

# Ilaria Orlandi

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Department of Strategy and Innovation  
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## ACADEMIC POSITION

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**Copenhagen Business School**, Department of Strategy and Innovation, Frederiksberg (Denmark) *since 2021*  
Assistant Professor

## EDUCATION

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**Erasmus University Rotterdam**, Rotterdam School of Management, Rotterdam (The Netherlands) 2021  
Ph.D. in Strategic Management (Expected)

*Co-chairs:* Prof. Dr. Pursey P.M.A.R. Heugens; Prof. Dr. Vilmos F. Misangyi

*Committee members:* Prof. Dr. Joep Cornelissen, Prof. Dr. Cynthia E. Devers, Prof. Dr. Tal Simons; TBD

**Pennsylvania State University**, Smeal College of Business, State College, PA 2019  
Visiting Ph.D.

*Sponsor:* Prof. Dr. Vilmos F. Misangyi

**Erasmus University Rotterdam**, Rotterdam School of Management, Rotterdam (The Netherlands) 2015  
M.Phil., Organizational Behavior (*Cum Laude*; top 5% of all graduates since program inception in 2004)

**University of California, Berkeley**, Department of Psychology, Berkeley, CA 2014  
Summer school (Grades: A and A+)

**Erasmus University Rotterdam**, Erasmus School of Economics, Rotterdam (The Netherlands) 2013  
B.Sc., Economics (*Cum Laude*); Major: Finance; Minor: Computer Science

## RESEARCH INTEREST

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Broadly speaking, my research interests lie at the intersection of strategic management and organizational behavior. In my research, I focus on the application of sociological and psychological insights into boardroom dynamics. Drawing from role theory, social evaluation theory, and organizational stigma, I study what drives firms' decisions in the directors' labor market and how directors' expectations concerning present and future job roles and opportunities shape their decision-making.

*Keywords:* Corporate governance, directors' appointment, stigma, social evaluation theory, strategic leadership, role theory

## DISSERTATION

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In my dissertation, I investigate the director labor market with the social categorization and stigma lenses. I investigate the two sides of this unique labor market by focusing on (1) the mechanisms that guide firms in their decision-making process to hire new directors and also (2) the impact that career decision choices have on the future opportunities for directors. To empirically test my theoretical efforts, I initially rely on the data

and methods that traditionally characterized the corporate governance field, including secondary data and longitudinal panel regressions. I further corroborate these findings with primary data, in the form of experiments and/or interviews, to more concretely identify and directly test important mechanisms in the director selection process.

## PUBLICATIONS

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Donald Bergh, David Ketchen, Ilaria Orlandi, Pursey Heugens, & Brian Boyd. 2019. Information Asymmetry in Management Research: Past Accomplishments and Future Opportunities. **Journal of Management**, 45: 122-158.

## SELECTED WORK IN PROGRESS

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Ilaria Orlandi, Vilmos Misangyi, & Pursey Heugens. “Accepting stigma: Investigating why non-stigmatized firms select stigmatized directors on their boards”. Target Journal: **Strategic Management Journal**.

Ilaria Orlandi & Pursey Heugens. “Theoretical novelty in management research: A mechanisms perspective”. Target Journal: **Organization Science**.

Ilaria Orlandi. “At the zenith or hanging by a thread: A stigma and social capital perspective on directors’ career success”. Target Journal: **Academy of Management Journal**.

Ilaria Orlandi & Radina Blagoeva. “Are your sins ever forgiven: How investors react to an appointment of a director with sin-firm affiliation”. Target Journal: **Strategic Management Journal**.

Radina Blagoeva & Ilaria Orlandi. “The path to depression: Which CEOs are more likely to get depressed in complex environments”. Target Journal: **Administrative Science Quarterly**.

## CONFERENCE PRESENTATIONS & INVITED TALKS

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- Embassy of Italy in The Netherlands, Research Day Event, 2021
- Texas A&M, Mays School of Business Brownbag series, 2019
- Strategic Management Society, Minneapolis (MN), 2019
- Oxford Reputation Symposium, Oxford (UK), 2019
- Strategic Management Society Special Conference, Las Vegas (NV), 2019
- International Corporate Governance Society Conference, Shanghai (China), 2018
- Academy of Management Meeting, Chicago (IL), 2018
- European Academy of Management Meeting, Reykjavik (Iceland), 2018
- Combining Rigor and Relevance Mini-conference, Gothenburg (Sweden), 2017
- International Corporate Governance Society Conference, Boston (MA), 2016
- Academy of Management Meeting, Anaheim (CA), 2016
- European Academy of Management Meeting, Paris (France), 2016

## INVITED DOCTORAL CONSORTIA & WORKSHOPS

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- SMS Research Method Community Doctoral Student and Junior Faculty Consortium, Online, 2021
- 1st Organization Theory Winter Workshop, Online, 2020
- STR: Strategic Management Division Dissertation Consortium, Online, 2020

- STR: Stronger together PhD Networkshop, 2020
- SMS Annual Meeting Doctoral Workshop, Minneapolis (MN), 2019
- Oxford Reputation Symposium Professional Development Workshop, Oxford (UK), 2019
- Research Methods Division-CARMA Doctoral Student and Junior Faculty Consortium, 2019
- SMS Special Conference Early Career Workshop, Las Vegas (NV), 2019
- Southern Management Association Doctoral Consortium, Lexington (KY), 2018
- International Corporate Governance Society Doctoral Consortium, Shanghai (China), 2018
- STR: Strategic Management Division Doctoral Consortium, Chicago (IL), 2018
- European Theory Development Workshop, Zurich (Switzerland), 2017
- AMR-OMT Workshop, Rotterdam (The Netherlands), 2016

## AWARDS

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- STR Outstanding Reviewer Award, Academy of Management (top 5% or less of reviewers), 2021
- Reviewer of the Year Award, Strategic Leadership & Governance, Strategic Management Society, 2020
- PhD Teacher of the Year Award, Strategic Management & Entrepreneurship, Erasmus University, 2020
- STR Outstanding Reviewer Award, Academy of Management (top 5% or less of reviewers), 2020
- Best Reviewer Award, European International Business Academy, 2019
- STR Outstanding Reviewer Award, Academy of Management (top 5% or less of reviewers), 2019
- MOC Outstanding Reviewer Award, Academy of Management (top 20 reviewers), 2019
- Best Academic Coach Internship Award 2018-2019 (Across all the business school departments), Rotterdam School of Management, Erasmus University Rotterdam, 2019  
Related article: <https://www.rsm.nl/about-rsm/news/detail/14754-ilaria-orlandi-wins-best-academic-coach-internship-award/>
- MOC Best Reviewer Award, Academy of Management, 2018
- MOC Best Reviewer Award, Academy of Management, 2016

## GRANTS & SCHOLARSHIPS

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- SMS Annual Meeting Doctoral Workshop scholarship, 2019
- Oxford Reputation Symposium scholarship, Oxford (UK), 2019
- Erasmus TrustFonds research visit grant, 2019
- Southern Management Association Doctoral Consortium scholarship, 2018
- Erasmus TrustFonds research grant, 2018
- Erasmus University talent placement program, 2018
- Chalmers University scholarship, 2017
- European Institute for Advanced Studies in Management (EIASM) scholarship, 2015

## TEACHING

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### Rotterdam School of Management, Erasmus University

- Strategic Leadership and Corporate Governance (Co-instructor 2017-2020; Only instructor in 2021), Spring 2017 (**4.64/5**), Spring 2018 (**4.66/5**), Summer 2019 (**4.78/5**), Summer 2020 (*Taught completely online*) (**4.95/5**), Summer 2021 (*Taught completely online*) (**4.78/5**)
- STAR Erasmus Consultancy Project 2018: Indonesia (Co-instructor), AY 2017-2018, (**4.48/5**)
- Thesis Supervision (Main instructor), AY 2015-2016 (**4.68/5**), AY 2016-2017 (**4.75/5**), AY 2017-2018 (**4.74/5**), AY 2018-2019 (**4.86/5**), AY 2019-2020 (**4.40/5**), AY 2020-2021 (TBA)

- Research Training & Bachelor Thesis (Co-instructor), Spring 2017 (**4.58/5**)
- Bachelor Internship (Instructor), Fall 2016, 2017, 2018 (**4.83/5**), 2019 (**4.80/5**)

### **Smeal College of Business, Pennsylvania State University**

- MGMT 471: Strategic Management (Guest speaker on corporate governance), Spring 2019

## **PROFESSIONAL SERVICES & MEMBERSHIPS**

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### **Ad hoc Reviewer**

Academy of Management Journal (since August 2019), Academy of Management Meetings (since 2016), Asia Academy of Management Meetings (2018), European Academy of Management Meetings (2018), European International Business Academy Meetings (2019), International Corporate Governance Society Meetings (since 2018), Journal of Management (since 2021), Journal of Management Studies (since 2021), Journal of Organizational Change Management (2016), Southern Management Association Meetings (2018), Strategic Management Society Meetings and Special Conferences (since 2018)

### **Conference Service**

- Co-organizer of the panel symposium “Addressing endogeneity in Strategic Leadership and Governance Research”, Strategic Management Society Meeting, 2021
- Co-organizer “Thursdays with OMT” series about the academic job market during the COVID-19 pandemic, Spring-Summer 2020
- Co-organizer of the panel symposium “How to Identify and Test Causal Mechanisms of the Decision-making Process in Corporate Governance”, Academy of Management Meeting 2019
- Co-organizer of the Professional Development Workshop “Bridging Leadership Research on Boards and the Top Management Team”, Academy of Management Meeting 2019
- Ambassador STR division, Academy of Management Meeting 2019
- Co-organizer OMT Eats event, Academy of Management Meeting 2019
- Chair of the session *Board Governance*, International Corporate Governance Society 2018
- Chair of the session *Control & Governance*, Academy of Management Meeting 2016

### **Erasmus University Service**

- Speaker at the job market event at the Erasmus Research Institute of Management, 2021
- Speaker and organizer of the Strategic Management & Entrepreneurship job market session, 2021
- Member of the social media team of the Strategic Management & Entrepreneurship department, 2020
- Developer and organizer of the Behavioral Corporate Governance reading group, since 2019
- Co-organizer of the PhDs & Alumni event at the Academy of Management meeting, since inception 2019
- Developer and organizer of the PhD Strategic Management & Entrepreneurship Brown Bag Seminars at Rotterdam School of Management (over 25 PhDs), since 2018
- President of the PhD Council (over 170 PhDs), AY 2015-2016

### **Professional Affiliations and Memberships**

Academy of Management (since 2015), European Academy of Management, International Corporate Governance Society (since 2016), Open Science Community Rotterdam (since 2020), Southern Management Association (since 2018), Strategic Management Society (since 2018)

## OTHERS

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### Languages

Italian (Native), English (Proficient), Dutch (Intermediate), Spanish (Upper Intermediate)

### Certifications

- University Teaching Qualifications certification, Rotterdam (The Netherlands), 2018
- SoCal QCA Workshop, Irvine (CA), 2016
- Eden Advanced Strategic Management Doctoral Seminar, Fontainebleau (France), 2015
- Cambridge English: Proficiency (CPE), Level C2, 2014

### Selected Courses

- “Causal Identification” by Michael Withers, Online, 2020
- “Content Analysis” by Jason Kiley, Rotterdam (The Netherlands), 2019
- “Developing Theory and Theoretical Contributions” by Joep Cornelissen, Rotterdam (The Netherlands), 2016

### Hobbies

Discovering new culinary favorites, playing board games and escape rooms, hiking, skiing

## REFERENCES

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### **Pursey Heugens, Ph.D.**

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Rotterdam School of  
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Erasmus University Rotterdam  
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