

RODRIGO CANALES

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 Questrom School of Business
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Education

<i>Degree</i>	<i>School</i>	<i>Year</i>
PhD	MIT Sloan School of Management Behavioral and Policy Sciences Economic Sociology	2008
MBA	MIT Sloan School of Management	2003
Bachelors	Universidad Iberoamericana Industrial Engineering	1998

Research Interests

Economic Sociology, Entrepreneurship, Economic Development, Institutional Theory, Organization Theory

Research

Refereed Publications

Forthcoming, with Mikaela Bradbury and Anthony Sheldon. Evidence in Practice: How Structural and Programmatic Scaffolding Enables Knowledge Transfer in International Development. ASQ.

2020, with Olav Sorenson, Michael Dahl, and Diane Burton. Do Startup Employees Earn More in the Long Run? Organization Science.

2019, with Minkyung Kim, K. Sudhir, and Kosuke Uetake. When Salespeople Manage Customer Relationships: Multidimensional Incentives and Private Information. Journal of Marketing Research.

2016. From Ideals to Institutions: Institutional Entrepreneurship in Small Business Credit in Mexico. Organization Science, 27(6) 1548-1573

2015. With Jason Greenberg. A Matter of (Relational) Style: Loan Officer Consistency and Exchange Continuity in Microfinance. Management Science.

2014. Weaving Straw into Gold: Managing Organizational Tensions between Standardization and Flexibility in Microfinance. Organization Science, 25 (1) 1-28.

2012. With Ramana Nanda. The Dark Side of Decentralized Banks. Market Power and Credit Rationing in SME Lending. Journal of Financial Economics, 105 (2): 353-366.

2011. Rule Bending, Sociological Citizenship, and Organizational Contestation in Microfinance. Regulation and Governance, 5 (1): 90-117.

Book Chapters

Canales, Rodrigo. (2012). "The Stranger as Friend: Loan Officers and Positive Deviance in Microfinance" Chapter 20 in Jane Dutton and Karen Golden-Biddle (eds), Using a Positive Lens to Explore Social Change and Organizations: 431-462. New York: Routledge.

Canales, Rodrigo and Ramana Nanda (2009). "Small and Medium Firm Lending in Mexico: Lessons and Current Issues." Chapter 2.4 In Ricardo Hausmann, Emilio Austin, and Erene Mia (eds), Mexico Competitiveness Report 2009: 63-70. Boston: World Economic Forum.

Other Publications

Canales, Rodrigo with Tori Grieves, Brendan Lehan and Tony Sheldon (2019). Paying it Forward: “Currencies of Exchange” and Evidence Integration in Development Practice. Stanford Social Innovation Review.

Canales, Rodrigo (Editor) Developing Effective and Trusted Police Organizations in Latin America: An Integrated Model for Police Reform. Forthcoming. Inter American Development Bank.

Canales, Rodrigo et al (2018). Evidence in Practice. Project summary of research project with the Hewlett Foundation. Accessible at <http://evidenceinpractice.yale.edu/>

Canales, Rodrigo (2015). Los Mitos Fundacionales de México y el Modelo de Negocio de la Corrupción (Mexico’s foundational myths and the business model of corruption) Chapter 1.2.2 in IMCO’s 2015 International Competitiveness Index. Mexico City (p. 31-41)

2014. With Charlie Cannon, Christopher Fabian, Robert Fabricant, Erica Kochi and Rebecca Rabison. DIY Innovation: Creating an Innovation Capability within your Organization. Rotman Magazine.

Canales, Rodrigo (2014). Sin Transparencia no hay Seguridad (Without Transparency there will be no Security) Brujula Ciudadana (53: 19-23)

Canales, Rodrigo (2012). “On Status in Management and Organizations” Book Review. Administrative Science Quarterly, 57 (3): 528-531.

Canales, Rodrigo (2010). “On Scandal: Moral Disturbances in Society, Politics, and Art” Book Review. Administrative Science Quarterly, 55 (3): p.518-521.

Canales, Rodrigo (2010). "Para Ganar la Guerra al Narco." (“To Win the War on Drugs”) Nexos, March 2010.

Canales, Rodrigo, Cade Massey and Amy Wrzesniewski. (2010). “Promises Aren't Enough: Business Schools Need to Do a Better Job Teaching Students Values” Wall Street Journal, August 23, 2010

Working Papers

Canales, Rodrigo (2021) “Shaping Police Officer Mindsets and Behaviors: Experimental Evidence of Procedural Justice Training” R&R, Management Science.

Canales, Rodrigo (2021) “Measuring management quality in police departments” R&R, Management Science.

With Matthew Regele, Max Grosberg, and Nazanin Eftekhari (2019) “Falling Off the Unicorn: The structural shortcomings of startup employment.”

Canales, Rodrigo and Amy Wrzesniewski (2021) “How procedural justice training changes police officer behavior in the field: experimental evidence.” Yale SOM working paper.

Canales, Rodrigo, Jess Zarkin and Lluvia Gonzalez (2021) “From brave enforcer to trusted protector: Role evolution in Mexico City’s police department.” Yale SOM working paper.

Canales, Rodrigo with Juan Santini (2021) “Cooperation with the Police: Evidence from 911 Calls in Mexico City.” Yale SOM Working Paper.

Canales, Rodrigo (2019) “The Organizational Dynamics of Building Institutional Capacity in Local Police Forces.” Yale SOM working paper.

Canales, Rodrigo. 2009. “The Mechanisms of Institutional Change. Bringing the Agents (Back?) In.” Yale SOM working paper.

Canales, Rodrigo and Erica Dawson (2010). “From Buddha to the Boardroom: Leadership Education and the Four Pillars of Courageous Leadership.” Yale SOM working paper.

Ongoing Research Projects

Building Effective, Resilient, and Trusted Police Organizations in Mexico — Funded by the Merida Initiative (Data Collection, Data Analysis, Manuscript preparation)

Evidence in Practice: The conditions under which public policies and NGO practices integrate evidence in their design — Funded by the Hewlett Foundation (Data analysis, manuscript preparation)

Project Sammaan: Improving Urban Sanitation in India (Data Collection, with Mushfiq Mobarak)

Drug Wars in Mexico: Public Information, Media Strategies, and The Institutional Dimensions of the Fight against Organized Crime (Preliminary Interviews, Data Collection)

Teaching Cases

Project Masiluleke: Texting and Testing to Fight HIV/AIDS in South Africa (<https://vol10.cases.som.yale.edu/project-m/overview/project-masiluleke-overview>)

Mayo Clinic: Design Thinking in Healthcare (<https://som.yale.edu/faculty-research-centers/cases/case-studies-directory/sample-cases/mayo-clinic-design-thinking-in-health-care>)

Project Sammaan: User centered design in rural sanitation (<https://som.yale.edu/case/2014/project-sammaan>)

La Victoria Lab: Building an innovation center in Peru's largest conglomerate

Awards and Fellowships

INL Research Grant, Building Effective, Resilient, and Trusted Police Organizations (US\$5M, in 2017, \$3.5M in 2019.)

OSF Research Grant, Focused Deterrence of Violence in Mexico City (\$150,000 awarded in 2019)

ORA Research Grant, Improving CompStat Evaluation in Mexico City (\$100,000 awarded in 2018)

Hewlett Foundation Research Grant, Integrating Evidence into Development Practice (\$350,000 awarded in 2016)

CBEY Fellowship

McMillan Center Fellowship

Arnoldo Hax Fellowship

Global Scholars Network

Fulbright Scholar

Universidad Iberoamericana, Industrial Engineering, Best GPA of Class, Summa Cum Laude

Service

Yale Title IX UWC Committee Member, 2017- .

PhD dissertation committee, Matthew Regele, Yuna Cho, Shuang Song, Laura Doering.

OB recruiting, member of committee for macro hires, 2010- .

Organizer, Yale SOM Organizations and Markets Seminar Series 2013-2014; 2020-2021; 2021-2022

Recruiting and evaluation committee, Yale SOM Design and Innovation lecturer position.

Advisor, Summer Internship in Organizational Behavior www.yaleobinternship.com, summer 2017-present

Organizations and Management Faculty Retreat Committee, 2016

Editorial board ASQ.

Frequent reviewer, Organization Science (> 6 reviews / year).

Ad hoc reviewer: Journal of Financial Economics, World Development, California Management Review, Oxford

Development Studies, Strategic Management Journal, Regulation and Governance, Journal of Banking and Finance, Marketing Science, ILR Review.

Co-founder, Jr. OT Annual Conference.

Co-Organizer, Jr. OT conference at Yale SOM, 2017.

Academy of Management, OMT *Connect* mentor to Junior Faculty.

Faculty advisor to Design and Innovation Club at Yale SOM.

Ezra Stiles college fellow: faculty advisor to undergraduate students.

On average, participate in two Yale alumni engagement events per year (several in Mexico).

On average, participate in two admissions events per year.

On average, I supervise around two independent studies per semester, for MBA/ eMBA students.

Professional Experience

<i>Employer</i>	<i>Position</i>	<i>Year</i>
Questrom School of Business	Kelli Questrom Associate Professor	2022-present
Mexican Foreign Relations Ministry	Chief of staff, Mexican Ambassador to U.S.	2014-2015
Yale School of Management	Associate Professor, Organizational Behavior	2013- 2022
Yale School of Management	Assistant Professor, Organizational Behavior	2008 – 2013
Darby Overseas Investments	Analyst	2002
Endeavor (Mexico)	Summer Associate	2002
BtoBen.com	Business Development Manager	2001
Advertium.com	Cofounder, Operations Manager	2000-2001
Booz Allen And Hamilton	Senior Consultant – Telecom, Government	1998-2000

Invited Presentations and relevant media appearances

“The Deadly Genius of Drug Cartels” TED Talk, November 4 2013 (3M views).

“The Business of Drugs” Netflix series, episodes 1 (cocaine) and 2 (synthetics).

“Adam Ruins Nachos” – Part of Adam Ruins Everything series (discussion of “blood avocados.”)

“A Cop Movie” Netflix Feature Film.

“Building Effective, Resilient, and Trusted Police Organizations.” Presented at MIT IWER Seminar, COSI conference, Jr. OT Conference, CMU Strategy, University of Pittsburgh Strategy, IDB meeting of security ministers, US Dept. of State.

“Falling Off the Unicorn.” Presented at the McGill Strategy Seminar, Economic Sociology Conference, Jr. OT conference, “A Matter of Relational Style”. Presented at the Rice University Strategy Symposium, Academy of Management, EGOS Conference, Chicago GSB Organizations and Markets conference, IDB, INSEAD, Ideas42.

“Weaving Straw Into Gold.” Presented at Universidad Iberoamericana, Global Scholars Network, Law and Society Conference, MIT workshop on Sociological Citizens, INSEAD, HEC, Columbia GSB, HBS.

“From Ideals to Institutions.” Presented at Harvard MIT Economic Sociology Seminar, Institutions and Entrepreneurship Conference at the University of Wisconsin (Madison), Chicago GSB Organizations and Markets workshop, LBS, HBS, INSEAD, Michigan Ross School of Business, Law and Society Conference, Academy of Management.

“Bank Structure and Terms of Lending.” Presented at George Washington University International Seminar, HBS International Seminar, World Bank conference on banking and entrepreneurship, NBER, MIT Sloan Junior Faculty workshop, Banco de Mexico.

Lecture series on Entrepreneurship in Developing countries. Global Entrepreneurship Lab, MIT Sloan School of Management.

“Drug Wars in Mexico and the US. An Institutional Perspective.” Presented at Texas A&M, Yale Alumni Association, Tepeyac Group Mexico, U.S. State Department, World 50 Group.

Other Professional Activities

<i>Organization</i>	<i>Role</i>	<i>Year</i>
Dalai Lama Center for Ethics	Member of the Advisory Board	2009-present

And Transformative Values
The Nature Conservancy CT

Member of the Board of Trustees

2015-present

Velifin Vehiculos Financieros
(SME Lending, Mexico)

Co-founder

2009

Personal

Father of two, Galo (8) and Pema (4).

Fluent in Spanish, English and French.

Member of the Mexico Vivo triathlon team and the Cambridge Running Club, have been competing since 1998.