

JOSE N. URIBE

Management and Organizations • Ross School of Business • University of Michigan
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Employment

University of Michigan, Ross School of Business

2015 – Present, Assistant Professor, Department of Management and Organizations

Education

Ph.D. in Business, 2015, **Columbia Business School, Columbia University**

M.B.A., 2009, **Columbia Business School, Columbia University**

M.P.P., 2005, **Georgetown Public Policy Institute, Georgetown University**

B.A. in Economics, 2001, **McGill University**

Peer-Reviewed Publications (* denotes equal authorship)

Uribe, J., S. Carnahan, J. Meluso and J. Austen-Breneman (2022). How Do Managers Evaluate Individual Contributions to Team Production? A Theory and Empirical Test. *Strategic Management Journal*, 44: 1-25.

*Carnahan, S., M. J. Rabier and Uribe, J. (2021). Do Managers' Affiliation Ties Have a Negative Relationship with Subordinates' Interfirm Mobility? Evidence from Large US Law Firms. *Organization Science*, 33(1):353-372.

Uribe, J. (2020). Multipoint Contact Without Forbearance? How Coverage Synergies Shape Equity Analysts' Forecasting Performance. *Strategic Management Journal*, 41: 1901-1932.

Meluso, J., J. Austin-Breneman and Uribe, J. (2020). Estimate Uncertainty: Miscommunication About Definitions of Engineering Terminology. *Journal of Mechanical Design* 142 (7).

Uribe, J., M. Sytch and Kim Y.H. (2019). When Friends Become Foes: Previous Collaboration as Catalyst for Conflict. *Administrative Science Quarterly*, 65 (3): 751-794.

Chun, J. S., Ames, D. R., Uribe, J. N., & Higgins, E. T. (2017). Who do we think of as good judges? Those who agree with us about us. *Journal of Experimental Social Psychology*, 69, 121-129.

*Dezső, C.L., D.G. Ross & Uribe, J. (2016). Is There an Implicit Quota on Women in Top Management? A Large-Sample Statistical Analysis, *Strategic Management Journal*, 37: 98-115.

Working Papers and Work in Progress

Uribe, J., S. Carnahan. Men Check out, Women Pitch in: How Familiarity Influences Effort in Mixed-Gender Teams

Uribe, J., M. Gabruk and L. Doering. Decentralized Network Expansion of Rural Education in Colombia
Kim, Y.H., J. Uribe and M. Sytch. Managing the Liability of Foreignness in Patent Litigation: Firms' National Identity as a Strategic Concern

Li, J., Y.H. Kim and J. Uribe. Corporate Social Engagement and Knowledge Acquisition: Evidence from Chinese Brokers' Participation in Poverty Alleviation

Roy, S., M. Sytch and J. Uribe. More Power to Whom? Contestation and Influence in Investor-State Dispute Settlement.

Baker, W., S. Gordon and J. Uribe. Relational Inclusion in Management Education: Using Digital Tools and Team Assignments to Activate Diversity

Park, P., J. Uribe, and F. Briscoe. "Social Movement Organizations' Re-sponse to Revelations of Sexual Harassment and Assault in the Age of #MeToo." (data analysis)

Uribe, J., P. Park, F. Briscoe, and E. W. Kim. "Organizational Antecedents and Consequences of the #MeToo Movement: Employees' Gender Concerns and Board Composition." (data analysis)

Other Publications

- Sytch, M., J. Uribe and Y.H. Kim. "Balancing Competing Loyalties," *Harvard Business Review*, February 03, 2020, <https://hbr.org/2020/02/balancing-competing-loyalties>
- Buss, Terry F. and Jose Uribe "Remittances, Foreign Aid, and Developing Countries", chapter in *Foreign Aid and Foreign Policy: Lessons for the Next Half Century*. Published by M.E. Sharpe, Washington, DC 2007.
- Uribe, J. (2006). Impacts of Remittances from the United States on Recipient Latin American Economies, *Georgetown Public Policy Review*, Winter 2006.

Academic Service

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| Editorial Board | |
| <i>Administrative Science Quarterly</i> | 2021-present |
| <i>Strategic Management Journal</i> | 2019-present |
| Ad Hoc Reviewer | |
| <i>Management Science, Organization Science, Industrial and Corporate Change, Strategic Entrepreneurship Journal</i> | |

Selected Presentations

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| Liability of Foreignness in Patent Litigation | |
| Indiana University, Management & Entrepreneurship Dept. | December 2022 |
| Boston University, Strategy & Innovation Dept. | December 2022 |
| Texas A&M University, Management Dept. | November 2022 |
| University of Arkansas, SEVI Department | October 2022 |
| Strategy Seminar, Ross School of Business | October 2022 |
| Network Expansion of Rural Education in Colombia | |
| FINT Workshop on Trust Within and Between Orgs. | March 2022 |
| IB & Management Dept., Nottingham Uni. Business School China | April 2022 |
| Management Dept. Seminar, Uni. of South Carolina | May 2022 |
| Academy of Management Meetings | August 2022 |
| How Do Managers Evaluate Individual Contributions to Team Production? | |
| Wharton People and Organizations Conference | November 2020 |
| Hosmer Hall Seminar, Ross School of Business | January 2021 |
| M&O Seminar, Ross School of Business | January 2021 |
| University of Minnesota, Strategy Department Seminar | February 2021 |
| Academy of Management Meetings | August 2021 |
| NYU/Strategy Science Annual Conference | June 2022 |
| Friends Don't Compete with Friends in the Labor Market | |
| Organizational Theory Junior Faculty Consortium, McGill University | October 2019 |
| When Friends Become Foes: Previous Collaboration as Catalyst for Conflict | |
| INSEAD Network Evolution Conference | October 2018 |
| Academy of Management Meetings | August 2017 |
| Strategy Seminar, Ross School of Business | February 2017 |
| How the Coverage Network Shapes Financial Analysts' Forecasting Performance | |
| Strategy Seminar, Ross School of Business | January 2019 |
| Hosmer Hall seminar, Ross School of Business | October 2016 |
| M&O seminar, Ross School of Business | March 2016 |
| Academy of Management Annual Meeting | August 2015 |

Princeton University, Text Analysis Conference II	May 2015
American Sociological Association Annual Meeting	August 2014
Men Check out, Women Pitch in	
Academy of Management Meetings	August 2018
INGRoup Conference	July 2018
Center for Positive Organizations Research Incubator	March 2018
Wharton People and Organizations Conference	October 2017
Learning from Others, Together: Brokerage, Closure and Performance in Teams	
EGOS Colloquium	July 2016
MIT, Collective Intelligence	June 2014
London Business School 13 th Trans-Atlantic Doctoral Conference,	May 2013
The Role of Social Movement Organizations in the Age of #MeToo	
Academy of Management Annual Meeting	August 2018
Is there a tacit quota on women managers? A large sample statistical analysis	
Columbia Business School Management Seminar	October 2013

Awards, Grants and Fellowships

ADVANCE Grant Proof-of-Concept Fund, Michigan Economic Development Corporation, \$40,000 “Virtual Reality 3D Visualization Software for Temporal Networks”	2022
SEAS Sustainability Themes Funding, University of Michigan, \$80,000 “Social, behavioral and environmental engagement through novel digital visualization techniques”	2022
MCubed, University of Michigan, \$60,000 “Dynamic Network Evolution and Visualization”	2019
Donald C. Hambrick Award for excellence in the Ph.D. Program, Columbia Business School	2012
Dean’s M.B.A. Honor List, Columbia Business School	2008
Georgetown Public Policy Institute Merit-Based Scholarship	2003
McGill University Dean’s Honor List; Great Distinction	2001
Golden Key International Honor Society, McGill University	1999

Media/Press Coverage

“Is There an Implicit Quota on Women in Top Management? A Large-Sample Statistical Analysis” (with Cristian Dezso and David Ross)
 Featured in *The Guardian*, *The Sunday Times*, *The Telegraph*, and *The Washington Post*

Teaching

University of Michigan, Stephen M. Ross School of Business

- BBA Independent Study Advisor, 2017-2019
- MO900-PhD mini-course on archival data analysis, 2019, 2020, 2022
- Behavioral Theory in Management (Required BBA core course)
 - Fall 2015 (2 sections) 4.50/5
 - Fall 2016 (3 sections) 4.20/5
 - Fall 2017 (3 sections) 4.83/5
 - Fall 2018 (3 sections) 4.83/5

Fall 2019 (3 sections) 4.50/5
 Fall 2020 (3 sections) 4.93/5
 Fall 2021 (3 sections) 4.90/5
 Fall 2022 (3 sections)

Columbia University

- Excel for Finance and Statistics (The Knight-Bagehot Fellowship in Economics and Business Journalism), Workshop Instructor, 2010-2014
- Excel for Finance and Statistics (MBA orientation program), Instructor, 2009-2014
- *Wal-Mart: In search of renewed growth* (BA strategy course), Guest Lecturer, Spring 2013
- Deutsche Bank Program (Executive Education), Teaching Assistant, Summer 2012-2014
- CITIC Private Equity (Executive Education), Teaching Assistant, Fall 2012-2013
- Debevoise & Plimpton, LLP (Executive Education), Teaching Assistant, Fall 2012
- Top Management Process (MBA), Teaching Assistant, Spring 2012
- Leadership & Organizational Change (EMBA), Teaching Assistant, Summer & Fall 2011
- Social Networks and Social Capital (MBA), Teaching Assistant, 2010-2011

University and Other Service

Ph.D. advising

John Meluso, Dissertation co-adviser, Design Science, University of Michigan
 Mijeong Kwon, Independent Empirical Research Project, Ross School of Business, Uni. of Michigan
 Sukanya Roy, Independent Empirical Research Project, Ross School of Business, University of Michigan
 Megan Gabruk, First Year Faculty Advisor

University of Michigan

ICOS Guest Curator, University of Michigan, Fall 2015
 Faculty Leader for MBA Impact Challenge, Ross School of Business, Fall 2015
 Faculty Leader for MBA Impact Challenge, Ross School of Business, Fall 2016
 Management and Organizations Seminar Organizer, September 2016 – April 2018
 Management and Organizations Seminar Organizer, Winter 2022
 Faculty Leader for MBA Impact Challenge, Ross School of Business, Fall 2017
 Workshop Facilitator, Ross School of Business Positive Business Conference, May 2018
 Faculty Judge for Sanger Center Crisis Challenge, Ross School of Business, Winter 2021
 DEI Curriculum Committee member, Winter 2021

Diversity, Equity and Inclusion

Panelist at Big10 DEI Doctoral Education Initiative, Indiana University Winter 2021
 Member, the PhD Project

Lazos Learning

Facilitator, “Contribuir al avance de la civilización: Hacia un Marco” Spring 2022

Association of Baha’i Studies

Facilitator, ABS seminar on discourses related to business Spring 2021
 Facilitator, Management Reading Group Fall 2020
 Panel Discussant on Corporate Social Responsibility Summer 2020
 Facilitator, ABS seminar on discourses related to business Winter 2020

Other Professional Experience

2015-2020 Org Analytix (Startup)
Academic Mentor

2006-2009 Columbia University, Office of the Provost
Research Analyst, Planning and Institutional Research

2005-2006 National Academy of Public Administration
Research Associate

2001-2003 Bahá'í World Centre
Information Officer, Office of Socioeconomic Development

Ann Arbor, MI

New York, NY

Washington, DC

Haifa, Israel