

Paper Review Committee: Research Profile Summary

This document provides a comprehensive overview of the research profiles for the members of your paper review committee. It includes a high-level summary table and detailed individual profiles covering each author's key research topics, theoretical foundations, and methodological approaches.

Committee Research Profile at a Glance

The following table summarizes the primary research methodologies, key theoretical lenses, and main research topics for each committee member, offering a quick reference to their academic focus.

Author	Primary Methods	Key Theories	Main Research Topics
Janet Bercovitz	Quantitative	Transaction Cost Economics, Org. Learning	Academic Entrepreneurship, Tech Transfer
Danielle Bovenberg	Qualitative	Craft Knowledge, Org. Theory	Innovation, Knowledge Diffusion, Scientific Work
Mukund Chari	Quantitative	Transaction Cost Economics, Agency Theory	Intellectual Property, Patent Systems, Inventor Behavior
Ashton Hawk	Quantitative	Resource-Based View, Dynamic Capabilities	Investment Speed, Political Capital, Alliances
Sina Sokhan	Quantitative	Knowledge Recombination, IP Theory	Innovation Process, IP Rights, Pharma Innovation
MJ Yang	Quantitative, Mixed	Complementarity Theory, RBV	CEO Strategy, Tech Uniqueness, Industrial AI
Kenneth Huang	Quantitative, Mixed	Institutional Theory, Knowledge-Based View	IP Strategy, Innovation in China, Science Policy
Aldona Kapacinskaite	Quantitative	Resource-Based View, Appropriability Theory	Trade Secrets, Platform Competition, Org. Innovation

Author	Primary Methods	Key Theories	Main Research Topics
Wesley W. Koo	Quantitative, Mixed	Platform Theory, Institutional Theory	Platform Governance, Digital Entrepreneurship
Catherine Magelssen	Quantitative	Property Rights Theory, TCE	Multinational Strategy, IP Governance, Innovation
Anparasan Mahalingam	Quantitative	Platform Theory, Org. Economics	Digital Corporate Strategy, Platform Governance
Francisco Morales	Quantitative	Strategic Human Capital, Signaling Theory	Human Capital, Immigration, International Business
Metin Sengul	Quantitative	Org. Design Theory, Behavioral Theory	Org. Design, Multiunit Firms, Dual-Purpose Co.
Xiaoli (Shirley) Tang	Quantitative, Mixed	Institutional Theory, Stakeholder Theory	Accountable Secrecy, Self-Regulation, Innovation
Andy Wu	Quantitative, Mixed	Org. Design Theory, Platform Theory	Entrepreneurship, Innovation, Platform Ecosystems
Mingtao Xu	Quantitative	Property Rights Theory, Org. Learning	AI & Strategy, Property Rights, Patent Litigation

Detailed Research Profiles

Paper Review Committee Research Profiles

1. Janet Bercovitz (University of Colorado Boulder)

Email: Janet.Bercovitz@Colorado.EDU

Key Research Topics:

- Academic entrepreneurship and technology transfer
- University-industry relationships
- Knowledge-based economic development
- Industrial clusters and regional development
- Innovation strategy and firm-university alliances
- Organizational change at the individual level
- Knowledge worker mobility

Theories:

- Transaction cost economics
- Organizational learning theory
- Social learning theory
- Resource-based view

Methods:

- Quantitative (primary): Empirical studies, statistical analysis
- Archival data analysis
- Contract analysis
- Network analysis

Notable Publications:

- "Entrepreneurial universities and technology transfer" (1550 citations)
- "Academic entrepreneurs: Organizational change at the individual level" (1345 citations)
- "Creating a cluster while building a firm" (1120 citations)
- "Complementarity and evolution of contractual provisions" (517 citations)

Research Streams:

1. Academic entrepreneurship and university technology transfer
2. Inter-organizational contractual relationships and governance

2. Danielle Bovenberg (University of Colorado Boulder)

Email: Danielle.Bovenberg@colorado.edu

Key Research Topics:

- Innovation in high-tech industries
- Knowledge diffusion and spillovers
- Technical occupations and scientific support staff

- Core facilities and shared research infrastructure
- Craft knowledge in science
- Organizational aspects of scientific work
- Nanofabrication and semiconductor research

Theories:

- Craft knowledge theory
- Structural complexity theory
- Organizational theory
- Knowledge recombination theory
- Occupational sociology

Methods:

- Qualitative (primary): Multi-year ethnographic studies
- Field observations
- Case studies

Notable Work:

- PhD Dissertation (2023): "Craft Knowledge and the Advancement of Science: The Role of Scientific Support Occupations in Shared Research Facilities"
- Won 2024 Giarratini Rising Star Best Paper Award from Industry Studies Association
- Won ISA Dissertation Award (2023)

Research Focus: Focus on technical intermediaries and how they create unique knowledge spillovers in technology industries, particularly examining workers who steward tools that anchor research programs.

3. Mukund Chari (University of Colorado Boulder)

Email: Mukund.Chari@Colorado.EDU

Key Research Topics:

- Intellectual property rights and patent systems
- Patent assertion entities (PAEs) and patent intermediaries
- Inventor behavior and innovation
- Professional judgment and client capture
- Technology strategy and innovation management
- Patent quality and prior art disclosure
- Licensing and IP markets

Theories:

- Transaction cost economics
- Agency theory
- Professional identity theory
- Governance theory

Methods:

- Quantitative (primary): Econometric analysis, statistical modeling
- Proprietary datasets and archival data
- Patent data analysis
- Text-based analysis methods

Notable Publications:

- "The influence of patent assertion entities on inventor behavior" (Strategic Management Journal, 2022) - 70+ citations
- "A Comparative Analysis of Patent Assertion Entities in Markets for Intellectual Property Rights"
- "The Quest For Expansive Intellectual Property Rights And The Failure To Disclose Known Relevant Prior Art"

Research Focus: Examines intellectual property management, patent intermediation, and how organizational and institutional factors influence innovation and inventor behavior.

4. Ashton Lewis Hawk (University of Colorado Boulder)

Email: Ashton.Hawk@Colorado.EDU

Key Research Topics:

- Investment speed and time compression (dis)economies
- Corporate political activity and political capital
- Alliance partner selection and attractiveness
- Fast-mover advantages and speed capabilities
- Entry timing and market entry strategies
- Resource allocation and firm heterogeneity
- Institutional obstacles to entrepreneurship

Theories:

- Resource-based view

- Dynamic capabilities
- Time compression diseconomies theory
- Political capital theory
- Alliance formation theory

Methods:

- Quantitative (primary): Econometric analysis, random coefficient models
- Empirical analysis using large-scale project data
- Archival data analysis
- Statistical modeling of firm heterogeneity

Notable Publications:

- "The half-life of political capital: An examination of the temporal effects of board political connections" (Strategic Management Journal, 2023) - 343 citations
- "Time Compression (Dis)Economies: An empirical analysis"
- "The right speed and its value"
- "Fast-Mover Advantages: Speed Capabilities and Entry into the Emerging Submarket"

Research Focus: Examines temporal dynamics in strategy, particularly investment speed, time compression effects, and how firms' intrinsic capabilities affect competitive advantage and performance over time.

5. Sina Sokhan (Sina Khoshsokhan) (University of Colorado Boulder)

Email: sina@colorado.edu

Key Research Topics:

- Innovation process and knowledge recombination
- Intellectual property rights and innovation
- Pharmaceutical innovation and antibiotic development
- Commercialization costs in drug development
- Antimicrobial resistance
- Market for technology
- Proprietary rights and patentability

Theories:

- Knowledge recombination theory
- Intellectual property theory

- Innovation economics
- Technology strategy

Methods:

- Quantitative (primary): Econometric analysis, natural experiments
- Policy analysis
- Archival data analysis
- Text-based analysis

Notable Recognition:

- 2024 Distinguished Paper Award (AOM Strategy Division - Knowledge, Learning, and Innovation Strategy track)
- 2018 Kauffman Dissertation Fellowship
- 2018 Robert Litschert Award (AOM Best Student Paper)
- 2016 Strategy Research Foundation Dissertation Research Grant

Research Focus: Examines what enables, constrains, and causes innovation to fail, with particular focus on how knowledge recombination drives innovation and how intellectual property rights can facilitate or impede this process. Recent work focuses on pharmaceutical innovation and antibiotic development.

6. Mu-Jeung (MJ) Yang (University of Colorado Boulder)

Email: MJ.Yang@colorado.edu

Key Research Topics:

- CEO strategic decision-making processes
- Technological uniqueness and firm performance
- Industrial AI adoption
- Business strategy and complementarities
- R&D capital and corporate investment
- Innovation strategy and emerging market competition
- Organizational design and performance pay
- Trade liberalization and firm selection
- Resource misallocation and productivity

Theories:

- Complementarity theory

- Resource-based view
- Dynamic capabilities
- Organizational economics
- Industrial organization

Methods:

- Quantitative (primary): Econometric analysis, structural estimation
- Machine learning methods
- Large-scale survey data analysis
- Archival data and statistical modeling
- Mixed methods (surveys combined with quantitative analysis)

Notable Publications:

- "How Do CEOs Make Strategy?" (Management Science, 2025) - with Bloom, Christensen, Sadun, Rivkin - 866 citations
- "The Technological Uniqueness Paradox" (Strategic Management Journal, 2025)
- "Complementarity of Task Allocation and Performance Pay" (Management Science, 2019)
- "Micro-Level Misallocation and Selection" (AEJ: Macroeconomics, 2021)

Research Focus: Examines drivers of persistent firm performance gaps, focusing on strategy processes, technological positioning, organizational design, and complementarities. Also studies consequences of performance gaps including trade effects and resource allocation.

7. Kenneth Guang-Lih Huang (National University of Singapore)

Email: kennethhuang@nus.edu.sg

Key Research Topics:

- Intellectual property rights and patent strategy
- Innovation in China and emerging economies
- Non-practicing entities (patent trolls) and litigation
- State-owned enterprises and innovation
- Government policy and innovation
- Knowledge worker mobility and scientist relocation
- Machine learning applications in management research
- Green innovation and venture capital
- Technology management and entrepreneurship
- Science policy and institutional experiments

Theories:

- Institutional theory
- Knowledge-based view
- Resource-based view
- Innovation economics
- Organizational learning theory

Methods:

- Quantitative (primary): Econometric analysis, machine learning, large-scale patent data analysis
- Natural experiments
- Archival data analysis
- Mixed methods

Notable Publications:

- "Does Patent Strategy Shape the Long-run Supply of Public Knowledge?" (Academy of Management Journal, 2009)
- "Public Governance, Corporate Governance and Firm Innovation: SOEs" (Academy of Management Journal, 2019)
- "Escaping the Patent Trolls: NPE Litigation and Firm Innovation" (Strategic Management Journal, 2024)
- "Using Supervised Machine Learning for Large-scale Classification" (Strategic Management Journal, 2023)
- "Entrepreneurial Experiments in Science Policy: Human Genome Project" (Research Policy, 2010)

Research Focus: Examines intellectual property strategy, innovation in emerging economies (especially China), the role of institutions and government policy in shaping innovation, and knowledge worker mobility. Uses advanced quantitative methods including machine learning.

8. Aldona Kapacinskaite (INSEAD)

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Key Research Topics:

- Trade secrets and intellectual property appropriability
- Organizational innovation and technological change
- Platform competition and complementor strategy
- Resource redeployment and energy transition

- Patent licensing and markets for IP
- Product innovation and patent races
- Digital platforms and app ecosystems
- Industry downturns and innovation

Theories:

- Resource-based view
- Appropriability theory
- Platform theory
- Competitive strategy theory
- Innovation economics

Methods:

- Quantitative (primary): Econometric analysis, natural experiments
- Quasi-experimental designs (policy changes as exogenous shocks)
- Archival data analysis
- Large-scale industry datasets

Notable Publications:

- "Keeping Invention Confidential" (Management Science, 2025) - with Colleen Cunningham
- "Competing with the platform: Complementor positioning and cross-platform response to entry" (Strategic Management Journal, 2024)
- "From Wells to Windmills: Resource Redeployment and New Technology Investment" (Strategic Management Journal, forthcoming)

Notable Recognition:

- AOM TIM Division Best Dissertation Award (2021)
- STR Division Wiley Blackwell Outstanding Dissertation Award Finalist
- SMS Research in Strategic Management Award
- Strategy Research Foundation Dissertation Award
- Thomas Edison Innovation Law and Policy Fellow

Research Focus: Examines drivers of organizational innovation, particularly how changes in appropriability regimes and competitive environments affect trade secret use, technology investments, and product innovation. Studies span energy sector, digital platforms, and medical devices.

9. Wesley W. Koo (Johns Hopkins University)

Email: wesley.koo@jhu.edu

Key Research Topics:

- Platform governance and ecosystem management
- Rural-urban divide and digital entrepreneurship
- Algorithmic change and seller responses
- Return migration and platform-enabled entrepreneurship
- Social ventures and narrative strategies
- Technology impact on business and society
- Domestic workers and platform governance
- Founding conditions and environmental change
- Nonstop flights and firm innovation

Theories:

- Platform theory
- Institutional theory
- Entrepreneurship theory
- Strategic change theory
- Digital transformation theory

Methods:

- Quantitative (primary): Econometric analysis, large-scale platform data
- Mixed methods: Survey-based field experiments
- Archival data analysis
- Natural experiments

Notable Publications:

- "Platform governance and the rural–urban divide: Sellers' responses to design change" (Strategic Management Journal, 2021) - 107 citations
- "Take me home, country roads: Return migration and platform-enabled entrepreneurship" (Organization Science, 2022)
- "From margins to mainstream: The narrative dilemma in scaling social ventures" (Strategic Management Journal, 2025)
- "Innovation on wings: Nonstop flights and firm innovation" (Management Science, 2023)
- "Born into chaos: How founding conditions shape venture survival" (Strategic Entrepreneurship Journal, 2023)

Editorial Boards:

- Organization Science
- Strategic Entrepreneurship Journal
- Strategic Management Journal

Research Focus: Examines the interplay of business, technology, and society, with particular focus on platform governance, digital entrepreneurship in rural contexts, and how technology affects marginalized populations. Studies how platform design changes create unintended consequences for different participant groups.

10. Catherine Magelssen (University of South Carolina)

Email: catherine.magelssen@moore.sc.edu

Key Research Topics:

- Multinational firm strategy and governance
- Property rights allocation within firms
- Technological innovation and R&D management
- Tax avoidance and intellectual property strategy
- Intra-firm transactions and contracting
- Strategic asset ownership
- Subsidiary management and innovation
- Corporate philanthropy and institutional disruptions

Theories:

- Property rights theory
- Resource-based view
- Transaction cost economics
- Organizational economics
- Internalization theory

Methods:

- Quantitative (primary): Econometric analysis
- Confidential firm-level data analysis
- Hand-collected proprietary datasets
- Archival data analysis

Notable Publications:

- "Allocation of property rights and technological innovation within firms" (Strategic Management Journal, 2020) - 60 citations
- "Institutional Disruptions and the Philanthropy of Multinational Firms" (Organization Science, 2021) - with Luis Ballesteros
- "The contractual governance of transactions within firms" (Organization Science, 2021)

- "Outsourcing and insourcing of organizational activities" (Public Management Review, 2020)
- with Damanpour & Walker

Research Focus: Examines how multinational firms govern internal transactions and allocate ownership rights to strategic assets, particularly intellectual property. Studies the implications of these governance decisions for innovation, using confidential intra-firm data from multinational enterprises.

11. Anparasan Mahalingam (Syracuse University)

Email: amahalin@syr.edu

Key Research Topics:

- Corporate strategy of digital organizations
- Platform governance and gatekeeping
- Strategic entrepreneurship
- Scope of the firm and firm boundaries
- Interface of public policy and strategic management
- Digital innovation and internet markets
- Online marketplace lending
- Decision rights allocation in platforms
- Network evolution and market design
- Organizational economics

Theories:

- Platform theory
- Organizational economics
- Transaction cost economics
- Corporate strategy theory
- Market design theory

Methods:

- Quantitative (primary): Econometric analysis
- Empirical market design
- Archival data analysis
- Large-scale platform data

Notable Work:

- Dissertation: "Corporate Strategies of Digital Organizations" (Purdue University, 2021)

- "How Platform Gatekeeping Affects Complementors' Strategy to Profit from Innovation?"
- "Decision Right Allocation and Platform Market Effectiveness: Evidence from Online P2P Lending"
- "The Fourth Boundary: How Market Frictions Define the Informational Scope of Platform Organizations"
- "Implications of Priority Access in Markets with Experts: Evidence from Online Marketplace Lending"

Recognition:

- Strategic Management Scholar Award for doctoral study
- Best PhD Paper Award

Research Focus: Examines the implications of digitization for corporate strategy and organizational governance, linking platform business research with classic corporate strategy questions about firm scale, scope, and organization. Studies platform gatekeeping, decision rights, and market frictions.

12. Francisco Morales (Universidad de los Andes, Chile)

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Key Research Topics:

- Strategic human capital and talent management
- Skilled immigration and organizational performance
- Employee mobility and collaboration
- International business and cross-border investments
- Private equity in emerging markets
- Regional internationalization
- Signaling theory and new ventures
- Institutional distance and investment strategy
- Network centrality and syndication

Theories:

- Strategic human capital theory
- Signaling theory
- Uppsala internationalization model
- Social network theory
- Institutional theory

Methods:

- Quantitative (primary): Econometric analysis, instrumental variables
- Natural experiments (policy changes)
- Archival data analysis
- Large-scale longitudinal datasets

Notable Publications:

- "Does Employing Skilled Immigrants Enhance Competitive Performance? Evidence from European Football Clubs" (Management Science, Accepted) - with Glennon, Carnahan, Hernández
- "The impact of experience on the agglomeration of cross-border investments within a region: Private equity in emerging markets" (International Business Review, 2024) - with Mingo & Ciravegna
- "The interplay of national distances and regional networks: Private equity investments in emerging markets" (Journal of International Business Studies, 2018) - with Mingo & Dau
- "Attracting Knowledge Workers to High-tech Ventures: A Signaling Perspective" (Advances in Strategic Management, 2020) - with Reuer & Zhang

Policy Impact:

- Research cited in US Senate Committee on the Budget expert testimony on immigration and economic growth

Research Focus: Examines the intersection between innovation and strategic human capital, studying how firms benefit from managing talent and employee collaboration in a global environment. Particular focus on skilled immigration effects on competitive performance and cross-border investment strategies in emerging markets.

13. Metin Sengul (University of Texas at Austin)

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Key Research Topics:

- Organization design in complex organizations
- Multiunit-multimarket firms
- Organization design as competitive choice
- Cognitive drivers of organization design
- Dual-purpose companies (financial and social objectives)
- Delegation and control mechanisms
- Subsidiary governance and performance feedback
- Capital allocation within firms
- Divisionalization and organizational grouping decisions

- Multimarket competition
- Executive verbal communication
- Ownership rights within firms

Theories:

- Organization design theory
- Behavioral theory of the firm
- Cognitive theories of organization
- Transaction cost economics
- Agency theory
- Competitive strategy theory

Methods:

- Quantitative (primary): Econometric analysis
- Archival data analysis
- Natural language processing techniques
- Large-scale firm-level datasets

Notable Publications:

- "Organization design: Current insights and future research directions" (Journal of Management, 2025) - with Joseph
- "Ownership as a bundle of rights" (Strategy Science, 2025) - with Obloj
- "A socio-cognitive explanation of organizational grouping decisions" (Journal of Management, 2024) - with Yu
- "The allocation of capital within firms" (Academy of Management Annals, 2019)
- "Constrained delegation: Limiting subsidiaries' decision rights" (Administrative Science Quarterly, 2013) - with Gimeno
- "Incentive life-cycles: Learning and the division of value in firms" (Administrative Science Quarterly, 2012) - with Obloj

Awards:

- Wiley-Blackwell Outstanding Dissertation Award Finalist
- Booz Allen & Hamilton / SMS Best PhD Paper Prize
- Emerald Citation of Excellence Award

Research Focus: Examines organization design with particular focus on drivers of design choices in complex organizations. Studies how organization design varies with competitive context and cognitive processes in multiunit-multimarket firms, and how dual-purpose companies use design to mitigate tradeoffs between financial and social objectives.

14. Xiaoli (Shirley) Tang (Boston University)

Email: xtang1@bu.edu

Key Research Topics:

- Accountable secrecy and disclosure rules
- Transparency regimes and self-regulation
- Environmental disclosure and technology expropriation
- Innovation in regulation-intensive settings
- Extractive industries and corruption
- Hydraulic fracturing and safer chemistry
- Public scrutiny and market power
- Cognitive capabilities and M&As under regulatory uncertainty
- Directed technical change with information disclosure
- Carbon capture and storage
- Social networks and technology choices

Theories:

- Institutional theory
- Stakeholder theory
- Innovation theory
- Nonmarket strategy theory
- Regulatory theory

Methods:

- Quantitative (primary): Econometric analysis
- Natural experiments
- Archival data analysis
- Mixed methods

Notable Publications:

- "Self-regulation, Corruption, and Competitiveness in Extractive Industries: Making Transparency Pay" (Strategic Management Journal, 2025) - with Elfenbein & Pasipanodya
- "Accountable Secrecy: Public Scrutiny, Market Power, and Safer Chemistry in US Hydraulic Fracturing" (2nd R&R at Management Science)
- "Self-Regulation in Weak Institutional Environments: The Extractive Industries Transparency Initiative" (R&R at Organization Science) - with Elfenbein & Pasipanodya
- "Clutch Performers" (2023) - with Carnahan & Pierce
- "Seeing Through the Fog: Cognitive Capabilities and M&As Under Regulatory Uncertainty" (2025) - with Li & Wang

Awards:

- Strategy Research Foundation (SRF) Dissertation Grant 2022
- Runner-up, INFORMS/Organization Science Best Dissertation Proposal Competition 2022
- Best Paper in Innovation and Entrepreneurship Stream, Industry Studies Association 2023
- Best Student Paper, TIM Division, Academy of Management 2023
- Distinguished Paper Award—Nonmarket Strategy Track, STR Division, AOM 2024
- Chevening Scholar

Prior Experience:

- Deputy Director of Strategy and Business Development at Sinopec Group (multinational energy and petrochemical company)

Research Focus: Examines how corporations navigate conflicting stakeholder demands in technology and market decisions to sustain competitive advantage. Central theme is "accountable secrecy"—designing disclosure rules that steer firms toward safer practices while safeguarding legitimate know-how from technology expropriation in regulation- and resource-intensive settings.

15. Andy Wu (Harvard Business School)

Email: awu@hbs.edu

Key Research Topics:

- Entrepreneurship and innovation
- Organizational design
- Platform ecosystems and diffusion
- Artificial intelligence and data-driven learning
- Iterative coordination and innovation
- Entrepreneurial learning and strategic foresight
- Commuting and innovation/productivity
- Board design and governance
- Organizational decision-making
- Interorganizational collaboration and start-up innovation
- Knowledge production teams within firms
- Compensation dispersion and organizational performance pay
- Gender differences in entrepreneurship
- Resource mobilization by entrepreneurs
- Headquarters role in alliances

Theories:

- Organizational design theory
- Platform theory
- Entrepreneurship theory
- Strategic management theory
- Behavioral theory of the firm

Methods:

- Quantitative (primary): Econometric analysis
- Archival data analysis
- Mixed methods
- Natural experiments

Notable Publications:

- "The Gen AI Playbook for Organizations" (Harvard Business Review, 2025) - with Anand
- "Iterative Coordination and Innovation: Prioritizing Value over Novelty" (Organization Science, 2023) - with Ghosh
- "Entrepreneurial Learning and Strategic Foresight" (Strategic Management Journal, 2021, Lead article) - with Peterson
- "Artificial Intelligence, Data-Driven Learning, and the Decentralized Structure of Platform Ecosystems" (Academy of Management Review, 2022) - with Clough
- "Sizing Up Entrepreneurial Potential: Gender Differences in Communication" (Academy of Management Journal, 2021) - with Huang, Joshi, Waksalak
- "Board Design and Governance Failures at Peer Firms" (Strategic Management Journal, 2021) - with Gai & Cheng
- "Platform Diffusion at Temporary Gatherings" (Strategic Management Journal, 2021, Lead article) - with Fang & Clough
- "Commuting and Innovation: Are Closer Inventors More Productive?" (Journal of Urban Economics, 2021) - with Xiao & Kim
- "Organizing Knowledge Production Teams Within Firms for Innovation" (Strategy Science, 2020, Lead article) - with Aggarwal & Hsu
- "Turning Lead into Gold: How Do Entrepreneurs Mobilize Resources to Exploit Opportunities?" (Academy of Management Annals, 2019) - with Clough, Fang, Vissa

Awards:

- HBS Wyss Award
- HBS Williams Award
- HBS Association Faculty Teaching Award
- Poets & Quants 40 Under 40
- Penn Prize

Research Focus: Examines how managers compete in and adapt to technology at the cutting edge, focusing on entrepreneurship, innovation, and organizational design. Studies platform ecosystems,

AI and data-driven learning, iterative coordination, entrepreneurial learning, and how organizations structure knowledge production teams.

16. Mingtao Xu (Tsinghua University)

Email: xumt@sem.tsinghua.edu.cn

Key Research Topics:

- AI and strategy
- Machine learning and organizational learning
- Property rights and firm behavior
- Patent litigation and entrepreneurial financing
- Patent monetization and acquisition
- Firm scale and scope
- Intangible and tangible asset investment
- Hedge fund activism and patent litigation
- GPT-enabled startups and industries
- Human capital and codified selves
- Geopolitical risk and global value chains (GVC)
- Agglomeration and business-consumer matching
- Venture capital financing
- Digital transformation in pharma

Theories:

- Property rights theory
- Organizational learning theory
- Organizational economics
- Resource-based view
- Institutional theory

Methods:

- Quantitative (primary): Econometric analysis
- Natural experiments and quasi-experiments
- Archival data analysis
- Mediation analysis

Notable Publications:

- "Substituting Human Decision-Making with Machine Learning: Implications for Organizational Learning" (Academy of Management Review, 2022) - with Balasubramanian & Ye
- "How Property Rights Matter to Firm Resource Investment: Evidence from a Property Law Enactment" (Organization Science, 2022) - with Tong & He
- "Property Rights and Firm Scope" (Journal of Management, 2025) - with Tong & Li
- "Why DeepSeek Shouldn't Have Been a Surprise" (Harvard Business Review Online, 2025) - with Choudhury & Balasubramanian

Working Papers:

- "Scaling Human Capital with Codified Selves" (2nd R&R) - with Balasubramanian & Choudhury
- "Hedge Fund Activism and Patent Litigations" (R&R) - with Cirik & Tian
- "Patent Litigation and Entrepreneurial Financing" (R&R) - with Tong & Zhang
- "The Spillover Effect of Patent Litigation on Patent Strategies" (R&R) - with Leiponen, Liu, Xue
- "The Emergence of GPT-Enabled Startups and Industries" - with Balasubramanian
- "Trolling for Dollars" - with Makadok

Awards:

- Distinguished Student Paper Award, STR Division AOM 2019
- Best Paper Proceedings, STR Division AOM 2019
- Best paper runner-up, Wharton Innovation Doctoral Symposium (WINDS) 2019
- Best paper runner-up, Krannert Doctoral Research Symposium 2019

Dissertation: "Essays on Patent Litigation, Patent Monetization" (Purdue University)

Research Focus: Studies how AI is changing organizations, how property rights protection shapes firm behavior and resource investment, and patent litigation implications for entrepreneurial strategy. Three main research streams: (1) AI & Strategy, (2) Property Rights, and (3) Patent Litigation. Examines organizational learning with machine learning, firm scope and scale under different property rights regimes, and patent monetization strategies.