2021) Panel Discussion - The next frontier: Interplay of organizational structure and firm cooperative strategies (with Kleinbaum, A., Davis, J., Flaminzeanu, D. & Mitchell, W.). Annual Meeting of the Strategic Management Society. Toronto (remote). Canada

***Chari, M.**, Steensma, K., & **Heidl, R.** (2021) The influence of Patent Assertion Entities on Inventor Behavior. Annual Meeting of the Academy of Management (remote)

Kim, J.Y., Steensma, H.K., & **Heidl, R.** (2018). Absorptive capacity and intraorganizational network structures. 16th Westcoast Research Symposium on Technology Entrepreneurship. Seattle, WA, USA (scheduled)

***Kim, J.Y.**, Steensma, H.K., & **Heidl, R.** (2018). Absorptive capacity and intraorganizational network structures. Annual Meeting of the Academy of Management. Chicago, IL, USA (scheduled)

***Heidl, R.**, Guo, Z., Yu, A., & Howe, M. (2018). The impact of informal boundary spanning bridges on leadership emergence. Annual Meeting of the Academy of Management. Chicago, IL, USA (scheduled)

*Kim, J.Y., Steensma, H.K., & **Heidl, R.** (2018). Absorptive capacity and intraorganizational network structures. Strategy Science Conference at Wharton. Philadelphia, PA, USA

Heidl R. (2017). PDW Multilevel methodological advances: Wearable sensor systems. Annual Meeting of the Academy of Management. Atlanta. GA

Bruyaka, O., Lumineau, F. and **Heidl R.** (2017). PDW Alliance dynamics and instability: Antecedents of alliance instability. Annual Meeting of the Academy of Management. Atlanta. GA

*Matusik, J., **Heidl R.**, Hollenbeck, J., Lee, H. and Yu, A. (2017). Validity and utility of bluetooth-based proximity sensors in organizational research. Annual Meeting of the Academy of Management. Atlanta. GA

Heidl, R. (2016) The stability of multipartner alliances. Annual Meeting of the Strategic Management Society. Berlin. Germany

Heidl R., Steensma H.K., & C. Phelps (2016). Coopetition in multi-partner alliances: Knowledge flow between strangers among friends. Annual Meeting of the Academy of Management. Vancouver. BC

*Yu, A., **Heidl R.**, Hollenbeck, J., & Howe, M. (2016) Multiplex networks and individual outcomes in large scale scientific work. INSNA Sunbelt XXXVI. Newport Beach, CA

Chari, M., Steensma, K., & **Heidl, R.** (2015) The influence of patent assertion entities on the locus and quality of patented invention. Annual Meeting of the Strategic Management Society. Denver. CO

*Chaffin, D., **Heidl R.**, Hollenbeck, J., Howe, M., Yu, A., Calantone, R., & Voorhees, C. (2015) The promise and perils of wearable sensors in organizational research. Annual Meeting of the Academy of Management. Vancouver. BC

Heidl R., Hollenbeck, J., Howe, M., Yu, A., Calantone, R., & Voorhees, C. (2015) The impact of informal ties on performance of individuals and teams embedded in multiteam systems. Annual Meeting of the Academy of Management. Vancouver. BC

Chaffin, D., **Heidl, R.**, Chari, M. & Wiseman, R. (2014) The role of examiner workload and applicant status in the patent evaluation process Annual Meeting of the Strategic Management Society. Madrid

*Chaffin, D., **Heidl, R.**, Chari, M. & Calantone, R. (2013) The Role of Examiner Workload and Applicant Reputation in Intellectual Property Protection. Annual Meeting of the Academy of Management. Orlando. FL

*Steensma H.K., Chari, M., & **Heidl, R.** (2012) The assessment of invention novelty and the failure of inventors to reveal relevant prior art. Annual Meeting of the Academy of Management. Boston. MA

*Chari, M., Steensma H.K., & **Heidl, R.** (2012) Patent traders or trolls: Innovation accelerators or inhibitors. Annual Meeting of the Academy of Management. Boston. MA

Heidl R. & Yao, X. (2011) Founder characteristics and the social psychological mechanisms of entrepreneurial network development. INSNA Sunbelt XXXI. St. Pete, FL

Heidl R., Steensma H.K., & Phelps C. (2010) Knowledge transfer within multi-partner alliances: The influence of relational embeddedness and power. Annual Meeting of the Academy of Management. Montreal, QC

Heidl, R., Phelps C., & Steensma H.K. (2010) The influence of inter-organizational embeddedness on the stability of multi-partner alliances. Annual Meeting of the Academy of Management. Montreal, QC

Westerman, G., Clemons, E., **Heidl, R., & Kumar, S.** (2006) What are the key dimensions and issues of team level innovation? Seattle Innovation Symposium. Seattle. WA

Teaching Experience

Lundquist College of Business, University of Oregon

MGMT 455 – Implementing Entrepreneurial Strategy / Corporate Entrepreneurship (SP 2020, 2021, 2022, 2024)

BA 732 – Technology and Innovation Management (Winter 2019, 2020, 2021, 2022, 2024)

BA 453 – Business Strategy and Planning (Winter, Spring, Fall 2016)

MGMT 410/510 – Technology and Innovation Management (Spring 2017, 2018, 2019, 2020, 2021 Winter 2019, 2021, 2022)

MGMT 335 – Launching New Ventures (Spring 2017, 2018, 2019, 2022 Winter 2018, 2020)

Broad College of Business, Michigan State University

MGT 852 – Entrepreneurship: Recognizing New Venture Opportunities (Spring 2015)

MGT 853 – Entrepreneurship: Exploiting New Venture Opportunities (Spring 2015)

MGT 409 – Business Policy and Strategic Management (Spring 2013)

MGT 454 – Technology Entrepreneurship (Fall 2012, 2013)

MGT 912 – Innovation Management and Technology Entrepreneurship (Spring 2011)

MGT 352 – Entrepreneurship: New Venture Process (Fall 2010 - 2015)

Foster School of Business, University of Washington

MGMT 430 - Strategic Management (Winter 2005, Spring 2005, Summer 2005, Winter 2006).

ENTRE 370 - Introduction to Entrepreneurship (Fall 2007).

College of Agriculture, Pennsylvania State University

Object-Oriented Programming for Spatial Information Systems (Professional extension).

Environmental Decision Support Systems (Professional extension).

College of Engineering, University of Tasmania

SIS I - Introduction to Spatial Information Systems (Summer 1996).

SIS II - Spatial Information Systems II (Winter 1996).

College of Earth and Mineral Sciences, Pennsylvania State University

GEOG 497A – Applied Geographic Information Systems (Summer 1993)

Service Activities

Professional Service

- Editorial Board: *Academy of Management Journal* (2019-),
- Reviewer: *Academy of Management Review* (2021-), *Administrative Science Quarterly* (2018-), *Academy of Management Journal* (2014-), *Journal of Management Studies* (2014-), *National Science Foundation* (2016-), *Strategic Management Journal* (2015-), *Journal of Management* (2018-), *Group & Organization Management* (2017-2019)
- Representative-At-Large: *Strategic Management Society Interest Group (IG) Cooperative Strategy* (2020-2021)

University of Oregon Service

- *Member of University of Oregon Senate, Study Abroad Programs Committee, FA2024 - present*
- *PhD Committee Member, Jung Hyun Kwon (Organization, Strategy, and International Management at University of Texas at Dallas, formerly at University of Oregon), FA2019 - SP 2022*
- *PhD Committee Member, Kevin O' Hare (Political Science), FA2016 - SP2021*
- *Member of the University of Oregon International Scholars Committee (FA2016 - SP2018)*
- *Thesis Chair, Gabri Chodosh (Honors College), SP2015 - SP 2017*
- *Thesis Chair, David Pulaski (Honors College), SP2018 - SP2020*

Lundquist College of Business and Department Service

- *Mentorship Program, Department of Management and Organization, Lundquist College of Business, FA2024 - present*
- *Coordinator Management PhD Program, SU2024 – present*
- *Member Lundquist College of Business Artificial Intelligence Taskforce, SU2024 – present*
- *Member of Search Committee for 3 Assistant Professor of Management, SU2023 – FA 2023*
- *Head, Department of Management and Organization, Lundquist College of Business (SP 2022)*
- *Member Lundquist College of Business Promotion and Tenure Committee (FA2021, WI2022)*
- *Chair Lundquist College of Business Undergraduate Program Committee (FA2019)*
- *Member Lundquist College of Business Undergraduate Program Committee (FA2018 – SP2020)*
- *Member Lundquist College of Business MBA Academic Committee 2017/2018*
- *Member of Search Committee for 2 Open Rank Professor of Management (OB), SP2016 – FA2016*
- *Member of Search Committee for 4 Open Rank Professor of Management (OB), FA2018 – SP2019*
- *PhD Committee: read qualifying exams and reviewed applications for admission, WI2015 - present*
- *Course Coordinator for MGMT 335 Launching New Ventures, FA2018*

Oregon Community Service

- *Mentor at the Regional Accelerator & Innovator Network (RAIN)*
- *Advisory Board Member on several local venture creation efforts*

Professional Memberships

- *Member, Academy of Management - BPS/TIM/ENT divisions (2005-)*
- *Member, Strategic Management Society (2008-)*
- *Member, International Network for Social Network Analysis (2006-)*

Industry Experience

Program/Development Manager

- Managed product definition, development planning and execution for an early-stage technology venture

Movilitas GmbH
(acquired by Honeywell 2016)
Mannheim, Germany
2008

Development Architect

- Managed development of solution architecture for international mobile project teams in strategic development projects
- Advised top level management on performance improvement and application enhancement strategies

SAP AG
Walldorf, Germany
2002-2004

Product Manager

- Conducted competitive analysis, developed business cases, and directed customer requirements workshops
- Specified pharmaceutical industry requirements and raised funds for application development targeting handheld devices

SAP AG
Walldorf, Germany
2000-2002

Other Skills and Interests

Languages

- *German (native), Spanish (fluent), English (fluent), French (DELF B2)*

Sports

- *Triathlon, Skiing*