

Eric Quintane

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Current employment

Associate Professor of Organizational Behavior, ESMT Berlin, Berlin, Germany, January 2020–Present.

Honorary Research Fellow, Melnet - School of Psychological Sciences, The University of Melbourne, Melbourne, Australia, 2010–Present.

Education

PhD, Department of Management and Marketing, The University of Melbourne, Melbourne, Australia, 2008.

MBA, Helsinki School of Economics and Business Administration, Helsinki, Finland, 1999.

MSc, Toulouse Business School, Toulouse, France, 1999.

Past employment

Associate Professor, University of Los Andes, Bogota, Colombia, 2015–2019.

Visiting Professor, Sciences Po Paris, Paris, France, 2019.

Visiting Professor of Organizational Behavior, Organizational Behavior Area, INSEAD, Fontainebleau, France, 2019.

Assistant Professor, University of Los Andes, Bogota, Colombia, 2013–2015.

Postdoctoral Research Fellow, Faculty of Economics, Università della Svizzera italiana, Lugano, Switzerland, 2011–2013.

Post-Doctoral Research Fellow, School of Psychological Sciences (Melnet), University of Melbourne, Melbourne, Australia, 2009–2010.

Senior Researcher, Media Catalyst, Amsterdam, the Netherlands, 2008–2010.

Research assistant, University of Melbourne, Melbourne, Australia, 2005–2007.

Founder and Director, ResCo, Perpignan, France, 2002–2006.

Administrative Director, Corporacion Nuevos Rumbos, Bogota, Colombia, 2003–2005.

Graduate Management Trainee, Sony BPE, London, Amsterdam, Paris, Madrid, Cologne, England, 1999–2001.

Publications

Peer reviewed journal articles

Mell, N. J., E. Quintane, G. Hirst, and A. Carnegie (Forthcoming). Protecting their turf: When and why supervisors undermine employee boundary spanning. *Journal of Applied Psychology*.

Quintane, E., M. Wood, J. Dunn, and L. Falzon (forthcoming). Temporal brokering: A measure of brokerage as a behavioral process. *Organizational Research Methods*.

Schechter, A., and E. Quintane (2021). The power, accuracy, and precision of the Relational Event Model. *Organizational Research Methods* 24 (4): 802–829.

Borgatti, S. P., and E. Quintane (2019). Techniques: Dichotomizing a network. *Connections* 38 (1): 1–11.

Brashears, M., and E. Quintane (2018). The weakness of tie strength. *Social Networks* 55: 104–115.

Falzon, L., E. Quintane, J. Dunn, and G. Robins (2018). Embedding time in positions: Temporal measures of centrality for social network analysis. *Social Networks* 54: 168–178.

Estévez-Mujica, C., and E. Quintane (2018). E-mail communication patterns and job burnout. *PLoS ONE* 13 (3): e0193966.

Kitts, J., A. Lomi, D. Mascia, F. Pallotti, and E. Quintane (2017). Investigating the temporal dynamics of interorganizational exchange: Patient transfers among Italian hospitals. *American Journal of Sociology* 123 (3): 850–910.

Snihur, Y., B. Sebastian Reiche, and E. Quintane (2017). Sustaining actor engagement during the opportunity development process. *Strategic Entrepreneurship Journal* 11 (1): 1–17.

Lazega, E., E. Quintane, and S. Casenaz (2017). Collegial oligarchy and networks of normative alignments in transnational institution building. *Social Networks* 48: 10–22.

Quintane, E., and G. Carnabuci (2016). How do brokers broker? Tertius gaudens, tertius iungens, and the temporality of structural holes. *Organization Science* 27 (6): 1343–1360.

Brashears, M., E. Hoagland, and E. Quintane (2016). Sex and network recall accuracy. *Social Networks* 44: 74–84.

Brashears, M., and E. Quintane (2015). The microstructures of network recall: How social networks are encoded and represented in human memory. *Social Networks* 41: 113–126.

Patison, K., E. Quintane, D. Swain, G. Robins, and P. Pattison (2015). Time is of the essence: An application of a relational event model for animal social networks. *Behavioral Ecology and Sociobiology* 69 (5): 841–855.

Hirst, G., D. Knippenberg, J. Zhou, E. Quintane, and C. Zhu (2015). Heard it through the grapevine: Indirect networks and employee creativity. *Journal of Applied Psychology* 100 (2): 567–574.

Quintane, E., G. Conaldi, M. Tonellato, and A. Lomi (2014). Modeling relational events: A case study on an open source software project. *Organizational Research Methods* 17 (1): 23–50.

Quintane, E., P. Pattison, G. Robins, and J. Mol (2013). Short- and long-term stability in organizational networks: Temporal structures of project teams. *Social Networks* 35 (4): 528–540.

Quintane, E., M. Casselman, S. Reiche, and P. Nylund (2011). Innovation as a knowledge-based outcome. *Journal of Knowledge Management* 15 (6): 928–947.

Book chapters

Kitts, J. A., and E. Quintane (2020). Rethinking social networks in the era of computational social science. In *The Oxford Handbook of Social Networks*, ed. R. Light and J. Moody, Oxford: Oxford University Press.

Schorch, S., and E. Quintane (2019). Social network analysis. In *Advanced research methods for the social and behavioral sciences*, ed. J. Edlund and A. Nichols, 328–345. Cambridge: Cambridge University Press.

Quintane, E. (2012). Comparing networks: Structural correspondence between behavioral and recall networks. In *Exponential random graph models for social networks: Theory, methods, and applications*, ed. D. Lusher, J. Koskinen, and G. Robins, 272–284. Cambridge: Cambridge University Press.

Peer reviewed proceedings

Lluent, T., C. Rua-Gomez, A. Kleinbaum, R. Brands, T. Casciaro, J. Khattab, E. Quintane, M. Brashears, H. Gonzalez, P. V. Mannucci, B. McEvily, C. Patel, D. Van Knippenberg, and E. Ying Zhang (2021). Minorities & Networks: How stereotypes influence network utilization, position and evaluations. *Academy of Management Proceedings*.

Urrea, G., S. Villa, and E. Quintane (2020). Linking funding strategies and diversification: The case of humanitarian organizations. *Academy of Management Proceedings*.

Lee, J., M. Ruiz, E. Quintane, and M. Kiduff (2019). Hidden costs of brokerage: Brokerage behavior and broker exhaustion. *Academy of Management Proceedings*.

Urrea, G., S. Villa, and E. Quintane (2019). Stay dependent: Relational strategies to reduce current and future uncertainty. *Academy of Management Proceedings*.

Mauskapf, M., Quintane, E., Askin, N. and J. Mol (2017). Embeddedness and the Production of Novelty in Music: A Multi-Dimensional Perspective. **Academy of Management Best Papers Proceedings**. OMT division.

Quintane, E., P. Pattison, G. Robins, and J. Mol (2013). Short-term and long-term stability in electronic communication networks. *Academy of Management Proceedings*.

Quintane, E., G. Carnabuci, G. Robins, and P. Pattison (2012). How do brokers broker? An investigation of the temporality of structural holes. *Academy of Management Proceedings*.

Case studies and technical notes

Quintane, E., G. Carnabuci, and M. Jaen (2017). *Troubled Spain: Leading organizational changes through networks and design*. Los Andes University Case Collection, No. AN0046.

Quintane, E., G. Carnabuci, and M. Jaen (2017). *Troubled Spain: Leading organizational changes through networks and design (B)*. Los Andes University Case Collection, No. AN0047.

Non peer reviewed journal articles

Dahlander, L., M. Wallin, G. Carnabuci, and E. Quintane (2021). Forming new collaborations in remote work. *California Management Review*.

Teaching experience

Lecturer, *Leading Change Through Networks: Executive education module on Professional Networks and Leadership*, University of Los Andes, Bogota, Colombia, 2018.

Lecturer, *Organizations: MBA level course on Organization Theory and Organizational Design*, University of Los Andes, Bogota, Colombia, 2015–2019.

Lecturer, *Social Network Analysis: PhD Level course on social network analysis as a research method*, University of Los Andes, Bogota, Colombia, 2015–2019.

Lecturer, *Organizations: Undergraduate level course on Organizational Theory*, University of Los Andes, Bogota, Colombia, 2013–2019.

Guest Lecturer, *Introduction to Exponential Random Graph Models*, Lille University, Lille, France, 2011.

Lecturer, *Organizations and Social Networks: Master level course on Social Networks in Organizations*, Institute of Management, University of Lugano, Lugano, Switzerland, 2011.

Guest lecturer, *Social Network Analysis*, University of Melbourne, Melbourne, Australia, 2008–2011.

Sessional Lecturer, *Managing the Multinational*, Department of Management and Marketing, University of Melbourne, Melbourne, Australia, 2008–2009.

Teaching Assistant, *Managing Contemporary Organizations*, University of Melbourne, Melbourne, Australia, 2006–2007.

Teaching Assistant, *Strategic Management of Multinationals*, University of Melbourne, Melbourne, Australia, 2006.

Teaching Assistant, *Employment in the Global Workplace*, University of Melbourne, Melbourne, Australia, 2005.

Professional activities

Member of the Editorial Review Board, *Organization Science*, since May 2021.

Member of the Board of Directors, International Network for Social Network Analysis Association (INSNA), 2018–Present.

Animating a session about Exponential Random Graph Models at the Advanced Social Networks PDW Appointed, Academy of Management, 2012–Present.

Leading a team from the university of Los Andes in an acceleration program to create an Artificial Intelligence company based on my research on email communication patterns to predict burnout in employees, Oxelerator, Bogota, Colombia, 2018–2019.

Director, Organizations Academic Area at the School of Management, University of Los Andes, 2015–2018.

Supervision of an honours research project entitled “The origins of brokerage”. The project investigates the link between motivations and strategic orientations in individuals who occupy a brokerage position, University of Melbourne, Australia, 2009.

Symposium Co-Chair, “*Toward a Network Science of Digital Data in Organizations*”, (co-organized by Adam M. Kleinbaum), Academy of Management, 2007.

PhD student representative, University of Melbourne, Melbourne, Australia, 2006.

Memberships

AOM; Academy of Management; INSNA; International Network for Social Network Analysis (Member of Board of Directors).

Editorial services

Journal Editor, *Connections (Official journal of the International Network for Social Network Analysis Association)*, 2017–2021.

Reviewer services

Academy of Management; Administrative Science Quarterly; American Journal of Psychology; Asia Pacific Management Review; Innovation Management; Journal of Applied Psychology; Journal of Management Studies; Journal of Organizational Behavior; Management Science; Network Science, Organization Science; Plos One; Policy & Practice; Science; Social Networks; Sociological Methods and Research; Strategic Management Journal.

Research grants and fellowships

Danish Science Foundation, *Patterns of Interaction: Emergence and Consequences* (with Gianluca Carnabuci), 2021-2023.

EY Digital Innovation Research Fund, Ernst & Young GmbH Wirtschaftsprüfungsgesellschaft, 'A digital solution to identify employees at risk of burnout' (2020-2021).

Principal, School of management, University of Los Andes, *Organizing Virtually: Collective action and leadership in Wikimujeres*.

Principal, University of Los Andes, *Predicting Early Stages of Burnout: A longitudinal study of the relationships between workplace stressors, email communication patterns and burnout*.

Supporting, Spanish Ministry of Economy and Competitiveness, *Drivers and barriers of collaboration at work: A longitudinal and multi-Level study of relational, temporal and cultural factors*.

Co-Principal, Melbourne Business School, *Business Analytics*.

Co-Principal, NEOMA Business School, *Emotions and networks at work*.

Spanish Ministry of Science and Innovation.

MediaCatalyst Bv., *Social Rhythms in Email Communication Networks*.

Co-Principal, The University of Melbourne, *Managing in Contemporary Organisations*.

Other, The University of Melbourne, *Managing in Contemporary Organisations*.

Honors and awards

Nomination for the Freeman Award at the International Network of Social Network Analysis, 2020.

Andreas Al-Laham best paper award, EGOS Conference 2020, *"Brokers behaving badly: How tertius gaudens brokerage leads to burnout and abusive behavior"*.

Case Writing Award, Balas, 2018.

Runner up Best Paper Award, Academy of Management, 2013.

Nominated for the Chancellor's Prize for Excellence in the PhD Thesis, The University of Melbourne, 2009.

Best Paper Award, The University of Melbourne, 2008.

Academic distinction, The University of Melbourne, 2006.

PhD supervision

Umaña Ruiz, Maria Camila. *The Social Dimensions of Burnout*. University of Los Andes, Bogota, Colombia, 2016–Present.

Ruiz, Guillermo. *Internal Sources of Ideas for Innovation: A Social Network Perspective*. University of Los Andes, Bogota, Colombia, 2014–2018.

Conference and seminar presentations

Peer reviewed paper conference and seminar presentations

2020

Academy of Management Conference, "*Advancing network dynamics research: Theorizing and measuring network change*", Academy of Management, Vancouver, Canada (August 2020).

European Group for Organizational Studies Conference, "*Brokers behaving badly: How tertius gaudens brokerage leads to burnout and abusive behavior*", Hamburg, Germany (July 2020). **Best Paper Award.**

The University of Manchester, The Mitchell Center for Social Network Analysis, "*The social foundations of creativity: Evidence from Popular Music, 1955–2000*", London, UK (June 2020)

2019

Academy of Management Conference, "*In Need of Aid: Funding Uncertainty and Diversification in Humanitarian Operations*", Academy of Management, Chicago, IL, USA. (August 2019).

Academy of Management Conference, "*The Negative Side of Brokerage: Brokerage and Exhaustion*", Academy of Management, Chicago, IL, USA. (August 2019).

International Network for Social Network Analysis Conference, "*Do Structural Holes Increase Innovative Performance? Evidence from a Field Experiment*", International Network for Social Network Analysis, Montreal, Canada. (June 2019).

2018

Academy of Management Conference, "*Managing Manipulative Bosses*", Hyatt Regency Chicago, Chicago, IL, USA. (August 2018).

Intra-Organizational Network Conference (ION V), "*The social foundations of creativity*", LINKS Center for Social Network Analysis, Lexington, KY, USA. (April 2018).

2017

Academy of Management Conference, "*E-mail communication patterns and job burnout*". Hyatt Regency Atlanta, Atlanta, IL, USA. (August 2017).

2016

Academy of Management Conference, "*Multilevel networks, Influence and Innovation in Popular music*", Hyatt Regency Chicago, Anaheim, CA, USA. (August 2016).

European Group for Organizational Studies (EGOS), "*Multilevel networks, Influence and Innovation in Popular music*", University of Naples Federico II, Naples, Italy. (July 2016).

International Network for Social Network Analysis Conference, "*Why all the negativity? An analysis of the determinants of negative ties*", Sunbelt, Newport Beach, CA, USA. (April 2016).

International Network for Social Network Analysis Conference, "*How do social networks change? A conceptual framework*", Sunbelt, Newport Beach, CA, USA. (April 2016).

Intra-Organizational Network Conference (ION V), "*The Weakness of tie strength*," LINKS Center for Social Network Analysis, Lexington, KY, USA. (April 2016).

2015

Academy of Management Conference, "*In the eye of the beholder: Mis-alignment of dyadic knowledge transfer perceptions in organizations*," School of Economics & Management, Tongji University, Vancouver, Canada. (August 2015).

2014

Academy of Management Conference, "*How do brokers broker? And A theory of value creation in innovation through idea substantiation*," School of Economics & Management, Tongji University, Philadelphia, PA, USA. (August 2014).

International Network of Analytical Sociologists (INAS), "*How do brokers broker? Un-embedded brokerage and the temporality of structural holes*," The University of Mannheim, Mannheim, Germany. (June 2014).

International Conference on Management and Organization, "*In the eye of the beholder: Mis-alignment of dyadic knowledge transfer perceptions in organizations*," Slovenska Akademija za a' management (SAM), Brdo pri Kranju, Slovenia. (June 2014).

International Network for Social Network Analysis, "*The Microstructures of Network Recall: How Social Networks are Encoded and Represented in Human Memory*," University of South Florida, St. Petersburg, FL, USA. (February 2014).

2013

American Sociological Association, "*Beyond Interorganizational 'Ties': The dynamics of exchange among Italian hospitals*," American Sociological Association, New York, NY, USA. (August 2013).

American Sociological Association, "*How do Brokers Broker? An Investigation of the Temporality of Structural Holes*," American Sociological Association, New York, NY, USA. (August 2013).

Academy of Management Conference, "*Short-term and long-term stability in electronic communication networks*," School of Economics & Management, Tongji University, Orlando, FL, USA. (August 2013).

International Network for Social Network Analysis, "*Disentangling the dynamics of brokerage and status*," University of Hamburg, Hamburg, Germany. (May 2013).

2012

INSEAD Conference on Network Evolution, "*How Do Brokers Broker? An Investigation of the Temporality of Structural Holes*," INSEAD: The business school for the world, Fontainebleau, France. (October 2012).

Academy of Management Conference, "*Time will tell: Time-dependence in the formation and maintenance of network ties*," Boston Hynes Convention Center, Boston, MA, USA. (August 2012).

Academy of Management Conference, "*How do brokers broker? An investigation of the temporality of structural holes*," Boston Hynes Convention Center, Boston, MA, USA. (August 2012).

Academy of Management Conference, "*Modelling relational events: A case study on an open source software project*," Boston Hynes Convention Center, Boston, MA, USA. (August 2012).

Intra-Organizational Network Conference (ION V), "*How do brokers broker? An investigation of the temporality of structural holes*," LINKS Center for Social Network Analysis, Lexington, KY, USA. (April 2012).

International Network for Social Network Analysis Conference, "*How do brokers broker? A temporal investigation of brokerage in organizations*," University of Southern California, Los Angeles, CA, USA. (March 2012).

2011

Applications of Social Network Analysis, "*Tie strength and closure in organizations*," University of Zurich, Zurich, Switzerland. (September 2011).

Applications of Social Network Analysis, "*The relational event model for 2-Mode networks*," University of Zurich, Zurich, Switzerland. (September 2011).

American Sociological Association Conference, "*The temporality of structural holes: Brokerage and closure in organizations*," American Sociological Association, Las Vegas, NV, USA. (August 2011).

Academy of Management Conference, "*Short-term stability in organizational networks: Temporal structures of project teams*," University of Virginia, San Antonio, TX, USA. (August 2011).

European Group of Organisation Studies Conference (EGOS), "*Short-term stability in organizational networks: Temporal structures of project teams*," American Sociological Association, Gothenburg, Sweden. (July 2011).

Political Networks Conference, "*Short-term stability in organizational networks: Temporal structures of project teams*," University of Michigan, Ann Arbor, MI, USA. (June 2011).

2010

International Network for Social Network Analysis Conference, "*Time as a key dimension in understanding the effect of team communication structure and team leader position on team performance*," Sunbelt, Riva Del Garda, Italy. (June 2010).

2009

Academy of Management Conference, "*Ingenuity and persuasion: Individual's substantiation of ideas in group social networks*," Academy of Management, Chicago, IL, USA. (August 2009).

International Network for Social Network Analysis Conference, "*The interplay between leader position and group structure*," Sunbelt, San Diego, CA, USA. (March 2009).

2008

Academy of Management Conference, "*Ingenuity and persuasion: Knowledge and social dimensions of the innovation process*," Academy of Management, Anaheim, CA, USA. (August 2008).

Academy of Management Conference, "*A framework to study formal and informal structures*," Academy of Management, Anaheim, CA, USA. (August 2008).

European Group of Organisation Studies, "*How (and why) do social networks differ? Examining the role of endogenous factors in the development of network structural characteristics*," Vrije Universiteit Amsterdam, Amsterdam, The Netherlands. (July 2008).

International Network for Social Network Analysis Conference, "*Mind Over Matter? E-mail and Survey as Representations of Observed and Perceived Networks*," Sunbelt, St.Pete Beach, FL, USA. (January 2008).

2007

Academy of Management Conference, "*Knowledge and social network contingencies in organizational innovation*," Academy of Management, Philadelphia, PA, USA. (August 2007).

Academy of Management Conference, "*Email and survey communication networks: The correspondence between perceived and observed networks*," Academy of Management, Philadelphia, PA, USA. (August 2007).

2006

Academy of Management Conference, "*Explaining organizational innovativeness: An integrated perspective on structure*," Academy of Management, Atlanta, GA, USA. (August 2006).

Academy of Management Conference, "*A knowledge-based perspective on the organizational innovation process*," Academy of Management, Atlanta, GA, USA. (August 2006).

Research seminars

2019

INSEAD Seminar, "*Do Structural Holes Increase Innovative Performance? Evidence from a Field Experiment*," Institut Européen d'Administration des Affaires (INSEAD), Fontainebleau, France. (June 2019).

ESMT Berlin Seminar, "*Managing Manipulative Bosses: The Influence of Executive Machiavellianism on Manager Boundary Spanning and Employee Creativity*," ESMT Berlin, Berlin, Germany. (April 2019).

2018

Network Theory Workshop, "*Do Structural Holes Increase Innovative Performance? Evidence from a Field Experiment*," Northwestern University, Evanston, IL, USA. (October 2018).

2017

ESSEC Seminar, "*The social foundations of creativity*," ESSEC Business School, Paris, France. (July 2017).

ESMT Faculty Research Seminar, "*The Production of Novelty in Music*," ESMT Berlin, Berlin, Germany. (January 2017).

2016

SONIC, "*How Do Brokers Broker? Tertius Gaudens, Tertius Iungens, and the Temporality of Structural Holes*," Northwestern University, Chicago, IL, USA. (December 2016).

2015

IESE Seminar, "*How do brokers broker? A temporal investigation of brokerage in organizations*," IESE Business School, Barcelona, Spain. (October 2015).

2014

University of Tilburg seminar, "*How do brokers broker? A temporal investigation of brokerage in organizations*," University of Tilburg, Tilburg, The Netherlands. (May 2014).

2012

Imperial College Seminar, "*How do brokers broker? A temporal investigation of brokerage in organizations*," Imperial College Business School, London, UK. (May 2012).

2011

Université Paris Dauphine Seminar, "*Short-term stability in organizational networks: Temporal structures of project teams*," Paris Dauphine University, Paris, France. (March 2011).

2010

University of Lugano Seminar, "*Time as a key dimension in understanding the effect of team communication structure and team leader position on team performance*," University of Lugano, Lugano, Switzerland. (October 2010).

School of Behavioral Science Work in Progress Series seminar, "*An event-based examination of the process of closure*," University of Melbourne, Melbourne, Australia. (August 2010).

Global Teamwork Workshop, "*Time as a key dimension in understanding the effect of team communication structure and team leader position on team performance*," University of Melbourne, Melbourne, Australia. (July 2010).

2008

Institut d'Administration des Entreprises seminar, "*Email as a source of organizational network data*," Université Jean Moulin, Lyon, France. (July 2008).

Intensive Social Network Course, "*A structural perspective on informant accuracy*," The University of Melbourne, Melbourne, Australia. (June 2008).

University of Los Andes seminar, "*Looking for balance*," University of Los Andes, Bogota, Colombia. (January 2008).

2006

Georgia Institute of Technology seminar, "*A knowledge-based view on organizational innovation*," University System of Georgia, Atlanta, GA, USA. (August 2006).

Development activities

Machine Learning – Coursera Prof Andrew Ng - Stanford University, 2017

Glocoll (Case Teaching) Harvard Business School, 2016

Economic Sociology Prof Martin Ruef – Princeton University, 2011

Economic foundations of management research Prof Sidney Winter – Wharton School, 2007

Psychological and sociological foundations of research in management

Prof Marshall Meyer – The Wharton School – University of Pennsylvania, 2007

Introduction to social network analysis and Statistical models for social networks

Prof Pip Pattison and Associate Prof Garry Robins – The University of Melbourne, 2006

As part of my PhD training, I attended courses in quantitative and qualitative research methods as well as substantive topics in Management.

Languages

French (native), English (advanced), Spanish (advanced), German (beginner), Italian (beginner).

Hobbies and skills

Programming skills in Python (some), Java (Applications programming), Html/Php/MySQL (web site and database management), Visual Basic (Excel Macros programming)
Specialized Software: Knowledge of UCINET, PAJEK, NETDRAW, PNET, XPNET, SPSS, Gephi, R, SONIA