

Ilaria Orlandi

Copenhagen Business School
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ACADEMIC POSITION

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

EDUCATION

Erasmus University Rotterdam, Rotterdam School of Management, Rotterdam (The Netherlands) 2023
Ph.D. in Strategic Management
Co-chairs: Prof. Dr. Pursey P.M.A.R. Heugens; Prof. Dr. Vilmos F. Misangyi
Committee members: Prof. Dr. Cynthia E. Devers, Prof. Dr. Taco H. Reus; Prof. Dr. Tal Simons, Prof. Dr. Marie Louise Mors, Prof. Dr. Ryan A. Krause

Pennsylvania State University, Smeal College of Business, State College, PA
Visiting Ph.D.
Sponsor: Prof. Dr. Vilmos F. Misangyi

Erasmus University Rotterdam, Rotterdam School of Management, Rotterdam (The Netherlands)
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
Summer school (Grades: A and A+)

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

RESEARCH INTERESTS

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 social evaluation theory, career theory, and the stigma literature, and 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' appointments, stigma, social evaluation theory, strategic leadership, career theory

PUBLICATIONS

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 ADVANCED WORK IN PROGRESS

Ilaria Orlandi, Vilmos Misangyi, & Pursey Heugens. “Stigmatized but not marked off: How stigma-based social evaluations affect director selection”. Target Journal: **Strategic Management Journal**.

Ilaria Orlandi. “Hanging by a thread while at the zenith? The effect of career choices and social capital on directors' career success”. Target Journal: **Strategic Management Journal**.

- Best paper award finalist at the International Corporate Governance Society annual meeting, 2022

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

INVITED SEMINARS AND PRESENTATIONS

- INSEAD 2nd Behavioral Perspectives on Corporate Governance conference, Belle-Englise (France), 2023
- Groningen University, Seminar series, 2022
- Radboud University Nijmegen, Seminar series, 2021
- Embassy of Italy in The Netherlands, Research Day Event, 2021
- Texas A&M, Mays School of Business Brownbag series, 2019

CONFERENCE PRESENTATIONS

* Denotes a coauthor presenting the paper.

- International Corporate Governance Society Conference, Madrid (Spain), 2023
- International Corporate Governance Society Conference, Miami (FL), 2022
- Strategic Management Society*, London (UK), 2022
- 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 CONSORTIA, SYMPOSIA & WORKSHOPS

- Session: “Social disapproval and the firm”, Oxford Reputation Symposium, Oxford (UK), August 2023
- OMT: Organization and Management Theory Division Junior Faculty Consortium, Boston (MA), 2023
- Strategy, Entrepreneurship, and Innovation (SEI) Junior Faculty Consortium, Rotterdam (NL), 2022
- SMS Tenure Package Workshop, London (UK), 2022
- 1st Danish Junior Faculty Consortium, Sønderborg (DK), 2022
- 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, Online, 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, Online, 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

- Outstanding Reviewer Award, Strategic Leadership & Governance, Strategic Management Society, 2022
- [OMT Above and Beyond the Call of Duty \(ABCD\) Reviewer Award](#), Academy of Management, 2022
- [STR Outstanding Reviewer Award](#), Academy of Management (top 5% or less of reviewers), 2021
- Best Reviewer 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
- [MOC Best Reviewer Award](#), Academy of Management, 2018
- [MOC Best Reviewer Award](#), Academy of Management, 2016

GRANTS & SCHOLARSHIPS

- Oxford Reputation Symposium scholarship, Oxford (UK), 2023
- 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

Copenhagen Business School

- Organizational analysis (Only instructor), Spring 2023 (**4.7/5**), Spring 2024 (**TBA**)
- Advanced Topics of Strategic Leadership and Corporate Governance (Only instructor), Fall 2022 (**4.7/5**)
- Strategic Leadership and Corporate Governance (Main instructor), Fall 2021 (**4.7/5**)
- Hot Topics in Management (Co-instructor), Fall 2021 (**4.8/5**)
- CEM Research Project, AY 2023-2024 (**TBA**)
- Master Thesis Supervision (Instructor), AY 2021-2022 (**4.4/5**), AY 2022-2023 (**TBA**), AY 2023-2024 (**TBA**)
- Bachelor Internship (Instructor), Fall 2021, Fall 2022
- Bachelor Thesis Supervision (Instructor), AY 2021-2022

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**)
- Master 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 (**4.92/5**), AY 2023-2024 (**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

Ad hoc Reviewer

Academy of Management Journal (since 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), European Management Review (since 2022), International Corporate Governance Society Meetings (since 2018), Journal of Management (since 2021), Journal of Management Studies (since 2021), Journal of Organizational Change Management (2016), Management Science (since 2022), Research Policy (since 2023), Southern Management Association Meetings (2018), Strategic Management Society Meetings and Special Conferences (since 2018)

Professional Service

- Rep-at-large Strategic Leadership and Governance IG, Strategic Management Society, starting January 2024
- Junior scholars organizing committee, International Corporate Governance Society, since 2022

Conference Service

- 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, August 2023
- Co-organizer OMT-off program, Academy of Management Meeting, August 2023
- Chair of the session *Board Governance*, International Corporate Governance Society, 2022
- STR support paper sessions development for the annual meeting, Academy of Management, 2022
- Member of the STR communication committee, Academy of Management, since 2021
- Interviewer for the “[OMT Division Best Symposium Award 2021](#)”, Academy of Management, 2021
- 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

Copenhagen Business School Service

- Co-leading the Corporate Social (Ir)Responsibility Hub, Strategy and Innovation Department, since 2023
- Board member in the People Hub, Strategy and Innovation Department, since 2023
- Co-organizer of the seminar series, since Spring 2023
- Speaker at the PhD breakfast series of the Strategy and Innovation Department, 2022
- Job market buddy, Strategy and Innovation Department, since 2022
- Speaker at the Job Market Initiative, Strategy and Innovation Department, since 2022
- HETEP participant advisory board member, since Spring 2022
- Representative of the Assistant Professors in the Strategy and Innovation Department Forum, since 2022
- Organizer of the seminar series, Spring 2022 and Fall 2022
- Co-organizer of the seminar series, Fall 2021

Erasmus University Rotterdam Service

- Organizer “Mini-conference in Behavioral Corporate Governance”, Strategic Management & Entrepreneurship Department and Erasmus Research Institute of Management, 2023
- Panelist at the event “Meet the alumni”, Erasmus Research Institute of Management, 2022
- Speaker at the “ERIM academic job market event”, 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, 2019-2021
- 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), 2018-2021
- 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

Languages

Italian (Native), English (Proficient), Dutch (Advanced), Spanish (Intermediate), Danish (Beginner)

Nationalities

Italian and Dutch

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

Hobbies

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