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**EDUCATION:**

- Ph.D. in Economics, Faculty of Economics, University of Ljubljana, Slovenia (2003)
- MSc in Economics and Banking, University of Siena, Italy (1998)
- Bachelor's Degree in Economics (Major in Banking and Finance), Faculty of Economics, University of Ljubljana, Slovenia with (1997)

**ACADEMIC APPOINTMENTS:**

- Academic Director, MSc in Economics and Business Administration, Accounting Strategy and Control; and Associate Professor, Department of Accounting, Center for Corporate Governance; Center for Owner Managed Businesses, Copenhagen Business School, Denmark (since August 2025)
- Associate Professor, Department of Accounting, Center for Corporate Governance; Center for Owner Managed Businesses, Copenhagen Business School, Denmark (since 2024)
- Associate Professor, Department of Strategy and Innovation, Copenhagen Business School, Denmark (since July 2018)
- Associate Professor, Department of International Economics and Management, Center for Corporate Governance, Copenhagen Business School, Denmark (July 2011–July 2018)
- Assistant Professor, Department of International Economics and Management, Center for Corporate Governance, Copenhagen Business School, Denmark (Sept. 2007–June 2011)
- Assistant Professor, Faculty of Economics University of Ljubljana, Slovenia (2005–2007)
- Teaching and research assistant (PhD Fellow 2000-2003), Faculty of Economics, University of Ljubljana, Slovenia (2000-2005)

**SCIENTIFIC FOCUS AREAS:**

- Worker participation in firm governance and decision-making
- Gender inequality in the upper echelons
- Boards of directors
- Family and owner-managed businesses

**RESEARCH VISITS:**

- Research visit, LUISS Business School, May 2020 and 2021 (online)
- Research visit, Institute of Economic Research (IER), Hitotsubashi University, October 2019
- SITE, Stockholm School of Economics, Sweden. Host: Erik Berglöf, Director of SITE (Sept. –Dec. 2005)
- ECARES, Universite Libre de Bruxelles, Belgium. Host: Marco Becht, ECARES (Fall 2001 –Summer 2002)

#### APPOINTMENTS TO ACADEMIC/PROFESSIONAL BODIES:

- American Slovenian Education Foundation, Tutor (September 2022-September 2023)
- International Corporate Governance Society, Board member (December 2020-2023)
- Annals of Corporate Governance, Associate Editor (since Spring 2022)
- Global Labor Organization, Member (since 2022)
- Corporate Governance: An International Review, Editorial Board since January 2019
- Journal of Participation and Employee Ownership, Editorial Board since 2018
- International Association for the Economics of Participation (IAFEP), Member (President July 2016-July 2018)
- Advisory Committee for the privatization of the second largest Slovenian bank (NKBM) and energy company (HSE-Holding Slovenske Elektrarne), Member (Winter 2006).
- Expert Committee proposing the amendments of the Slovenian Corporate Governance Code, Member (Spring 2005)

#### EXTERNALLY SUPPORTED PROJECTS AND OTHER ACTIVITIES OUTSIDE CBS:

- Project supporting the implementation of the Code of Conduct for Diversity in Recruitment for management and boards, a collaboration between CBS, Danish Ministry for Gender Equality and more than 20 search firms that signed the code (2019- ...)
- Invited Lecturer in Corporate Governance, MBA Program, Luiss Business School, Rome (2022)
- Invited Lecturer in Corporate Governance, HHL Leipzig Graduate School of Management, Germany (2019, 2020, 2021, 2022 - .....)
- Invited Lecturer in Business Analytics, CEMS program, Vienna University of Economics and Business, Austria (2019-2021)
- Danish Research Council Project on “The role of diaspora investors in developing countries: A study of firm internationalization and inter-firm collaborations”, supporting researcher
- Financial Participation of Employees in the New Member and Candidate Countries of Central and Eastern Europe (2004-2005), Member of the research team
- World Bank Global Research Project: Regional Research Project on East European Region (2002-2004), Member of the research team
- Think Tank Project: Ownership Concentration and Firm Performance in Slovenia and Russia (2003-2004), Member of the Research team

#### AWARDS AND HONORS:

- HHL Center for Corporate Governance and EY Award for the Most Innovative Paper for the paper “Board-level employee representation (BLER) and skilled workers’ separations: Empirical analysis using Danish employer-employee matched data”, Leipzig, December 2018
- ICGS (International Corporate Governance Society) Best Paper Award for the paper “Representative workplace democracy in shareholder-controlled firms: Is there a scope for below-parity employee representation on corporate boards”? (with Poulsen, T.), Rome, September 2017
- Distinguished Instructor at 2010 “Merton H. Miller” Doctorate Seminar, European Financial Management Association Conference, Aarhus, June 2010.
- Vanek-Horvat Prize for Young Scholars’ Research, awarded by the International Association for the Economics of Participation, Halifax Canada, July 2004.

- Joseph de la Vega Prize for Emerging Markets for the paper 'Block trades and the benefits from control' (with C. Vespro), awarded by FESE (Federation of European Securities Exchanges), June 2003.

#### WORKING PAPERS AND PAPERS UNDER SUBMISSION:

- Gregorič, Aleksandra, Kato, T., Laursen, C.L.(2025), Internal Promotions in the New Era of Employment Relationships: Staffing Management Positions when Workers have a Seat on Corporate Boards, R&R (second round), *Organization Science*
- Gregorič, Aleksandra, Marie Louise Mors (2025), Family Ties in the Labor Market for Directors, *earlier version presented at the Strategic Management Society Conference, London (2020) and International Corporate Governance Society Conference in Norfolk (2020)*
- Gregorič, Aleksandra, Marie Louise Mors, Elena Pohman (2025), Diversity Pressures and Frictions on Managerial Labor Markets Through the Lens of Executive Search Firms, *Work in Progress*
- Gregorič, Aleksandra, Justo Raquel, Merida L. Adrian, Pascual-Fuster, B. (2025), Allocating parent company directors' resources across foreign affiliates: the opportunity costs perspective, *Work in Progress*
- Gregorič, Aleksandra, Henning, J. C., Hullman, R., Wolff M. (2025), Do I Follow When I Belong? Boundary Conditions of Peer Influence on Employees' Financial Participation, *previous versions presented at the Academy of Management Conference in Boston (2019), ICGS Conference Miami (2022)*
- Gregorič, Aleksandra, Aguilera V. Ruth, Nielsen Sabina (2023), Women's executive career choices in an international context: A cross-level framework and configurational approach to understanding the trade-offs women are facing, *unpublished manuscript*
- Sinani, E., Gregorič, Aleksandra (2022), Pipeline Effects in Board Diversity-Company Performance Relation: A Meta-analysis, *Paper presented at the International Corporate Governance Society Conference in Groningen (2021)*

#### PEER-REVIEWED PUBLICATIONS:

- GREGORIČ, Aleksandra, RABBIOSI, Larissa, SANTANGELO D. Grazia (2020), Diaspora Ownership and International Technology Licensing by Emerging Market Firms, *Journal of International Business Studies*, Vol. 52, No. 4, 6.2021, p. 671-691
- GREGORIČ, Aleksandra, POULSEN Thomas (2020), When do employees choose to be represented on the board of directors? Empirical analysis of Board-Level Employee Representation in Denmark, *British Journal of Industrial Relations*, Vol. 58, No. 2, 6.2020, p. 241-272
- GREGORIČ, Aleksandra, RAPP Marc Steffen (2019), Board-Level Employee Representation (BLER) and Firms' Responses to Crisis, *Industrial Relations*, Vol. 58, No. 3, 2019, p. 376-422.
- Rabbiosi, L., GREGORIČ, Aleksandra, & Stucchi, T. (2019), Diaspora Ownership and Homeland Firms' Internationalization, *Journal of International Management*, Vol. 25, No. 3.
- GREGORIČ, Aleksandra, OXELHEIM, Lars, RANDØY Trond, THOMSEN Steen (2017), Resistance to Change in the Corporate Elite: Female Directors' Appointments onto Nordic Boards, *Journal of Business Ethics*, Vol. 141(2):267-287
- OXELHEIM, Lars, GREGORIČ, Aleksandra, RANDØY Trond, THOMSEN Steen (2013), On the internationalization of corporate boards. The case of Nordic firms, *Journal of International Business Studies*, Vol. 44:173-194

- GREGORIČ, Aleksandra, ZAJC Katarina, SIMONETI Marko (2012), Agent's Response to Inefficient judiciary: Social Norms and the Law in Transition. *European Journal of Law and Economics*, Vol.34, Issue 1:147-172
- GREGORIČ, Aleksandra, BREZIGAR MASTEN Arjana, ZAJC Katra (2011), From Social to Private ownership: Multiple blockholders in Slovenian unlisted firms. *Emerging Markets Finance and Trade*, September-October, 28 p.
- HOBDAIR, Bersant, GREGORIČ, Aleksandra, SINANI, Evis (2011), The Role of Firm Ownership Structure on Internationalization: Evidence from Two Transition Economies, *Journal of Management and Governance*, Vol. 15(3):393-414
- GREGORIČ, Aleksandra, POLANEC Sašo, SLAPNIČAR, Sergeja (2010), Pay me Right. Reference value and Executive Compensation. *European Financial Management Journal*, Vol. 16, Issue 5: 718-804
- GREGORIČ, Aleksandra, VESPRO, Cristina (2009), Block trades and the benefits of control in Slovenia. *The Economics of Transition*, vol. 17, no. 1: 175-210
- SIMONETI, Marko, GREGORIČ, Aleksandra (2004), Managerial ownership and corporate performance in Slovenian post-privatisation period. *The European Journal of Comparative Economics*, No. 2, Vol. 1: 217-231
- PRAŠNIKAR, Janez, GREGORIČ, Aleksandra (2002), The influence of workers' participation on the power of management in transitional countries. *Annals of Public and Cooperative Economics*, No. 2, Vol. 73: 269-297

#### BOOK CHAPTERS:

- GREGORIČ, Aleksandra (2022), Board-level Worker Representation, In Jirjahn, U. (ed.), *Handbook of Labor, Human Resources and Population Economics*, Springer, 2022; *GLO Discussion Paper*, No. 1136
- ESTRIN Saul, GREGORIČ, Aleksandra (2022), State-logit and Governance. A Taxonomy, In: *The Oxford Handbook of State Capitalism and the Firm*. (ed.) Mike Wright; Geoffrey T. Wood; Alvaro Cuervo-Cazurra; Pei Sun; Ilya Okhmatovskiy; Anna Grosman. Oxford: Oxford University Press.
- GREGORIČ, Aleksandra, WESTERGÅRD-NIELSEN, Niels (2020), Aflønning af eksterne bestyrelsesmedlemmer: Empirisk evidens om danske bestyrelser. In: *Danske bestyrelser og deres medlemmer: Hvem bestemmer i de danske selskaber?* (ed.), Niels Westergård-Nielsen. Frederiksberg : Center for Corporate Governance. Copenhagen Business School 2020, p. 89-105.
- GREGORIČ, Aleksandra, POULSEN, Thomas (2020), Merdarbejdervalgte bestyrelsesmedlemmer, In: *Danske bestyrelser og deres medlemmer: Hvem bestemmer i de danske selskaber?* (ed.), Niels Westergård-Nielsen. Frederiksberg: Center for Corporate Governance. Copenhagen Business School 2020, p. 54-68.
- GREGORIČ, Aleksandra, SINANI, Evis, VILLESECHÉ, Florence (2020), Sammensætning af bestyrelser : Menneskelig kapital og demografi, In: *Danske bestyrelser og deres medlemmer: Hvem bestemmer i de danske selskaber?* (ed.) Niels Westergård-Nielsen. Frederiksberg: Center for Corporate Governance. Copenhagen Business School 2020, p. 39-53
- GREGORIČ, Aleksandra, HANSEN L. Jesper (2017), Women's Path to the Boardroom: The case of Denmark, In Gabaldon, P., Seierstad, C. and Mensi-Klarbach, H. (eds.), *Gender Diversity in the Boardroom: European Perspectives on Increasing Female Representation*, Vol. 2. Palgrave: 159-181
- DEBELJAK, Žiga, GREGORIČ, Aleksandra (2006), Modeling corporate social responsibility. v: PRAŠNIKAR, Janez (ed.). *Competitiveness, social responsibility and economic growth*. New York: Nova Science, 313-326
- PRAŠNIKAR, Janez, DOMADENIK, Polona, GREGORIČ, Aleksandra, PAHOR, Marko (2005), Corporate Governance in Slovenian firms: from self-management to blockholder control., in

PRAŠNIKAR, Janez (ed.). *Medium sized firms and economic growth*. New York: Nova Science Publishers, cop. 141-155

- SIMONETI, Marko, ROJEC, Matija, GREGORIČ, Aleksandra (2004), Privatization, restructuring, and corporate governance of the enterprise sector. Chapter 14. In: MRAK, Mojmir (ed.), ROJEC, Matija (ed.), SILVA-JÁUREGUI, Carlos (ed.). *Slovenia: from Yugoslavia to the European Union*. Washington: The World Bank, 224-243
- POULSEN Thomas, GREGORIČ, Aleksandra, NEVILLE, Mette (2014), Kontrol og ledelse i danske SMV'er: Med fokus på virksomhedskarakteristika og bestyrelsens sammensætning, København, Erhvervs- og Selskabsstyrelsen, 24 p.
- GREGORIČ, Aleksandra, POULSEN Thomas, NEVILLE, Mette (2014), Rapport til Erhvervsstyrelsen, København, Erhvervs- og Selskabsstyrelsen, 37 p.

#### REFEREEING AND EDITOR RESPONSIBILITIES:

Academy of Management Journal, Journal of International Business Studies, Journal of Management, Organization Science, Academy of Management Perspectives; Journal of Business Ethics, Corporate governance: An International Review, Human Resource Management, Organization Studies, Small Business Economics, European Financial Management, Industry and Innovation, Journal of International Management, Annals of Public and Cooperative Economics, Journal of Participation and Employee Ownership, International Journal of Manpower

#### PHD SUPERVISION:

- Anne Sophie Schytt Lassen, *Institutional Changes: Implications for Gender inequality* (co-supervisor, Economics Department, CBS)
- Sarosh Asad, *CEO Narcissism-Top Management Team Diversity Interface: Implications for Strategic Decision-Making and Organizational Performance*, Copenhagen Business School (co-supervisor, Department of Management, Society and Communication, CBS)
- Katarina Dvorski, *Theorizing Equifinality: Institutional Tensions in Corporate Governance Practices* (co-supervisor, Faculty of Economics, Ljubljana University)
- Shkendije Himaj, *Corporate Governance of Banks in Western Balkan Countries and its Impact on Risk, Performance and Sustainability* (expected to be finished in 2020), Faculty of Economics, Ljubljana University, Slovenia)
- Sandra Damjan, *Ownership Structure, Corruption and Firm Performance in Transition Economies*, PhD Thesis defended in May, 2015, Faculty of Economics, University of Ljubljana, Slovenia
- Mitja Stefancic, *Corporate Governance and Bank Regulation: Evidence from the Italian Cooperative Banking System*, Thesis defended in February, 2015, Faculty of Economics, University of Ljubljana, Slovenia

#### OTHER:

Languages: Slovenian (native), English (fluent), Italian (fluent), Danish (B2 level)

Piano (elementary education, 6 years)