RALPH A. HEIDL

N425 North Business Complex   Office: +1 517 353-6435
Michigan State University   Fax: +1 517 432 1111
East Lansing, MI 48824   Email: heidl@bus.msu.edu

ACADEMIC POSITIONS

2010 ~   Assistant Professor of Management, The Eli Broad Graduate School of
              Management, Michigan State University

1997-2000   Faculty Research Assistant, College of Agricultural Sciences, The Pennsylvania
              State University

1996-1997   Lecturer in Spatial Information Systems, School of Engineering, University of
              Tasmania, Australia

EDUCATION

2010   Ph.D. in Technology Entrepreneurship and Strategic Management
              Michael G. Foster School of Business, University of Washington

2000   Master of Science in Management Science and Information Systems
              Smeal College of Business, The Pennsylvania State University

1994   Master of Science in Geography
              Master of Science in Environmental Pollution Control
              Earth Systems Science Center, The Pennsylvania State University

1991   Bachelor of Science in Geography (1st Class Honors)
              Brock University in St. Catharines, ON, Canada

RESEARCH INTERESTS

Collaborative Networks, Knowledge Exchange, Technology Entrepreneurship, Innovation
Management

PUBLICATIONS

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

MANUSCRIPTS UNDER REVIEW

Heidl R., Steensma H.K. & Phelps, C. "The influence of tie strength inequality across partner
pairs on the dissolution of multi-partner alliances". *Under 3rd review at Organization Science.*

Steensma H.K., Chari, M., & Heidl, R. "The assessment of invention novelty and the failure of inventors to reveal relevant prior art". *Revise and resubmit at Strategic Management Journal.*

WORK IN PROGRESS

Heidl R., Steensma H.K, & Phelps C. "Knowledge flow between Strangers among Friends". *Manuscript under final preparation for submission to Organization Science.*

Heidl R. , Hollenbeck, J., & Calantone, R. "Formal and informal boundary spanning in multiteam systems: Triadic influences on knowledge generation and innovation". *Status: Manuscript under preparation for submission to Academy of Management Review.*

Heidl R. ,Yao, X., Schaubroeck, J. & Peng, C. "Human values and power in entrepreneurial negotiation". *Status: Data collection complete.*

Chari, M., Steensma H.K., & Heidl, R. "Patent traders or trolls: Innovation accelerators or inhibitors". *Status: Data collection in progress.*

CONFERENCE PROCEEDINGS

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.

REFEREED CONFERENCE PRESENTATIONS

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

Chaffin, D., Heidl, R., Chari, M. & Calantone, R. "Too Small to Patent? The Liability of New Ventures in Intellectual Property Protection".
    (June 2013). Babson College Entrepreneurial Research Conference. Lyons, France.

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

Chari, M., Steensma H.K., & Heidl, R. "Patent traders or trolls: Innovation accelerators or

inhibitors".
   (August 2012). Annual Meeting of the Academy of Management. Boston.

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

Heidl R., Steensma H.K, & Phelps C. "Knowledge transfer within multi-partner alliances: The influence of relational embeddedness and power".
   (July 2010). INSNA Sunbelt XXX. Riva del Garda, Italy.
   (August 2010). Annual Meeting of the Academy of Management. Montreal, Canada.

Heidl, R., Phelps C., & Steensma H.K. "The influence of inter-organizational embeddedness on the stability of multi-partner alliances"
   (November 2009). Management & Social Networks. Annecy, France.
   (August 2010). Annual Meeting of the Academy of Management. Montreal, Canada.

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

GRANTS RECEIVED

2010   The Eli Broad College of Business Institute for Entrepreneurship and Innovation
       to develop a funding proposal related to research on network development in
       entrepreneurship and innovation management ($10,000) with Yao, X. & Calantone, R.

2012   National Science Foundation – Science of Organizations (SoO) Program
       "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.

TEACHING

2010 ~   Michigan State University
              MGT 409 – Business Policy and Strategic Management (Spring 2013)
              MGT 454 – Technology Entrepreneurship (Fall 2012)
              MGT 912 – Innovation Management and Technology Entrepreneurship
              (Spring 2011)
              MGT 352 – Entrepreneurship: New Venture Process (Fall 2010, 2011)

2004- 2010   University of Washington
              MGMT 430 - Strategic Management (Winter 2005, Spring 2005, Summer
              2005, Winter 2006).
              ENTRE 370 - Introduction to Entrepreneurship (Fall 2007).

1997-2000	The Pennsylvania State University
	Object-Oriented Programming for Spatial Information Systems (Professional extension).
	Environmental Decision Support Systems (Professional extension).

1996-1997	University of Tasmania, Australia
	SIS I - Introduction to Spatial Information Systems (Summer 1996).
	SIS II - Spatial Information Systems II (Winter 1996).

1990-1994	GEOG 497A – Applied Geographic Information Systems (Summer 1993)

INDUSTRY EXPERIENCE

2008	Program/Development Manager, Movilitas GmbH, Mannheim, Germany
	Managed product definition and development planning for an early stage technology venture
	Delivered functional application prototype for future acquisition of external funding

2002 - 2004	Development Architect, SAP AG, Walldorf, Germany
	Managed and provided solution architecture leadership for international mobile project teams in strategic development projects
	Advised top level management on performance improvement and application enhancement strategies

2000 - 2002	Product Manager, SAP AG, Walldorf, Germany
	Conducted competitive analysis, developed business cases, and directed customer requirements workshops
	Specified pharmaceutical industry requirements and obtained sponsorship for the corresponding application development targeting handheld devices

AWARDS AND HONORS

2006	Dean's Achievement Award (highest GPA and comprehensive exam scores in cohort), Foster School of Business, University of Washington, USA
1995	Overseas Postgraduate Research Scholarship (OPRS), Centre for Resource and Environmental Studies, Australian National University, Australia
1991	Earth Systems Science Fellowship, Department of Geography, The Pennsylvania State University, USA
1989	DAAD Scholarship, Albert-Ludwigs-Universität Freiburg, Germany

PROFESSIONAL SERVICE & AFFILIATIONS

2008~	Member Strategic Management Society / Reviewer, Annual Meeting

2006 ~	Member International Network for Social Network Analysis (ISNA)
2005~	Member of the Academy of Management / Reviewer, Annual Meeting Academy of Management, BPS/TIM/ENT Divisions
2005	Executive Council, Doctoral Business Student Association, Michael G. Foster School of Business, University of Washington

OTHER SKILLS & INTERESTS

| Languages: | Fluent in German, Spanish, English and French (DELF B2) |
| Interests: | Triathlon, Cycling (Road & Mountain), Skiing (Downhill & Cross-Country) |