

Eric Quintane
Associate Professor
Organizations Area
Joined the School in 2013

Academic Background

2004 - 2008	Ph.D. The University of Melbourne, Australia.
1996 - 1999	M.Sc. Management. Toulouse Business School, France.
1994 - 1996	Preparatory School for Business Studies Montpellier, France.

Teaching Experience

COURSES TAUGHT IN RECENT YEARS

Doctoral Courses Audited

Economic foundations of management research

Prof Sidney Winter – The Wharton School – University of Pennsylvania

Psychological and sociological foundations of research in management

Prof Marshall Meyer – The Wharton School – University of Pennsylvania

Economic Sociology Prof Martin Ruef – Princeton University

Introduction to social network analysis and Statistical models for social networks

Prof Pip Pattison and Associate Prof Garry Robins – The University of Melbourne

As part of my PhD training I attended courses in quantitative and qualitative research

Graduate

Organization Theory

Social Network Analysis in Organizations

International Management

Organizational Behavior (Guest Lecturer on Social Networks) University of Lugano

Introduction to concepts underlying Social Networks in Organizations

Introduction to Exponential Random Graph Models (Workshop) Lille University

PhD level research methods seminar focusing on social network analysis

Graduate Projects

Phd students

Guillermo Ruiz: Internal Sources of Ideas for Innovation: A Social Network Perspective. Maria Camila Umaña: Influence of Social Relations at Work on the Process of Development of Burnout Syndrome: A Longitudinal Study

Supervision of a year-long honors research project entitled “The origins of brokerage”. The project investigates the link between motivations and strategic orientations in individuals who occupy a brokerage position

Undergraduate

Organizational Theory

Organizations and Social Networks (Lecturer) University of Lugano

Organizations

Managing Contemporary Organizations (Tutor**) University of Melbourne

Third year undergraduate course in Organization Theory

Strategic Management of Multinationals (Guest Lecturer) University of Melbourne

Employment in the Global Workplace (Tutor*) University of Melbourne

Third year undergraduate course on Industrial Relations

Strategic Management in Global Firms (Guest Lecturer) University of Melbourne

Managing the Multinational (Course Coordinator and Lecturer) University of Melbourne

Academic Activities

2016 - to date Director, Organizations Area. UASM. Bogotá, Colombia.

2016 – to date Associate professor, Universidad de los Andes School of Management

2013 - 2016 Assistant professor, Universidad de los Andes School of Management.

2010 - 2013 Post Doctoral Research Fellow University of Lugano, Switzerland Institute of Management.

2010 - to date Honorary Research Fellow. The University of Melbourne, Australia Melnet Group, School of Psychological Sciences.

2009 - 2010 Post Doctoral Research Fellow. The University of Melbourne, Australia School of Psychological Sciences (Melnet). Development of tools and applications for the analysis of continuous sequential relational data (event based dynamic social networks).

2008 - 2010 Senior Researcher Media Catalyst, The Netherlands Analysis of large-scale internet network data to provide strategic positioning advice.

2008 - 2009 Lecturer and Research Fellow. The University of Melbourne, Australia Department of Management and Marketing. Research: Analysis of the evolution of social interactions in groups and its role in knowledge exchange. Teaching: Master level course on International Strategic Management.

2007 Visiting Scholar, The Wharton School, Philadelphia, PA. Sol C. Snider Entrepreneurial Research Centre.

2005 - 2007 Research Assistant. The University of Melbourne, Australia with Dr. J. Mol: Database management and development of string-matching algorithms. With Prof. G. Lewis (Melbourne Business School): Longitudinal financial data (DataStream). With Prof A. W. Harzing: Research on simulations and cross-cultural management.

2003 - 2005 Administrative Director Corporación Nuevos Rumbos, Bogotá, Colombia Non-profit organization dedicated to substance abuse prevention in Latin America.

2002 - 2006 Founder and Director ResCo SARL, France, Colombia and United States. Information and Innovation Management consulting (clients: OAS and PNUD).

1999 - 2001 European Management Graduate Programme - Sony (BPE), United Kingdom, Netherlands,

France, Spain, Germany.

Research

RESEARCH AREAS

Social Networks, Organizational Design, Knowledge management.

Publications

ARTICLES IN ACADEMIC JOURNALS

- 2017 Investigating the Temporal Dynamics of Interorganizational Exchange: Patient Transfers Among Italian Hospitals. *American Journal of Sociology*.
- 2017 Embeddedness and the Production of Novelty in Music: A Multi-Dimensional Perspective. *Academy of Management Best Papers Proceedings*. OMT division.
- 2017 "Why do they Stay? Examining Contributing Factors to Women's Length of Stay in a Domestic Violence Shelter". *Journal of Family Violence*.
- 2017 Collegial Oligarchy and Networks of Normative Alignments in Transnational Institution Building. *Social Networks*.
- 2016 How Do Brokers Broker? Tertius Gaudens, Tertius Iungens, and the Temporality of Structural Holes. *Organization Science*.
- 2016 Sustaining actor engagement during the opportunity development process. *Strategic Entrepreneurship Journal*
- 2015 The Microstructures of Network Recall: How Social Networks are Encoded and Represented in Human Memory. *Social Networks*.
- 2015 Sex and Network Recall Accuracy. *Social Networks*
- 2015 Time is of the essence: An application of a relational event model for animal social networks. *Behavioral Ecology and Sociobiology*.
- 2014 Creativity through the grapevine: Extended Networks and Employee Creativity. *Journal of Applied Psychology*.
- 2014 Modeling Relational Events: A Case Study on an Open Source Software Project. *Organizational Research Methods*.
- 2013 Short-term and long-term stability in electronic communication networks. *Academy of Management Best Papers Proceedings*. OCIS division. Best Paper Award Runner Up, OCIS Division.
- 2013 Short-term and long-term stability in organizational networks: temporal structures of project teams. *Social Networks*.
- 2012 An investigation of the temporality of structural holes. *Academy of Management Best Papers Proceedings*. OMT division.
- 2011 Innovation as a knowledge-based outcome. *Journal of Knowledge Management*.
- 2011 Matter over mind? E-mail data and the measurement of social networks. *Connections*.

CASES

- 2017 Troubled Spain: Leading organizational changes through networks and design. CBCC case study.

- 2015 Quintane, E. & Mol, J. The Final Count Down: Sony BPE's organizational restructuring in times of Europe's economic integration. In; McShane, S et al. (Eds). Organizational Behavior (5th Edition). McGraw-Hill Australia.
- 2013 Quintane, E. & Mol, J.M. The creation of Sony. (2013). In; McShane, S. (Ed.) Organizational Behavior (4th Edition). McGraw-Hill Australia.
- 2013 Mol, J.M. & Quintane, E. Sony's move into music. (2013). In: McShane, S. (Ed.) Organizational Behavior (4th Edition). McGraw-Hill Australia.
- 2013 Ashkanasy, S., Mol, J.M. & Quintane, E. Innovating Sony's Killzone: Respawn or Missing in Action? (2013). In: McShane, S. (Ed.) Organizational Behavior (4th Edition). McGraw-Hill Australia
- 2013 Mol, J.M. & Quintane, E. Payola scandal at Sony Music. (2013). In: McShane, S. (Ed.) Organizational Behavior (4th Edition). McGraw-Hill Australia.

CHAPTERS IN BOOKS

- 2012 Quintane, E. Comparing networks: A structural examination of the correspondence between behavioral and recall networks. (2012) In: Lusher D., Koskinen, J. & Robins, G. L. (Eds). Exponential Random Graph Models for Social Networks: Theories, Methods and Applications. Cambridge University Press.

CONFERENCE PRESENTATIONS

- 2017 Invited Seminar – ESMT Berlin, Germany. The Production of Novelty in Music
- 2016 Invited Seminar - SONIC, Northwestern University. How Do Brokers Broker? Tertius Gaudens, Tertius Iungens, and the Temporality of Structural Holes
- 2016 Academy of Management Conference. Multilevel networks, Influence and Innovation in Popular music, presented by Noah Askin.
- 2016 EGOS. Multilevel networks, Influence and Innovation in Popular music, presenting by Noah Askin.
- 2016 Intra-Organizational Network Conference (ION V) The Weakness of tie strength.
- 2016 International Network for Social Network Analysis Conference. Why all the negativity? An analysis of the determinants of negative ties. How do social networks change? A conceptual framework (Presented by Guillermo Ruiz).
- 2015 Invited Seminar – IESE. How do brokers broker? A temporal investigation of brokerage in organizations.
- 2015 Academy of Management Conference. In the eye of the beholder: Mis-alignment of dyadic knowledge transfer perceptions in organizations.
- 2014 Academy of Management Conference, Philadelphia, PA. Symposium organizer: Towards a network science of digital data in organizations, with A. Kleinbaum. Research Paper Presentation: How do brokers broker? And A theory of value creation in innovation through idea substantiation (presented by Y. Snihur).
- 2014 International Network for Social Network Analysis Conference St. Pete, FL. The Microstructures of Network Recall: How Social Networks are Encoded and Represented in Human Memory, presented by M. Brashears. Closing Time: An empirical investigation of the heterogeneity of closing processes.
- 2014 Invited Seminar – University of Tilburg, Tilburg, NL. How do brokers broker presentation and ERGM workshop.
- 2014 International Network of Analytical Sociologists (INAS) Conference Mannheim, Germany. How do brokers broker? (Presented by G. Carnabuci).

- 2014 International Conference on Management and Organization. Brdo pri Kranju, Slovenia. In the eye of the beholder: Mis-alignment of dyadic knowledge transfer perceptions in organizations (presented by R. Kase).
- 2013 Academy of Management Conference Orlando, FL. Short-term and long-term stability in electronic communication networks.
- 2013 International Network for Social Network Analysis Conference Hamburg, Germany Disentangling the dynamics of brokerage and status.
- 2013 American Sociological Association New York, NY How do Brokers Broker (presented by G. Carnabuci) Beyond Interorganizational 'Ties': The dynamics of exchange among Italian hospitals, 2003-2007.
- 2012 International Network for Social Network Analysis Conference Los Angeles, CA. Co-organized a session on Relational Events Models with Johan Koskinen. How do brokers broker? A temporal investigation of brokerage in organizations.
- 2012 Intra-Organizational Network Conference (ION V) Lexington, KY How do brokers broker? An investigation of the temporality of structural holes.
- 2012 Imperial College London, United Kingdom Invited Seminar: How do brokers broker? An investigation of the temporality of structural holes.
- 2012 Academy of Management Conference, Boston, MA. How do brokers broker? An investigation of the temporality of structural holes. Modelling relational events: A case study on an open source software project. Time will tell: Time-dependence in the formation and maintenance of network ties.
- 2012 INSEAD Conference on Network Evolution Fontainebleau, France.
- 2011 European Group of Organisation Studies Conference Gothenburg, Sweden. Short-term stability in organizational networks: Temporal structures of project team.
- 2011 American Sociological Association Conference Las Vegas, NV. The temporality of structural holes: Brokerage and closure in organizations. Academy of Management Conference San Antonio, TX. Short-term stability in organizational networks: Temporal structures of project team.
- 2011 Political Networks Conference Ann Arbor, MI. Short-term stability in organizational networks: Temporal structures of project team.
- 2011 Université Paris Dauphine, Paris, France. Invited Seminar: Short-term stability in organizational networks: Temporal structures of project Team.
- 2011 ORIO Conference Lille, France. Tie strength and closure in organizations. Application of Social Network Analysis Conference Zurich, Switzerland. Tie strength and closure in organizations. The relational event model for 2-Mode networks (presented by M. Tonellato).
- 2010 University of Lugano Lugano, Switzerland. Invited Seminar: From social structure to social rhythms: Time as a key dimension in understanding the effect of team communication structure and team leader position on team performance.
- 2010 The University of Melbourne – School of Behavioral Science Work in Progress Series Invited Seminar: From weak to strong ties: An event-based examination of the process of closure.
- 2010 The University of Melbourne – Global Teamwork Workshop Melbourne, Australia Invited Seminar: From social structure to social rhythms: Time as a key dimension in understanding the effect of team communication structure and team leader position on team performance.
- 2010 International Network for Social Network Analysis Conference Riva Del Garda, Italy. From social structure to social rhythms: Time as a key dimension in understanding the effect of team communication structure and team leader position on team performance.
- 2009 University of Los Andes Bogotá, Colombia Invited Seminar: Structure and innovation: Looking for balance.

- 2009 Academy of Management Conference Chicago, IL Ingenuity and persuasion: Individual's substantiation of ideas in group social networks (Presented by R. M. Casselman).
- 2009 International Network for Social Network Analysis Sunbelt Conference San Diego, CA. Knowledge access and diffusion in teams: The interplay between leader position and group structure.
- 2009 European Group of Organisation Studies Amsterdam, The Netherlands. How (and why) do social networks differ? Examining the role of endogenous factors in the development of network structural characteristics. Presented by A. Canals.
- 2009 Institut d'Administration des Entreprises – Université Jean Moulin Lyon, France Invited Seminar: Email as a source of organizational network data.
- 2009 Intensive Social Network Course – The University of Melbourne Melbourne, Australia. Invited Seminar: The BKS studies revisited: A structural perspective on informant accuracy.
- 2009 International Network for Social Network Analysis Sunbelt Conference St Petersburg, FL. Mind over matter? E-mail and survey as representations of observed and perceived networks.
- 2008 Academy of Management Conference Anaheim, CA Ingenuity and persuasion: Knowledge and social dimensions of the innovation process. (Presented by R. M. Casselman).The company and the chart: A framework to study formal and informal structures.
- 2007 Academy of Management Conference Philadelphia, PA Knowledge and social network contingencies in organizational innovation. Email and survey communication networks: The correspondence between perceived and observed networks. Symposium co-chair: E-mail data in social network analysis.
- 2006 Academy of Management Conference Atlanta, GA Explaining organizational innovativeness: An integrated perspective on structure. A knowledge-based perspective on the organizational innovation process.
- 2006 Georgia Institute of Technology Atlanta, GA. Invited Seminar: A knowledge based view on organizational innovation.

DOCTORAL DISSERTATION

- 2008 Structure and innovativeness: Looking for balance. Examiners: Prof. D. Brass and Prof J. Pennings. Topics: Social Networks, Organizational Design, Innovation, E-mail Data.

Exchange Programs (Visiting Professor)

- 2008 - 2011 Social Network Analysis (Guest Lecturer) University of Melbourne.

Participation in Boards, Committees and Associations

- 2017 Board Member – International Network for Social Network Analysis.
- 2012 - 2013 Academy of Management -Animated a workshop on Exponential Random Graph Models in the Advanced Social Network Analysis PDW.
- 2007 Academy of Management - Symposium Co-Chair (OMT division).
- 2006 University of Melbourne Representative – Paris and London PhD Student Representative.
- 2005 - to date Academy of Management - Reviewer (OMT and BPS – 2006 - divisions). Ad hoc reviewer for Administrative Science Quarterly, Social Networks, Plos One, Asia Pacific Management Review, Innovation: Management, Policy & Practice.

Scholarships and Academic Distinctions

- 2013 Runner Up, Best Paper Award, OCIS Division.
- 2009 Industry grant of 60,000 Euros for a project on the study of dynamics of social interactions and their link to performance, with J. Mol.
- 2009 Grant from the Spanish Ministry of Science and Innovation for a project investigating the knowledge and social dimensions of group innovation. Principal investigator: F. Ferraro. (10.000 euros).
- 2009 Chancellor's Prize for Excellence in the PhD Thesis – Official Nominee for the Department of Management and Marketing G.
- 2008 PhD Best Paper Award – Finalist - Department of Management and Marketing.
- 2007 Quality of Teaching and Innovation Project Grant with J. Mol.
- 2006 Recipient of various research scholarships to undertake fieldwork.
- 2006 Quality of Teaching and Innovation Priming Grant with J. Mol.
- 2006 Melbourne University Scholarships for academic distinction.
- 2005 Various University of Melbourne scholarships and academic grant.