Jose Arrieta – CV

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Address: Plantage Muidergracht 12, 1018 TV Amsterdam, the Netherlands

RESEARCH INTERESTS

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

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.

WORKING PAPERS & ARTICLE IN PEER REVIEW PROCESS

[1] Arrieta J.P., More is different: The Effect of Preference Diversity on Exploration and Adaptation

Nominated for Best PhD paper prize at Strategic Management Society (SMS) 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

Nominated for Best PhD Prize and Best Methods Prize at SMS Virtual 2020
Presented at TOM Society and Nagymaros in 2020, DRUID in 2021 SMS in 2024 AoM 2025

[3] Arrieta, J.P., & He, V.F., Puranam, P., Multi-agent AI Systems are Organizations

Under review at Journal of Organization Design

[4] Arrieta, J.P., & Brusoni, S., Towards Algorithmically Grounded Theory

Finalizing submission to Org Science Special Issue on AI (Deadline Nov. 2026)

RESEARCH IN PROGRESS

[5] 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, AoM 2025

[6] Arrieta, J.P., Routines as Games: The Effect of Goal-disagreement in Routine Formation

Presented at TOM Society 2020, CSOL, SMS 2021 and RRC 2022

[7] Arrieta, J.P., Cappelli V.R., & Christensen, M.C. Approaching Rationality: Resolving Prospect Theory's Biases with Decision Structures

EDUCATION

Ph. D.	Management Technology and Economics, **ETH Zürich** 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

2026 Arrieta, J.P., & Crivellini-Eger, B., Callisto: Justice for Sexual Assault Survivors Through Organization Design, ***Journal of Organization Design,*** 15, 51-57. link

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 * equal contribution

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

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, Topic: 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, Topic: Undoped GaAs heterostructures; Quantum transport; Semiconductor physics

January – August 2013 **Research + Innovation Intern**, Intel Corporation, Heredia, Costa Rica, Under Principal Engineer Eduardo Bolaños Topic: Cognitive science; Hardware design and test

2012 **Research Fellow**, MicroStructures Research Center (CIEMIC), UCR, Under Henry Smith, EECS Department, MIT and Federico Muñoz, UCR, Topic: Graphoepitaxy; Electron microscopy

August – December 2011 **Visiting Scientist**, Quantum Nanostructures and Nanofabrication Group, EECS Department, MIT, Under Karl Berggren, Topic: Electron lithography resolution improvement; Protein and quantum-dot placement

2010 – 2011 **Research Fellow**, Electrochemistry and Chemical Energy Research Center (CELEQ), UCR, Under Leslie Pineda-Cedeño, Topic: Dye-sensitized solar cells

TEACHING ACTIVITIES

2022 – now **Lecturer**, Economics for a Changing World I (BSc 3801ECHWVY), Organizations and Markets (BSc 3802OANMVY), Strategy and Change (BSc 6013B0507Y), Strategy and Organizations (BSc 612ZB011Y). Above median student evaluation in all courses at UvA, except for ECWI, a fully new course.

2016 – now **Thesis Supervision**, 30+ 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

June 2022 – now **Carnegie School of Organizational Learning Academy**, started with Emanuel Ubert. 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 250 participants during the four instances of the academy. The next edition will be in 2027. I am organizing it together with Franziska Lauenstein, Dong Nghi Pham, and Amy Zhao-Ding. For more information see: csolconference.org/academy and .../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

Committee Member Global Representative at Large, SMS Behavioral Strategy IG (2025-2026), SMS Diversity, Equity, and Inclusion (2022-2024)

Ad Hoc Reviewer Organization Science (2019-), Strategic Management Journal (2024-), Industrial and Corporate Change (2021-), Strategic Organization (2022-)

Memberships Organization Design Community, SMS, and AoM

AWARDS, RESEARCH FUNDING, AND FELLOWSHIPS

2020 **Ernst & Young Research Fund**, with Chengwei Liu, fellowship for running a behavioral experiment on routinization in 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

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

Personal Website	www.arrieta.science
ORCID	orcid.org/0000-0002-7091-0080
Google Scholar	scholar.google.com/citations?user=sz4vuOkAAAAJ
Open Science F.	osf.io/hjpqr
Github	github.com/jparrieta

REFERENCES

Stefano Brusoni (co-advisor)
eMail: 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, Zürich

Daniella Laureiro-Martínez (co-advisor)
eMail: dlaureiro@ethz.ch
Titular Professor
Department of Management, Technology, and Economics
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Chengwei Liu
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Department of Management and Entrepreneurship - Business School
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