

MARTIN GANCO

Wisconsin School of Business, University of Wisconsin, Grainger Hall, 975 University Ave, Madison, WI 53706

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ACADEMIC APPOINTMENTS

University of Wisconsin, Wisconsin School of Business

Wisconsin Naming Partners Fellow

Principal, Initiative for Studies in Transformational Entrepreneurship (INSITE)

Associate Professor, Management and Human Resources Department

June 2015 - present

University of Minnesota, Carlson School of Management

Assistant Professor, Strategic Management and Organization Department

August 2010 – May 2015

JOURNAL PUBLICATIONS

Byun, H., Raffiee, J., Ganco, M. 2018. Discontinuities in the Value of Relational Capital: The Effects on Employee Entrepreneurship and Mobility. *Organization Science*, forthcoming.

Starr, E., Ganco, M., Campbell, B. 2018. Strategic Human Capital Management in the Context of Cross-Industry and Within-Industry Mobility Frictions. *Strategic Management Journal*, 39(8).

Ganco, M. 2017. NK Model as a Representation of Innovative Search. *Research Policy*, 46(10), 1783-1800.

Agarwal, R., Campbell, B., Franco, A., Ganco, M. 2016. What Do I Take With Me?: The Mediating Effect of Spin-Out Team Size and Tenure on the Founder-Firm Performance Relationship. *Academy of Management Journal*, 59(3): 1060-1087.

Gambardella, A., Ganco, M., Honore, F. 2015. Using What You Know: Patented Knowledge in Incumbent Firms and Employee Entrepreneurship. *Organization Science*, 26(2): 456-474.

Ganco, M., Ziedonis, R., Agarwal, R. 2015. More Stars Stay, but the Brightest Ones Still Leave: Job Hopping in the Shadow of Patent Enforcement. *Strategic Management Journal*, 36(5): 659-685.

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.

BOOK CHAPTERS AND OTHER PUBLICATIONS

Ganco, M., Honore, F., Raffiee, J., 2018. Entrepreneurial Team Assembly: Knowledge Transfer, Customer Transfer, and Matching Models, *Oxford Handbook on Entrepreneurship and Collaboration*, forthcoming.

Ganco, M. 2014. Enabling Constraints: How Constraining Organizational Search Improves Performance. *Academy of Management Best Paper Proceedings*, BPS Division.

Van de Ven, A.H., Ganco, M., Hinings, C.R. 2013. 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, 2016.

Ganco, M. Encyclopedia entry: *Complexity Theory*, in Flood, P., and Freney, Y., (Eds.). Wiley Encyclopedia of Management, 3rd ed., Volume 11 Organizational Behavior, 2016.

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.

WORKING PAPERS

Innovation in Ecosystems (with Kapoor, R., Lee, G.)

Marked for Life? (with Raffiee, J): Temporary Mobility Constraints and Entrepreneurship Decisions by Foreign Graduates in Science and Engineering.

General Theory of Employee Entrepreneurship (with Kaul, A., Raffiee, J.), *Best Paper Award Honorable Mention*, Strategic Management Society Conference, 2017.

Entrepreneurial Team's Acquisition of Talent: A Two-sided Approach (with Honore, F.)

Better the Devil You Know: Selection of Founding Team Members and Start-Up Performance (with Campbell, B., Raffiee, J.).

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

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
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

AWARDS, GRANTS & HONORS

Best Paper Award Honorable Mention, Strategic Management Society Conference, 2017.
National Science Foundation Grant (\$105,362), 2016.
Kauffman Research Grant (\$111,839), 2015.
WARF Fall Competition Award (\$27,489), 2016.
Academy of Management TIM Division Past Chairs' Emerging Scholar Award, 2014.
Carlson School Outstanding Teaching Award, 2014.
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

Organizational Innovation in the Context of Ecosystems (panel), Academy of Management Conference, Chicago, 2018.

Emergence of Outliers (panel), Academy of Management Conference, Chicago, 2018.

Innovation in Ecosystems (with Gwen Lee and Rahul Kapoor), Consortium for Strategy Research Conference, Philadelphia, 2017; London Business School, 2017; Academy of Management Conference, Atlanta, 2017.

Marked for Life? (with Raffiee, J): Temporary Mobility Constraints and Entrepreneurship Decisions by Foreign Graduates in Science and Engineering, EW Kauffman Foundation Conference, 2017.

General Theory of Employee Entrepreneurship (with Kaul, A., Raffiee, J.), Strategic Management Society Conference, Houston, 2017.

Professional Development Workshop: Paper Development Workshop, Entrepreneurship Interest Group. *Strategic Management Society Conference, 2017. Houston.*

Better the Devil You Know: Selection of Founding Team Members and Start-Up Performance (with Ben Campbell and Joe Raffiee), presented at *Purdue University* and *Annual Academy of Management Conference. 2016, Anaheim.*

Professional Development Workshop: Paper Development Workshop, Entrepreneurship Interest Group. *Strategic Management Society Conference, 2016. Berlin.*

Professional Development Workshop, Doctoral Consortium, BPS Division of the *Annual Academy of Management Conference. 2016, Anaheim.*

Professional Development Workshop, Doctoral Consortium, TIM Division of the *Annual Academy of Management Conference. 2016, Anaheim.*

Professional Development Workshop: Junior Faculty Workshop, Competitive Strategy Interest Group. *Strategic Management Society Conference, 2015. Denver.*

Panel Discussion: What are the Boundaries of the Strategic Management Field? *Strategic Management Society Conference, Denver, 2015.*

Keeping What is Yours: Investments in Human Capital and the Enforceability of Covenants Not to Compete (with Starr, E., Campbell, B.). *SUNY Buffalo, 2015.*

Panel Discussion: New Faculty Consortium & Dissertation Consortium. *BPS Division, Academy of Management Meeting, Vancouver, 2015.*

Professional Development Workshop: Using Simulation Experiments to Build and Test Entrepreneurship Theories Entrepreneurship Theory, *Academy of Management Conference, ENT Division, Vancouver, 2015.*

Panel Discussion: Knowledge Transfer through Employee Mobility. *National Science Foundation Conference on Innovation and Technology. Wharton School, Philadelphia, 2015.*

Marked for Life?: Temporary Mobility Constraints and Entrepreneurship Decisions by Foreign Graduates in Science and Engineering, *Academy of Management Meeting, Philadelphia, 2014. Strategic Management Society Conference, Madrid, 2014, Strategy Science Conference, San Francisco, 2014, DRUID Conference, 2014, Washington University St. Louis, 2014.*

Instrumental Variables Estimation, Workshop Presentation, *Strategic Management Society Conference, Madrid, 2014.*

Better the Devil You Know: Selection of Founding Team Members and Start-Up Performance (with Ben Campbell), *Academy of Management Meeting, Orlando, 2013.*

Enabling Constraints: How Constraining Organizational Search Improves Performance, *Midwest Strategy Conference, 2013, Academy of Management Meeting, Philadelphia, 2014, Strategic Management Society Special Conference, Copenhagen, 2014.*

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, University of Florida, 2014.*

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

OTHER INVITED PARTICIPATION

Academy of Management Symposium, symposium discussant, Atlanta, 2017.

Strategic Management Society Conference, Junior Faculty Workshop, Houston, 2017.

DRUID conference, professional development workshop, New York, 2017.

CCC Doctoral Colloquium (discussant), Philadelphia, 2017.

Strategic Management Society Conference, Junior Faculty Workshop, Berlin, 2016.

Annual Meeting of the Academy of Management Conference, Doctoral Consortium, BPS and TIM Divisions, Anaheim, 2016.

QBE workshop, 2015.

Strategy Science Inaugural Conference, 2014.

Strategic Management Society Conference, Workshop on Empirical Methods, Madrid, 2014.

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.

Herald Tribune, January 11, 2015, in story: "Is Filling a Patent Worthwhile?"

Houston Chronicle, November 8, 2016, "Oil Services Rivals Tangle over Non-compete Contract".

Wisconsin Public Radio, January 12, 2017, "Non-compete Agreements Leave Some Workers Fewer Options".

Wisconsin School of Business Forward Blog, May 2018.

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, Strategy Science, Computational and Mathematical Organization Theory, Strategic Management Society Conference, Academy of Management Conference, INFORMS Dissertation Competition, Strategic Research Foundation Dissertation Award, Kauffman Foundation, National Science Foundation, UW2020.

Membership

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

Service

Associate Editor, Strategic Management Journal, 2016-
Consortium for Strategy Research, founding member and conference organizer, 2017.
Chair (elected), Entrepreneurship and Strategy Interest Group, Strategic Management Society, 2014-2017.
Track Chair, Strategic Management Society Special Conference Milan, Entrepreneurship, 2016.
Industry Studies Association Awards Committee, 2016.
Executive Committee Member (elected), Academy of Management BPS Division, 2013.
Editorial Review Board, Organization Science, 2018-
Editorial Review Board, Academy of Management Review, 2017-
Editorial Review Board, Strategic Management Journal, 2013-2016.
Editorial Review Board, Strategic Organization!, 2014-2016.
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

Shannon Younger (member), University of Wisconsin, 2017. Placement: Texas Christian U.
Cameron Miller (member), University of Minnesota, 2016. Placement: Syracuse University
Joseph Raffiee (member), University of Wisconsin, 2015. Placement: U of Southern California
Pankaj Kumar (member), University of Minnesota, 2015. Placement: Virginia Tech University
Sofia Bapna (co-chair), University of Minnesota, 2014-2015. Placement: University of Minnesota.
Florence Honore (co-chair), University of Minnesota, 2014. Placement: Iowa State University.
Shweta Gaonkar (member), University of Maryland, 2014. Placement: Johns Hopkins University.

TEACHING

Entrepreneurial Management, undergraduate, University of Wisconsin, spring 2017 (Rating 4.8, 4.7/5)
PhD Seminar in Entrepreneurship, University of Wisconsin, spring 2016, 2018 (Rating 4.98/5, 5/5)

Strategic Management of Innovation and Technology, full-time MBA, University of Wisconsin, spring 2016, 2017, 2018 (Rating 4.7, 4.9/5)

Topics in Strategy and Innovation Management (co-taught), MS in Biotechnology, University of Wisconsin, taught seven sessions in 2016-2017.

PhD Pro-seminar (school-level course), University of Wisconsin, fall 2016, 2017, guest lecture.

PhD Pro-seminar, University of Illinois, fall 2016, guest lecture.

Entrepreneurship Bootcamp (WEB), University of Wisconsin, summer 2016, 2017.

Business Formation, part-time MBA, University of Minnesota, fall 2010-14 (Ratings 5.8/6, 5.7/6, 5.6/6, 5.5/6, 5.3/6, 5.0/6). Carlson School Outstanding Teaching Award, 2014.

Applied Technology Entrepreneurship, undergraduate, University of Minnesota, fall 2011-14 (Rating 5.9/6, 5.7/6, 5.4/6). Carlson School Outstanding Teaching Award, 2014.

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.