

# Jose Arrieta – CV

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## RESEARCH INTERESTS

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Diversity; Strategic Decision Making; Organization Design; Theories of the Firm; AI

I study why goals are useful but not important for organizations. I use foundational machine learning, scheduling, and complexity theory models coupled with behavioral experiments to shine light on the limitations of thinking that goals matter in themselves and provide actionable feedback on what to do instead.

## ARTICLES IN PEER REVIEW PROCESS & WORKING PAPERS

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[1] Arrieta J.P., “More is different: The Effect of Preference Diversity on Exploration and Adaptation” – **Job market paper (rewriting)**

Nominated for Best PhD paper prize at Strategic Management Society (SMS) Virtual Conference 2020  
Presented at invited seminars at Aarhus University and the University of Southern Denmark in 2019 and at the Theoretical Organizational Models (TOM) Society 2018, Carnegie School of Organizational Learning (CSOL), AoM, and SMS in 2020

[2] Arrieta, J.P., & Liu, C., “Championing the Flawed Gems: In Search of Contrarian Opportunities through Minority Ruling” – (rewriting after R2 SMJ rejection)

Nominated for Best PhD Prize and Best Methods Prize at SMS Virtual 2020  
Presented at TOM Society and Nagymaros Conference in 2020, AoM and DRUID in 2021

## RESEARCH IN PROGRESS

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[4] Arrieta, J.P., Lauenstein, F., Analytis, P., Becker, M.C., & Liu, C., “Routinization in Centaur (human + AI) Organizations: A Replication and Extension of a Canonical Experiment”

Awarded Ernst&Young research grant at ESMT Berlin, Presented at SMS and RRC 2022

[5] Arrieta, J.P., “Routines as Games: On How Goal-disagreement Affects Routine Formation”

Presented at TOM Society 2020, CSOL, SMS 2021

[6] Arrieta, J.P., “Attention from the Bottom-Down: Insights from Single-celled Organisms on Self-Organization”

Presented at an invited seminar at Aarhus University and at CSOL in 2022

[7] Arrieta, J.P., & Crivellini-Eger, B., “Callisto: Justice for Sexual Assault Survivors Through Organization Design” – (finalizing draft for the Journal of Org. Design, Org. Zoo section)

## EDUCATION

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- Ph. D.** Management Technology and Economics, **ETH Zurich**  
Start: September 2015, Defense Date: January 2021; Nominated for ETH Medal
- M. Sc.** Physics (with highest honors), **Universidad de Costa Rica**, October 2012
- B. Sc.** Electrical Engineering, **Universidad de Costa Rica**, July 2010
- B. Sc.** Physics, **Universidad de Costa Rica**, July 2010

## PUBLICATIONS IN PEER-REVIEWED SCIENTIFIC JOURNALS

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- 2023** Laureiro-Martínez D., Arrieta J.P., & Brusoni S. (2023). Microfoundations of Problem Solving: Attentional Engagement Predicts Problem-Solving Strategies. *Organization Science*, 34(6), 2207-2230. [link](#)
- Arrieta, J.P., Fontana, R., & Brusoni, S. (2023). On the Strategic Use of Product Modularity for Market Entry. *Ind. and Corporate Change*, 32(1), 155-180. [link](#)
- 2022** Arrieta, J.P., & Shrestha, Y.R. (2022). On the Strategic Value of Equifinal Choice. *Journal of Organization Design*, 11, 37-45. [link](#)
- 2016** Chang, J.B., Kim, Y.H., Thompson, E., No, Y.H., Kim, N.H., **Arrieta, J.P.**, Manfrinato, V.R., Keating, A.E., & Berggren, K.K. (2016). The Orientations of Large Aspect-Ratio Coiled-Coil Proteins Attached to Gold Nanostructures. *Small*, 12(11), 1498-1505. [link](#)
- 2013** Manfrinato, V.R., Wanger, D.D., Strasfeld, D.B., Han, H.S., Marsili, F., **Arrieta, J.P.**, Mentzel, T.S., Bawendi, M.G., & Berggren, K.K. (2013). Controlled Placement of Colloidal Quantum Dots in sub-15 nm Clusters. *Nanotechnology*, 24(12), 125302. [link](#)

## EMPLOYMENT HISTORY

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- May 2021 – now** **Assistant Professor**, University of Amsterdam, Amsterdam Business School, Strategy and International Business Section
- September 2015 – December 2020** **Doctoral Student**, Department of Management, Technology, and Economics, ETH Zurich, Switzerland, Under Stefano Brusoni and Daniella Laureiro-Martínez
- January – September 2015** **Research Assistant**, idem, Research areas: Formation of mental representations during crowdfunding evaluations
- Sept. 2013 – October 2014** **Doctoral Student**, Department of Physics, ETH Zurich, Switzerland, Under Klaus Ensslin and Thomas Ihn, Research areas: Undoped GaAs heterostructures, quantum transport; semiconductor physics
- January – August 2013** **Research + Innovation Intern**, Intel Corporation, Heredia, Costa Rica, Under Principal Engineer Eduardo Bolaños  
Research areas: Cognitive science, hardware design and test
- 2012** **Research Fellow**, MicroStructures Research Center (CIEMIC), UCR, Under Henry Smith, EECS Department, MIT and Federico Muñoz-Rojas, UCR, Research areas: Graphoepitaxy and transmission electron microscopy
- August – December 2011** **Visiting Scientist**, Quantum Nanostructures and Nanofabrication Group, EECS Department, Massachusetts Institute of Technology, Under Karl Berggren, Research areas: SEM resolution improvement; protein and quantum-dot placement
- 2010 – 2011** **Research Fellow**, Electrochemistry and Chemical Energy Research Center (CELEQ), UCR, Under Leslie Pineda-Cedeño, UCR, Research areas: Dye-sensitized solar cells
- 2008 – 2010** **Research Assistant**, Materials Science and Engineering Research Center (CICIMA), Under Jose Araya-Pochet  
Research areas: Tungsten thin-film (< 5nm) material properties

## TEACHING ACTIVITIES

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- 2022 – now**      **Lecturer**, Economics for a Changing World I (PPLE 3801ECHWVY), Organizations and Markets (PPLE 3802OANMVY), Strategy and Change (B.Sc. 6013B0507Y), Strategy and Organizations (EPMS 612ZB011Y), Thesis Proposal (EPMS 6614Z-B004Y) above median student evaluation in all courses at UvA, except for ECWI which was a fully new course.
- 2016 – now**      **Thesis Supervision**, over 25 M.Sc. and 5 B.Sc. students supervised
- 2016 – 2020**      **Teaching Assistant**, Innovation Creativity, and Personality Traits, yearly course (MAS MTEC 365-1053-00L), at ETH Zurich

## CONFERENCE ORGANIZATION

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- June 2022 – now**      **Carnegie School of Organizational Learning Academy**, Co-organizer with Emanuel Ubert and Franziska Lauenstein. An online summer school lectured every year by ten top-scholars in the field. Lecturers include multiple former and current journal editors, and we have had over 200 participants during the three instances of the academy. For more information see: [csolconference.org/academy](https://csolconference.org/academy) and [.../academy-materials](https://csolconference.org/academy-materials)
- June 2019**      **Computational Methods for Economists Summer School**, Co-organizer, 40 attendees. Held at the EPF Lausanne. Lectured by Stephen Hansen (Imperial), Molly Roberts (UCSD), Yaroslav Rosokha (Purdue), and Harsh Prasad (VP at Morgan Stanley). [link](#)
- October 2016**      **Strategy, Entrepreneurship, and Innovation Doctoral Consortium**, Assistance in the organization and administrative tasks
- January 2013**      **Costa Rican Nanofabrication Workshop**, Organizer. Held at the UCR, 80 attendees, funded by the university and industry partners (Intel and HP). Lectured by Henry Smith (MIT), Charles Holzwarth (Research scientist, Intel), Samuel Nicaise (MIT), and myself

## REVIEWING AND MEMBERSHIP IN SCIENTIFIC SOCIETIES

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- Committee Member** SMS Diversity, Equity, and Inclusion (2022-2024)
- Ad Hoc Reviewer** Organization Science (since 2019), Industrial and Corporate Change (since 2021), Strategic Organization (since 2022)
- Membership** Organization Design Community, SMS, and AoM

## AWARDS, RESEARCH FUNDING, AND FELLOWSHIPS

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- 2020**      **Ernst & Young Research Fund**, with Chengwei Liu, fellowship for running a behavioral experiment on routinization of centaur organizations (20 k€)
- 2013**      **Costa Rican Ministry of Science and Technology**, Fellowship for the first year of doctoral studies in Physics at ETH Zurich (25 kCHF)
- 2012**      **MicroStructures Research Center** (CIEMIC), UCR, One-year graduate studies research fellowship (6 k\$US) and research grant (6 k\$US)
- 2011**      **Costa Rican Ministry of Science and Technology**, Fellowship for a five-month research visit at MIT (6 k\$US)
- 2011**      **Electrochemistry and Chemical Energy Center** (CELEQ), UCR, One-year graduate studies research fellowship (6 k\$US)
- 2010**      **Costa Rican National Congress on Innovation** (CRInnova 2010), Outstanding innovation award, National High-Technology Center, San José

## PERSONAL SKILLS

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**Languages**                **English:** fluent TOEFL iBT: 114/120, **Portuguese:** fluent (C1-level),  
**German:** upper intermediate (B2-level), **Spanish:** native  
**Programming**        Python, R, JavaScript, Mathematica, MatLab, C, Assembler, Verilog

## PERSONAL INFORMATION

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**Personal Website**    www.arrieta.science  
**Google Scholar**      scholar.google.com/citations?user=sz4vuOkAAAAJ  
**Open Science F.**      osf.io/hjppqr  
**Github**                github.com/jparrieta  
**Zoom**                 uva-live.zoom.us/my/arrietajp  
**Skype**                 arrietajp

## REFERENCES

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### **Stefano Brusoni (co-advisor)**

Email: [sbrusoni@ethz.ch](mailto:sbrusoni@ethz.ch)

Chaired Professor of Technology and Innovation Management  
Department of Management, Technology, and Economics  
and Pro-Rector for Continuing Education  
Swiss Federal Institute of Technology, Zurich

### **Daniella Laureiro-Martínez (co-advisor)**

Email: [dlaureiro@ethz.ch](mailto:dlaureiro@ethz.ch)

Tenured Senior Researcher  
Department of Management, Technology, and Economics  
Swiss Federal Institute of Technology, Zurich

### **Chengwei Liu**

Email: [chengwei.liu@esmt.org](mailto:chengwei.liu@esmt.org)

Associate Professor of Strategy and Behavioral Science  
European School of Management and Technology, Berlin