

RALPH A. HEIDL, PH.D.

Department of Management, Michigan State University
Eli Broad College of Business
425 North Business Complex
East Lansing, MI 48824-1121
Email: heidl@broad.msu.edu

Education

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|---|--------------------------------|
| 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 | <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

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| Michigan State University | <i>East Lansing, MI</i> |
| Assistant Professor, Department of Management, Eli Broad College of Business | <i>2010-present</i> |
| University of Tasmania | <i>Hobart, TAS</i> |
| Lecturer, Department of Surveying, School of Engineering | <i>1996-1997</i> |

Refereed Publications

- Steensma H.K., Chari, M., & **Heidl, R.** (forthcoming) The quest for expansive intellectual property rights and the failure to disclose known relevant prior art. *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
- 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

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.

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*.

Chaffin, D., **Heidl R.**, Hollenbeck, J., Calantone, R., Voorhees, C. & Yu, A. “The promise and perils of wearable sensors in organizational research”. *Revise & Resubmit at Organizational Research Methods*.

Chaffin, D., **Heidl, R.**, Chari, M. & Wiseman, R. “The role of examiner workload and applicant status in the patent evaluation process”. *Under 1st Review at Strategic Management Journal*

Working Papers

Chari, M., Steensma H.K., & **Heidl, R.** The influence of patent trolls on the locus and quality of invention

Heidl R., Steensma H.K., & Phelps C. Knowledge flow between strangers among friends

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

Heidl R., Yao, X., Schaubroeck, J. Microprocesses in network dynamics: The role of individual agency in the genesis of inter-organizational networks.

Heidl, R. Organizational antecedents and consequences of intellectual property transfers to patent assertion entities

Grants

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)

Grants (cont.)

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 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, The Pennsylvania State University (1991)
- DAAD Scholarship, Albert-Ludwigs-Universität Freiburg, Germany (1989)

Conference Presentations

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. Spain

Hollenbeck, J., **Heidl, R.**, Calantone, R., Voorhees, C., Yu, A., Howe, M., & Chaffin, D. (2014) Informal boundary spanning in multiteam systems: A contingent optimization theory. Workshop on Information in Networks, New York

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, Canada

Conference Presentations (cont.)

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, Canada.

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

Broad College of Business, 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)

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)

Industry Experience

Program/Development Manager

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

*Movilitas GmbH
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 obtained funding for application development targeting handheld devices

*SAP AG
Walldorf, Germany
2000-2002*

Professional Service Activities

Ad-hoc Reviewer

- *Journal of Management Studies* (2014-)

Affiliations

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

Other Skills and Interests

Languages

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

Sports

- *Triathlon*
- *Skiing*

References

Kevin Steensma
Professor of Management
Evert McCabe Faculty Fellow
Department of Management & Organization, University of Washington
Email: steensma@u.washington.edu / Phone: +1 206 543 4897

Robert M. Wiseman
Professor of Management
Eli Broad Legacy Fellow of Management
Department of Management, Michigan State University
Email: wiseman@broad.msu.edu / Phone: +1 517.355 1878

John R. Hollenbeck
Eli Broad Professor of Management
University Distinguished Professor
Department of Management, Michigan State University
Email: jrh@broad.msu.edu / Phone: +1 517.355 2413