

RAFAEL A. CORREDOIRA

Management & Organization Department
 Robert H. Smith School of Business - University of Maryland
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CURRENT POSITION**Robert H. Smith School of Business - University of Maryland**

Assistant Professor, Strategy, Department of Management & Organization 2008 - present

EDUCATION**The Wharton School, University of Pennsylvania, Philadelphia, PA**

Ph.D. in Management 2009
 Major Strategic Management, Minor International Business
 Dissertation: *Embedded Exploration: The role of inter-firm networks in channeling organizational search*

M.S. in Managerial Science and Applied Economics 2007

The Fox School of Business, Temple University, Philadelphia, PA

Coursework for Ph.D. in Management 1999-2002

Lebow School of Business, Drexel University, Philadelphia, PA

MBA with concentrations in Finance & Operations Management 1999

School of Chemistry, Universidad de la República, Montevideo, Uruguay

Bachiller en Química (equivalent to B.S. in Chemistry) 1987

RESEARCH INTERESTS

Social networks, Knowledge transfer, Evolutionary theory, Innovation, Entrepreneurship, Economic Development

PUBLICATIONS

- 1) Corredoira, R. A. and L. Rosenkopf (2010) **Should Auld Acquaintance Be Forgot? The Reverse Transfer of Knowledge through Mobility Ties**, *Strategic Management Journal* 31 (2): 159-181
- 2) McDermott, G. A., and R.A. Corredoira (2010). **Network Composition, Collaborative Ties, and Upgrading in Emerging Market Firms: Lessons from the Argentine Autoparts Sector**, *Journal of International Business Studies* 41, 308-329
- 3) McDermott, G. A., and R.A. Corredoira (2010). **Recombining to Compete: Public-Private Institutions, Shifting Networks, and the Remaking of the Argentine Wine Sector**, in *Innovation and catching up: The changing geography of wine production*, (E. Giuliani, A. Morrison and R. Rabellotti, eds.), Edward Elgar, Cheltenham

- 4) McDermott, G. A, R.A. Corredoira and G. Kruse (2009) **Recombining to Compete in Global Markets: How Public Policy Can Improve Upgrading in Emerging Market Societies**, *Academy of Management Journal* 52(6): 1270-1296
- 5) Rosenkopf, L. & Corredoira, R. A. (2008). **What You Can Gain When You Lose Good People**. *Harvard Business Review*, 86(4): 24-28
- 6) Knott, A.M., R.A Corredoira, and J.R. Kimberly (2008). **Improving Consistency and Quality of Service Delivery: Implications for the Addiction Treatment Field**, *Journal of Substance Abuse Treatment*, 35(2): 99-108
- 7) McDermott GA, Corredoira RA, Kruse G. (2007). **Public-Private Networks as Sources of Knowledge and Upgrading Capabilities: A Parametric Stroll through Argentine Vineyards**. *Academy of Management Proceedings*: 1-6. Academy of Management
- 8) Corredoira, R. A. and J. R. Kimberly (2006) **Industry Evolution through Consolidation: Implications for Addiction Treatment**, *Journal of Substance Abuse Treatment*, Special Issue, 31: 255-265
- 9) Partovi, F.Y., and R. A. Corredoira (2002) **QFD: For the Good of Soccer**, *European Journal of Operational Research*, 137(3): 642-656
- 10) Maragah, H. D., and R. A. Corredoira (2002) **Al Gore's Initiative of Reinventing the Government: The Real Story of Total Quality Management in the Federal Government**, *Quality Engineering*, 14 (2): 277-289

WORKING PAPERS

Wherefore Art Thou? The Role of Alternative Evaluation Accuracy in Directing Organizational Search.

Social Capital Accessibility: An Empirical Study of Generative Mechanisms and Redundancy of Inter-firm Knowledge Access through Mobility, Alliance and Geographic Proximity.

Embedded Exploration: An Empirical Study of Organizational Ties as Alternative Selectors for Problemistic Search.

Knowledge Evolution: Effects of Exploration into Unrelated Areas for Semiconductor Patents (with P. Banerjee)

CONFERENCE and INVITED PRESENTATIONS

- 1) **Measuring the Clinical Performance of Addiction Treatment Centers Using Data Envelopment Analysis.** (with J. A. Chilingirian and J R. Kimberly) *Sixth North American Productivity Workshop*, Rice University, Houston, TX, June, 2010
- 2) **Recombining to Compete: Public-Private Institutions, Shifting Networks, and the Remaking of the Argentine Wine Sector.** (with G. A. McDermott) *LAEMOS 2010: Constructing and Disrupting Social Realities*, Buenos Aires, Argentina, April, 2010
- 3) **Can you help me? Overcoming entrepreneurial learning limitations with firms and institutions in the Mendoza wine industry.** (with G. A. McDermott) *Iberoamerican Academy of Management Conference*, Buenos Aires, Argentina, December, 2009

- 4) **Social Capital Accessibility: Generative Mechanisms and Redundancy of Inter-firm Knowledge Access.** *INFORMS Annual Meeting*, San Diego, CA, October, 2009
- 5) **Embedded Exploration: An Empirical Study of Firm Selectors For Problemistic Search** *SMS Conference*, Washington, DC, October 2009
- 6) **Collaboration and Product Innovation in the Argentinean Autopart Industry.** (with G. A. McDermott) *IMVP Researchers Meeting and Automotive Research Conference*, Rochester, MI, June 2009
- 7) **Social Capital Accessibility: Generative Mechanisms and Knowledge Flows in the Semiconductor Industry** *Smith Research Entrepreneurship Conference*, May 2009
- 8) **High Performance Addiction Treatment Clinics: A Frontier Analysis in Maryland.** *Mutual Assistance Program for States (MAPS) Organizational Design and Consolidation Strategies Meeting*. TRI, Philadelphia, PA, October 2008
- 9) **Public-Private Networks as Sources of Upgrading and Learning: An Innovation in Surveying and Data Collection** (with G. A. McDermott) *Inter-American Development Bank*, Washington, DC, November, 2007
- 10) **Knowledge Evolution: Effects of Exploration into Unrelated Areas for Semiconductor Patents** (with P. Banerjee) *SMS Conference*, San Diego, CA, October 2007
- 11) **Public-Private Networks as Sources of Knowledge and Upgrading Capabilities: A Parametric Stroll through Argentine Vineyards** (with G. A. McDermott and G. Kruse) *Academy of Management Conference*, Philadelphia, PA, August, 2007
- 12) **Social Capital Accessibility: Redundancy, Enduring Social Ties, Attention-Focusing Routines, and Knowledge Flows in the Semiconductor Industry** *Academy of Management Conference*, Philadelphia, PA, August 2007
- 13) **Knowledge Evolution: Effects of Exploration into Unrelated Areas for Semiconductor Patents** (with P. Banerjee) *Academy of Management Conference*, Philadelphia, PA, August 2007
- 14) **Public-Private Networks as Sources of Knowledge and Upgrading Capabilities: A Parametric Stroll through Argentine Vineyards** (with G. A. McDermott and G. Kruse) *Atlanta Competitive Advantage Conference*, Atlanta, GA, June, 2007
- 15) **Public-Private Networks as Sources of Knowledge and Upgrading Capabilities: A Parametric Stroll through Argentine Vineyards** (with G. A. McDermott and G. Kruse) *2nd Annual Conf. on Institutional Foundations for Industry Self-Regulation*, Harvard Business School, Cambridge, MA, February 2007
- 16) **Commercial Antennas and Their Role in Promoting FDI and International Trade** *2nd Annual Conf. on Institutional Foundations for Industry Self-Regulation*, Harvard Business School, Cambridge, MA, February 2007
- 17) **Efficiency in Addiction Treatment: A DEA of Clinic Efficiency in Maryland** (with J.R. Kimberly) *COMAT Conference on the Business of Addiction Treatment*, Philadelphia, PA, December 2006
- 18) **Social Capital Accessibility: Redundancy, Enduring Social Ties, Attention-Focusing Routines, and Knowledge Flows in the Semiconductor Industry** *SMS International Conference*, Vienna, Austria, November 2006
- 19) **Should old acquaintance be forgot? The Reverse Transfer of Knowledge through Mobility Ties** (with L. Rosenkopf) *Harvard Business School Strategy Conference*, Cambridge, MA, October 2006

- 20) **Public-Private Networks as Sources of Knowledge and Upgrading Capabilities: A Parametric Stroll through Argentine Vineyards** (with G. A. McDermott and G. Kruse) *Technology Transfer Society Conference*, Atlanta, GA, September 2006
- 21) **Industry Consolidation and Addiction Treatment** (with J.R. Kimberly) *COMAT Conference on the Business of Addiction Treatment*, Philadelphia, PA, November 2005
- 22) **Gaining from your loses: The Reverse Transfer of Knowledge through Mobility Ties** *Academy of Management Conference*, Honolulu, HI, August 2005
- 23) **OEM - Supplier Relations amid Crisis in Argentina** (with G. A. McDermott) *International Motor Vehicle Program Research Meeting*, University of Pennsylvania, Philadelphia, PA, June 2005
- 24) **Gaining from your loses: The Reverse Transfer of Knowledge through Mobility Ties** (with L. Rosenkopf) *Smith Entrepreneurship Research Conference*, Univ. of Maryland, College Park, MD, April 2005
- 25) **Learning Form Those Who Left: The Reverse Transfer of Knowledge through Mobility Ties** (with L. Rosenkopf) *Academy of Management Conference*, New Orleans, LA, August 2004
- 26) **Commercial Antennas and Their Role in Promoting FDI and International Trade** *Universidad ORT*, Montevideo, Uruguay, July 2001
- 27) **Strategic Decision-Making and Real Options** *Universidad ORT*, Montevideo, Uruguay, July 2001
- 28) **Commercial Antennas and Their Role in Promoting FDI and International Trade** *Latin America Studies Association (LASA) Conference – The Caribbean and Latin America in the 21st Century: Problems and Solutions*, Lincoln University, PA, March 2001
- 29) **Prioritization of the Soccer Rule Changes: an ANP Approach** (with F. Partovi) *INFORMS Annual Meeting*, Miami, FL, November 2001
- 30) **Quality Function Deployment: for the Good of Soccer** (with F. Partovi) *DSI Annual Meeting*, New Orleans, LA, November 1999

INVITED DISCUSSANT

Panel Discussant: **Corporate Sustainability in International Management Research**, *Academy of Management Conference*, Chicago, IL, August 2009

Presentation Discussant: **An Evolutionary Analysis of Multinational Companies from Emerging Economies: The Automobile Industry in China** (by Crystal Jiang, Bryant University) *IMVP Researchers Meeting and Automotive Research Conference*, Rochester, MI, June 2009

AWARDS, GRANTS AND FELLOWSHIPS

International Management Division Best Paper Award and Doug Nigh Award Finalist (Best multidisciplinary paper) for:

McDermott, G. A., R.A. Corredoira, and G. Kruse **Public-Private Networks as Sources of Knowledge and Upgrading Capabilities: A Parametric Stroll through Argentine Vineyards** *Academy of Management Conference*, Philadelphia, PA, August, 2007

Invited presentation BPS Dissertation Consortium, *Academy of Management Conference*, Philadelphia, PA, August, 2007

Invited OMT Dissertation Proposal Workshop, *Academy of Management Conference*, Honolulu, HI, August, 2005

Mack Center for Technological Innovation Research Grant (summers of 2004 to 2007): \$ 21,500

University of Pennsylvania Full Scholarship (2002-2007)

Temple University - University Fellowship (2000-2002)

National Science Foundation Scholarship (2002): \$500

Travel grant to attend one-week course *Complex Physical, Biological and Social Systems* – NECSI Educational Programs, MIT

TEACHING EXPERIENCE

Robert H. Smith School of Business – University of Maryland

M&O Department

Professor *BUSI690 Strategic Management* Spring 2009, Fall 2010
MBA core course

The Wharton School - University of Pennsylvania

Management Department

Instructor *Introduction to Management* Fall 2004, Spring 2005
Introductory undergraduate course to management

Teaching Assistant *Global Strategic Management* Spring 2008
MBA course

Fox School of Business and Management - Temple University

General and Strategic Management

Instructor *Business Policy* Spring 2002
Undergraduate capstone course

Nesbitt College of Design Arts - Drexel University

Hotel and Restaurant Management Department

Teaching Assistant Fall 1998, Spring 1999
Grading and translation of course materials to Spanish

Workshops

Mutual Assistance Program for States (MAPS) – Treatment Research Institute.

Organizational Design and Consolidation Strategies Meeting.

Instructor *High Performance Clinics, Collective Learning and Organizational Change* October 2008

1-hour workshop developed and delivered to introduce directors, responsible for state addiction treatment systems, to challenges faced and solutions available when promoting collective learning across clinics and organizational change at the state treatment network level. Participant included several state directors on charge of addiction treatment systems and researchers.

Maryland Alcohol and Drug Abuse Administration

Annual Alcohol and Drug Abuse Administration Management Conference

Instructor *Taking Maryland's Treatment Delivery System to the Efficiency Frontier* October 2007

2-hour workshop developed and delivered to introduce managers from the Maryland addiction treatment network to DEA applications

Universidad ORT, Montevideo, Uruguay

School of Business and Social Sciences.

Instructor *Analytical Hierarchy Process: Fundamentals and Applications* August 1999

2-hour workshop to introduce MBA and executive students to AHP

NEWSPAPER ARTICLES and OP-EDs

Un Trabajador Menos, Mil Contactos Más. Diario ABC, Madrid, Spain. November 26, 2006, Infoempleo.com Section, p. 5. Personal interview featuring and discussing the results from the working paper “Learning from those who left.”

Buenos Negocios. El Observador, Montevideo, Uruguay. February 23, 2000, Tribuna Section, p. 10. Opinion article addressing the impact of government incentives in promoting the development of the software industry in Uruguay.

RESEARCH EXPERIENCE

Field Researcher July 2005- thru present

Center for the Organization and Management of Addiction Treatment – The Wharton School

Program partially funded by the Robert Wood Johnson Foundation.

Evolution and Consolidation of the Addiction Treatment Industry, Innovation Adoption,

Assessment and Evolution of Clinic Efficiency in the Addiction Treatment Industry

Principal Investigator: Dr. John Kimberly

Field researcher September 2000 – May 2001

University-Community Collaborative of Philadelphia–Temple University

Program funded by the Pew Charitable Trust and the William Penn Foundation

Community Economic Development, Business Plan for Local Market

Principal Investigator: Dr. Barbara Ferman

SERVICE & MEMBERSHIPS

Doctoral Dissertation Committees

External Reader

Lee Zane, Management Department, Drexel University 2010-

Representative-at-large, Entrepreneurship & Strategy Interest Group, *Strategic Management Society*

2010-2012

Ad-hoc Reviewer *Strategy Entrepreneurship Journal* 2010-

Ad-hoc Reviewer *Administrative Science Quarterly* 2010-

Reviewer *National Science Foundation* 2010-

Reviewer *Strategic Management Society Conference* 2008-2010

Ad-hoc Reviewer for *Journal of Substance Abuse Treatment* 2006-2008

Ad-hoc Reviewer for the *Academy of Management Conference* 2005, 2006

Ad-hoc Reviewer for *Omega, The International Journal of Management Science* 2004-2005

Ad-hoc Reviewer for the *Decision Science Institute Annual Meeting*
San Francisco, CA; and Orlando, FL 2000, 2001

Member, *Academy of Management* (BPS, TIM, Entrepreneurship), and *Strategic Management Society*

Member, *Beta Gamma Sigma* honor society.

OTHER PROFESSIONAL EXPERIENCE

Compañía Bão S.A. Montevideo, Uruguay. 1987-1997
CEO, COO, Plant Manager, Laboratory Head
Top-100 Uruguayan firm with 300 employees and annual sales of \$12:000.000. It manufactures household products, fatty acids, glycerin, edible fats and oils, and margarine. Export destinations included Argentina, Brazil, Chile, Mexico, Germany, and the US.

Association of the Chemical Industries of Uruguay (ASIQUR) 1995-1997
Member of the Board of Directors
Member of the Congressional Liaison Committee of ASIQUR

Publications

Corredoira, R. A., and Pandolfi A. R. (1996) **Pretreatment of Fats and Oils for Toilet and Laundry Soap Manufacture**, in L. Spitz (Ed.) *Soaps and Detergents Technology Today. A Practical and Theoretical View*: 1-27. Champaign, IL: AOCS Press

Corredoira, R. A. (1990) **Thickness Measurer by Hall Effect**, *Journal of the Uruguayan Chemical Engineering Society*

Conference Presentations

Corredoira, R.A. **Pretreatment of Fats and Oils for Toilet and Laundry Soap Production**. *AOCS Soaps and Detergents Technology Today Conference*, Miami, FL, October, 1995

LANGUAGES

Spanish (native)

English (fluent)

Portuguese (proficient)