

Florenta Teodoridis
Marshall School of Business
University of Southern California
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Appointments:

2022 – present

Associate Professor, Strategy; Management and Organizations, Marshall School of Business, University of Southern California

2014 – 2022

Assistant Professor, Strategy; Management and Organizations, Marshall School of Business, University of Southern California

2023 – present

Affiliate, Neely Center for Ethical Leadership and Decision Making, Marshall School of Business, University of Southern California

Education:

Ph.D. Strategic Management and Economics, University of Toronto, 2014

MBA York University, Schulich School of Business, Toronto, 2008

B.Sc. Computer Science and Mathematics, University of Bucharest

Research Activity:

Peer-reviewed Journal Publications:

In all papers, peer-reviewed or otherwise, all authors contributed equally. Authors listed in alphabetical, reverse alphabetical or random order.

- Dushnitsky, G., Eggers, J. P., Franzoni, C., Teodoridis, F. 2023 “Randomization as a Tool for Organizational Decision Making: A Debatable or Debilitating Proposition?”, *Industry and Innovation*, 30(10): 1275-1293.
- Raffiee, J., Teodoridis, F., Fehder, D. 2022 “Partisan Patent Examiners? Exploring the Link Between the Political Ideology of Patent Examiners and Patent Office Outcomes”, *Research Policy* 52(9).
- Goldfarb, A., Taska, B., Teodoridis, F. 2023 “Could Machine Learning be a General Purpose Technology? A Comparison of Emerging Technologies Using Data from Online Job Postings”, NBER working paper #29767 and *Research Policy*, 52(1).
- Raffiee, J., Fehder, D., Teodoridis, F. 2022. “Revealing the Revealed Preferences of Public Firm CEOs and Top Executives: A New Database from Credit Card Spending and an Application to Firm Innovation”, *Strategic Management Journal*, 43(10):2-42-2065.
- Vakili, K., Teodoridis, F., Bikard, M. 2021. “Detrimental Collaborations in Creative Work: Evidence from Economics”, *Organization Science*, articles in advance: 1-25.
 - Finalist Best Proposal Award, Strategic Management Society, Knowledge & Innovation, 2020.
- Furman, J., Teodoridis, F. 2020. “Machine Learning Could Improve Innovation Policy”, *Nature Machine Intelligence*, Correspondence Article, 2: 84.
- Furman, J., Teodoridis, F. 2020. “Automation, Research Technology and Researchers’ Trajectories: Evidence from Computer Science and Electrical Engineering”, *Organization Science*, 31(2): 330-354.
 - Covered by *Fortune* (online), 2021.

- Nagle, F., Teodoridis, F. 2019. "Jack of All Trades and Master of Knowledge: The Role of Diversity in New Distant Knowledge Integration", *Strategic Management Journal*, 41: 55-85.
 - Covered by *Fortune* (online), 2021.
 - Best paper proceedings Academy of Management (AOM), 2019.
 - Covered by *Harvard Business Review* (online), 2019.
- Teodoridis, F, Bikard, M., Vakili, K. 2019. "Creativity at the Knowledge Frontier: The Impact of Specialization in Fast- and Slow-paced Domains", *Administrative Science Quarterly*, 64(4): 894-927.
 - Finalist Organization and Management Theory (OMT) Best Published Paper, 2020.
 - Best paper proceedings Academy of Management (AOM) 2017.
 - Covered by *Harvard Business Review* (online), 2017.
- Bikard, M., Vakili, K, Teodoridis, F. 2018. "When Collaboration Bridges Institutions: The Impact of Industry Collaboration on Academic Productivity", *Organization Science*, 30(2):426-445.
 - Covered by *Nature: Savage*, N. 2017. Industry links boost research output. 554(7693): 423-423.
- Teodoridis, F. 2018. "Understanding Team Knowledge Production: The Interrelated Roles of Technology and Expertise", *Management Science*, 64(8): 3625-3648.
 - Covered by *Fortune* (online), 2021.
 - Covered by *Harvard Business Review* (online), 2019.
 - Steven Klepper Award for Best Young Scholar Paper, DRUID, Copenhagen, 2014.
 - Best Student Paper Award, Roundtable for Engineering Entrepreneurship Research (REER), Scheller College of Business, Georgia Tech, Atlanta, 2013.
- Agrawal, A, Goldfarb, A., Teodoridis, F. 2016. "Understanding the Changing Structure of Scientific Inquiry", *American Economic Journal: Applied Economics*, 8(1): 100-128.

Peer-reviewed Conference Proceedings:

- 1) Goldfarb, A., Taska, B. Teodoridis, F. 2020. "Artificial Intelligence in Healthcare? Evidence from Online Job Postings", *AEA Papers and Proceedings*, 110 (5): 400-404.
- 2) Nagle, F., Teodoridis, F. 2019. "Jack of All Trades and Master of Knowledge: The Role of Diversity in Knowledge Integration", *Academy of Management Best Paper Proceedings*, online publication <https://doi.org/10.5465/AMBPP.2019.207>.
- 3) Teodoridis, F., Bikard, M., Vakili, K. 2017. "The Pace of Change and Creative Performance: Specialist and Generalist Mathematicians and the Fall of the Soviet Union", *Academy of Management Best Paper Proceedings*, online publication <https://doi.org/10.5465/AMBPP.2017.224>.

Policy and Practitioner-Oriented Publications:

- 1) Goldfarb, A., Teodoridis, F. 2022. "Why is AI Adoption in Healthcare Lagging?", *Brookings* series "The Economics and Regulation of Artificial Intelligence and Emerging Technologies." <https://www.brookings.edu/research/why-is-ai-adoption-in-health-care-lagging/>
- 2) Teodoridis, F. 2021. "Don't Underestimate the Role of Generalists in Innovation", *Fortune*, <https://fortune.com/2021/10/15/stop-underestimating-the-role-of-generalists-in-innovation/>
- 3) Nagle, F., Teodoridis, F. 2020. "In R&D, Generalists Are More Valuable Than You Think", *Harvard Business Review*, <https://store.hbr.org/product/in-r-d-generalists-are-more-valuable-than-you-think/H05UYD>.
- 4) Teodoridis, F., Bikard, M., Vakili, K. 2018. "When Generalists Are Better Than Specialists, and Vice Versa", *Harvard Business Review*, <https://store.hbr.org/product/when-generalists-are-better-than-specialists-and-vice-versa/H04FQY>.

Working Papers & Work in Progress:

- Teodoridis, F., Lu, J., Furman, J. "Mapping the Knowledge Space: Exploiting Unassisted Machine Learning Tools", NBER working paper #30603.
- Barbosu S., Teodoridis, F., "Research Technology and the Rate and Direction of Innovation: A Taxonomy of Implications"
- Goldfarb, A., Lu, J., Teodoridis, F. "Consequences of an R&D Division of Labor for Complementary Innovation: Evidence from Quantum Computing"
- Fehder, D., Teodoridis, F., Raffiee, J., Lu, J. "The Partisanship of American Inventors"
- Bikard, M., Vakili, K, Teodoridis, F. "Creativity in Response to Innovation Demand"
- Teodoridis, F., Raffiee, J., Fehder, D. "Political Polarization, Inventor Collaboration and Productivity"

Honors and Grants:

- NSF Science of Science: Communication, and Impact (SoS:DCI) "Partisanship and Innovation: Exploring the Link Between Political Orientation and the Rate and Direction of Inventive Activity" (with Dan Fehder and Joe Raffiee) for \$450,000, 2023-2026.
- Institute for Outlier Research in Business grant: "Economics and Management of Quantum Information Science" for \$15,000, 2022.
- Institute for Outlier Research in Business grant: "Exploring the Link Between Political Orientation and the Rate and Direction of Inventive Activity" (in collaboration with Dan Fehder and Joe Raffiee) for \$20,000, 2022.
- Dean's Excellence in Research Award, Marshall School of Business, USC, 2021.
- Excellence in Research Award, Department of Management and Organizations, Marshall School of Business, USC, 2021.
- Nominated and elected representative at large, Strategic Management Society (SMS), Knowledge & Innovation, 2021.
- Nominated and elected representative at Large, Strategic Management Society (SMS), Competitive Strategy, 2021.
- Sloan Foundation: "Tracking the Diffusion of High- and Low-Quality Science Through Digital Media" (with Frank Nagle) for approx. \$95,000, 2020-2022.
- TIM Emerging Scholar Award, AOM, 2020.
- Top Gun Award for Excellence in Research, Teaching, and Service, Department of Management and Organizations, Marshall School of Business, USC, 2020.
- Greif Research Award, Marshall School of Business, USC, 2020.
- Excellence in Research Award, Department of Management and Organizations, Marshall School of Business, USC, 2019.
- Nominated and elected representative at large, Academy of Management (AOM), Technology and Innovation Management (TIM) division, 2019.
- NSF Science of Science & Innovation Policy: "Collaborative Research: The Impact of Research Costs on the Rate and Direction of Scientific Discovery" (with Jeff Furman) for approx. \$500,000, 2016-2020.
- Greif Research Award, Marshall School of Business, USC, 2016.
- Academy of Management (AOM), Technology and Innovation Management (TIM) Dissertation Award, finalist, 2014.
- International Society for Professional Innovation Management (ISPIM) Dissertation Award, semi-finalist, 2014.
- Research Program on the Economics of Knowledge Contribution and Distribution funded by the Sloan Foundation, Research Grant, 2014.
- School of Graduate Studies Conference Grant, University of Toronto, 2013.
- The Canadian Credit Management Foundation (CCMF) Doctoral Fellowship, 2009-2014.

Presentations: Conferences and invited seminars

- 2023
“Strategic Human Capital and technology: the Role and Consequences of Artificial Intelligence,” SMS, Toronto; “Emerging Technologies,” SMS, Toronto; “AI as a General Purpose Technology – Challenges and Opportunities for Management Research,” AOM, Boston; “Navigating the Transition from R to D: Maximizing the Impact of Basic Research,” AOM, Boston; DRUID Annual Conference; Bocconi University, Milan; The Economics of Quantum Information Technologies (EQIT), University of Southern California; Entrepreneurship & Innovation Policy seminar series; University of Maryland, Robert H. Smith School of Business, University of Pennsylvania, The Wharton School.
- 2022
The ASQ Blog Workshop; Irresistible the Global Research Conference for HR; “Methodological Frontiers in Organizations and Strategy Research”, AOM; “Scientific Publication Data: Promises, Perils and Solutions”, AOM; Artificial Intelligence in Management (AI@M), University of Southern California; NBER Economics of Artificial Intelligence; Roundtable for Engineering Entrepreneurship Research (REER), Georgia Institute of Technology.
- 2021
Cornell University; Boston University; Humboldt New Mobility Conference; “The Promise and Potential Perils of Using Machine Learning Techniques in Management Research,” SMS Special Seminar series; “New Data and Methods in Strategic Management Research,” AOM; Artificial Intelligence in Management (AI@M), University of Southern California; Wharton Innovation & Technology Conference; Massachusetts Institute of Technology (MIT), Initiative on the Digital Economy (IDE); London Business School; University of Michigan, Ross School of Business; Research Fair, Marshall School of Business, USC; AI & Strategy Consortium, India.
- 2020
Tulane University; University of Colorado Bolder; “How Platforms and AI Are Changing Business Strategy,” SMS; Harvard University, Economics; University of Maryland, Smith School of Business; Dartmouth University, Tuck School of Business; Massachusetts Institute of Technology (MIT), Sloan School of Business; Max Plank Institute; “Organizations in the Age of AI: Human-Machine Interaction, Strategy, Innovation, and Entrepreneurship” Workshop, Europe; DRUID Society Conference, Copenhagen (postponed due to COVID19); Strategy Research Forum (SRF), Montreal (postponed due to COVID19); Cornell University, Ithaca (postponed due to COVID19); Artificial Intelligence in Management (AI@M), University of Southern California (postponed due to COVID19); SMS Special Conference, Berkley (postponed due to COVID19); Organization Science Winter Conference, Monterey (postponed due to COVID19); AEA ASSA Annual Meeting, San Diego.
- 2019
CalO2, University of Southern California; Roundtable for Engineering Entrepreneurship Research (REER), Georgia Institute of Technology; West Coast Research Symposium on Technology Entrepreneurship, Stanford; Academy of Management, Boston; Digital Initiative Discussion and Symposium, Harvard Business School, Boston; AI Strategy and Workshop, New York University, New York; National Bureau of Economic Research (NBER), Productivity Seminar Series, Boston; Conference of the American Society of Health Economists (ASHEcon), Washington DC; Strategy Research Forum (SRF), Toronto.
- 2018
Academy of Management, Chicago; NYU Strategy Workshop, New York; DRUID Society Conference, Copenhagen; Social Science and Technology seminar, Stanford University.
- 2017
Roundtable for Engineering Entrepreneurship Research (REER), Georgia Institute of Technology; Duke Strategy Conference, Durham; Academy of Management, Atlanta; DRUID Society Conference, New York; Smith Entrepreneurship Research Conference, Maryland; Boston University.

- 2016
West Coast Research Symposium on Technology Entrepreneurship, Foster School of Business, Seattle;
Roundtable for Engineering Entrepreneurship Research (REER), Georgia Institute of Technology;
Academy of Management, Anaheim; DRUID Society Conference, Copenhagen Business School;
Individual and Collective Antecedents of Scientific Knowledge Production, Workshop.
- 2015
Roundtable for Engineering Entrepreneurship Research (REER), Georgia Institute of Technology;
Academy of Management, TIM Doctoral Dissertation Competition.
- 2014
Roundtable for Engineering Entrepreneurship Research (REER), Georgia Institute of Technology;
Washington University in St. Louis, Olin Business School; University of California at San Diego, School of
International Relations and Pacific Studies; Carnegie Mellon University, Department of Engineering and
Public Policy; Georgia Institute of Technology, Scheller College of Business, Atlanta; DRUID Society
Conference on Entrepreneurship, Copenhagen Business School; National Bureau of Economic Research
(NBER) Summer Institute; Academy of Management, Symposium.
- 2013
CCC Colloquium for Doctoral Student Research; DRUID, 35th Celebration Conference on Innovation,
Strategy and Entrepreneurship, ESADE, Barcelona; National Bureau of Economic Research (NBER),
Productivity Seminar Series; Economics of Knowledge Contribution and Distribution, Sloan Foundation
and Georgia Tech; Bocconi University, Milan; IESE Business School, Barcelona.
- 2012
Roundtable for Engineering Entrepreneurship Research (REER), Georgia Tech, Atlanta; The Organization,
Economics and Policy of Scientific Research, LEI & BRICK, Turin; University of Toronto, Rotman School of
Management, Strategy Seminar Series.

Teaching:

- 2022– present Contemporary Issues in Competitive Strategy (MBA, core)
- 2020 – present Technology Strategy in the Age of AI (MBA, elective)
- 2021 Technology Strategy: The Case of AI (Undergraduate, elective)
- 2016 – 2022 Quantitative Research Methods (PhD, core)
- 2016 Decision-Making and Problem-Solving: An Integrated Perspective (MBA, core)
- 2015 – 2018 Strategic Management (Undergraduate, core)
- 2009 – 2014 Teaching assistant (Strategic Management, MBA; Corporate Strategy, MBA; Venture Capital,
MBA; Model-based Decision Making in Practice, MBA; International Business, MBA)

Ph.D. Committees:

- Jino Lu (chair), Department of Management and Organization, Marshall School of Business, USC
 - Graduation 2024
 - Placement: Washington University, Olin Business School
- Beverly Rich (member), Department of Management and Organization, Marshall School of Business, USC
 - Graduation 2021
 - Placement: University of Utah, David Eccles School of Business
- Yongzhi (Alex) Wang (member), Department of Management and Organization, Marshall School of
Business, USC
 - Graduation 2017
 - Placement: The Ohio State University, Fisher College of Business
- Hao Wu (external member), Viterbi School of Engineering, USC

- Graduation 2017
- Placement: Apple Inc.

Ph.D. Qualifying Exam Committees:

- Alina Ha, Sol Price School of Public Policy, USC (2022)
- Bo Yong, Department of Management and Organization, Marshall School of Business, USC (2020)
- Wilson Lin, Department of Data Science and Operations, Marshall School of Business, USC (2019)
- Alison Comings, Department of Management and Organization, Marshall School of Business, USC (2015)

Professional Activities:

Editorial Board

- Management Science (2023-present)
- Strategic Management Journal (2023-present)

Editorial Review Board

- Organization Science (2018-present)
- Methods Advisory Committee @ Organization Science (2018-present)
- Strategic Management Journal (2019-2023)
- Administrative Science Quarterly (2022-present)
- Journal of Management Scientific Reports (2022-present)

Ad Hoc Referee

Management Science, Science, Review of Economic Studies, Research Policy, Industry and Innovation, Economic Letters, Journal of Management Studies, Journal of Labor Economics, Nature Machine Intelligence, Economic Inquiry, Academy of Management (AOM), DRUID Society Conference, Strategic Management Society (SMS), European Research Council Advanced Grant, Sloan Foundation, National Science Foundation (NSF).

Professional Affiliations

Academy of Management (AOM), American Economic Association (AEA), Strategic Management Society (SMS).

Other

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| 2023– present | Co-organizer, The Economics of Quantum Information Technologies annual conference |
| 2022– present | PhD Program Coordinator, Marshall School of Business, USC |
| 2022– present | Research Committee member, Academy of Management (AOM), Technology and Innovation Management (TIM) division |
| 2022– present | Faculty advisor, High-Tech Association, Marshall School of Business, University of Southern California |
| 2021–2023 | Representative at Large, Strategic Management Society (SMS), Knowledge & Innovation <ul style="list-style-type: none">▪ Junior Faculty Consortium organizer and mentor |
| 2021– 2023 | Representative at Large, Strategic Management Society (SMS), Competitive Strategy <ul style="list-style-type: none">▪ Junior Faculty Consortium organizer and mentor |
| 2020 – 2022 | Co-organizer, Artificial Intelligence in Management (AI@M) annual conference |
| 2019 – 2021 | Representative at Large, Academy of Management (AOM), Technology and Innovation Management (TIM) division <ul style="list-style-type: none">▪ Junior Faculty Consortium organizer and mentor |
| 2017 – 2019 | Research Committee member, Academy of Management (AOM), STR – Strategic Management division |
| 2013 – 2014 | Fellow, Creative Destruction Lab at Rotman School of Management, University of Toronto |