

## RALPH A. HEIDL

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Michigan State University  
East Lansing, MI 48824

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### 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 (1<sup>st</sup> Class Honors)  
Brock University in St. Catharines, ON, Canada

### RESEARCH INTERESTS

Collaborative Networks, Entrepreneurship, Innovation Management, Intellectual Property Rights, Technology Markets

### PUBLICATIONS

Steensma H.K., Chari, M., & **Heidl, R.** “The quest for expansive intellectual property rights and the failure to disclose known relevant prior art”. *Forthcoming Strategic Management Journal*.

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

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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**

Chari, M., Steensma H.K. & **Heidl, R.** “The role of patent assertion entities in markets for intellectual property rights” *Revise & Resubmit at Organization Science*.

Hollenbeck, J., **Heidl R.**, Calantone, R., Voorhees, C., Yu, A., Howe, M., & Chaffin, D. “Informal boundary spanning in multiteam systems: A contingent optimization theory”. *Under 1<sup>st</sup> Review at Journal of Applied Psychology*.

Chaffin, D., **Heidl R.**, Hollenbeck, J., Calantone, R., Voorhees, C. & Yu, A. “The promise and perils of wearable sensors in organizational research”. *Under 1<sup>st</sup> Review at Organizational Research Methods*.

Voorhees, C., Calantone, R., **Heidl R.**, Hollenbeck, J., & Herring, B. “An examination of the benefits of boundary spanning ties in new product development teams: An agent-based modeling approach”. *Under 1<sup>st</sup> Review at Decision Science*

### **WORK IN PROGRESS**

Chari, M., Steensma H.K., & **Heidl, R.** “The influence of patent trolls on the locus and quality of invention”. *Manuscript under final preparation for re-submission to Management Science*.

Chaffin, D., **Heidl, R.**, Chari, M. & Wiseman, R. “The role of examiner workload and applicant status in the patent evaluation process”. *Manuscript under final preparation for submission to Strategic Management Journal*

**Heidl R.**, Steensma H.K., & Phelps C. “Knowledge flow between Strangers among Friends”. *Manuscript under final preparation for submission to Academy of Management Journal*.

**Heidl R.**, Yao, X., Schaubroeck, J. “Microprocesses in Network Dynamics: The Role of Individual Agency in the Genesis of Inter-Organizational Networks”. *Data collection completed*

**Heidl, R.** “Organizational antecedents and consequences of intellectual property transfers to patent assertion entities”. *Data collection ongoing*.

### **REFEREED CONFERENCE PRESENTATIONS**

Chaffin, D., Heidl, R., Chari, M. & Wiseman, R. “The role of examiner workload and applicant status in the patent evaluation process”

(September 2014). Annual Meeting of the Strategic Management Society. Madrid. Spain

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Hollenbeck, J., Heidl, R., Calantone, R., Voorhees, C., Yu, A., Howe, M., & Chaffin, D. "Informal boundary spanning in multiteam systems: A contingent optimization theory".

(August 2014) Science of Team Science Conference, Austin, TX

(July 2014) INGroup, Raleigh, NC

(May 2014) Society for Industrial and Organizational Psychology in Honolulu, HI

(October 2013) Workshop on Information in Networks, New York

Chaffin, D., Heidl R., Hollenbeck, J., Calantone, R., Voorhees, C. & Yu, A. "The promise and perils of wearable sensors in organizational research"

(July 2014) INGroup, Raleigh, NC

(May 2014) Society for Industrial and Organizational Psychology in Honolulu, HI

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. FL

(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".

(September 2013) West Coast Research Symposium, Seattle, WA

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

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. MA

Heidl R., Yao, X. "Founder characteristics and the social psychological mechanisms of entrepreneurial network development".

(February 2011). INSNA Sunbelt XXXI. St. Pete, FL.

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. WA

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### **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.

### **GRANTS RECEIVED**

- 2013 The Eli Broad College of Business Summer Grant  
"Multi-Partner Alliance Negotiation and Network Evolution: The Role of Personal Values and Power" (\$15,121)
- 2013 The Eli Broad Department of Management Advisory Board Stride Fund  
"Patent Assertion Entities: Innovation Accelerators or Inhibitors?"  
(\$5,000)
- 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.
- 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.

### **TEACHING**

- 2010 ~ Michigan State University  
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 - 2014)
- 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

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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).
- 1993 The Pennsylvania State University  
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**

- 2013 Academy of Management Entrepreneurship Division Best Empirical Paper Award
- 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

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- 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)

### **REFERENCES**

Kevin Steensma  
Professor of Management  
Evert McCabe Faculty Fellow  
Department of Management & Organization, University of Washington  
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Robert M. Wiseman  
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John R. Hollenbeck  
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