

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

Graduate

Organizational Behavior
Organization Theory
Social Network Analysis in Organizations
Introduction to concepts underlying Social Networks in Organizations
Introduction to Exponential Random Graph Models

Graduate Projects

Ph.D. 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 (University of Lugano)
Managing Contemporary Organizations (University of Melbourne)
Managing the Multinational (University of Melbourne)

Academic Activities

2016 – to date Associate professor, Universidad de los Andes School of Management
2016 - 2018 Director, Organizations Area. UASM. Bogotá, Colombia.

- 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.

Research

RESEARCH AREAS

Social Networks, Organizational Design, Creativity.

Publications

ARTICLES IN ACADEMIC JOURNALS

- 2018 Brashears M., Quintane, E, "The Weakness of Tie Strength" Social Networks. Vol. 55, pp 104 – 115.
- 2018 Estévez C. Quintane, E. "E-mail communication patterns and job burnout". Plos One. 13, no. 3.
- 2018 Falzon L, Quintane E, Dunn J, Robins G. (2018) "Embedding Time in Positions: Temporal Measures of Centrality for Social Network Analysis". Social Networks, 54: 168-178.
- 2017 Kitts, J., Lomi, A., Mascia, D., Palloti, F. & Quintane, E., "Investigating the Temporal Dynamics of Interorganizational Exchange: Patient Transfers Among Italian Hospitals." In: American Journal of Sociology. 123(3): 850-910.
- 2017 Perez Trujillo, M . & Quintane, E. "Why do they Stay? Examining Contributing Factors to Women's Length of Stay in a Domestic Violence Shelter". Journal of Family Violence, 32(1):89-100.
- 2018 Lazega, E., Quintane, E. & Casenaze, S. "Collegial Oligarchy and Networks of Normative Alignments in Transnational Institution Building". Social Networks, 48: 10-22.
- 2016 Quintane, E., & Carnabuci, G. "How Do Brokers Broker? Tertius Gaudens, Tertius lungens, and the Temporality of Structural Holes." Organization Science, 27(6):1343-1360.
- 2016 Brashears, M., Hoagland, E. & Quintane, E. "Sex and Network Recall Accuracy" . Social Networks, 44: 74-84.

- 2015 Patinson, K. P., Quintane, E., Swain, D. L., Robins, G. and Pattison, P.E. "Time is of the essence: an application of a relational event model for animal social networks." *Behavioral Ecology and Sociobiology*, 69(5): 841-855.
- 2015 Brashears, M. & Quintane, E. "The Microstructures of Network Recall: How Social Networks Are Encoded and Represented in Human Memory." *Social Networks*, 41: 113-126.
- 2014 Hirst, G., Zhou, J., Van Knippenberg, D., Quintane, E. & Zhu, C. "Heard it through the grapevine: Indirect Networks and Employee Creativity." *Journal of Applied Psychology*, 100(2): 567-574.
- 2014 Networks and Employee Creativity." *Journal of Applied Psychology*, 100(2): 567-574.
- 2014 Quintane, E., Conaldi, G., Tonellato, M. & Lomi, A. "Modelling relational events: A case study on an open source software project." *Organizational Research Methods*, 17(1): 23-50.
- 2013 Quintane, E. Pattison P. E., Robins, G. L. & Mol, J. M. Short-term and long-term stability in organizational networks: temporal structures of project teams. *Social Networks*, 35: 528-540.
- 2011 Quintane, E., & Kleinbaum, A. M. Matter over mind? E-mail data and the measurement of social networks. *Connections*, 31(1): 22-46.
- 2011 Quintane, E., Casselman R. M., Reiche B. S. & Nylund, P. A. "Innovation as a knowledge-based outcome." *Journal of Knowledge Management*, 15(6): 928 – 947.

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

- 2019 Schorch S, Quintane E. (2019) *Social Network Analysis. Advanced Research Methods for the Social Sciences* (ISBN 9781108454247) pp. 328-345. Cambridge University Press (North America)
- 2013 Quintane, E. Comparing networks: A structural examination of the correspondence between behavioral and recall networks. (2013) 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

- 2019 INSNA Conference – Montreal. Do structural Holes Increase Innovative Performance? Evidence from a field Experiment.
- 2019 Invited Seminar – ESMT. Managing Manipulative Bosses.
- 2019 Invited Seminar – INSEAD. Do structural Holes Increase Innovative Performance? Evidence from a field Experiment.
- 2018 Network Theory Workshop – Evanston, IL. Do structural Holes Increase Innovative Performance? Evidence from a field Experiment.
- 2018 Academy of Management Conference – Chicago. Managing Manipulative Bosses.
- 2018 Intra-Organizational Network Conference – Lexington, Kentucky. The social Foundations of Creativity.
- 2017 Academy of Management Conference – Chicago. Managing Manipulative Bosses.
- 2017 Invited Seminar – ESMT Berlin, Germany. The Production of Novelty in Music
- 2017 Invited Seminar – ESSEC Paris. The social foundations of creativity
- 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)

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| 2019 | INSEAD – Visiting Professor of Organization behavior |
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Participation in Boards, Committees and Associations

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| 2017 | Board Member – International Network for Social Network Analysis. |
| 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

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| 2018 | Research Grant, School of management internal funding. 25,000,000COP . Principal Investigator. Organizing Virtually: Collective action and leadership in Wikimujeres. |
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- 2017 Research Grant, Interfaculty research funding. Universidad de Los Andes. 100,000,000COP, Principal Investigator. Predicting Early Stages of Burnout: A longitudinal study of the relationships between workplace stressors, email communication patterns and burnout.
- 2016 Research Grant, Spanish Ministry of Economy and competitiveness. 12,600EUR, external collaborator. Drivers and Barriers of Collaboration at Work: A Longitudinal and Multi-Level Study of Relational, Temporal and Cultural Factors
- 2015 Research Grant, NEOMA. 10,000EUR. Co PI together with H. Gonzalez. Emotions and networks at work.
- 2015 Research Grant for Business Analytics, Melbourne Business School. 15,500AUD. Co PI together with Mol, J, Askin, N. and Mauskapf, M.
- 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.
- 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.