

Alliance Re-formation: Uncertainty, Inexperience, Complexity and Termination
Experience in the Thoroughbred Horse Industry, 2005-2010

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In *Nichomachean Ethics*, Aristotle once questioned, ‘what is the use of riches and power without friends?’ My dissertation reflects the culmination of the collective efforts of many people. For me to get through my dissertation it involved the support and beneficence of many friends.

Family

My husband Robert Kamal has encouraged and supported every possible dream or idea I have had. Our first year of marriage coincided with my first year in the PhD program. Needless to say, it was not an ideal year for newlyweds. Rob was in Canada and I was experiencing the ‘shock and awe’ of the PhD program. Despite all of this, Rob arrived in Minnesota at the beginning of my second year and has been at my side ever since. Rob has witnessed every ounce of my PhD journey. He has worked late in my office so that I could work late without missing his companionship. Rob has enviable patience when alliances, Kentucky and the Thoroughbred industry consume my thoughts and attention. I only hope that I can enable his dreams in the same way as he has done for me.

My parents Carl Fudge and Jane Fudge both instilled in me the value of higher education and learning. Despite a number of challenges to our family along the way, this important lesson of education above all else ensured that school was my refuge. Moreover, with both sides of the family involved in business in a variety of industries

My father, Carl Fudge, also contributed to my dissertation through his love of horse racing and horse breeding. My dad's interest in horse racing allowed for a frequent flow of conversations between us about Thoroughbreds, despite his involvement in Arabian horses. As a breeder, he admired and read Thoroughbred breeding theory which proved helpful as I attempted to wade through pedigrees and breeding indices. George Allen, DVM, my father's mentor was also helpful on this account. My dad also was a sounding board for my ideas and interpretations of the horse industry. His Arabian horse breeding partnership, with Marilyn and Helios Hernandez, has lasted over twenty-five years.

From my mother, Jane Fudge, I inherited her love for a literature search. Throughout my dissertation, Mom kept sending me a steady stream of articles and books on Thoroughbreds and their breeders. We even travelled together to Charleston, South Carolina to learn about America's earliest horse racing traditions. My sister Ashley, who is also involved in the horse business, encouraged me to travel further and meet other horse people. My brother Garth, his wife Virginia and their two children, Aurora and Declan, kept me grounded when thoughts of home and family-life seemed very far away. My grandmother, Helen Powell, gave up her own education to support her older sister's education during the Great Depression. In spite of this, her value of education continued throughout her life. She was the first female school trustee in Winnipeg and loved a good debate. I fondly remember long afternoons spent with her discussing corporate annual reports or the latest book she read. While she was skeptical of me heading off to the USA

for my doctoral studies, she supported my dream. I only wish I could have shared my adventures over the past five years with her.

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Intellectual Community

I am eternally grateful for the intellectual community that helped me develop my ideas and offered critical feedback. The doctoral program seminars at the University of Minnesota provided me with theories and methods aiding the progress in my work. The Organization Theory and Theory Building seminars with Andrew Van de Ven fuelled my early interest in alliance terminations. The Strategy Content seminar with Myles Shaver impressed upon me the importance of clever empirical design and concise thinking in strategy research. The Strategy Process seminar with Dan Forbes connected me with

valuable literature on alliance processes. In Organizational Behavior taught by Pri Shah, I learned about several micro-level mechanisms such as attribution theory that I use in a macro-level setting. The Entrepreneurship seminar with Shaker Zahra increased my interest in the horse industry as I realized that many of the issues faced by my friends in the horse industry were so similar to the challenges of other entrepreneurial firms. Seminars outside of the SMO department were also invaluable. Social Networks with David Knoke and Inter-Organizational Relationships with George John gave me important theory to guide my thinking on strategic alliances. Methods seminars taken throughout the university with Eric Grodsky, Niels Waller, Qiuqiu Huang, Joel Waldfogel and Paul Glewwe helped with important design issues. Teaching assistant work with Sophie Leroy, Mary Zellmer-Bruhn and Paul Vaaler also provided a great opportunity for me to informally vet my ideas. I am indebted to the entire faculty in the SMO department for all of their support and advice throughout the doctoral program. The cluster support staff Kate, Noelle and Julie were also critical for making a cheerful work environment and ‘kept the trains on time’.

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The University of Minnesota supplies doctoral students with wonderful resources. The Doctoral Dissertation Fellowship provided by the Graduate School freed up my time and gave invaluable financial support so that I could focus on my dissertation. The Writing Center helped me survive my writing blocks and insecurities about writing. I cherished my meetings with Katie Levin. I also participated in two Dissertation Support Groups that helped me graduate on time and gave me a source of wonderful peers to work with. For confidentiality reasons, I cannot thank all of the members but know that I appreciate sharing this journey with you. Thank you Harriet Haynes and Mark Groberski for all that you do. I also want to thank Paolo Espanola, my undergraduate research assistant for early data work that helped me identify important sources of data. Last but not least, I would like to thank Earlene Bronson and Elizabeth Lenzen from the PhD office for creating a great place to be a doctoral student and keeping me on track with all of my paperwork along way.

Horse Industry

As a ‘Northerner’ – the Canadian kind, not the Yankee kind – I was entering a world in Kentucky I had only experienced through books and childhood dreams. The breeders and agents I met in Kentucky made a lasting impression on me. I always loved Thoroughbreds, but now I profoundly admire those who work so tirelessly for the horses

in the Bluegrass. I learned so many important lessons from them, as a horse person and in the rest of my life. Due to confidentiality reasons, I cannot acknowledge them here. I hope that my dissertation provides some value, even if it is not ‘hands on’ horse experience. The staff at the *Blood-Horse* provided me with the essential *Auction Edge* data. Thank you to Forest Bagley, Cindy Brice and Jill Thompson for putting up with my endless phone calls and questions.

There are others that I may have missed acknowledging here, please know that I am grateful for your support. All errors and omissions are mine alone.

DEDICATION

This dissertation is dedicated to my husband Robert Kamal, without his unconditional love and support none of this would be possible. I also dedicate my work in memory of Kaiak, 1990-2010, the only horse I had the privilege of calling my own.

APPENDIX C Snapshot of Raw Data for Alliances 1 through 15 Highlighting Re-
formations for Alliances 2, 57, 68, and 82..... 171

severity of alliance termination for equity-based alliances. Firms that lack such partner-specific experience may benefit from additional governance mechanisms such as equity-based forms of alliances to gain cooperation. Polidoro et al. (2011) encountered the same pattern of results in their study of unilateral alliance terminations. Partner-specific experience was non-significant as a direct cause but was significant when considered along with the partners' network position. Taken together, the mixed findings regarding partner-specific experience suggest that alliance partners may reconsider their past encounters particularly at the point of termination.

2.1.3 Alliance Termination

When alliance partners terminate their alliance, the partners' willingness to leave is also likely to deviate from initial formation and to be shaped by the type of termination. Such a dynamic suggests that the former partners' view of the termination may also change when the partners reflect on the termination. Partners must ascribe causes to termination which may not be easy to identify. Alliance terminations are often subject to multiple interpretations. Furthermore, even in cases where the primary reasons for the alliance termination is clear, there may be a significant financial or social cost to the former partners in publicly citing these reasons. As a result, former alliance partners may spend considerable time formulating an attribution for the alliance termination.

Termination is typically defined as the end of an activity. The verb "to terminate," as defined by the Oxford English Dictionary, means "to bring to an end." The definition of alliance termination used in this study is the cessation of activities associated with the

I focus on the breeding and sales of yearling horses at auction because there is no information available to sellers and buyers on a yearling horse's true racing ability. This component of the research design is important because it allows me to tease out the role of uncertainty on termination while holding the uncertainty associated with the product (the horse's racing ability and prospects) constant. The age of the horse allows for such control because it has not yet physically matured and will not begin training and racing until it is two years of age. Once a horse reaches the age of two, the costs increase dramatically as the horse enters race training, creating a strong incentive for breeders to sell the offspring as yearlings. Thus, in the yearling and breeding sale context used in this dissertation, no information is available on the horses' actual performance, allowing for uncertainty regarding the horse to be fixed across the sample. As a result of the uncertainty surrounding the horse's actual ability, the price achieved by the horse at auction reflects the partners' decision-making and cooperation more than the physical attributes of the horse. Thus, the setting allows me to observe the alliance partners' efforts. Furthermore, as I explain below, by looking at the yearling auctions, as opposed to other alliance settings, I am able to obtain a clear measure of termination as the industry operates on an annual basis. There is a finite window for each of the industry activities, such as racing, auctions, and breeding, all of which occur on an annual basis determined by the age of the horses.

The setting is also ideal for capturing internal and external sources of attributions. Breeders may act as sole owners and participate in alliances, which creates a risk of

Woodrow Station and Sunset Farm Alliance Termination. Woodrow Station offers stallions at stud for breeding in Kentucky. Woodrow's primary breeding division is located in the bluegrass region of Kentucky. Stud farms such as Woodrow Station, manage stud books for each sire, referring to the maximum number of mares one stallion will breed in a season. Stallion managers fill the stud book based on their assessment of the mare's genetic compatibility with the stallion.

Sunset Farm is a sole proprietorship, located in a state which is two airplane flights away from Woodrow's breeding division. There are 10 horses at Sunset; half of the horses are broodmares. Sunset's owner had expressed interest in breeding a higher quality horse than what was currently available in their existing broodmare band. Through conversations with other farms, Sunset was able to purchase a mare that had good quality bloodlines. After purchasing the mare, Sunset was not able to afford to also pay the stud fee and the transportation expenses to send the mare to Kentucky to be bred.

Colleagues in the industry encouraged Sunset's owner to contact Woodrow's stallion manager. Woodrow's stallion manager advised Sunset to go into a foal-sharing alliance using the stallion Friday-Friday. This horse was in the early stages of his breeding career. The market had not yet seen the offspring of his first foal crop, so Friday-Friday's stud fee was set at \$20,000 on speculation of his quality and racing ability. Woodrow's stallion manager was looking for quality mares to breed with Friday-Friday that could enhance the stallion's value. The manager had kept a few spaces in the breeding book open for a possible foal-sharing agreement, whereby Woodrow Station

I also control for *performance*, which plays an important role because it may influence the possibility of future collaboration (Schwab and Miner, 2008). Outcome-learning theory suggests that actors will repeat actions which were associated with positive performance, and revise actions that were associated with negative performance (Cyert and March, 1963; March and Olsen, 1976). Conceptually, an alliance whose offspring sold above the expected value prior to termination may be more likely to reform the alliance as a means to repeat past successes. I control for the alliance's performance by using the alliance's average deviation of the sales relative to median sales price of similarly bred horses across the alliances horses. Finally, I include year controls to capture general trends throughout each year.

The distribution of primary uncertainty, task experience, multiplexity, and termination experience is positively skewed. In order to account for the skewed distribution, I used the log transformation of these variables. However, in instances such as experience, I must keep meaningful zero values that refer to no experience. In order to preserve the zero values in the log distribution, I transformed termination by increasing the values by one, as suggested by Cameron and Trivedi (2009). Thus, the appropriate values of these variables are maintained through the log transformation.

3.4 Econometric Approach

3.4.1 Analyses

The ideal experiment for addressing my research question involves randomly assigning a circumstance by which partners ascertain new information (such as primary

which existed and then were terminated using the first two years of the data. Since the alliance partners need to remain active in the industry following termination, and are present at auction every year, the panel is balanced. The panel allows me to incorporate the conditions surrounding the termination event by including lagged independent variables. Since the alliances are formed around particular horses on annual cycles, I do not observe variation within the alliance-year. However, I account for variation across the alliance-years. Therefore, I use random-effects rather than fixed-effects (Wooldridge, 2001). Random-effects models account for time-constant unobserved heterogeneity. The random-effects model uses both a time-constant error term and a time-varying error term. There is a strict assumption for the random-effects model that the time-constant error term originates from a random distribution. One concern is that the alliance observations may not be independent, as the partnering firms' alliance decisions may be influenced by their other alliances. However, my empirical setting reduces this concern, based on the industry evaluation of the genetic quality of the offspring, provided by the *Auction Edge* data. The alliance partners are limited by the genetic fit of the parents of the offspring, as the horses will have a relatively small set of horses that they can be optimally matched with. Thus, the decision to pursue one alliance is independent from the decision to pursue other alliances.

Formally,

$$re\text{-}formation_{it} = \beta_0 + \beta_1 primary\ uncertainty_{it-2} + \beta_2 task\ inexperience_{it-2} + \beta_3 complexity_{it-2} + \beta_4 termination\ experience_{it-2} + \beta_5 reputation_{it-2} + \beta_6 performance_{it-2}$$

greater uncertainty. In order to address this concern, Model 3 looks at the change in the number of offspring from the previous year, to capture the change in state that may create uncertainty for the alliance partners.

Insert Tables 6 through 9 about here

The results for the alternate primary uncertainty measure reserve not attained are not significant in Table 6 Model 2 (0.014 , $p < 0.10$). The coefficients for task experience, complexity and alliance termination experience remain consistent with Model 1. One explanation for the findings for the reserve not attained measure is that the increased market uncertainty due to the financial crisis starting in late 2007 and through 2010, during my fieldwork research, might be captured by the year dummies. In 2010, many buyers and sellers were still challenged with finding an appropriate value for their horses. In Model 2, the coefficients for the year dummies increase in significance (2008: 2.644 , $p < 0.01$). In Model 3, the change in state in the number of offspring from the sire-lines used by the alliance is marginally significant in the predicted direction (0.001 , $p < 0.01$), while task experience turns non-significant (-0.525 , $p > 0.10$). One explanation for the changes in coefficients may be the increased significance in competitive uncertainty (-0.729 , $p < 0.01$). For experienced players, changes in the market may create greater opportunities for alliance partners to exploit product-market overlaps causing behavioral uncertainty and decreasing alliance re-formation. While including these alternate

Models 5 and 6 investigate instances where the alliance may have terminated due to competitive uncertainty or unnaturally. In both instances, the results provide strong support for my theory. The coefficients strengthen in both models, although less so in the case of unnatural termination (e.g. primary uncertainty: Table 13 Model 5: 0.364 , $p < 0.01$; Table 13 Model 6: 0.228 , $p < 0.10$). Terminating under greater primary uncertainty, task inexperience, or termination experience appears to help alleviate the negative effects of competitive uncertainty through increased product-market overlap; and unnatural terminations where partners were unable to sell their horses due to miscalculating the market. Thus, the results support my theory that primary uncertainty, task inexperience and termination can be fruitful for alliance re-formation even in situations where the partners may have terminated on poor terms.

The findings of my dissertation are robust to several alternate explanations, particularly for alliance termination experience. I replicate earlier findings of alliance formation and find alliance termination experience does not operate in the same way as alliance formation experience. Importantly, using the same data, results for the alliance formation are generally consistent with prior literature (e.g., Gulati, 1999), as shown in Table 11. Further, alliance formation experience may even detract from alliance re-formation, although these results are mixed. In addition, I address limitations in capturing termination and alliance failures by splitting the sample based on alliance performance outcomes and competitive uncertainty at the point of termination shown in Table 13. I also investigated the compatibility of the alliance partners in terms of the fit of the

partners' resources, ensuring that termination re-formation is not simply a function of repeated exploitation of one partner by another, as shown in Table 12.

lengthy search processes that would enable them to re-form. In industries involving transportation or telecommunication infrastructure, for example, the complex integration of activities may take several years to unwind, giving the alliance partners ample time to invest in deep search surrounding the alliance termination. Firms involved in breeding Thoroughbreds, by contrast, must participate in each activity in a certain window of time, giving the firms comparatively less time to pause and analyze.

Experience and Trust. The finding that accumulated general termination experience increases alliance re-formation is also counterintuitive. One might anticipate that accumulation of alliance terminations would damage a partner's reputation beyond repair, preventing alliance re-formation. However, I argue that alliance termination experience represents potential adjustment of expectations developed from terminations involving other partners, which aids the former partners' ability to re-form the alliance. Previous empirical work on alliance routines focused on alliance experience gained through alliance formation and maintenance, such as general and partner-specific alliance experience (e.g., Reuer and Zollo, 2005), and through a dedicated alliance function (Kale Dyer and Singh, 2002). My findings contribute to the literature on alliance routines by arguing that termination experience positively impacts alliance re-formation. I build on prior work on alliance experience (e.g., Kale, et al, 2002; Zollo, Reuer and Singh, 2002; Gulati et al, 2009) by identifying general alliance termination experience as an important and distinct antecedent of alliance re-formation. Alliance termination experience rather than alliance formation experience enables alliance re-formation. Moreover, my findings

also relate to prior literature on learning from alliance terminations (e.g., Arino and de la Torre, 1998; Faems et al, 2008), which emphasize partner-specific alliance learning. My results also suggest a role for general alliance experience, particularly in termination experience, which implies a spillover of expectations from other alliance terminations to the focal dyad. Rather than causing a “leper effect,” in which past partners opt to avoid each other, the firms are more likely to re-form their relationship with greater termination experience. The findings support an important link between general experience and the re-creation of trust.

4.2 Contributions

My dissertation makes several contributions to the literature on strategic alliances, trust, and social networks. In this section, I discuss the theoretical, empirical, and practical implications of my dissertation. First, it contributes to the alliance literature by showing that alliance re-formation is a distinct outcome from alliance formation, and that alliance termination experience, moreover, is distinct from alliance formation experience. Second, the dissertation contributes to the literature on trust and relationship repair by building on the idea that formation of trust and reinstatement of trust are distinct. Along these lines, I link both attribution and experience approaches, typically treated in isolation, to trust. Third, the dissertation has important implications for broader work on social networks, which has considered tie decay but largely ignored lapses in relationships punctuated by a termination. Fourth, I contribute to the empirical work on alliances, by finding a longitudinal setting of terminations and re-formations in which

vital part of the process. Alliance terminations may, in fact, provide an important occasion for organizational change. Psychological contracts and informal roles may be disrupted, resulting in internal re-structuring and departures of key alliance representatives (e.g., Faems et al., 2008). For this reason, I move beyond looking at processes within the existing alliance to create a link between the prior alliance termination and the re-formed alliance. By taking into account alliance re-formation, I am able to shed light on how the psychological contracts might be maintained after the alliance has ended. For instance, Ring and Van de Ven (1994) propose that alliances are more likely to terminate if there is an imbalance in the negotiations between the alliance partners. The proposition implicitly suggests that alliance partners will be unwilling to negotiate, or even re-form in the future, due to frustrations in the prior alliance. I extend Ring and Van de Ven (1994) by identifying circumstances surrounding the termination in which imbalance may be more easily overcome, allowing for re-formation. Furthermore, at the point of re-formation, an alliance partner may seek additional compensation or approach the negotiations more positively based on how the termination was framed.

Termination Experience. The literature on alliances emphasizes the importance of alliance experiences and learning from failure (e.g., Dyer and Singh, 1998; Arino and de la Torre, 1998). However, it is not clear under what general circumstances the experience benefits the alliance partners. For instance, Gulati et al. (2009) point to mixed findings in empirical work, using general alliance experience as an antecedent to alliance formation and performance. Instead, they suggest that partner-specific experience accrued within

structures (Gillespie and Dietz, 2009) to restore trust in a relationship. However, by considering only partner-specific experience, it is also possible that firms may develop competency traps if experience only accrues within a relationship (March, 1991; Levinthal and March, 1993; Simon, 1993).

For alliance terminations, accumulating experience within a relationship may not be as informative as accumulating termination experience across relationships. For example, termination experience within a relationship might inform the partners what to avoid when terminating a relationship with each other in the future. Over time, trust develops through repeated positive interactions that instill a sense of positive effect and good will (Mayer, Davis and Schoorman, 1995). However, if the partners experience the same problems with each other repeatedly, trust will decline. The source of the friction between the partners may be rooted in a competency trap. Despite the partners' efforts to resolve the problems, the partners may employ inappropriate tactics, particularly in the midst of termination. For instance, the partners may treat the underlying reason for termination as one of control, using a structural remedy incorrectly for an integrity problem which may require a social ritual, such as a public apology (e.g. Ren and Gray, 2009; Zaheer and Fudge Kamal, 2011). Partners with more diverse alliance termination experience, gained through terminations with other partners, may be more effective at identifying the reason and subsequent repair approach for the alliance termination.

Further, my argument brings the attribution and experience perspectives to relationship repair. Alliance partners may be more or less effective at applying such

ended. The learning from past ties, and influence of former ties on future ties, when nodes continue but ties are dissolved, suggests an imprinting of the prior ties on future ties (e.g., Gulati and Gargiulo, 1999; Soda, Usai, and Zaheer, 2004). At the same time, these models have focused largely on the network structures at the point of formation, rather than termination.

The structure of networks at the point of termination may be particularly potent in the next stages of tie creation and tie re-formation. Alliances, which often involve a large commitment of resources, tend to end definitively. In contrast, other relationships, such as advice arrangements or friendships, may fade as time passes. As a result, the former alliance partners are more likely to invest in sensemaking following a termination. Deeply embedded ties which terminate may also invoke a restructuring of the network in order to adapt to losses of resources following the termination (e.g., Greve et al., 2010; Ebaugh, 1988). Literature on network cohesion suggests that third-party ties can help resolve conflict and enforce appropriate behaviors in the midst of a relationship (e.g., Walker, Kogut and Shan, 1997; Rowley, Behrens, and Krackhardt, 2000). However, Greve et al. (2010) find that cohesive networks have an increased rate of termination involving multiple alliances. Through further investigation, Greve et al. (2010) also find that the multiple alliance terminations are heavily influenced by the position of the firms, suggesting that these firms at termination are jockeying to maintain or enhance their resources. Thus, the former alliance partners are particularly attuned to the actions of third-party ties at the point of termination, in order to take stock of resource opportunities

and constraints as the network shifts. Taken together with my findings that general alliance termination experience increases the likelihood of alliance re-formation, the former partners may place greater emphasis rather than less emphasis on alliance terminations, as tie decay might suggest, by understanding the network at the point of termination.

4.2.4 Empirical Approach

The empirical approach afforded by the novel data source make several contributions. One of the challenges of studying alliance terminations and re-formation is locating a setting to track these relationship events over time. My dissertation provides in-depth, project-level detail to build and expand on theory, which thus far has only been approached in a single case study setting (e.g., Arino and de la Torre, 1998; Faems et al, 2008). Such project level detail allows me to address several identification issues faced in quantitative alliance research.

Alliances are at a minimum a dyadic phenomenon, in the sense that at least two parties commit a significant collaboration to combine and share resources (Gulati and Gargiulo, 1999). It follows that firms may participate in multiple alliances simultaneously, and so the empirical observations may not be independent. The non-independence of observations presents a significant econometric challenge, as estimates may be biased. The bias occurs when alliance partners participate in multiple alliances and these observations are treated as independent. Moreover, when re-formation does occur, the decision is influenced by both parties' desire to re-form. Thus, empirical

approaches at the dyad level of analysis must also account for both the potential alliance relationships as well as the realized alliance relationships (e.g., Dushnitsky and Shaver, 2009).

Challenges of non-independence of observations and mutual selection are exacerbated by data limitations. In many cases, data aggregated from the firm level to the alliance level are unable to separate the performance and resource benefits of the alliance from the individual partnering firms. Alliance performance is typically measured as stock market reactions following the alliance announcement (Park and Mezias, 2005), managerial perceptions (Kale, et al, 2002) and task completion (Hoang and Rothaermel, 2009). In a similar vein, at a dyadic level it is also challenging to evaluate the quality and the fit of an alliance's resources. Empirical work in the alliance literature often uses patents and the patents' proximity to other technology classes to measure the extent of fit among resources brought together by alliance partners (e.g., Stuart, 2000; Sampson, 2007). Hall, Jaffe, and Trajtenberg (2001) note that the challenge in the aggregation of patent classes to the alliance level raised concerns of the adequacy or appropriateness of the measure.

In contrast, the detailed project level data available in the horse industry allows me to distinctly observe firm-level activities and alliance-level performance and experiences. Alliance performance is cleanly observed by the sale price achieved by the alliance's horses at auction. The data also provide information on the stud fee, a major variable cost incurred by the alliance partners. Building on Hoang and Rothaermel

(2005), I observe the completion of the task and the extent of the alliance's success or failure in monetary terms. Furthermore, the Thoroughbred horse industry setting is particularly useful in assessing the fit of the alliance partners at the outset. The genetics of the horse industry may appear to evolve similarly to high technology industries. However, the horse industry provides additional empirical benefits which differ from patent-based measures (Hall et al., 2001). The primary purpose of Thoroughbred horses as racehorses narrows the risk of potential noise in assessing the quality of a particular genetic path. Genetic streams are highly rated for their ability to yield race winners consistently through each generation. Industry efforts have focused solely on the identification of these successful genetic combinations for the purpose of racing. This is in contrast to high technology industries in which an entirely new technological frontier may be discovered that will dramatically alter the fit of previous patents and knowledge streams. Furthermore, my selection of yearling auctions also ensures that the alliance products are all at the same stage of commercialization—in contrast to high technology settings where firms are in a learning race (Hamel, 1991)—which allows for a cleaner setting to observe the alliance partners' efforts. Such clean measures of performance and resource fit resolve the empirical challenges of non-independence and mutual selection faced by the alliance literature.

4.2.5 Contributions to Management Practice

My dissertation makes several important contributions to management practice. One of the tenets of strategic management is that by selecting one strategic position a

TABLES

