M A R T I N G A N C O
Carlson School of Management, University of Minnesota, #3-365 321 19th Ave South, Minneapolis, MN 55455
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ACADEMIC APPOINTMENT

University of Minnesota, Carlson School of Management
Assistant Professor, Strategic Management and Organization Department
August 2010 - Present

EDUCATION

University of Illinois at Urbana-Champaign, Department of Business Administration
PhD in Business Administration (Strategic Management with minor in Economics)
August 2005 - May 2010
Dissertation: The Influence of Technological Interdependence on Employee Entrepreneurship: Three Essays. Committee: Rajshree Agarwal (Chair), Janet Bercovitz, Glenn Hoetker, and Rosemarie Ziedonis.

Wiley Blackwell Outstanding Dissertation Award, Business Policy and Strategy, 2011

Iowa State University, Department of Economics
Doctoral program, August 2004 - July 2005

Norwegian School of Economics and Business Administration
Master of International Business, August 2000

Comenius University, Bratislava, Slovakia
Magister, Finance, August 1999
Bakalar, Management, Management Information Systems, 1997

JOURNAL PUBLICATIONS

Ganco, M., Ziedonis, R., Agarwal, R. More Stars Stay, but the Brightest Ones Still Leave: Job Hopping in the Shadow of Patent Enforcement. *Strategic Management Journal*, forthcoming.

Ganco, M. 2013. Cutting the Gordian Knot: The Effect of Knowledge Complexity on Employee Mobility and Entrepreneurship. *Strategic Management Journal*, 34: 666-686.
Best PhD Student Paper Award, Strategic Management Society Conference 2009, Best Student Paper Award Finalist, TIM Division, AOM Conference 2009

Campbell, B.A., Ganco, M., Franco, A., Agarwal, R. 2012. Who Leaves, to Go Where, and Does it Matter: Employee Mobility, Employee Entrepreneurship and the Effects on Parent Firm Performance. *Strategic Management Journal*, 33: 65-87.
Best Paper Award Honorable Mention, Strategic Management Society Conference 2009. Dingman Entrepreneurship Award, 2011

Agarwal, R., Ganco, M., Ziedonis, R. 2009. Reputations for Toughness in Patent Enforcement: Implications for Knowledge Spillovers via Inventor Mobility. *Strategic Management Journal*, 30: 1349-1374.

Ganco, M., Agarwal, R. 2009. Performance Differentials between Diversifying Entrants and Entrepreneurial Start-ups: A Complexity Approach. *Academy of Management Review,* 34(2): 228-252.

OTHER PUBLICATIONS

Van de Ven, A.H., Ganco, M., Hinnings, C.R., Returning to the Frontier of Contingency Theory of Organizational and Institutional Design. *Academy of Management Annals*: 7(1).

Ganco, M. Encyclopedia entry: *Complexity Theory and Organizations*, in Kessler, E.H., (Ed.). SAGE Encyclopedia of Management Theory, forthcoming.

Ganco, M. Encyclopedia entry: *Complexity Theory*, in Flood, P., and Freeney, Y., (Eds.). Wiley Encyclopedia of Management, 3rd ed., Volume 11 Organizational Behavior, forthcoming.

Agarwal, R., Campbell, B., Franco, A., Ganco, M. 2011. The Differential Impact of Knowledge Transfer and Knowledge Spillovers on Parent and Spin-Out Performance. *Academy of Management Best Paper Proceedings*, BPS Division.

Ganco, M., Hoetker, G. 2009. NK Modeling Methodology in the Strategy Literature: Bounded Search on a Rugged Landscape. In Don Bergh and Dave Ketchen Jr. (Ed.), *Research Methodology in Strategy and Management*. Emerald Group Publishing, Ltd.

UNDER REVIEW

Gambardella, A., Ganco, M., Honore, F. Using What You Know: Patented Knowledge in Incumbent Firms and Employee Entrepreneurship. 2nd R&R at *Organization Science*.

Agarwal, R., Campbell, B., Franco, A., Ganco, M. What Do I Take With Me?: The Mediating Effect of Spin-Out Team Size and Tenure on the Founder-Firm Performance Relationship. 2nd R&R at the *Academy of Management Journal*.

WORKING PAPERS

Ganco, M. Enabling Constraints: How Constraining Organizational Search Improves Performance.

Ganco, M., Campbell, B. Better the Devil You Know: Selection of Founding Team Members and Start-Up Performance.

Agarwal, R., Ganco, M., Gaonkar, S. Strategic Use of Immigration Policy by Firms: Employee Compensation and Barriers to Mobility.

AWARDS, GRANTS & HONORS

Kauffman Junior Faculty Fellowship in Entrepreneurship Research, Ewing Marion Kauffman Foundation, 2012
National Science Foundation Grant #1159364, ($209,000), 2012
Wiley Blackwell Outstanding Dissertation Award, BPS Division, Academy of Management Conference, San Antonio, 2011

Dingman Entrepreneurship Award, 2011 (with Ben Campbell, April Franco and Rajshree Agarwal)
Best PhD Student Paper Award, Strategic Management Society Conference 2009
Best Paper Award Honorable Mention, Strategic Management Society Conference 2009
Best Student Paper Award Finalist, TIM Division, Academy of Management Conference, Chicago, 2009
Kauffman Dissertation Fellow, Ewing Marion Kauffman Foundation, 2009
List of Teachers Ranked as Excellent, University of Illinois at Urbana-Champaign, 2008
Best Young Scholar Paper Award Finalist, DRUID 25th Celebration Conference, Copenhagen, Denmark, 2008
Ewing Marion Kauffman Fellowship to attend 2007 Entrepreneurship Doctoral Seminar by Scott Shane
Graduate Scholars Fellowship 2007, Academy for Entrepreneurial Leadership, University of Illinois & Kauffman Foundation
Northwestern Institute on Complex Systems, 2007 Complexity Conference, Student Poster Award
NSF grant, 2006 Graduate Workshop in Computational Social Sciences, Santa Fe Institute
UIUC Fellowship Recipient, 2005-2006

PRESENTATIONS

Ganco, M., Campbell, B. Better the Devil You Know: Selection of Founding Team Members and Start-Up Performance, *Academy of Management Meeting, Orlando, 2013.*
Enabling Constraints: How Constraining Organizational Search Improves Performance, *Midwest Strategy Conference, 2013.*
Leaving Money on the Table: Knowledge Under-exploitation within Incumbent Firms and Employee Entrepreneurship (with Alfonso Gambardella and Florence Honore), *Strategic Management Society Conference, Prague, 2012 and West Coast Research Symposium, Los Angeles, 2012, Ohio State University, 2013, Duke Strategy Conference, 2013, University of Wisconsin, 2013.*
Professional Development Workshop: BPS Managing Your Dissertation Workshop, *Academy of Management Conference, BPS Division, Boston (organizer), 2012*
Job-Hopping in the Shadow of Patent Enforcement (with Rajshree Agarwal and Rosemarie Ziedonis), *Academy of Management Meeting, Boston, 2012*
Leaving Money on the Table: Knowledge Under-exploitation within Incumbent Firms and Employee Entrepreneurship (with Alfonso Gambardella and Florence Honore), *Smith Entrepreneurship Conference, Maryland, 2012*
Innovation Personnel and Policy. *CCC Colloquium, Maryland, 2012*
Professional Development Workshop: Value Creation, Value Appropriation and Bargaining: Micro, Macro and Dynamic Perspectives The Appropriation of Value, *Academy of Management Conference, BPS Division, San Antonio, 2011*
Professional Development Workshop: Using Simulation Experiments to Build and Test Entrepreneurship Theories Entrepreneurship Theory, *Academy of Management Conference, ENT Division, San Antonio, 2011*
Professional Development Workshop: BPS Managing Your Dissertation Workshop, *Academy of Management Conference, BPS Division, San Antonio, 2011.*
What Do I Take With Me: The Impact of Transfer and Replication of Resources on Parent and Spin-out Firm Performance (with Ben Campbell, April Franco and Rajshree Agarwal), *US Bureau of Census RDC Conference, Minneapolis, 2011*
Value Creation and Appropriation within Incumbent Firms and Employee Entrepreneurship (with Alfonso Gambardella and Florence Honore), *Academy of Management Meeting, San Antonio, 2011*
Job-Hopping in the Shadow of Patent Enforcement (with Rajshree Agarwal and Rosemarie Ziedonis), *Strategy Research Forum Conference, Sarasota, 2011*
Strategic Use of Immigration Policy by Firms: Employee Compensation and Barriers to Mobility (with Shweta Gaonkar and Rajshree Agarwal), *Academy of Management Meeting, Montreal, 2010.*

Using Simulation Experiments to Build and Test Entrepreneurship Theories, PDW, *Academy of Management Meeting, Montreal, 2010*

The Influence of Technological Interdependence on Employee Entrepreneurship and Mobility: Evidence from the Semiconductor Industry, *Academy of Management Meeting, Chicago, 2009, Strategic Management Society Conference 2009,* and seminars at *London Business School, University of Southern California, University of Minnesota, Michigan State University, Tulane University, University of Western Ontario, Bocconi University, Copenhagen Business School, Chapman University, Georgia State University,* and *University of Central Florida*

Employee Entrepreneurship and Incumbent Firm Technology: A Complexity Approach, *Academy of Management Meeting, Chicago, 2009*

The Influence of Technological Interdependence on Employee Entrepreneurship and Mobility: Evidence from the Semiconductor Industry, *DRUID Summer Conference, Copenhagen, Denmark, 2009*

The Influence of Technological Interdependence on Employee Entrepreneurship and Mobility: Evidence from the Semiconductor Industry, *Capability Conference Rotterdam School of Management, Rotterdam, 2009*

The Influence of Technological Interdependence on Employee Entrepreneurship and Mobility: Evidence from the Semiconductor Industry, *Atlanta Competitive Advantage Conference, Atlanta, Georgia, 2009*

The Influence of Technological Interdependence on Employee Entrepreneurship and Mobility: Evidence from the Semiconductor Industry, *CCC Doctoral Colloquium, Copenhagen, Denmark, 2009*

Reputations for Toughness in Patent Enforcement: Implications for Inventor Mobility (with Rajshree Agarwal and Rosemarie Ziedonis), *Academy of Management Meeting, Anaheim, 2008*

Inventive Process as a Recombinant Search over Complex Landscape: Evidence from the Disk Drive Industry, *Academy of Management Meeting, Anaheim, 2008*

Inventive Process as a Recombinant Search over Complex Landscape: Evidence from the Disk Drive Industry, *DRUID 25th Celebration Conference, Copenhagen, Denmark, 2008*

Reputations for Toughness in Patent Enforcement: Implications for Knowledge Spillovers via Inventor Mobility (with Rajshree Agarwal and Rosemarie Ziedonis), *Wharton Technology Conference, 2008*

Performance Differentials between Diversifying Entrants and Entrepreneurial Start-ups: A Complexity Approach (with Rajshree Agarwal*), Strategic Management Society Conference, San Diego, 2007*

Performance Differentials between Diversifying Entrants and Entrepreneurial Start-ups: A Complexity Approach (with Rajshree Agarwal*), Academy of Management Meeting, Philadelphia, 2007*

Performance Differentials between Diversifying Entrants and Entrepreneurial Start-ups: A Complexity Approach (with Rajshree Agarwal*), Northwestern Institute on Complex Systems, 2007 Complexity Conference*

Employee Entrepreneurship and Incumbent Firm Technology: A Complexity Approach*, World Universities Network Entrepreneurship Conference, Chicago, 2007*

Performance Differentials between Diversifying Entrants and Entrepreneurial Start-ups: A Complexity Approach (with Rajshree Agarwal*), The 6th Understanding Complex Systems Symposium, UIUC, 2006*

INVITED PARTICIPATION

Duke Strategy Conference, Durham, 2013.

Kauffman Entrepreneurship Mentoring Workshop, San Diego, 2013

Plenary Session on Computational Approaches to Strategy and Organization, SMS, Prague, 2012

CCC Doctoral Colloquium, Copenhagen, Denmark, 2009

West Coast Research Symposium, Doctoral Consortium, Stanford, 2008

TIM Doctoral Consortium, Academy of Management Conference, Anaheim, 2008

Strategic Management Society Conference Doctoral Consortium, San Diego, 2007
ENT Doctoral Consortium, Academy of Management Conference, Philadelphia, 2007
Santa Fe Institute, 2006 Graduate Workshop in Computational Social Sciences

MEDIA MENTIONS

The Washington Post, June 12, 2011, in story: "Career Coach: Harness employee entrepreneurship for your firm.

ACADEMIC SERVICE & AFFILIATIONS

Reviewing

Academy of Management Journal, Strategic Management Journal, Management Science, Organization Science, Administrative Science Quarterly, Strategic Entrepreneurship Journal, Journal of International Business Studies, Journal of Economics and Management Strategy, Journal of Management, Global Strategy Journal, Journal of Business Venturing, European Management Review, Computational and Mathematical Organization Theory, Strategic Management Society Conference, Academy of Management Conference, INFORMS Dissertation Competition, Strategic Research Foundation Dissertation Award.

Membership

Academy of Management Association (BPS, TIM, ENT Divisions)
Strategic Management Society
Strategy Research Forum
American Economics Association

Service

Executive Committee Member (elected), Academy of Management BPS Division, 2013.
Editorial Review Board, Strategic Management Journal, 2013.
Research Committee, Academy of Management ENT Division, 2013.
Founding Member, Editorial Review Board, Academy of Management Discoveries, 2013.
Best Paper Awards Committee, Academy of Management TIM Division, 2013.
Representative-at-Large, Entrepreneurship and Strategy Interest Group, Strategic Management Society, 2012.
Research Committee, BPS Division, Academy of Management, 2011.
Strategy Research Forum, Conference Co-organizer, 2013.

PhD advising

Florence Honore (co-chair), University of Minnesota, 2013.
Shweta Gaonkar (member), University of Maryland, 2013.
Cameron Miller (2nd year committee member), University of Minnesota, 2013.
Sofia Bapna (2nd year committee member), University of Minnesota, 2013.

TEACHING EXPERIENCE

Course Instructor

Business Formation, part-time MBA, University of Minnesota, Fall 2010-12 (Rating 5.0/6, 5.7/6, 5.6/6, 5.5/6, 5.6/6).

Applied Technology Entrepreneurship, undergraduate, University of Minnesota, Fall 2011-12 (Rating 5.7/6, 5.4/6).

Strategic Management, undergraduate, University of Illinois at Urbana-Champaign, Fall 2008, List of teachers ranked as excellent.

Managerial Economics, MS Technology Management, University of Illinois at Urbana-Champaign, September 2006 – 2009.

Money, Banking, and Financial Markets, Iowa State University, Summer 2005.

International Management, Comenius University, Spring 2004.