




# dr̥oid25

**ROTMAN SCHOOL OF MANAGEMENT**

Toronto, Canada, 25-27 June 2025



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# SESSION GUIDELINES

## FOR PRESENTERS, DISCUSSANTS AND CHAIRS

### THE FORMAT OF DRUID DEBATES

The DRUID Debates aim at stimulating civilized controversy and advance the field of industrial dynamics by clarifying and developing intellectual positions in fundamental or currently heated disputes. The debates are structured to help identify common grounds and lines of division within the field, and to encourage conference participants and subsequent website viewers to take sides and become persuaded by arguments presented.

Each debate confronts a motion and lasts about one and a half hour. The standard time schedule looks like this:

- A brief introduction by the Moderator
- An initial vote where the audience indicates its stand on the motion
- First intervention for the motion: 12 minutes
- First intervention against the motion: 12 minutes
- Second intervention for the motion: 12 minutes
- Second intervention against the motion: 12 minutes
- First rebuttal against the motion: 3 minutes
- First rebuttal for the motion: 3 minutes
- Second rebuttal against the motion: 3 minutes
- Second rebuttal for the motion: 3 minutes
- Questions from the floor and answers from the panelists
- A final vote where the audience indicates its stand on the motion.

### THE FORMAT OF DRUID PARALLEL PAPER SESSIONS

Each session normally includes three papers and lasts about one and a half hour. The standard time schedule looks like this:

- First paper presentation by the author: 15 minutes
- Second paper presentation by the author: 15 minutes
- Third paper presentation by the author: 15 minutes
- First discussant of all three papers: 12 minutes
- Second discussant of all three papers: 12 minutes
- General discussion and replies from the authors: approximately 20 minutes.

### INSTRUCTIONS FOR DRUID PARALLEL SESSION PRESENTERS

Each participant will only be allowed to present one paper during the conference. Co-authored papers may be presented by any of the participating co-authors.

With a conference of this size we ask you to remember some basic rules when making your presentation. In order that everyone has sufficient time to speak it is important that you exercise discipline, particularly time management. Please remember to:

- Arrive at the appropriate room five minutes before the session is due to start. All rooms are equipped with black out facilities and a projector for PowerPoint presentations. Please note that if choosing PowerPoint you must arrive with your presentation on a USB memory device and load it yourself onto the machine provided in the room BEFORE the start of the session. It might be a good idea to do so well in advance as not all versions of PowerPoint function equally well on all projectors. Solicit advice at the info desk or through student assistants if experiencing trouble
- Introduce yourself to the other presenters and the chair. Give the chair your biographical details for use in introducing you. Ideally to assist the chair these should be in writing
- Present your paper in judicious language. Disclose any financial or other interest you might have in the subject matter of the papers. Acknowledge contributions of co-authors. Structure your presentation so that you have time for your findings and their possible implications (when relevant). Avoid or explain uncommon abbreviations or terms
- Accommodate the session chair, who will tell you at the beginning of the session how long your presentation can last. This will vary between sessions depending on the number of papers to be presented. In a one and a half hour session with three papers you should aim to speak for no more than 15 minutes leaving time for your discussants and for the floor. We have asked session chairs to be very strict in terms of time management so that each presenter has an equal amount of time
- Abide by the timing cards presented to you during your presentation by the session chair, indicating how much is left of your allotted time: 5 minutes remaining; 2 minutes remaining; Time is out (RED card). When you are shown the RED card your time is over. Session chairs have been asked to allow presenters who are out of time to finish your sentence, upon which they need to STOP their presentation.

### INSTRUCTIONS FOR DRUID PARALLEL SESSION DISCUSSANTS

It is the discussant that stimulates civilized controversies, which are at the core of the conference. One or more of the papers you have been asked to discuss might not be within your particular area of expertise, but do NOT start by stating this. Instead, act professionally and do your best to provide useful comments as best you can. Be clear, to the point, sharp but constructive, acknowledge significant contributions but focus on aspects where improvements can or must be made. Aim at providing that the author(s) with something useful to bring home. Enlighten, when possible, the audience with some new insight or reflection. Your comments should be given in judicious language. Disclose any financial or other interest you might have in the subject matter of the papers. Let the Conference Organizers know immediately if you become suspicious of any possible fabrication of data, plagiarism or other kinds of scientific fraud relating to the papers you are asked to discuss.

In order that everyone has sufficient time to speak it is important that you exercise discipline, particularly time management. Please remember to:

- Arrive at the appropriate room 5 minutes before the session is due to start. All rooms are equipped with black out facilities and a Power Point projector. Please note that if you have prepared some points on a PowerPoint slide you must arrive with your presentation on a USB memory device and load it yourself onto the machine provided in the room before the start of the session. It might even be a good idea to do so well in advance as not all versions of PowerPoint function equally well on all projectors. Solicit advice at the info desk or through a student assistant if experiencing trouble
- Introduce yourself to the presenters, co-discussant and the chair. Give the chair your biographical details for use in introducing you. Ideally to assist the chair these should be in writing. One or two lines would suffice
- Accommodate the session chair, who will tell you at the beginning of the session how long your comments should last. This will vary between sessions depending on the number of papers to be presented. In a one and a half hour session with three papers you should aim to speak for no more than 12 minutes leaving time for your replies and for the floor. We have asked session chairs to be very strict in terms of time management so that each discussant has an equal amount of time.

By abiding to the simple rules your contribution will help support what we hope will be a productive, stimulating and enjoyable conference!

### INSTRUCTIONS FOR DRUID PARALLEL SESSION CHAIRS

This note is intended to provide guidance on managing the session for which you are responsible. Inevitably, the Chair will have to show some degree of flexibility.

In essence, your role will be to introduce the presenter and allocated discussants; control the length of time that they speak for and manage any questions from the floor. In most sessions three papers will be presented. Please notify the Conference Organizers immediately if you become suspicious of any possible fabrication of data or plagiarism relating to the papers in your session.

We believe that it is important to establish some ground rules that everybody understands and works towards during the conference. Please remember to:

- Arrive in the room where the session is to take place at least 5 minutes before the appointed time. If using PowerPoint the presenters have been asked to upload their presentation on the PC before the start of the session to save time. Solicit advice at the info desk or through student assistants if experiencing trouble
- Introduce yourself to the presenters. Ask them for biographical details to use in introducing them. Make sure that their presentation has been uploaded. Inform them of the maximum time they will have to present their paper. For example, in a one and a half hour session with three papers, each presenter should have 15 minutes and the two discussants should be allocated 12 minutes each. It is important that participants are given the chance to ask additional questions from the floor
- Introduce the author and title for each paper
- Use the series of timing cards, available to you in the session room, to help the presenter or discussants to manage the time. The first card you pass indicates that the presenter or discussant has a maximum of 5 minutes left. The second card indicates that there are 2 minutes left. The third and final RED card indicates that their time is over and the presenter or discussant must STOP. In issuing the red card you must be polite but firm. It is to be fair to other presenters or discussants in the session and to the audience who will wish to contribute in the discussion time. As a rule, a presenter who gets the RED card is allowed to finish the sentence but speak no further
- Ask those who ask questions in the Q&A part of each session to identify themselves and to keep their comments as short as possible to allow time for the presenters to respond in full. You may decide how to organize this element of the session, i.e. after each paper or after all the papers have been presented
- Ensure that the session finishes on time. With the number of papers to be presented this is going to be a busy event. Sessions that over run have implications for other sessions or events later in the day.

Finally, thank you for chairing and helping to make the conference successful!

WEDNESDAY, JUNE 25	
09:00	<b>PROFESSIONAL DEVELOPMENT WORKSHOPS (PDWS)</b>  PDW1: Human Capital for a Sustainable Future (L1060) PDW2: Theory and Practice of Business Impact Assessment (L1010)
11:00	<b>CONFERENCE REGISTRATION</b> (Registration desk: Atrium)
12:45	<b>WELCOME</b> (Desautels Hall)  By <b>MERIC GERTLER</b> , President, University of Toronto By <b>BRIAN SILVERMAN</b> , Rotman School of Management By <b>MARK LORENZEN</b> , Director, DRUID
13:00	<b>OPENING KEYNOTE</b> (Desautels Hall)  “ORGANIZATIONS AND STRATEGY IN AN ERA OF DECLINING COST OF EXPERTISE”  By <b>KARIM LAKHANI</b> Chair: <b>LARS FREDERIKSEN</b>
14:00	<b>COFFEE CONVERSATIONS</b> (Atrium) (Included in conference fee)
14:30	<b>PARALLEL PAPER SESSIONS 1</b>
16:00	<b>COFFEE CONVERSATIONS</b> (Atrium) (Included in conference fee)
16:30	<b>PARALLEL PAPER SESSIONS 2</b>
18:00 20:00	<b>DRUID DRINKS RECEPTION</b> Venue: Massey College Courtyard (Included in conference fee)

THURSDAY, JUNE 26	
09:00	<b>PARALLEL PAPER SESSIONS 3</b>
10:30	<b>COFFEE CONVERSATIONS</b> (Atrium) (Included in conference fee)
11:00	<b>DRUID DIRECTIONS PARALLEL KEYNOTES: DRUID BEST PAPER AWARD NOMINEES</b>  “FRACTIONAL OWNERSHIP AND COPYRIGHT LICENSING: EVIDENCE FROM THE MUSIC INDUSTRY” (1065)  By: <b>EL HADI CAOUI</b> and <b>ALBERTO GALASSO</b> Chair: <b>PETER MASKELL</b>  “HOW EXPERIENCE MODERATES THE IMPACT OF GENERATIVE AI IDEAS ON THE RESEARCH PROCESS” (L1010)  By: <b>SEN CHAI</b> , <b>ANIL DOSHI</b> , and <b>MATTHIAS TROEBINGER</b> Chair: <b>METTE PRÆST KNUDSEN</b>  “THE IMPACT OF LAY SUMMARY LANGUAGE TRANSLATION ON SCIENTIFIC ATTENTION: EVIDENCE FROM COCHRANE’S MULTI-LANGUAGE PROGRAMME” (L1020)  By: <b>ROSSELLA SALANDRA</b> , <b>AMMON SALTER</b> , <b>PAOLA CRISCUOLO</b> , and <b>JUDITH DEPPE</b> Chair: <b>ANITA MCGAHAN</b>
12:00	<b>LUNCH</b> (Atrium) (Included in conference fee)
13:00	<b>DRUID DEBATE ON DIFFERENCE-IN-DIFFERENCES</b> (Desautels Hall)  <b>MOTION: “THE METHOD OF DIFFERENCE-IN-DIFFERENCES ESTIMATORS IN STRATEGY, ENTREPRENEURSHIP AND INNOVATION RESEARCH NEEDS AN OVERHAUL”</b>  Speaking for the motion: <b>RAJSHREE AGARWAL</b> and <b>ASHISH ARORA</b> Speaking against the motion: <b>LAURINA ZHANG</b> and <b>FRANCESCO CASTELLANETA</b> Moderator: <b>AMMON SALTER</b>
14:30	<b>COFFEE CONVERSATIONS</b> (Atrium) (Included in conference fee)
15:00	<b>PARALLEL PAPER SESSIONS 4</b>
16:30	<b>DRUID DISCOVERIES EXCURSIONS</b> <b>Meeting point: Atrium</b> (Registration and pre-payment required)
19:00 23:00	<b>DRUID DINNER AND PAPER AWARD CEREMONY</b> Venue: TIFF Bell Lightbox, 350 King Street West (Included in conference fee)

FRIDAY, JUNE 27	
09:00	PARALLEL PAPER SESSIONS 5
10:30	COFFEE CONVERSATIONS (Atrium) (Included in conference fee)
11:00	KEYNOTE: “CREATING AND ENTERING NASCENT INDUSTRIES” (Desautels Hall)  By: MAHKA MOEEN Chair: VERA ROCHA
12:00	LUNCH (Atrium) (Included in conference fee)
13:00	DRUID DEBATE ON MICROGEOGRAPHY AND ON-SITE WORK POLICIES (Desautels Hall)  MOTION: “MANDATORY ON-SITE WORK POLICIES WHICH REQUIRE EMPLOYEES TO BE PHYSICALLY PRESENT FOR MOST OF THE WORKING WEEK ARE NECESSARY TO FOSTER CREATIVITY AND INNOVATION IN ORGANIZATIONS”  Speaking for the motion: MARIA ROCHE and ANNE TER WAL Speaking against the motion: BARBARA LARSON and PRITHWIRAJ CHOUDHURY Moderator: KELD LAURSEN
14:30	COFFEE CONVERSATIONS (Atrium) (Included in conference fee)
15:00	PARALLEL PAPER SESSIONS 6
16:30 17:00	CONFERENCE CLOSING (Desautels Hall)
20:00 23:30	DRUID DECADENCE AFTERPARTY VENUE: The Island Riviera and Runaway Café, Ward’s Island (Registration and pre-payment required)

# WELCOME

Wednesday, June 25, 12:45-13:00 (Desautels Hall)



**MERIC GERTLER**  
PRESIDENT, UNIVERSITY OF TORONTO

One of the world’s foremost authorities on cities, innovation, and economic change, Gertler has advised governments in Canada, the US, and Europe. He is a director of the MaRS Discovery District, a trustee of Toronto’s Hospital for Sick Children, and chair of the Presidential Steering Committee of the U7+ Alliance of World Universities. He is the past chair of Universities Canada and of the U15 Group of Canadian Research Universities. He is a fellow of the Royal Society of Canada and the Academy of Social Sciences (UK), a corresponding fellow of the British Academy, and a member of the Order of Canada.



**BRIAN SILVERMAN**  
ROTMAN SCHOOL OF MANAGEMENT

Brian Silverman is the J.R.S. Prichard and Ann Wilson Chair in Management at Rotman School of Management. His research focuses on the ways in which a firm’s competitive strategy and organizational structure interact to affect its performance. His work has appeared in numerous academic journals and has been discussed in popular-press venues such as Business Week Online, Slate.com, Sloan Management Review, The New York Times, and, inexplicably, Glamour Magazine. He is currently co-editor of Strategic Management Journal.



**MARK LORENZEN**  
DIRECTOR OF DRUID

Mark Lorenzen is Associate Professor of Innovation, Entrepreneurship and Industrial Dynamics in the Department of Strategy and Innovation at the Copenhagen Business School and director of DRUID. He researches the economic geography of open innovation, with a special focus on the relationships between innovation and the economic organization of the market within the creative industries and has published in e.g. Journal of International Business Studies, Journal of Economic Geography, Economic Geography, and Organization Studies.



# OPENING KEYNOTE

Wednesday, June 25, 13:00-14:00 (Desautels Hall)  
Chair: LARS FREDERIKSEN

## “ORGANIZATIONS AND STRATEGY IN AN ERA OF DECLINING COST OF EXPERTISE”



### KARIM LAKHANI

Karim R. Lakhani is the Dorothy & Michael Hintze Professor of Business Administration at the Harvard Business School. He is the (co)founder of several Harvard-wide research and educational initiatives centered around the intersection of technological innovation, artificial intelligence (AI) and strategy. He is the co-founder and chair of the Digital, Data & Design (D<sup>3</sup>) Institute at Harvard, founder and co-director of the Laboratory for Innovation Science at Harvard, and the principal investigator of the NASA Tournament Laboratory.

# KEYNOTE

Friday, June 27, 11:00-12:00 (Desautels Hall)  
Chair: VERA ROCHA

## “CREATING AND ENTERING NASCENT INDUSTRIES”



### MAHKA MOEEN

Mahka Moeen is the Skillrud Chair and Associate Professor of management at the Wisconsin School of Business at the University of Wisconsin. Her research focuses on how firms and entrepreneurs create and enter nascent industries, especially strategies during the industry incubation stage. Her research has been published in Strategic Management Journal, Organization Science, Strategy Science, and Strategic Entrepreneurship Journal. This research program has received recognition from the Kauffman Foundation, Strategy Research Foundation, Academy of Management’s TIM Division, and Industry Studies Association.

She is a double Poets & Quants award winner, named as one of the 40 Best Business Professors Under 40 and top 50 Undergraduate Business Professors. Mahka serves as a Senior Editor of Organization Science and a co-chair of Strategy Research Foundation.

# DRUID DIRECTIONS PARALLEL KEYNOTES: NOMINEES FOR THE DRUID BEST PAPER AWARD

## PAPER NO. 1: “FRACTIONAL OWNERSHIP AND COPYRIGHT LICENSING: EVIDENCE FROM THE MUSIC INDUSTRY”

Thursday, June 26, 11:00-12:00 (1065)  
Chair: PETER MASKELL

Creative content is often the product of collaboration, which may lead to fractional ownership of intellectual property. We study the effect of fractional ownership on the licensing of copyrighted material and its use in follow-on works. To do so, we compile new data on the copyright ownership structure of songs and their licensing for use in movies. We document that fractional song ownership has increased substantially: the mean number of songwriters and publishers per song has tripled between 1958 and 2021. We show that, conditional on a rich set of controls, greater fractionalization is associated with lower likelihood of licensing. We leverage the Sony-led acquisition of EMI Music Publishing in 2012 to obtain within-song variation in ownership and find that consolidating ownership rights significantly increases licensing, beyond any standalone effects of the merger.



EL HADI  
CAOUI  
Rotman School of Management



ALBERTO  
GALASSO  
Rotman School of Management

**PAPER NO. 2: “HOW EXPERIENCE MODERATES THE IMPACT OF GENERATIVE AI IDEAS ON THE RESEARCH PROCESS”**

Thursday, June 26, 11:00-12:00 (L1010)  
Chair: METTE PRÆST KNUDSEN

At the heart of scientific discovery are expert researchers who identify research ideas worthy of inquiry. While generative artificial intelligence (AI) technologies – large language models, in particular – have been found to outperform humans in some tasks, their impact on assisting with the generation of research ideas, one of the most fundamental tasks in science, remains underexplored. We investigate how the use of generative AI affects researcher perceptions of their research proposals and their attitudes toward integrating generative AI ideas into their research process. In a randomized online experiment with 310 scientists across research disciplines, we study how generative AI ideas affect researchers’ self-evaluation of their proposals, research agenda, and attitudes. We do not find any average effect on their assessment of the proposals’ novelty or feasibility. However, research experience is an important moderator: experience negatively moderates the effect of generative AI on perceived novelty and impact of the proposal, and on their own research agendas. Further analyses suggest that less experienced researchers tended to express acceptance of generative AI, arising primarily from views that new lines of thinking were triggered, but also from the validation of existing ideas. More experienced researchers tended to express aversion, primarily due to discounting outside ideas, as well as hesitation towards technology, and a perceived challenge to one’s identity. Our findings contribute to the innovation literature by offering initial insights into generative AI’s role in the research idea generation process, and to the growing literature on generative AI’s role in complementing human tasks.



**SEN CHAI**  
McGill University, Desautels Faculty of Management



**MATTHIAS TROEBINGER**  
ESSEC Business School



**ANIL DOSHI**  
UCL School of Management

**PAPER NO. 3: “THE IMPACT OF LAY SUMMARY LANGUAGE TRANSLATION ON SCIENTIFIC ATTENTION: EVIDENCE FROM COCHRANE’S MULTI-LANGUAGE PROGRAMME”**

Friday, June 26, 11:00-12:00 (L1020)  
Chair: ANITA MCGAHAN

Due to language differences, science is often inaccessible to those who need it, limiting the diffusion of knowledge. To explore the impact of language translation on the rate and direction of science, we examine the effects of translating the lay summary of an academic publication on the scientific citations it receives. We draw from a major international translation programme rolled out by Cochrane, a leading provider of systematic reviews of research in health care and health policy. In this setting, the lack of access to accurate and up-to-date scientific information may harm medical practice, potentially putting lives at risk. To test for the causal effect of lay summary translations on scientific citations, we build a matched sample of Cochrane reviews that were/were not translated and apply difference-indifferences analysis. Focusing on ten languages, we find that the availability of a lay summary translation increases the yearly scientific citations received by the focal review from countries where the translation language is spoken. The effect varies across languages and geographies. We explore the implications of these findings for our understanding of the diffusion of scientific ideas and the promotion of equal access to health care evidence.



**ROSSELLA SALANDRA**  
University of Bath, School of Management



**PAOLA CRISCUOLO**  
Imperial College, Business School



**AMMON SALTER**  
Warwick Business School, Entrepreneurship and Innovation



**JUDITH DEPPE**  
Cochrane Collaboration, Multi-language Programme

# DRUID25 PROFESSIONAL DEVELOPMENT WORKSHOPS (PDWs)

## PDW1: HUMAN CAPITAL FOR A SUSTAINABLE FUTURE

Wednesday, June 25, 09:00-12:00 (L1060)

Free access for all delegates to DRUID25. Participation in the second part of the PDW is limited to those whose research proposal has been accepted by the organizers.

**ORGANIZERS:**

**CHRISTOPH GRIMPE**, Copenhagen Business School; **VERA ROCHA**, Copenhagen Business School

**SPEAKERS:**

**LAURA DOERING** (Rotman School of Management); **MARTIN GOOSEN** (Old Dominion University); **ALI MOHAMMADI** (Copenhagen Business School); **KATE ODZIEMKOWSKA** (Rotman School of Management); **HENRY SAUERMANN** (ESMT)

Individuals and the skills, knowledge, and experience they possess, i.e. their human capital, play a key role in helping societies address the grand challenges of our time, such as the green transition, digital transformation, inequality, or poverty. Prior research in innovation, entrepreneurship, and strategy has studied issues related to the human capital of inventors, entrepreneurs, managers, scientists, immigrants, as well as to the role of networks, crowds, or genders in driving a sustainable future. Questions related to human capital are at the center of interest to the DRUID community, and the PDW’s primary goal is to stimulate and advance excellent research dealing with individual decisions or outcomes. The PDW provides both stimulating presentations on novel research avenues and facilitates an exchange of ideas, theory, methodologies, and data among the participants.

The PDW is organized in two parts. In the first part, we invite five renowned speakers to share their thoughts on recent and future research on human capital for a sustainable future, providing a starting point for a panel discussion. In the second part, participants will be allocated to roundtables, chaired by each of the speakers, where they can present and receive feedback on a research project they are working on. Whereas the first part of the PDW is open to all DRUID attendants, the participation in the second part is limited to those whose research proposal has been accepted by the organizers. The PDW is co-sponsored by the People Hub at the Department of Strategy and Innovation at Copenhagen Business School and by the journal Industry and Innovation.

## PDW2: THEORY AND PRACTICE OF BUSINESS INNOVATION IMPACT ASSESSMENT

Wednesday, June 25, 09:00-12:00 (L1010)

Free access for all delegates to DRUID25. No further registration required.

**ORGANIZERS:**

**DR. RASHID NIKZAD** (Carleton University); **DR. TATEVIK POGHOSYAN** (Federal Government of Canada); **DR. CLAUDIA DE FUENTES** (Saint Mary’s University)

**SPEAKERS:**

**DR. RASHID NIKZAD** (Carleton University); **DR. TATEVIK POGHOSYAN** (Federal Government of Canada); **DR. CLAUDIA DE FUENTES** (Saint Mary’s University); **DR. DAN HERMAN** (Jupiter Productions, Inc.)

Innovation-driven growth is a core objective in advanced economies, with business innovation recognized as a key driver of productivity and competitiveness. Governments implement a range of programs – such as grants, tax credits, and advisory services – to support firm-level innovation. Evaluating the effectiveness of these interventions requires robust impact assessment. Beyond measuring outcomes, impact evaluations help clarify causal relationships, guide program design, and promote accountability. They are essential tools for policy learning and refinement.

This PDW seeks to build a space for cross-sectoral dialogue on the theory and practice of impact assessment in innovation policy. It emphasizes the importance of empirical methods and evidence in evaluating business innovation programs, particularly those aimed at enhancing productivity in OECD economies. By bringing together perspectives from academia, public institutions, and the private sector, the PDW aims to provoke critical conversations about methodological choices, data challenges, and the political and institutional contexts of evaluation.

The workshop is structured in two parts. The first part introduces methodological approaches – including difference-in-difference, Propensity Score Matching, and the CDM model – supported by empirical applications using datasets such as Statistics Canada’s BIGS and B-LFE. The second part features an interactive panel discussion with experts from government, academia, and industry, exploring the practical challenges and future directions in evaluating innovation policy, including the roles of digitalization and green innovation.



# YOUNG SCHOLAR INITIATIVE @ DRUID: DOCTORAL WORKSHOP ON CROSS-DISCIPLINARY RESEARCH ON INNOVATION AND DYNAMICS OF CHANGE

**PRE-CONFERENCE: Tuesday, June 24, 09:00-18:30 (4057)**

*Reserved for doctoral student delegates to DRUID25. Pre-registration required.*

**ORGANIZERS:**

**STEFANIA SCROFANI** (Sant'Anna School of Advanced Studies) and **ALEXANDRA BADORT** (Luiss Guido Carli)

**SPEAKERS:**

**PAUL-EMMANUEL ANCKAERT** (SKEMA Business School) and **DROR SHVADRON** (Rotman School of Management, University of Toronto)

Innovation and the dynamics of change are recognized as central forces shaping the evolution of economies and societies. At the heart of these processes lies the interplay between disciplines, methodologies, and perspectives – a complexity that is both a challenge and an opportunity for young scholars. The YSI @DRUID Workshop aims to provide an environment where early-career researchers can present their ongoing research and share their insights in the fields of technological change, knowledge transfer and labour market effects of innovation, exchanging perspectives amongst each other as well as with senior scholars.

The workshop is structured into two interactive sessions. To set the stage, each session will open with a presentation by the speakers on their latest research, providing valuable context and sparking dialogue. Then, each session will feature three selected PhD Candidates that will present their research, followed by discussions led by our speakers and another fellow young scholar.

## COFFEE CONVERSATIONS

Wednesday, June 25: 14:00-14:30 and 16:00-16:30

Thursday, June 26: 10:30-11:00 and 14:30-15:00

Friday, June 27: 10:30-11:00 and 14:30-15:00



Coffee Conversations  
take place twice a day  
at the Atrium

A Lot  
Can Happen  
Over Coffee

Assembling so many good  
people under one roof,  
DRUID25 certainly offers  
you the possibility for great,  
challenging and innovative  
Coffee Conversations



# DRUID DEBATE ON DIFFERENCE-IN-DIFFERENCES

Thursday, June 26, 13:00-14:30 (Desautels Hall)  
Moderator: AMMON SALTER

## MOTION: "THE METHOD OF DIFFERENCE-IN-DIFFERENCES ESTIMATORS IN STRATEGY, ENTREPRENEURSHIP AND INNOVATION RESEARCH NEEDS AN OVERHAUL"

### SPEAKING FOR THE MOTION:



#### RAJSHREE AGARWAL

Rajshree Agarwal is the Rudolph Lamone Professor of Strategy and Entrepreneurship and the Director of the Ed Snider Center for Enterprise and Markets at the University of Maryland. Recognized consistently in the list of top 2% of scholars worldwide, Rajshree researches the evolution of industries, firms and individual careers, as fostered by the twin engines of innovation and enterprise. Her scholarship integrates across disciplinary lenses to shed light on strategic innovation for new venture creation and for firm renewal. Her teaching applies the same principles to enable individuals to engage in personal leadership, develop win-win relationships, and create a virtuous spiral between one's aspirations and abilities. Rajshree is currently the co-editor for Strategic Management Journal and has served this role at the Strategic Entrepreneurship Journal, along with senior editor for Organization Science. She also served as the President (2013-2023) of the Consortium for Competitiveness and Cooperation, a non-profit organization focused on emerging scholarship in the areas of innovation, entrepreneurship and strategic management. Rajshree has received numerous awards for her scholarship and mentorship, including the University Scholar Award at the University of Illinois, the Distinguished Scholar-Teacher Award at University of Maryland, and the Irwin Outstanding Educator Award from the Academy of Management.



#### ASHISH ARORA

Ashish Arora is the Rex D. Adams Professor of Business Administration at the Fuqua School of Business at Duke University. Arora received his Ph.D. in Economics from Stanford University in 1992, and was on the faculty at the Heinz School, Carnegie Mellon University, where he held the H. John Heinz Professorship, till 2009. His research focuses on the economics of technical change, entrepreneurship, and corporate R&D.

### SPEAKING AGAINST THE MOTION:



#### LAURINA ZHANG

Laurina Zhang is an Associate Professor in Strategy & Innovation at Boston University's Questrom School of Business. She is interested in the organizational and policy levers that affect innovation and inequality. Her work has examined how technology and information affect innovative, entrepreneurial, and creative outcomes through democratizing access and participation for disadvantaged subgroups.

Her research has been published in journals such as Management Science and the Strategic Management Journal. Her research has received numerous awards, including the Best Dissertation Award at Academy of Management, the Kauffman Junior Faculty Fellowship, and financial support from the National Bureau of Economic Research (NBER)'s Innovation Policy and the Economics of Digitization working groups. Her work has been featured in various media outlets, such as Forbes, PCMag, and Billboard. She has received several teaching recognitions, including Poets & Quants' Best 40 Under 40 MBA Professors and Elective Professor of the Year for her course on Corporate Strategy.

Prior to joining Boston University, she served on the faculty at Georgia Institute of Technology's Scheller College of Business and Western University's Ivey Business School. Laurina holds her Ph.D. from the University of Toronto's Rotman School of Management.



#### FRANCESCO CASTELLANETA

Francesco Castellaneta is Professor of Strategy and Entrepreneurship at SKEMA Business School – Université Côte d'Azur (GREDEG) and Chair of the Competitive Strategy Group of the Strategic Management Society. His research explores how firms achieve competitive advantage through experiential learning and the strategic management of intangible assets. He has studied how organizations develop capabilities from experience, manage the challenges of multiple simultaneous strategic initiatives, and address knowledge leakage due to employee mobility. His work also investigates how institutional contexts shape the appropriability of strategic knowledge assets, examining the complexities of trade secret protections and their implications for firm valuation, innovation investments, and entrepreneurial activity. Previously, he served as Director of the Ph.D. Management specialization at SKEMA (2017–2023), was professor at Católica Lisbon School of Business & Economics, and an International Faculty Fellow at MIT Sloan in 2014. He holds a Ph.D. in Management from Bocconi University.



# DRUID DEBATE ON MICRO-GEOGRAPHY AND ON-SITE WORK POLICIES

Friday, June 27, 13:00-14:30 (Desautels Hall)  
Moderator: KELD LAURSEN

**MOTION: “MANDATORY ON-SITE WORK POLICIES WHICH REQUIRE EMPLOYEES TO BE PHYSICALLY PRESENT FOR MOST OF THE WORKING WEEK ARE NECESSARY TO FOSTER CREATIVITY AND INNOVATION IN ORGANIZATIONS”**

## SPEAKING FOR THE MOTION:



### MARIA ROCHE

Maria Roche is an Assistant Professor in the Strategy Unit. She teaches the MBA elective Innovating at Scale and contributes to teaching in executive education programs. Her

research examines how specialized knowledge is commercialized and how micro-geographic environments, such as neighborhoods, buildings, or even office layouts, shape innovation outcomes. Her work demonstrates that organizations can achieve outsized innovation and performance gains by strategically designing and leveraging their physical and social environments.



### ANNE TER WAL

Anne ter Wal is Professor of Technology and Innovation Management in the Department of Management and Entrepreneurship at Imperial College Business School in London.

His research, often in collaboration with leading multinational companies as well as start-ups, focuses on the role of networks in innovation and entrepreneurship. Specifically, Anne studies how individuals access new knowledge and ideas through networks and the challenges they face when seeking to apply these ideas to the creation of novel products and services. Between 2017 and 2023, he led a large-scale EU-funded research project titled “Networking for Innovation”, studying how networking enables entrepreneurs and innovators to build valuable networks that help them achieve business and innovation success. He also has an interest in the management of creativity, in particular in the role of bootlegging and other deviant forms of creativity in driving innovative outcomes.

Anne has a PhD in Economic Geography from Utrecht University. His work has been published in leading journals in geography, innovation studies and management, including Administrative Science Quarterly, Academy of Management Journal, Organization Science, Research Policy, Journal of Economic Geography, Industry & Innovation, and the Harvard Business Review. Anne currently is an Associate Editor at the Academy of Management Journal. He also serves on the editorial review board of the Administrative Science Quarterly and Research Policy.

## SPEAKING AGAINST THE MOTION:



### BARBARA LARSON

Dr. Barbara Larson is Executive Professor of Management at the D'Amore-McKim School of Business, Northeastern University. She teaches in executive, graduate, and undergraduate

programs on topics including Organizational Behavior, Innovation Behaviors, Remote/Hybrid Work, and High-Performing Teams, among others.

Professor Larson's research focuses on the intersection of technology and human behavior. She is author of the book Remote and Hybrid Work: What Everyone Needs to Know (Oxford University Press). Her research has been published in Strategic Management Journal, Management Science, Academy of Management Perspectives, and Harvard Business Review, among other outlets. Her work and insights have been cited by the New York Times, USA Today, NBC, BBC, and Bloomberg. Larson's 2024 co-authored editorial “Critical Thinking in the Era of Generative AI,” published in Academy of Management Learning & Education, is the most downloaded editorial in the history of the journal.

Prior to her academic career, Professor Larson worked for 15 years in international finance and operations leadership, most recently as Director of International Finance at R.R. Donnelley. She earned her DBA at Harvard Business School, MBA at the Wharton School, University of Pennsylvania, and BA at the University of Virginia.



### PRITHWIRAJ CHOUDHURY

Prithwiraj (Raj) Choudhury is the Lumry Family Associate Professor at the Harvard Business School. He was an Assistant Professor at Wharton prior to joining Harvard. His research

is focused on studying the Future of Work, especially the changing Geography of Work. In particular, he studies the productivity effects of geographic mobility of workers, causes of geographic immobility and productivity effects of remote work practices such as ‘work from anywhere’ and ‘all-remote’. His research has been published in leading academic journals such as Management Science, Organization Science, Strategic Management Journal, Journal of International Business Studies, The Review of Financial Studies, The Review of Economics and Statistics, Journal of Development Economics, among other journals, and has been cited in BBC, CNBC, New York Times, The Wall Street Journal, The Washington Post, among other outlets. In 2023, Forbes included him in the Future of Work-50 list. He is currently an Associate Editor at Management Science.

# NOMINEES FOR THE 2025 STEVEN KLEPPER AWARD FOR BEST YOUNG SCHOLAR PAPER

## PAPER NO. 1: “A STRUCTURAL MODEL OF MENTORSHIP IN STARTUP ACCELERATORS: MATCHING, LEARNING, AND VALUE CREATION”



**MOHADDESEH  
HEYDARI NEJAD**  
University of Toronto, Economics

### ABSTRACT

Entrepreneurial success depends on reducing uncertainty about the quality of ideas and selecting effective strategies to bring the idea to market. Mentorship plays a critical role in this process. In this paper, I examine how mentorship improves entrepreneurial outcomes within the Creative Destruction Lab (CDL), a global mentorship-driven startup accelerator, through two channels: the direct effect of improving startup quality and the screening effect of identifying high-quality startups. Using mentorship interaction data from CDL, I apply machine learning algorithms to generate quantifiable measures of mentors’ advice. I propose and estimate a structural model of mentorship, where the dynamics of quality accumulation are influenced by both the direct effect of mentors’ advice and the screening effect from mentors’ learning. I find that mentorship generates value through both direct and screening effects, with significant spillovers of quality signals between mentors. This model enables a counterfactual analysis, quantifying the value added by mentors when they actively shape the strategic direction of startups, compared to a more passive role where they support the execution of the entrepreneurs’ original plans. The counterfactual analysis shows that entrepreneurs benefit from mentors’ strategic guidance, with significant heterogeneity across sectors. In emerging sectors like quantum, mentors’ strategic input has minimal impact, especially early on, suggesting that a more passive mentorship approach may be more beneficial. In these sectors, screening gains grow over time as mentors accumulate information and provide guidance that better reflects the true quality of the startups. These results offer important managerial implications for the design of intermediaries, such as accelerators that provide mentorship, suggesting that guidance approaches should be tailored to the specific needs and developmental stages of each sector.

## PAPER NO. 2: “CLOSING THE RACIAL GAP IN ENTREPRENEURSHIP: THE ROLE OF SPOUSAL PUBLIC SECTOR JOBS”



**HONGYUAN  
XIA**  
Cornell University, Department  
of Economics



**QIAN  
WANG**  
Cornell University, Johnson  
Graduate School of Manage-  
ment

### ABSTRACT

Entrepreneurship research consistently highlights the underrepresentation of Black founders. While prior studies have explored various reasons for this racial disparity, especially heightened discrimination in the private sector, limited attention has been given to the role of public sector employment. This study addresses this gap by examining how spousal employment in the public sector affects Black entrepreneurship. We argue that a spouse’s public sector job can serve as a safety net for Black families, providing additional financial security and thereby facilitating Black entrepreneurship. Using data from the 1990-2023 Current Population Survey (CPS), we find that a spouse’s public sector job is associated with a smaller racial gap in entrepreneurship. To further support the safety net mechanism, we show that the impact of spousal public sector employment is pronounced only in households that are more sensitive to financial risk, such as those with mortgages, and is stronger compared to families where spouses hold relatively unstable jobs.

## PAPER NO. 3: “COMMON VENTURE CAPITAL OWNERSHIP AND STARTUP INNOVATION”



**ZEYANG  
XUE**  
Boston University, Strategy and Innovation

### ABSTRACT

Venture capital (VC)-backed startups drive U.S. economic innovation, yet little research examines how common VC ownership – where investors hold stakes in competing startups within the same industry – affects innovation rates and trajectories. This paper exploits corporate opportunity waivers (COWs) as a quasi-natural experiment to identify the causal impact of common VC ownership on competing startup innovation. I find that competing startups with common VC ownership exhibit higher innovation rates and greater technological proximity than VC-backed startups without common VC investors. A key mechanism is the exchange of innovative resources between competing startups with common VC investors. Since cross-company employee mobility facilitates innovative resource exchange, I use non-compete enforceability as a measure of restrictions on cross-company talent flows. Consistent with the resource exchange mechanism, startups with common VC ownership in high noncompete states innovate less and generate fewer patent cross-citations than startups with common VC investors in low non-compete states. These findings enhance our understanding of how ownership structures shape innovation dynamics in entrepreneurial ecosystems.



# THE INDUSTRY AND INNOVATION AWARD FOR BEST PAPER 2023

## “KNOWING BROWN AND INVENTING GREEN? INCREMENTAL AND RADICAL INNOVATIVE ACTIVITIES IN THE AUTOMOTIVE SECTOR”



**JULIA  
MAZZEI**  
Scuola Superiore Sant'Anna



**MARIA  
ENRICA  
VIRGILLITO**  
Scuola Superiore Sant'Anna



**TOMMASO  
RUGHI**  
Scuola Superiore Sant'Anna

The development of low emission vehicles (LEVs) represents a typical case of technological competition between two green trajectories. On the one hand, the incremental trajectory aims at improving the efficiency of the dominant design, greening the internal combustion engine (ICEG). On the other hand, the radical trajectory targets the progress of hybrid, electric and fuel cell vehicles (HEF). This paper studies the innovative behaviours of firms in the automotive sector patenting in both trajectories. It investigates the extent to which technological leadership in green patents is rooted in firms' knowledge and capabilities accumulated in brown domains. Using a novel dataset of automotive firms with patenting activity at the United States Patent and Trademark Office (USPTO) between 2001 and 2018, we find that related 'brown knowledge' denotes leadership in green trajectories.

# THE 2025 INDUSTRY AND INNOVATION DECADE AWARD

Each year, *Industry and Innovation* celebrates a highly impactful article published in I&I ten years prior. Looking back at all the papers published in *Industry and Innovation* in 2015, the Editorial Advisory Board casted their vote and distinguished the following paper with the 2025 I&I Decade Award

## “POLICY-INDUCED ENVIRONMENTAL TECHNOLOGY AND INVENTIVE EFFORTS: IS THERE A CROWDING OUT?”



**HANNA  
HOTTENROTT**  
TUM School of Management



**SASCHA  
REXHÄUSER**  
Hochschule Esslingen

Substantial policy effort is devoted to stimulate environmentally friendly technology through regulation and subsidies. Since innovation is a crucial productivity driver, a potential crowding out of inventive efforts in affected firms may increase the cost of regulation. We study the effects of regulation-induced environmental technology on innovation activities for a sample of firms in Germany. We find some evidence for a crowding out of firms' in-house R&D, especially for firms facing financing constraints. Innovation outcomes and investments in innovation-related fixed assets are not affected. Moreover, subsidy-backed environmental technology does not crowd out R&D.

# BEST REVIEWERS FOR INDUSTRY AND INNOVATION 2024

Industry and Innovation has introduced the “Best Reviewer Awards” to acknowledge the outstanding contribution of reviewers who excelled with their timely, insightful, and professional reviews during the previous year. Industry and Innovation is grateful for the service that all reviewers have offered to our community of scholars in 2024. Among all those who contributed to the journal, we would like to publicly recognize the remarkable efforts of the following scholars:

ABDUL-KADIR AMEYAW (Florida Atlantic University)
ABIGAIL COOKE (Buffalo University)
AIMILIA PROTOGEROU (National Technical University of Athens)
ANDREA CARAGLIU (Politecnico di Milano)
ARUSYAK ZAKARYAN (Grenoble Ecole de Management)
BARBARA MÜLLER (Johannes Kepler Universität Linz)
CECILIA MARONERO (University of Turin)
CIRO ESPOSITO (Amsterdam Business School)
EDUARDO MELERO (Universidad Carlos III de Madrid)
ELENA BRUNI (LUISS)
ELENA FREISINGER (Ilmenau University of Technology)
ESHA MENDIRATTA (Vlerick Business School)
FABIAN GAESSLER (Universitat Pompeu Fabra)
FABRIZIO FUSILLO (University of Turin)
FELIX POEGE (Bocconi University)
FRANK VAN DER WOUDE (University of Hong Kong)
GEORG REISCHAUER (WU Vienna & Johannes Kepler University Linz)
GIUSEPPE CARIGNANI (University of Udine)
GRAZIA CECERE (Institut Mines Telecom, Business School, LITEM)
LUCA CATTANI (Università degli studi di Parma)
LUCA GRILLI (Politecnico di Milano)
STIJN KELCHTERMANS (KU Leuven)
VICTOR MARTIN-SANCHEZ (University of Southern Denmark)
VIKAS SARANGDHAR (Indian Institute of Technology, Bombay)





# PARALLEL PAPER SESSIONS 1

WEDNESDAY, JUNE 25, 14:30-16:00

## 1 THE DIGITAL ECONOMY: STRATEGY AND OPENNESS

Wednesday, June 25, 14:30-16:00, Room: 1065, Chair: Malte Prüfer

**LEONARD HANSCHUR, JOACHIM HENKEL:** “Opening AI: Selective Revealing of AI System Components”  
**PAOLO CARIOLI, MATTIA PEDOTA:** “When the Mean is not Golden: How AI Changes the Link Between Openness and Innovation Performance”  
**DARINA BULATOVA, METTE PRÆST KNUDSEN, MAXIMILIAN VON ZEDTWITZ:** “Looking Out for Emerging Technologies: How the Use of Digital Technologies Mediates Strategy and Innovation”  
Discussants: **BERNHARD GANGLMAIR, STIJN KELCHTERMANS**

## 2 ORGANIZATIONAL BEHAVIOUR: AGE, EXPERIENCE AND REDEPLOYMENT

Wednesday, June 25, 14:30-16:00, Room: L1010, Chair: Fulvio Castellacci

**MARIA LUISA MANCUSI, MATTEO ROMAGNOLI:** “Old but Gold: Population Ageing and Innovation Incentives”  
**VERA ROCHA, GRAZIA SANTANGELO, WOLFGANG SOFKA:** “Building Bridges: Top Managers’ Work Experience in Interest Groups and Refugee Wage Inequality”  
**JASMINA CHAUVIN, TIMOTHY FOLTA, CHRISTOPHER POLIQUIN:** “Firm Centralization and Redeployment via Internal Labor Markets”  
Discussants: **GIANLUCA MURGIA, JULIA MAZZEI**

## 3 THE DYNAMICS OF TALENT: POSTGRADUATE CAREERS

Wednesday, June 25, 14:30-16:00, Room: L1020, Chair: Orsola Garofalo

**VIIVI IMMONEN, MIRVA PELTONIEMI:** “Career Development of Women and Men Engineers in 20th Century Finland”  
**YOTAM SOFER, HC KONGSTED, VALENTINA TARTARI:** “Being Your Own Master: How Constraints on Academic Freedom Affect Graduates’ Career Choices”  
**DROR SHVADRON, HANSEN ZHANG, LEE FLEMING, DANIEL GROSS:** “Engineering Science: The Impact of Public Investment in PhD Training on the Size and Shape of the U.S. Scientific Workforce”  
Discussants: **DANILO MESSINESE, JOACHIM PRINZ**

## 4 POLICY: PUBLIC FUNDING

Wednesday, June 25, 14:30-16:00, Room: L1060, Chair: Tomoyuki Shimbo

**SHIRI BREZNITZ, PAIGE CLAYTON, MIRCEA GHERGHINA:** “Transforming Collaboration Networks: The Role of Government Funding in the Development of a Novel Field”  
**CHRIS DIMOS, FELICIA FAI, PHIL TOMLINSON:** “Innovation, Interorganizational Collaboration and Productivity: Synergistic or Antagonistic Effects of Publicly Funded Research?”  
**SEBASTIANO LEONELLI, FEDERICO MUNARI, LAURA TOSCHI, MAURIZIO SOBRERO, HÉRICA MORAIS RIGHI:** “Where do Ideas go? A Spatial Analysis of the Patenting Impact of Publicly Funded Basic Science”  
Discussants: **GINGER JIN, LARISSA RABBIOSI**

## 5 ENTREPRENEURSHIP: THE ROLE OF FAMILY

Wednesday, June 25, 14:30-16:00, Room: 147, Chair: Greta Serpente

**STEFAN DIMITRIADIS:** “Entrepreneurship, Family Embeddedness, and Participative Management: Transforming Constraints Into Resources for Entrepreneurs in Togo”  
**NOMINATED FOR THE 2025 STEVEN KLEPPER AWARD FOR BEST YOUNG SCHOLAR PAPER:**  
**QIAN WANG, HONGYUAN XIA:** “Closing the Racial Gap in Entrepreneurship: The Role of Spousal Public Sector Jobs”  
**ORIETTA MARSILI, MATT DICKSON, GEORGIOS TSIACHTSIRAS:** “Like Mother, Like Son? Gender and Family Structure Effects in the Inter-generational Transmission of Entrepreneurship”  
Discussants: **HUA FANG LIU, CINTIA KULZER SACILOTTO**

## 6 SCIENTIFIC PRACTICE: ACADEMIC ENTREPRENEURSHIP AND SCIENCE-BASED VENTURES

Wednesday, June 25, 14:30-16:00, Room: 151, Chair: Anne Heslinga

**ANURAG WASNIK, ELICIA MAINE, JON THOMAS, EINAR RASMUSSEN:** “Cyclical Nexus-switching in Academic Entrepreneurship: How Academics may Use Technology-market Matching to Commercialize Radical Inventions”  
**WOLF-HENDRIK UHLBACH, MARKUS PERKMANN:** “Hiring Strategies of Science-based Ventures: The Role of Corporate Joiners in Shaping Venture Success”  
**GIOVANNA VALLANTI, ALESSANDRO MUSCIO, GIUSEPPINA TESTA:** “University Regulations, Spinoff Characteristics, and External Financing: A Signalling Perspective on Academic Spinoffs”  
Discussants: **THEODOR VLADASEL, MOHADDESEH HEYDARI NEJAD**

## 7 INNOVATION STRATEGY AND OPEN INNOVATION: R&D INVESTMENT AND PRODUCTIVITY

Wednesday, June 25, 14:30-16:00, Room: 142, Chair: Xizhao Wang

**ENRICO VANINO, LAURA HADDOCK:** “Uncovering Hidden Innovators: Linking Administrative and Big Data to Develop Comprehensive Measures of Firms’ Innovation”  
**FRANCESCO BOVA, FLORENTA TEODORIDIS:** “The Dual Impact of Technological Investment: Spillover Benefits From Quantum to Classical Computing”  
Discussants: **CHRISTOPH GRIMPE, ALEXANDER EHRlich**

# PARALLEL PAPER SESSIONS 2

WEDNESDAY, JUNE 25, 16:30-18:00

## 8 THE DIGITAL ECONOMY: AI, CREATIVITY AND CITATIONS

Wednesday, June 25, 16:30-18:00, Room: 1065, Chair: Shibo Zhou

**JESSICA STEPPE, MARTA MORAIS-STORZ, NHIE NGUYEN:** “AI-augmented Creativity: Insights Into Idea Generation and Development Using Language Models “

**ZHENG YI YU:** “The Impacts of AI on Scientific Labor: Evidence From Protein Structure Prediction”

**CHIEHWEI HO:** “Do creative CEOs bring more AI Innovation? Evidence From Patent Quantity and Quality Perspectives”

Discussants: **EMMA LAPPI, YOTAM SOFER**

## 9 GEOGRAPHIES OF INNOVATION: NATIONAL STRENGTHS AND INSTITUTIONS

Wednesday, June 25, 16:30-18:00, Room: 142, Chair: Riccardo Masiero

**CHRISTOPHER ESPOSITO:** “A Stress Test of the United States’ Knowledge Supply Chain”

**SIMONE VANNUCCINI, LUDOVIC DIBIAGGIO, LIONEL NESTA:** “European Sovereignty in Artificial Intelligence: A Competence-based Perspective”

**MAXIMILIAN VON ZEDTWITZ, SEVERIN BISCHOF:** “Corruption and the Direction of Global R&D Investments”

Discussants: **FERNANDO SOSSDORF, AMANDA STENSTRÖM**

## 10 THE DYNAMICS OF TALENT: FEMALE INVESTORS AND CEOS

Wednesday, June 25, 16:30-18:00, Room: L1020, Chair: Hanna Hottenrott

**GEMA LAX MARTINEZ, GABRIELE PELLEGRINO, EMILIO RAITERI:** “Witch Hunt and Female Inventors”

**ZEYANG XUE, LAURINA ZHANG:** “Do Analysts Differentially Evaluate Female CEOs?”

**SU JUNG JEE, JANGHO YANG, TORSTEN HEINRICH, KEJIA ZHU:** “Flexibility Paradox and Gender in Innovation: Evidence From Inventors During Lockdown”

Discussants: **VERA ROCHA, JOSEPH JUNG**

## 11 THE DYNAMICS OF TALENT: LABOUR MARKETS AND INNOVATION

Wednesday, June 25, 16:30-18:00, Room: L1025, Chair: Giovanna Vallanti

**GIUSEPPE CARUSO, ANNALISA CALOFFI, MARCO MARIANI:** “Digitalization, Automation, and Job Positions: Causal Insights From a Regional R&D Policy”

**JINOLU:** “Market Demand, Competition for Knowledge Workers, and Impact on Innovation: Evidence From Electric Vehicle Technologies”

**GIACOMO LO CONTE, DANIELA ARLIA:** “Exposure to Innovation and Labor Market Dynamics: Evidence From the German Manufacturing Sectors”

Discussants: **CHRIS DIMOS, ROMA MONDAL**

## 12 FINANCING INNOVATION: ATTRACTING VENTURE CAPITAL

Wednesday, June 25, 16:30-18:00, Room: L1030, Chair: Jacob Eskildsen

**TIMO VAN BALEN, THEODOR VLADASEL:** “Quality or Distraction? B Corp Certification and Early-stage Venture Funding”

**ALI MOHAMMADI, POOYAN KHASHABI:** “Non-compete Contracts and Corporate Venture Capital Investments”

**MINGTAO XU, TONY TONG, HUIYAN ZHANG:** “Sued and Doomed? When Patent Litigation hurts (or helps) Startup VC Financing”

Discussants: **ELICIA MAINE, THOMAS LEICHT**

## 13 POLICY: REGULATION

Wednesday, June 25, 16:30-18:00, Room: L1035, Chair: Robin Lepers

**GABRIEL CAVALLI, MICHAEL BLOMFELD, ANITA MCGAHAN, KEYVAN VAKILI:** “Orchestrating Innovation in Pharmaceutical Science in Low- and Middle-income Countries after TRIPS”

**MARIO LECCESE, GINGER JIN, LIAD WAGMAN, JIAN JIA:** “How does Privacy Regulation affect Transatlantic Venture Investment? Evidence From GDPR”

**LORENZO SANTINI, LAURA MAGAZZINI, MASSIMO RICCABONI:** “The Effectiveness of Public Intervention in Health Emergencies”

Discussants: **ELISABETH MUELLER, CHEN YE**

## 14 CHOICE AND DECISION MAKING: PROBLEMS, IDEAS, AND HEURISTICS

Wednesday, June 25, 16:30-18:00, Room: L1060, Chair: Wolf-Hendrik Uhlbach

**KARL WIELAND FREYER, DAVID ANTONS, OLIVER SALGE, CHRISTINA DIENHART:** “A Framework for Altering Need-solution Landscapes to Optimize Problem-solving Processes”

**ORSOLA GAROFALO, KATELYN SHARATT, THERESA KRANZLE, CHIEL VAN DER VEEN:** “Playing with Ideas: A Field Experiment in Entrepreneurial Problem Solving”

**MARIA HALBINGER, NICOLAI FOSS, TOKE REICHSTEIN:** “Entrepreneurs and Innovation: Navigating Decision Tradeoffs in Makerspaces”

Discussants: **BEATRICE D’IPPOLITO, HANNAH BECKENBAUER**

## 15 SCIENTIFIC PRACTICE: RESEARCHER CROSS-BORDER MOBILITY

Wednesday, June 25, 16:30-18:00, Room: 151, Chair: Sebastiano Cattaruzzo

**STEFANO BARUFFALDI, PIETRO SANTOLERI, YEVGENIYA SHEVTSOVA:** “The Impact of Mobility Grants on Researchers”

**CHUNG-EUN YOON, HYU KANG:** “Cross-border Visits and Scientific Collaboration”

Discussants: **MUSKAN CHAWLA, WEIQI ZHENG**

## 16 INNOVATION STRATEGY AND OPEN INNOVATION: EXTERNAL SEARCH AND CROWDSOURCING

Wednesday, June 25, 16:30-18:00, Room: 147, Chair: Leonard Hanschur

**RICHARD HAANS, EMANUEL UBERT, HELGE KLAPPER:** “The Dual Effect of Multi-actor Search: Knowledge Crowding and Heightened Competition”

**HSING-FEN LEE, MARCELA MIOZZO, DAMIAN GRIMSHAW, UMA RANI:** “Crowdsourcing for Innovation? Exploring the Role of Distant Search and HRM”

**PATRYCJA ROGOZINSKA, MICHELA BERETTA, LARS FREDERIKSEN:** “Successful Trajectories: How Winning Strategies Differ for Individuals in Contests on a Crowdsourcing Platform”

Discussants: **HENRY SAUERMAN, FEDERICO BIGNONE**

## 17 SCIENTIFIC PRACTICE: THE NATURE OF UNIVERSITY-INDUSTRY COLLABORATION

Wednesday, June 25, 16:30-18:00, Room: 157, Chair: Haejun Jung

**ANA GÓMEZ-AGUAYO, JOAQUÍN M. AZAGRA-CARO, PAULINE MATTSSON:** “Academic Managerialism and Team-centred Motivations of Top University-industry Knowledge Co-creators”

**JINO LU, AVI GOLDFARB, FLORENTE TEODORIDIS:** “Company and university innovation during an industry incubation phase: Evidence from quantum computing”

Discussants: **AGNIESZKA NOWINSKA, JULIAN TIEDTKE**



# PARALLEL PAPER SESSIONS 3

THURSDAY, JUNE 26, 09:00-10:30

## 18 THE DIGITAL ECONOMY: AI IMPLEMENTATION, MODULARITY, AND RELIABILITY

Thursday, June 26, 09:00-10:30, Room: 1065, Chair: Abhishek Bhatia

**CHENG-YU LEE, MIN-NAN CHEN:** “All Aspirations are not Equally Impactful: A Study of how Historical and Social Aspirations Affect Digital Transformation”

**YANUO ZHOU:** “Do Language Models Lie by Design? Evidence from LLM-based Hiring Discrimination Experiments”

**MICKIE DE WET, RENÉ BOHNSACK, ANDRÉ HANELT:** “Revisiting the Layered Modular Architecture for the AI Era”

Discussants: **METTE PRÆST KNUDSEN, JANGHO YANG**

## 19 GEOGRAPHIES OF INNOVATION: REGIONAL TRANSFORMATION

Thursday, June 26, 09:00-10:30, Room: L1010, Chair: Gema Lax Martinez

**ORSA KEKEZI, GABRIEL RODRIGUEZ-PUELLO:** “Local Economic Shocks and Entrepreneurship Dynamics”

**MIRVA PELTONIEMI:** “Geographic Industrialization by Finnish Papermakers, 1920 – 1986”

**WEN-HSIN CHI, SHIH HSIN CHEN, HUNG CHI CHANG:** “Industrial Transformation Pathways in Biomedical Innovation: A Comparative Study of the Biomedical Cluster in Northern Taiwan and the Medical Device Park in Hyderabad”

Discussants: **CRISTIAN GRANADOS, DAVIDE BONAGLIA**

## 20 THE DYNAMICS OF TALENT: WORKING FROM HOME

Thursday, June 26, 09:00-10:30, Room: L1020, Chair: Kathrin Reinsberger

**PATRICK ADLER:** “How Revolutionary is Going Remote? An Occupational and Place-based Analysis”

**LARISSA RABBIOSI, DANA MINBAEVA, ORSOLA GAROFALO, DIRK VOM LEHN:** “Work From Anywhere”: When Freedom Meets its Challenges “

**TAEKYUN KIM, WOOHEE CHOI, MINYOUNG CHA:** “Work-From-Home, Talent Acquisition, and Firm Innovation”

Discussants: **CHUNGEUN YOON, ZHENGYI YU**

## 21 ECOSYSTEMS AND ONLINE PLATFORMS: COMPETITION, FLEXIBILITY AND DISRUPTION

Thursday, June 26, 09:00-10:30, Room: L1025, Chair: Roger Masclans

**FABIEN REZAC, PAAVO RITALA:** “Disruptor’s Dual Dilemma: Optimal Distinctiveness in Ecosystem Disruption”

**MICHAIL BATIKAS, TIM MEYER, JOERG CLAUSSEN, CARMELO CENNAMO:** “Platform Flexibility and Complement Quality”

**SHIYANG CHU, YONGZHI (ALEX) WANG, ZHE (ADELE) XING, DMITRY SHARAPOV, YONGWOOK PAIK:** “Multimarket Competition and Patent Litigation in Digital Platforms: Evidence From the Global Smartphone Industry”

Discussants: **BIRGIT SOLEM, CLEMENS DOMNICK**

## 22 INDUSTRIAL DYNAMICS: NEW PRODUCT INTRODUCTION

Thursday, June 26, 09:00-10:30, Room: 142, Chair: Paolo Carioli

**SHIBO ZHOU, JOSÉ MATA:** “Fight or Flight: When do Firms Update?”

**QIUJIE QIU, ROXANA TURTUREA, HOLMER KOK:** “Renewing Success or Inviting Pushback? The Effect of Novel Product Change on Product Quality”

**FERNANDO SOSSDORF:** “In Search of the Chilean Jaguar: New Product Introduction and High-growth Firms”

Discussants: **JOSE-LUIS HERVAS-OLIVER, WILLIAM MILES**

## 23 ENTREPRENEURSHIP: EDUCATION AND ACCELERATORS

Thursday, June 26, 09:00-10:30, Room: 133, Chair: Jay Lee

**NOMINATED FOR THE 2025 STEVEN KLEPPER AWARD FOR BEST YOUNG SCHOLAR PAPER:**

**MOHADDESEH HEYDARI NEJAD:** “A Structural Model of Mentorship in Startup Accelerators: Matching, Learning, and Value Creation”

**ANDRES MADARIAGA ESPINOZA, STIJN KELCHTERMANS:** “The Art of Framing Novel Ideas in Accelerator Programs”

**DIAMANTO POLITIS, JONAS GABRIELSSON, ZIAD EL-AWAD:** “Sustainable Entrepreneurship Education: Unpacking Dialectical Tensions and Pedagogical Challenges”

Discussants: **MARIA HALBINGER, EMANUELE RUSSO**

## 24 SCIENTIFIC PRACTICE: THE USE OF AI AS RESEARCH TOOL

Thursday, June 26, 09:00-10:30, Room: 151, Chair: Linhui Wu

**STEFANO BIANCHINI, DAVID ARRANZ, VALENTINA DI GIROLAMO, JULIEN RAVET:** “Artificial Intelligence in Science: Promises or Perils for Creativity?”

**TOM DUDDA, LARS HORNUF:** “The Perks and Perils of Machine Learning in Business and Economic Research”

**HAEJUN JUNG, WONJOON KIM:** “Can AI think like Entrepreneurs? Large Language Models in Entrepreneurship Survey Research “

Discussants: **BURCU KUCUKKELES, DEAN SHAMESS**

## 25 FINANCING INNOVATION: THE EFFECTS OF VENTURE CAPITAL ON INNOVATION

Thursday, June 26, 09:00-10:30, Room: 157, Chair: Christophe Feder

**DARIO POZZOLI, CÉDRIC SCHNEIDER, DAVID PINKUS:** “Pension Fund Investment and Firm Innovation”

**DAVID WUNDER, MARKKU MAULA:** “How Cross-border Venture Capital Shapes the International Innovation of New Ventures”

Discussants: **ALI MOHAMMADI, THERESA PÖLL**

## 26 INNOVATION STRATEGY AND OPEN INNOVATION: NEW SEARCH TOOLS AND DESIGN INNOVATION

Thursday, June 26, 09:00-10:30, Room: L1060, Chair: Yangyang Cheng

**VALENTINA BUCAIONI, GIANLUCA MURGIA, STIJN KELCHTERMANS:**”Navigating Dead Ends: The Role of Organization-level Search Strategies in General Purpose Technology Ecosystems”

**MARIANO MASTROGIORGIO, DANIEL BARRATT, ORSOLA GAROFALO, SAMUELE MURTINU:** “The Language of Novelty: An Eye Tracking Experiment with Neologisms”

**EGBERT AMONCIO, GAÉTAN DE RASSENFOSSE:** “Beyond the Pretty Face: Unmasking the True Power - and Limits - of Design Innovation”

Discussants: **BEKHZOD KHOSHIMOV, QIAN WANG**

## 27 SCIENTIFIC PRACTICE: REJECTIONS, COMMUNICATIONS AND CITATIONS

Thursday, June 26, 09:00-10:30, Room: 147, Chair: Sebastiano Leonelli

**PHILIPP WÄHLER, CHRISTOS KOLYMPIRIS, NICOS NICOLAOU:** “Citations in 280 Characters: Is Social Media Presence Worth it for Top Journals?”

**JOHANNA SCHNIER, VALENTINA TARTARI:** “From Rejection to Revival: How Creators Re-propose Ideas to New Audiences”

Discussants: **PAUL-EMMANUEL ANCKAERT, ANDRIN SPESCHA**

# PARALLEL PAPER SESSIONS 4

THURSDAY, JUNE 26, 15:00-16:30

## 28 THE DIGITAL ECONOMY: DIGITAL TRANSFORMATION AND PERFORMANCE

Thursday, June 26, 15:00–16:30, Room: 1065, Chair: Xuecong Du

**DANILO MESSINESE, ANNAMARIA CONTI:** “The Selective Tailwind Effect of Artificial Intelligence in Entrepreneurship”  
**BETTINA PETERS, ALEXANDER EHRLICH:** “Unleashing Productivity: The Role of AI and Data-driven Investments in Firm Performance”  
**CHEN YE, CHANDER VELU, FATHIRO PUTRA:** “Incoherence in Business Model Innovation During Digital Transformation”  
Discussants: **YONGZHI (ALEX) WANG, LAURA HADDOCK**

## 29 MARKETS FOR TECHNOLOGY: PATENT STRENGTH, LICENSING AND VALIDATION

Thursday, June 26, 15:00–16:30, Room: L1060, Chair: Uliana Schmück

**DAFNA BEARSON, MARIA ROCHE:** “Transferability MATTRs: Towards Understanding Antecedents of Strategic Licensing”  
**WEIQI ZHENG:** “Patent Strength and Collaborations: Evidence From Biopharma Industry”  
**DAVID ANGENENDT:** “The Private Cost of Legal Uncertainty: Evidence From the Unified Patent Court”  
Discussants: **MIRVA PELTONIEMI, MARTIN GOOSSEN**

## 30 GEOGRAPHIES OF INNOVATION: PLACE-BASED DEVELOPMENT

Thursday, June 26, 15:00–16:30, Room: 147, Chair: Seyeon Kim

**EMANUELE RUSSO, FRANCESCO MANARESI, PIETRO SANTOLERI:** “Some Causal Effects of a Place-based Innovation Policy”  
**CLAUDIA DE FUENTES, DAVID DOLOREUX, STEVE QUILLEY, JAHAN ARA PEERALLY:** “High Tides make Good Wines: Knowledge Place-based Development in the Craft Wine Industry for Rural Revitalization”  
**AMANDA STENSTRÖM, EMMA LAPPI, PONTUS BRAUNERHJELM:** “Entrepreneurs as Agents of Change: Innovation and Regional Differences”  
Discussants: **AVI GOLDFARB, GIACOMO LO CONTE**

## 31 ECOSYSTEMS AND ONLINE PLATFORMS: INNOVATION ECOSYSTEMS

Thursday, June 26, 15:00–16:30, Room: L1025, Chair: Tatevik Pghosyan

**ALICE CIVERA, FILIPPO MARCHESANI, DAVID AUDRETSCH:** “Complement or Substitute? Innovative and Sustainable Entrepreneurship in the Innovation Ecosystem for Smart Cities”  
**ANURAG WASNIK, ELICIA MAINE, JON THOMAS, MICHAEL RENNINGS, STEFANIE BRORING:** “Emergence and Scale-up of Complementary Innovation Ecosystems in the Context of Energy Transition”  
**SHIH HSIN CHEN, HUNG CHI CHANG, WEN-HSIN CHI:** “The evolution of Taiwan’s AI Innovation Ecosystem: Global Knowledge Networks, Institutional Adaptation, and Industrial Dynamics”  
Discussants: **SIMONE VANNUCCINI, GIANCARLO CORÒ**

## 32 INDUSTRIAL DYNAMICS: SPECIALIZATION, SCALING AND VALUE CAPTURE

Thursday, June 26, 15:00–16:30, Room: 142, Chair: Anders Råve

**ROGER MASCLANS:** “Science, Startups, and the Problem of Value Capture”  
**ABHISHEK BHATIA:** “Speed and (or) Specialization Dilemma: Synchronizing Product Market and Organizational Scaling”  
**THOMAS LEICHT, BERNDEBERSBERGER:** “To Scale or Not to Scale?: Product-market Fit as a Prerequisite for Start-up Scaling”  
Discussants: **KEJIA ZHU, JARMO TASKINEN**

## 33 ENTREPRENEURSHIP: FEMALE ENTREPRENEURS

Thursday, June 26, 15:00–16:30, Room: 133, Chair: Gabriel Rodriguez-Puello

**EMMA LAPPI, JOSÉ MATA, ALI MOHAMMADI, KOURSH SHAFI:** “Breaking Barriers or Reinforcing Inequalities? The Impact of Affordable Childcare on Entrepreneurship”  
**JIE LI:** “Female Entrepreneurs’ Preference for Female Investors: Mechanisms Underlying Gender Homophily”  
**JIONGNI MAO, VALERIO PELUCCO:** “Funding Her Future: How Female Investors Drive Early Growth and Success in Female-founded Startups”  
Discussants: **SHERYL WINSTON SMITH, RASHID NIKZAD**

## 34 FINANCING INNOVATION: CELEBRITY, DISTINCTIVENESS AND EMOTIONAL COHERENCE

Thursday, June 26, 15:00–16:30, Room: 157, Chair: Semiha Deniz Dönmez

**LINHUI WU, YUMEI HE, SHAKER ZAHRA:** “Looking Back, Looking Forward: Temporal Distinctiveness and the Funding of New Ventures”  
**PATRICK SMITH, YANGYANG CHENG, MARIO DANIELE AMORE:** “Starstruck! The Role of Celebrity Investors in Start-up Fundraising”  
**BEKHZOD KHOSHIMOV:** “Emotional Coherence and Venture Outcomes: Machine Learning Approaches in the Study of Startup Pitches”  
Discussants: **SEIDALI KURTMOLLAIEV, CHRISTIAN ANKER**

## 35 MARKETS FOR TECHNOLOGY: THE VALUE OF PATENTS AND NOVELTY

Thursday, June 26, 15:00–16:30, Room: 392, Chair: Qiujie Qiu

**ADAM TATARYNOWICZ, JIAHUA SUN:** “When Novelty Pays but Doesn’t Persuade: Analyzing the Patent Novelty-value Relationship Through Machine Learning and Abductive Theory Development”  
**HEESANG RYU:** “Patent Litigation Both Protects and Hinders Clean Technology Spillovers”  
**GABRIELE PELLEGRINO, FABIAN GAESSLER, CHRISTIAN HELMERS:** “Are Patents Conducive to Innovation? Evidence From German Reunification”  
Discussants: **SHIRI BREZNITZ, DMITRY SHARAPOV**

## 36 ORGANIZATIONAL BEHAVIOUR: SATISFACTION AND SENSE-MAKING

Thursday, June 26, 15:00–16:30, Room: 151, Chair: Anne ter Wal

**KELD LAURSEN, VERA ROCHA, MICHAEL DAHL, RITA BONVICINI:** “Does Open Innovation Induce Employee Stress?”  
**MUSKAN CHAWLA, HENRY FRIEDMAN, YUQING ZHOU:** “Employee Satisfaction, Knowledge-intensive Firms, and Innovation”  
**RICCARDO MASIERO, GIADA BALDESSARELLI, ROBERTO VERGANTI:** “Unpacking Organizational Innovation in the Life Science Industry: A Visual Sensemaking Process”  
Discussants: **ARIANNA MARTINELLI, VIIVI IMMONEN**

## 37 INNOVATION STRATEGY AND OPEN INNOVATION: SEQUELS AND STRATEGIC MAINTENANCE

Thursday, June 26, 15:00–16:30, Room: 127, Chair: Siqiao Luan

**WESLEY COHEN, MATTHEW HIGGINS, WILLIAM MILES, YOKO SHIBUYA:** “Blockbuster Products, Sequels, and the Nature of Innovation”  
**SHANE HAMILTON, BEATRICE D’IPPOLITO:** “Infrastructural Breakdowns and Endless Applications: Strategic Maintenance of the World’s Most Enduring Herbicide Technology”  
Discussants: **ALBERTO GALASSO, MINGTAO XU**

## 38 SCIENTIFIC PRACTICE: THE ORGANISATION OF UNIVERSITY RESEARCH

Thursday, June 26, 15:00–16:30, Room: 4057, Chair: John McKeon

**HONGYUAN XIA:** “How does Industry shape Academic Science? Evidence From “Million Dollar Plants””  
**ABHIJIT SENGUPTA, MARIANNA MARRA:** “Importance of Interdisciplinary Research for Knowledge Exchange: An Organizational Perspective”  
**EMIEL DE BUYSER, THOMAS CRISPEELS, JURGEN WILLEMS:** “Signaling University Spin-off Quality to External Investors: The Role of University Venture Capital”  
Discussants: **ROMAN JUROWETZKI, STEFANIA SCROFANI**

# PARALLEL PAPER SESSIONS 5

FRIDAY, JUNE 27, 09:00-10:30

## 39 THE DIGITAL ECONOMY: AUTOMATION, SKILLS AND TASKS

Friday, June 27, 09:00-10:30, Room: L1010, Chair: Karl Wieland Freyer

**MAXIMILIAN KOEHLER, HENRY SAUERMANN:** “Automation or Augmentation? Task Characteristics, Human-centered Goals, and the Deployment of AI”

**JULIAN TIEDTKE:** “Automation, Firm Size and Skill Groups”

**ROMAN JUROWETZKI, DILETTA ABBONATO, MARIAGRAZIA SQUICCIARINI:** “Mapping AI’s Labor Impact: A Task Exposure Framework for Occupational Analysis”

Discussants: **WOOHEE CHOI, HONGYUAN XIA**

## 40 ORGANIZATIONAL BEHAVIOUR: STAKEHOLDERS AND LEGITIMACY

Friday, June 27, 09:00-10:30, Room: L1020, Chair: Adam Tatarynowicz

**SEMIHA DENIZ DÖNMEZ:** “Legitimacy-as-Perception: Sustainability From the Michelin-starred Chefs’ Perspectives”

**CHRISTOPH GRIMPE, PAOLO CARIOLI, KARIN HOISL, WOLFGANG SOFKA:** “Advocating for Innovation: The Role of Non-market Stakeholders”

**MARTIN GOOSSEN, JAMIL KREUGEL, ELKO KLIJN, ANIL NAIR:** “Under which Conditions do Firms establish Voluntary Board Technology Committees?”

Discussants: **THOMAS CRISPEELS, VALERIO PELUCCO**

## 41 ECOSYSTEMS AND ONLINE PLATFORMS: COLLABORATIVE COMMUNITIES AND OPEN SOURCE

Friday, June 27, 09:00-10:30, Room: L1025, Chair: Jessica Steppe

**YANGYANG CHENG, XI WU, CLAUDIO PANICO, ANDREA FOSFURI:** “Balancing Control and Engagement Through IP Strategies: The Case of Open-source Software-based Startups”

**CHAN GYU LEE, JAY LEE, HYUNWOO PARK:** “Not all Doom and Gloom: ChatGPT, Knowledge Diversity, and Style Similarity”

**ROBERT FLYNN:** “Balancing Social and Technical Goals: Evidence From Codes of Conduct in Open Source”

Discussants: **DROR SHVADRON, HSING-FEN LEE**

## 42 ENTREPRENEURSHIP: FOUNDERS AND PERSONALITY

Friday, June 27, 09:00-10:30, Room: L1030, Chair: Helge Klapper

**HANNA HOTTENROTT, ANNETTE BECKER, ANWESHA MUKHERJEE:** “Founder Personality and Scaling Decisions in Entrepreneurial Firms”

**HIEN TRAN, MARK FREEL:** “Navigating Entrepreneurial Transitions: The Role of Personality in Wellbeing Dynamics”

**LAURA BREGENZER, PATRICK FIGGE, CAROLIN HAEUSSLER, ELISABETH MUELLER:** “Founders at the Crossroads: Exit Patterns and Position Shifts When New Owners Enter”

Discussants: **ORSA KEKEZI, ANDRES MADARIAGA ESPINOZA**

## 43 ECO-INNOVATION: POLICY AND OWNERSHIP

Friday, June 27, 09:00-10:30, Room: L1035, Chair: Emiel De Buyser

**CHRISTOPHE FEDER, BEN CALLEGARI, MARTIN GRIMELAND:** “A System Dynamics Analysis of General and Eco-Innovation Policy Mixes”

**MARLENE HERZ:** “Passive Institutional Ownership and Green Innovation”

**JOSEPH JUNG, CLAUDIA DE FUENTES, HAO LU, JONIADA MILLA:** “Impact of Government Support on Clean Technology Innovation in Canada: In-house vs. Outsourced R&D Firm-level Expenditures for Low-carbon Economy Transition”

Discussants: **STEPHEN ROPER, ALANA HINDIYEH**

## 44 INDUSTRIAL DYNAMICS: SCIENCE-BASED INDUSTRIES

Friday, June 27, 09:00-10:30, Room: 142, Chair: Lorenzo Santini

**DAVIDE BONAGLIA, FABIANA VISENTIN, MICHELE PEZZONI:** “Scientific Content of Technologies and Schumpeterian Patterns of Innovation”

**DARIUS ORNSTON, TRAVIS SOUTHIN:** “Upscaling Associational Governance: Startups, Scaleups, and the Politics of Systemic Change”

**CRISTIAN GRANADOS, JAIDEEP PRABHU, FELIPE SYMMES, ANIL SADARANGANI:** “Frugal Innovation in Science-based Startups: Overcoming Structural Challenges in Emerging Economies”

Discussants: **DARIO POZZOLI, PHILIPP WÄHLER**

## 45 POLICY: PROCUREMENT AND R&D NETWORK SUPPORT

Friday, June 27, 09:00-10:30, Room: 127, Chair: Justine Boudou

**GIANLUCA BIGGI, ELISA GIULIANI, ARIANNA MARTINELLI, JULIA MAZZEI:** “Rethinking Directed Technical Change: When Substitution Leads to Regret”

**MALTE PRÜFER, BASTIAN KRIEGER, LINUS STRECKE:** “Public Procurement Can Hinder Innovation”

**FULVIO CASTELLACCI, ARVID RAKNERUD, MASSIMO RICCABONI, MARINA RYBALKA:** “R&D Networks, Knowledge Spillovers and Innovation Performance”

Discussants: **PAIGE CLAYTON, ANURAG WASNIK**

## 46 SCIENTIFIC PRACTICE: SCIENTIFIC FIELDS AND INDUSTRY EMERGENCE

Friday, June 27, 09:00-10:30, Room: 1065, Chair: Shih Hsin Chen

**JINO LU, AVI GOLDFARB, FLORENTA TEODORIDIS:** “Company and University Innovation During an Industry Incubation Phase: Evidence From Quantum Computing”

**PHILIPP BAADEN, ANNA WASSENHOVEN, MILOS JOVANOVIC, STEFANIE BRÖRING:** “How Science Convergence Relates to the Evolution of Scientific Fields – Empirical Evidence From the Case of Synthetic Biology”

**PAUL-EMMANUEL ANCKAERT:** “Does Open Access Foster the Translation of Science Into Technology?”

Discussants: **STEFANO BIANCHINI, FLORIAN HULFELD**

## 47 THE DIGITAL ECONOMY: AI, ECO-INNOVATION AND RESILIENCE

Friday, June 27, 09:00-10:30, Room: 147, Chair: Tom Dudda

**ROBIN LEPEERS, DIRK CZARNITZKI, MAIKEL PELLENS:** “Adoption of Circular Economy Innovations: The Role of Artificial Intelligence”

**THUC UYEN NGUYEN-THI, CAROLINE MOTHE:** “Artificial Intelligence and Eco-Innovation: Evidence From German Firms”

**LAURA BISIO, VALERIA CIRILLO, MATTEO LUCCHESI, ANDREA MINA, STEFANIA SCROFANI:** “Technological Adoption and Firm Resilience: Understanding the Impact of New Digital Technologies”

Discussants: **MICHELA BERETTA, KEVIN SOUCHARD**

## 48 INNOVATION STRATEGY AND OPEN INNOVATION: REPURPOSING AND FUNGIBILITY

Friday, June 27, 09:00-10:30, Room: 133, Chair: David Wunder

**XUECONG DU:** “Reusing New or Old Knowledge Combinations to Generate Short and Long-term Breakthrough Innovations? Evidence From the Wind Energy Industry”

**SOO (HYUNSOO) KIM, HYUN JU JUNG:** “Failure and Resource Redeployment: Evidence From Biopharmaceutical Industry”

**BURCU KUCUKKELES, SHIKO BEN-MENAHM, GEORG VON KROGH:** “From Serendipitous Discovery to Innovation: A Case of Drug Repurposing”

Discussants: **MAXIMILIAN VON ZEDTWITZ, HIROSHI SHIMIZU**



# PARALLEL PAPER SESSIONS 6

FRIDAY, JUNE 27, 15:00-16:30

## 49 THE DYNAMICS OF TALENT: MOBILITY, SORTING AND HIRING

Friday, June 27, 15:00-16:30, Room: L1020, Chair: Orietta Marsili

**JUSTINE BOUDOU:** “Minding the Skill Gap: Scientists’ Talent and Sorting Decision”  
**SEYEON KIM:** “Sorting Into Startups: How Perceived Ability and Employer Preferences Shape Hiring Outcomes”  
**AGNIESZKA NOWINSKA, ROMAN JUROWETZKI:** “Migration Motivations as Predictors of Host Country Sentiment and Economic Mobility Perception: Beyond Objective Proxies Evidence From the Ellis Island Oral History Collection”  
Discussants: **JOHN DE FIGUEIREDO, JIE LI**

## 50 ECOSYSTEMS AND ONLINE PLATFORMS: INTERMEDIARIES AND INTERFACES

Friday, June 27, 15:00-16:30, Room: L1025, Chair: Giuseppe Caruso

**ANNE HESLINGA, KOEN FRENKEN:** “The Continued Relevance of Incumbent Intermediaries in the Transition to Digital Platforms: A Survival Analysis of Game Developers (1980-2022)”  
**ANDERS RÅVE, BIRGIT SOLEM, SEIDALI KURTMOLLAIEV:** “Shaping Dynamic Capabilities for Business Ecosystems: The Role of Managerial Interfaces”  
Discussants: **ALICE CIVERA, WEN-HSIN CHI**

## 51 INDUSTRIAL DYNAMICS: ENTRY, ACQUISITION AND EXIT

Friday, June 27, 15:00-16:30, Room: 142, Chair: Patrick Smith

**HIROSHI SHIMIZU, NAOHIKO WAKUTSU:** “SBIR, Startups, and Subsequent Technological Development: Laser Diodes in the United States and Japan”  
**JARMO TASKINEN, MIRVA PELTONIEMI, CHIARA MARZOCCHI:** “Against the Odds: Entrepreneurial Entry During Industry Maturity”  
**JOHN MCKEON:** “Should I Stay or Should I Go: Startup Repositioning Following Rival Acquisitions”  
Discussants: **FABIEN REZAC, EGBERT AMONCIO**

## 52 GEOGRAPHIES OF INNOVATION: MICROGEOGRAPHY AND LOCATION (AND COFFEE)

Friday, June 27, 15:00-16:30, Room: 147, Chair: Peter Maskell

**STEPHEN ROPER, SERDAL OZUSAGLAM:** “Third Spaces and Innovation: Does Having More Coffee Shops Make an Area More Innovative?”  
**ROMA MONDAL, SAI YAYAVARAM, VIJAY VENKATARAMAN:** “Ideas Brewed over Coffee? Startup’s Location Choice: Evidence From Bengaluru”  
Discussants: **STEFAN DIMITRIADIS, CHRISTOPHER ESPOSITO**

## 53 SCIENTIFIC PRACTICE: POLICIES FOR UNIVERSITY-INDUSTRY COLLABORATION

Friday, June 27, 15:00-16:30, Room: 151, Chair: Valentina Bucaioni

**FLORIAN HULFELD:** “University Regulations, Knowledge Transfers, and Firm Innovation”  
**ANDRIN SPESCHA, FLORIAN HULFELD, MARTIN WÖRTER:** “Funding R&D Cooperation between Firms and Universities: The Effectiveness of the Innosuisse Model”  
**DEAN SHAMESS, BRUCE CATER, BYRON LEW, J. BARRY SMITH:** “The Role of Universities in Sustaining Innovation”  
Discussants: **DAVID ANGENENDT, ANA GÓMEZ-AGUAYO**

# 54 FINANCING INNOVATION: THE CHOICE BETWEEN SOURCES OF CAPITAL

Friday, June 27, 15:00-16:30, Room: 157, Chair: Andrea Mina

**SIQIAO LUAN, NOLA HEWITT-DUNDAS, STEPHEN ROPER:** “Innovation Grant (S)hopping: Unpacking SMEs’ Support Choices between Multiple Potential Funding Sources”  
**SHERYL WINSTON SMITH, CHRISTIAN ANKER:** “The Paradox of Plenty: Investors, Startups, and Accelerators in a Digital World”  
Discussants: **ELISA GIULIANI, THUC UYEN NGUYEN-THI**

## 55 MARKETS FOR TECHNOLOGY: DISCLOSURE

Friday, June 27, 15:00-16:30, Room: L1030, Chair: Philipp Baaden

**BERNHARD GANGLMAIR, ALEXANDER KANN:** “Looking for Innovation Beyond the Patent System: Evidence From Research Disclosures”  
**FEDERICO BIGNONE:** “Corporate Science and IPOs”  
**XIZHAO WANG:** “Patenting and Information Disclosure”  
Discussants: **ABHIJIT SENGUPTA, EL HADI CAOUI**

## 56 ECO-INNOVATION: IDENTIFICATION AND MEASUREMENT

Friday, June 27, 15:00-16:30, Room: L1035, Chair: Takayuki Suzuki

**ALANA HINDIYEH, GUIDO BUENSTORF, JOHANNES KOENIG, LIAM PAUL NEUMANN, BURCU OZGUN:** “From Green Thesis to Green Invention: Tracing the Contribution of PhDs to Sustainability-oriented Technology Transfer of German Universities”  
**KEVIN SOUCHARD, ERNEST MIGUELEZ, MAIDER SAINT JEAN:** “Complex Technologies and Speed of Diffusion in Europe: Evidence From Green Patents”  
**CLEMENS DOMNICK, FRANCESCO RENTOCCHINI, MARTA FANA:** “The Transition is in the Details: Evidence on Firm Greenness and Wage Inequality From Portuguese Administrative Data”  
Discussants: **DIAMANTO POLITIS, MARLENE HERZ**

## 57 THE DIGITAL ECONOMY: TECHNOLOGICAL AND GLOBAL CAPABILITIES

Friday, June 27, 15:00-16:30, Room: L1010, Chair: Robert Flynn

**SEBASTIANO CATTARUZZO, GIANCARLO CORÒ, ROSHAN BORSATO:** “Technological Complexity and Global Capabilities in SMEs: A Firm-level Analysis”  
**ULIANA SCHMÜCK, KILIAN SCHMÜCK:** “Matchmaking the Success of Digital Twins: Aligning Capabilities, Conditions, and Key Drivers across the Industrial Value Chain”  
**MAGDALENA MARCZEWSKA, MANSOUR ESMAEIL ZAEI, CHRISTOPHER TUCCI:** “Organizational Agility for Twin Transition in SMEs “  
Discussants: **JOERG CLAUSSEN, MICKIE DE WET**

## 58 INNOVATION STRATEGY AND OPEN INNOVATION: EXPERIMENTATION AND FAILURE

Friday, June 27, 15:00-16:30, Room: 1065, Chair: Soo (Hyunsoo) Kim

**JULIA MAZZEI, ARIANNA MARTINELLI, GIANLUCA MURGIA, ENZO MINISCHETTI:** “Beyond Success: The Impact of Innovation Failures and Coping Strategies in the Medical Device Industry”  
**HANNAH BECKENBAUER, THERESA PÖLL, KATHRIN REINSBERGER:** “Navigating Sustainability Transitions: The Role of Experimentation in Circular Business Model Innovation”  
**ASHISH ARORA, SHARIQUE HASAN, WILLIAM MILES:** “If you had only One Shot: Scale and Herding in Innovation Experiments”  
Discussants: **DARIUS ORNSTON, HUNG CHI CHANG**



## DRUID Drinks

WEDNESDAY, JUNE 25, 18:00-20:00 AT MASSEY COLLEGE COURTYARD

*Included in conference registration*

Join us for a glass and some snacks in the lovely courtyard of Massey College, an independent charitable institution aimed at supporting distinguished University of Toronto students with an atmosphere of “dignity, grace, beauty, and warmth”. In settings that have hosted Mikhail Baryshnikov, Margaret Atwood, Christopher Ondaatje and many others, meet up with old and new DRUID friends, relax, and fuel up before you venture out into Toronto’s many dinner options.

After the drinks, dinner to be self-organized.

## DRUID DISCOVERIES EXCURSIONS

ALL EXCURSIONS WILL BEGIN AT THE CONFERENCE VENUE AND END AT THE DRUID CONFERENCE DINNER.

*The excursions are not included in the conference fee and registration and pre-payment is required. Please see your online conference profile.*



### DISCOVERY 1: City Walk! Classic sightseeing with a twist

PICK-UP: THURSDAY, JUNE 26, 16:30 AT MAIN CONFERENCE VENUE (AULA).

END: 19:00 AT THE DRUID CONFERENCE DINNER VENUE (TIFF BELL LIGHTBOX).

Join us for a city walk through the neighbourhoods of Toronto, covering some of the city’s classic sights, and potentially a few ventures off the beaten path. It will be two hour’s lovely, relaxed walk, offering the guides’ personal views on the city, local history, as well as few tips for unusual sights. We will also enjoy a drink in one of the guide’s favourite haunt before we end at the DRUID DINNER venue.

Guided tour. Refreshments will be provided. Depending on the weather, remember your sunglasses and/or umbrella.

### DISCOVERY 2: Cycle the 6ix! Bike excursion

PICK-UP: THURSDAY, JUNE 26, 16:30 AT MAIN CONFERENCE VENUE (AULA).

END: 19:00 AT THE DRUID CONFERENCE DINNER VENUE (TIFF BELL LIGHTBOX).

With their varied neighbourhoods and sceneries and nearly 800 kilometres of cycling facilities, the six municipalities of Toronto (“the 6ix”) are great to explore on two wheels, and around a fifth of the city’s residents now cycle on a daily basis. Toronto offers plenty of safe and fun cycling options, so join your fellow DRUIDs when we set out from the conference site and travel on bike lanes along city streets down to the lake front and then enjoy the off-road paths that offer ever-changing views of the city and the lake. There is, of course, also time to catch a drink en route to the DRUID DINNER venue.

Guided tour. Refreshments will be provided. Bikes and protective gear included. You don’t need to be an ardent cyclist to join.



### DISCOVERY 3: Just DRUID! Your own way

THURSDAY, JUNE 26, 16:30.

NO REGISTRATION REQUIRED – STROLL, SWAGGER, OR TAKE A TAXI AT YOUR OWN INITIATIVE AND LEISURE.

Disappointed by the rocky beach in Nice at DRUID24? Head to the sand in Toronto’s Beaches neighbourhood! Not awestruck by Lisbon’s Forte de Sao Juliao da Barra at DRUID23? Revel in Toronto’s Fort York! Underwhelmed by Copenhagen’s Little Mermaid statue at DRUID22? Go on the prowl for some high-class sculpture in Toronto! Tired of pretending that soccer/football is interesting? Visit Toronto’s Hockey Hall of Fame! In other words, wind your own way through Toronto, until you arrive at the DRUID DINNER venue (TIFF Bell Lightbox). Please arrive by 19:00.

*Please arrive at the DRUID conference dinner venue at 19:00.*

## DRUID DINNER and Paper Award Ceremony

THURSDAY, JUNE 26, 19:00-23:00

VENUE: TIFF BELL LIGHTBOX, 350 KING STREET WEST

*Included in conference registration*

The grand DRUID Dinners are known for their excellent food and high fun factor.

This year, we head to King Street, the heart of the 1700s’ Town of York (to become Toronto in 1834), which today constitutes the metropolis’ main finance, fashion, and entertainment district. Here, we dine atop the Toronto International Film Festival building, enjoying its outstanding cityscape views, its memorabilia of Ontario’s flourishing film industry, and, of course, the Canadian flavours of the DRUID Dinner menu.



## DRUID DECADENCE Afterparty

FRIDAY, JUNE 25, 20:00-23:30

VENUE: THE ISLAND RIVIERA AND RUNAWAY CAFÉ, WARD’S ISLAND

*Not included in the conference fee and registration and pre-payment is required. Please see your online conference profile.*

Friday evening and night, DRUID hosts the DRUID Decadence after party. A true DRUID tradition, the Decadence has made DRUIDs dining and dancing the night away in Barcelona, Copenhagen, Lisbon, London, New York, Nice, and Rome. This year, DRUID Decadence will take place in a spot known to locals but rarely experienced by visitors: the fabulous Toronto Islands. We have booked the Island Riviera and Runaway Café and arranged for relaxed food, good drinks, and dance music. Enjoy the

serenity of the islands while watching the sun set over the Toronto skyline.

Take the ferry (ticket included in registration) from Toronto Islands Ferry Terminal to Ward’s Island. The ferry leaves each hour. The 19:30 ferry will get you there in time (or take an earlier ferry and explore the islands). The last ferry back to the mainland leaves at 23:45 (water taxis are also available if needed).



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His research interests include economic geography, economic sociology, entrepreneurship, organizational ecology, the sociology and management of science and technology, and business and corporate strategy. His most extensive line of research examines how social networks affect transactions, thereby shaping the geography and evolution of industries. Although Professor Sorenson has investigated these issues in a wide variety of settings, including banking, biotechnology, and footwear manufacturing, he has most extensively studied the entertainment industries and venture capital. Prior to joining the Yale School of Management, Professor Sorenson held the Jeffrey S. Skoll Chair in Technical Innovation and Entrepreneurship at the University of Toronto's Rotman School of Management. He has also taught at the University of Chicago, UCLA, and London Business School.



**AIJA LEIPONEN**

Aija Leiponen is an associate professor at Cornell University, Dyson School of Applied Economics and Management, and at Imperial College Business

School, Imperial College London, and a visiting professor at Aalto University Institute of Strategy. Her research is focused on the organization of innovation activities in firms. Ongoing projects explore the emergence and governance of standards and intellectual property in communication technology industries; field experiments on cooperative behavior in digital communities; and innovation in the emerging (big) data economy. Her research has been published in such journals as Management Science, Strategic Management Journal, Journal of Economics and Management Strategy, Organization Science and International Journal of Industrial Organization. She serves on the editorial boards of Strategic Management Journal, Academy of Management Journal, Research Policy, and Industry and Innovation, and is a co-editor of media innovations for the Strategic Management Society.



**ALFONSO GAMBARDELLA**

Alfonso Gambardella is Professor of Corporate Management at the Università Bocconi, Milan. He obtained his PhD in 1991 from the Department of Economics of Stan-

ford University. His research focuses on technology strategy. Along with publications in leading international journals, his book, Markets for Technology (with Ashish Arora e Andrea Fosfuri, MIT Press) is widely cited. He is Co-Editor of Strategic Management Journal. He participated in numerous research projects of the European Commission and other research agencies. His website is [www.alfonsogambardella.it](http://www.alfonsogambardella.it)



**AMMON SALTER**

Ammon Salter is a Professor of Innovation in the School of Management at the University of Bath. He also serves as the head of the Strategy and International

Management group and an associate director of the Institute for Policy Research. His current research focuses on open and distributed innovation, university-industry collaboration, and social networks and innovation.



**ANITA MCGAHAN**

Anita M. McGahan is Professor and Rotman Chair in Management at the Rotman School of Management at the University of Toronto. She is cross appointed to the Munk

School of Global Affairs and the Physiology Department of the Medical School; is Senior Associate at the Institute for Strategy and Competitiveness at Harvard University; is the Chief Economist in the Division of Health and Human Rights at the Massachusetts General Hospital; and is President of the Academy of Management. In 2013, she was elected by the Academy of Management's 18,000+ membership to the Board of Governors and into the Presidency rotation. The Academy is the world's largest organization of business-school professors

and scholars. In 2014, she joined the MacArthur Foundation Research Network on Opening Governance. During her 2010-2015 appointment as the Director of Toronto's PhD Program and as the Associate Dean of Research, the School's PhD and research rankings internationally increased from #11 to #4 and #17 to #4, respectively.



**DIETMAR HARHOFF**

Dietmar Harhoff is Director at the Max Planck Institute for Innovation and Competition in Munich. From 1998 to February of 2013 he was the Director of the Institute for

Innovation Research, Technology Management and Entrepreneurship (INNO-tec) at Ludwig-Maximilians-Universität (LMU) München where he continues to hold a professorship. Dietmar Harhoff received graduate degrees in Mechanical Engineering and Public Administration (Harvard University) and a Ph.D. degree of the Massachusetts Institute of Technology (MIT). His research focuses on innovation, entrepreneurship, intellectual property, industrial economics and economic policy.



**GAUTUM AHUJA**

Professor Ahuja's research interests focus on competitive analysis, innovation, globalization and the use of mergers, acquisitions and alliances in these contexts.

His research has received several international awards from the top scholarly associations in the field including the Free Press Award for outstanding research in Strategic Management (1997), the Sage-Pondy and West Publishing Awards for outstanding research in Organization Theory (1998), the TIM Best Paper Award, and the SIES-EBS Award for Best Published paper in Innovation Management (2013). His publications have appeared in the major scholarly journals (ASQ, Organization Science, SMJ, AMR, AMJ). He has served as Associate / Senior Editor for several of the top academic journals. He also served as the Co-Chairperson (2001-04) and Chairperson (2004-2013) of the Strategy Area at Ross. For several years during this period the Strategy Area (department) was ranked #1 globally by The Financial Times.



**KULWANT SINGH**

Kulwant Singh (Ph.D., University of Michigan; MBA and BBA (Hons), National University of Singapore) is Professor of Strategy & Policy at the NUS Business School. His

current research focuses on firm adaptation to economic and technological shocks, with a particular focus on Asia. He has published in the Academy of Management Journal, Organization Science, Strategic Management Journal, and other journals. Kulwant's recent books include Strategy for Success in Asia and Business Strategy in Asia: A Casebook. He is currently Associate Editor of the Strategic Management Journal, and was previously Chief Editor of the Asia Pacific Journal of Management. Kulwant is currently a member of the International Advisory Board of the Norwegian School of Economics, and the Executive Committees of EPAS of the European Foundation for Management Development, and of The Case Centre. He also serves on several boards at NUS business school.



**MARYANN FELDMAN**

Maryann Feldman is the S.K. Heninger Distinguished Chair in Public Policy at the University of North Carolina, Chapel Hill. Her research and teaching interests focus on the areas of innovation,

the commercialization of academic research and the factors that promote technological change and economic growth. A large part of Dr. Feldman's work concerns the geography of innovation – investigating the reasons why innovation clusters spatially and the mechanisms that support and create industrial agglomerations of innovation. Her current work examines the logic of economic development and the use of innovative data sources to understand regional economic dynamics. She is studying the industrial genesis of the Research Triangle Region to understand how the economy developed and the role played by public policy.



## MERIC GERTLER

Meric Gertler is Professor of Geography and President of the University of Toronto. He is also the founding co-director of the Program on Globalization and

Regional Innovation Systems (PROGRIS) at the Munk School of Global Affairs. His research focuses on the geographical dynamics of innovation, knowledge flows, and creativity. His current work explores these issues within a comparative analysis of urban regions in North America and Europe. Among his best-known publications are *Manufacturing Culture: the Institutional Geography of Industrial Practice*, and the *Oxford Handbook of Economic Geography* (which he co-edited with Gordon Clark and Maryann Feldman)



## RAJSHREE AGARWAL

Rajshree Agarwal is the Rudolph Lamone Chair in Strategy and Entrepreneurship at the Smith School of Business, University of Maryland. Rajshree's research

interests focus on the implications of entrepreneurship and innovation for industry and firm evolution. Her recent projects examine the micro-foundations of macro phenomena, linking knowledge diffusion among firms, industries, and regions to the underlying mechanisms of individual mobility and entrepreneurship (by academics, employees and users). Her paper on employee entrepreneurship received the Best Paper Award for 2004 from the Academy of Management Journal, and her work on post exit knowledge diffusion received the Stephen Shrader Award at the 2005 Academy of Management Meetings. She has received research grants from the Kauffman Foundation, the Marketing Science Institute, the Mellon Foundation, the National Science Foundation, and the US Department of Agriculture. Rajshree serves as a co-editor of the *Strategic Entrepreneurship Journal*, a Senior Editor of *Organization Science* and the editor of the *SSRN Entrepreneurship and Economics Journal*. Current and past editorial board positions include *Academy of Management Journal*, the *Academy of Management Review*, *Strategic Management Journal* and *Strategic Organization*. Rajshree leads the organization of

CCC (the Consortium of Competitiveness and Cooperation), was one of the founding officers of the Strategy and Entrepreneurship Interest Group at the Strategic Management Society, and is currently serving a five year officer term for the Business Policy and Strategy Division of the Academy of Management.



## RAM MUDAMBI

Ram Mudambi is Professor and Perelman Senior Research Fellow at the Fox School of Business, Temple University. Previously he served on the faculties of Case Western

Reserve University, the University of Reading (UK) and the University of North Carolina – Chapel Hill. He is a Fellow of the Academy of International Business. He is a visiting Professor at Henley Business School, University of Reading, an Honorary Professor at the Center of International Business, University of Leeds (CIBUL) and a member of advisory council of the University of Bradford Centre in International Business (BCIB). His current research projects focus on the geography of innovation and the governance of knowledge-intensive processes. He has served as an Associate Editor of the *Global Strategy Journal* (2010-2013) and is an Area Editor at the *Journal of International Business Studies* (2013-2016). He has published over 80 peer-reviewed articles, including work in the *Journal of Political Economy*, the *Journal of Economic Geography*, the *Strategic Management Journal* and the *Journal of International Business Studies*. He has been a special issue editor for the *Journal of Economic Geography*, the *Journal of Management Studies* and the *International Business Review*. He serves on the editorial boards numerous journals.



## SIDNEY G. WINTER

Professor Sidney G. Winter is Deloitte and Touche Professor Emeritus of Management at the Wharton School of the University of Pennsylvania. His research

areas are: Firm capabilities; technological change; competitive advantage.



## SIMON PARKER

Simon C. Parker is a Professor of Entrepreneurship at the Ivey Business School, a Research Fellow at IZA in Bonn, and has an affiliation with the University of Aber-

deen. He researches the economics of entrepreneurship, and published a book of the same name with CUP in 2009. He is a Field Editor at the *Journal of Business Venturing* and a Co-Editor at the *Journal of Economics & Management Strategy*. He has served as a subject expert to the OECD on entrepreneurship and SME public policy in Italy in 2013, and is a regular keynote speaker at international conferences and workshops. He provides doctoral training seminars at universities in the US, UK and Europe, and writes cases on entrepreneurship, with a particular interest in the challenges and strategies associated with Internet-based start-ups, including their use of social media; crowdfunding; and Big Data.



## WESLEY M. COHEN

Wesley M. Cohen is Professor of Economics and Management at Duke University. After a year as Research Fellow in Industrial Organization at the Harvard Business School and twenty years teaching in Carnegie Mellon University's Department of Social and Decision Sciences, Wesley Cohen (Ph.D., Economics, Yale University, 1981) joined the faculty of the Fuqua School of Business, Duke University, as Professor of Economics and Management in September 2002 and was named the Frederick C. Joerg Distinguished Professor of Business Administration in April, 2004. He also holds secondary appointments in Duke's Department of Economics and School of Law, and is a Research Associate of the National Bureau of Economic Research. Professor Cohen also serves as the Faculty Director of the Fuqua School's Center for Entrepreneurship and Innovation.



# THE **DRUID** EXECUTIVE COMMITTEE



## **MICHAEL S. DAHL** CHAIR

Michael S. Dahl is Professor of Strategy and Organization at the Aalborg University Business School (Denmark), a Professor II at the Norwegian School of Economics (Bergen, Norway), and Chair of the DRUID Executive Committee. His research focuses on organizations, entrepreneurship and economic geography with a strong interest in careers trajectories, gender inequality and mental health, and has been published in journals such as Administrative Science Quarterly, Management Science, Organization Science, American Sociological Review, Research Policy, Industrial and Corporate Change, and Social Forces. Michael S. Dahl has served the Independent Research Council, Social Science (later named the Independent Research Fund Denmark) from 2013 to 2018 and has held visiting scholarships at Carnegie Mellon University, Stanford University, and Eindhoven Center for Innovation Studies.



## **MARK LORENZEN** DIRECTOR OF DRUID

Mark Lorenzen is Associate Professor of Innovation, Entrepreneurship and Industrial Dynamics at the Department of Strategy and Innovation at the Copenhagen Business School and director of DRUID. His research is in the field of industrial dynamics, with a special focus on the relationships between innovation and the economic organization of the market in networks, projects, and clusters, currently within the creative industries. Mark has published in journals such as Journal of International Business Studies, Journal of Economic Geography, Organization Studies, and Economic Geography, convened sessions at DRUID, Academy of Management, AIB, EGOS, and AAG, raised extensive research funding, and received awards for research excellence. He is editor-in-chief emeritus of Industry and Innovation, series editor of the Routledge Studies in Industrial Dynamics, editor of The Oxford Handbook of Creative Industries, and serves in review boards for Creative Industries Journal, Journal of International Business Studies, and Industry and Innovation.



## **JESPER LINDGAARD CHRISTENSEN**

Jesper Lindgaard Christensen is an Associate Professor in Industrial Dynamics at the Department of Business and Management, Aalborg University, Denmark. He has a Ph.D. (1992) from Aalborg University. JLC is the coordinator of the IKE-research group and of the Centre for Regional Studies of Aalborg University, Denmark. His research includes various aspects of innovation theory, -practice and -policy. His research includes innovation surveys, industry studies, venture capital and other small business finance, and aspects of economic geography such as clusters.



## **METTE PRÆST KNUDSEN**

Mette Præst Knudsen is Professor of Innovation Management at the Department of Marketing & Management, University of Southern Denmark. Mette Præst Knudsen is Director of the crossfaculty Centre for Integrative Innovation Management. The group pursues inter-disciplinary research on innovation processes and innovation management employing researchers from engineering, marketing, and management. She holds a PhD in Innovation from Aalborg University (1999) and a M.Sc. in Economics (1995) from Odense University. Mette Præst Knudsen is the national expert advising the European Commission on Denmark's R&I system. Her research is focused on three research streams: creativity and HRM for innovation performance, commercialization of emerging technologies, and the declining innovation patterns in Europe.



## **KELD LAURSEN**

Keld Laursen (KL) is professor of the economics and management of innovation at Copenhagen Business School (CBS). He also serves as the head of the Department of Strategy and Innovation at CBS. He received his MSc degree from SPRU at the University of Sussex in the United Kingdom (1994) and got his PhD from the University of Aalborg in Denmark in 1998. KL was one of the co-editors of the leading journal in innovation research, Research Policy over the period 2014-2018, and he served on the chair track of the Academy of Management's (AOM) Technology Innovation Management (TIM) Division for 2013-2018. For 2016-2017 he served as the Division's chair. KL currently serves on the executive committee of DRUID, the board of governors of the AoM, and on the board of the US rooted CCC (Consortium for Cooperation and Competition).

KL has organized and co-organized a number of international conferences, including several vintages of the DRUID Summer Conference; the CCC Annual Colloquium for Doctoral Student Research held at Copenhagen Business School in 2009; and the European-based SEI (Strategy Entrepreneurship & Innovation) Doctoral Consortium in 2012. KL's primary area of expertise is in how firms manage innovation. Within this context, KL has focused on the organizational aspects of open innovation and the consequences for innovation performance. His research has been published in outlets such as Strategic Management Journal, Organization Science, Journal of International Business Studies, Journal of Economic Geography and Research Policy.



## **LARS FREDERIKSEN**

Lars is Professor of Innovation, Entrepreneurship and Strategy at Dept. of Management, BSS, AU. He serves also as Deputy Head at the department. Moreover, Lars is the Director of Research at the Department. This job includes both daily operations, recruitment, and developing the department's research strategy and activities, such as idea generation, collaboration, publishing and funding.

Lars specializes in: 1) the management of innovation and technology, 2) entrepreneurship and 3) digital transformation. He explores mechanisms, activities and performance in instances where processes of innovation and entrepreneurship are distributed among individuals in projects, teams, organizations, crowds and communities. Lars has expert knowledge of how digital technologies, such as AI are developed, adopted and adapted by firms and individuals.

Lars supervises PhD students. He teaches MBA courses on technology management, strategy, and sustainability, PhD and Master courses on innovation, organization, digital transformation as well as on theory development and use.

Lars publishes his work in international peer-reviewed journal such as: Academy of Management Journal, Organization Science, Strategic Management Journal, Journal of Product Innovation Management, European Management Review, Entrepreneurship, Theory and Practice, Advances in Strategic Management, Research Policy, Sloan Management Review, IEEE, and Construction Management and Economics.

Notes:

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