**Ramin Vandaie**
***Curriculum Vitae***

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## Current status

PhD Candidate,
Strategic Management and Entrepreneurship Department
Carlson School of Management, University of Minnesota
(*Proposal defended on 07/30/2012*)

## Research interests

- Science and innovation strategy
- Alliances
- Capabilities

## Education

- PhD, *Business Administration* (Expected 2013—GPA: 3.97)
  Strategic Management and Entrepreneurship Department
  Carlson School of Management,
  **University of Minnesota**, Minneapolis, MN
- MSc, *Mechanical Engineering*, 2004
  **Sharif University of Technology**, Tehran, Iran
- BSc, *Mechanical Engineering*, 2002
  **Sharif University of Technology**, Tehran, Iran

**Dissertation title:** "Science as an Element of Innovation Strategy: Evidence from the Pharmaceutical Industry"
**Dissertation committee**: Aks Zaheer (Adviser), Harry Sapienza, Myles Shaver, Gerard McCullough.
**Dissertation summary:** An extensive literature has informed us that science matters for firm innovation. But the primary question of interest to strategy research in this regard has remained unanswered: what drives the differences among firms in how tightly they couple science with the other elements of their innovation strategy, and what implications do such differences hold for firms' innovativeness. This study takes a first step to answer this question by focusing on the strength of the coupling between science and R&D collaborations representing key elements of firms' innovation strategies. Specifically, I draw on the behavioral theory of the firm to characterize the link between science productivity and the extent of new R&D collaborations as a composite goal variable that is governed by the model of aspiration performance and problemistic search. I then hypothesize that two sets of factors moderate the strength of the baseline relationship by impacting either the managerial interpretation about the realized level of scientific absorptive capacity or its corresponding aspiration level. I then move on to explore the consequences for the firm's innovative performance of an innovation strategy based on a reverse coupling between science productivity and R&D collaboration. In particular, I examine the case of a firm increasing its number of new R&D collaborations following a decline in its science productivity, and propose that such an innovation strategy lowers the firm's long-term innovative

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output. The results of the analysis of a longitudinal database on 216 publicly-traded pharmaceutical companies in US between 1990 and 2009 provide support for the proposed theoretical framework of the study.

## Publications, presentations, & work in progress

1. Vandaie, R., Zaheer, A. "Surviving bear hugs: capability portfolios, alliance portfolios and small firm growth," *Strategic Management Journal (In press).*
2. Vandaie, R., Zaheer, A. "Path-dependent capability portfolios and the influence of large alliance partners," Invited for 3rd Round Review at *Organization Science.*
3. Vandaie, R., Zaheer, A. "A match made on earth; partial partner complementary and alliance performance," Under Review at *Strategic Management Journal*.
4. Vandaie, R., Zaheer, A. "Alliances and Firm Growth: A Capability Portfolio Perspective," Accepted for presentation at *72nd Academy of Management Annual Meeting*, Boston, MA, 2012.
5. Vandaie, R., Zaheer, A. "Large Alliance Partners and Path-Dependent Capability Portfolios," Accepted for presentation at *72nd Academy of Management Annual Meeting*, Boston, MA, 2012.
6. Vandaie, R., "Non-overlapping partner capabilities and alliance performance: evidence from the US motion picture industry," *71st Academy of Management Annual Meeting*, San Antonio, TX, 2011.
7. Vandaie, R. 2008. "The role of organizational knowledge management in successful ERP implementation projects," *Knowledge-Based Systems*, 21(8): 920-926.
8. Vandaie, R. 2007. "Developing a Framework to describe the interaction of Social and Intellectual Capital in Organizations,"*Journal of Knowledge Management Practice*, 8(1): online journal http://www.tlainc.com/articl130.htm .

## Academic experience

1. Spring 2012: Instructor, MGMT 3001, *Fundamentals of Management*, Sec 020, Carlson School of Management, University of Minnesota (*student evaluation: 5 out of 6*)
2. Fall 2010: Instructor, MGMT 4004W, *Business Policy: Strategy Formulation and Implementation*, Sec 1, Carlson School of Management, University of Minnesota
3. 2007-2012: Research Assistant/Teaching Assistant, SMO, Carlson School of Management, University of Minnesota

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## Honors & Awards

1. Carlson School of Management Dissertation Fellowship (*Awarded to top Business Admin. PhD candidates with interesting and well-crafted dissertation proposals*), 2012.
2. Ranked 9th among 10,000 candidates in Iran's nation-wide Grad. School Entrance Test, 2002.
3. Ranked 10th among 100,000 candidates in Iran's nation-wide College Entrance Test, 1998.

## Skills

- Languages: Farsi (native), English (fluent)
- Computer Skills: STATA, SAS, R, MATLAB, Office

## References

1. **Aks Zaheer** (*Dissertation Adviser*)
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2. **Harry Sapienza** (*Dissertation Committee Member*)
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3. **Myles Shaver** (*Dissertation Committee Member*)
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