

Julia Bodner

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Academic Appointments

Assistant Professor at the Department of Strategy and Innovation, 2021-present
Copenhagen Business School

Visiting Position at the Department of Industrial Engineering and 2021-present
Management, Aalto University

Education

Ph.D. INSEAD (Fontainebleau, France) 2021

Dissertation Committee: Andrew Shipilov (chair), Laurence Capron, Kaisa Snellman, Emilie Feldman (Wharton)

Visiting Ph.D. student at the Department of Industrial 2018-2021
Engineering and Management, Aalto University (Aalto,
Finland)

M.A. University of St. Gallen (St. Gallen, Switzerland) 2014

Master of Arts in Strategy and International Management

B.Sc. Technical University Munich (Munich, Germany) 2011

Bachelor of Science in Technology and Management

Research Interests

Corporate Strategy, Employee Mobility and Redeployment, Resource Reconfiguration, Diversification, Acquisitions, Divestitures, Health Care

My research examines corporate strategy and its impact on people—specifically, employees and patients. In one stream, I focus on employee reconfiguration and redeployment—meaning mobility within and across organizations—in the context of corporate strategic changes. In a second stream, I investigate the effects of corporate strategic decisions in healthcare organizations on healthcare outcomes.

Publications

- [1] Bodner, J., & Capron, L. (2018). Post-Merger Integration. *Journal of Organization Design*, 7(1), 3.
- [2] La Forgia, A., & Bodner, J.(2025). Getting Down to Business: Chain Ownership and Fertility Clinic Performance. *Management Science*, 71(6): 5022-5044.

Working Papers

- [3] Bodner, J. “Acquisitions and Pay Dispersion”—*Reject and Resubmit at Strategic Management Journal*
- [4] Bodner, J., Shipilov, A., & Snellman, K. “Not Just Pawns: Workforce Composition and Mobility Following Acquisitions Using Employer-Employee Micro-data”—*Additional Analyses*

Research in Progress

(*indicates equal contribution)

- [5] Bodner, J., & Feldman, E. R. “Employee Reconfiguration in the Divestiture Process”—*Rewriting and Additional Analyses*
- [5] Bodner, J. “Employee Redeployment Patterns in Diversified Firms”—*Additional Analyses*
- [6] Bodner, J., Shipilov, A., & Snellman, K. “Employees in Alliances”—*Data Analysis*
- [7] Bodner*, J., Marchesini*, G. Project on Practice Organization and Endometriosis Diagnoses—*Data Collection*
- [8] Van der Have, R., Bodner, J. Project on Innovation Grants and Workforce Composition—*Data Collection*
- [9] Bodner, J., La Forgia, A. Project on Midwife Organization Design and Women’s Health Outcomes —*Data Collection*

Other Published Work

- Bodner*, J., Song*, S. Y., & Szulanski, G. (2018). Heuristics to Navigate Uncertainties: Interview with Professor Kathleen M. Eisenhardt. *Journal of Management Inquiry*.
- Niessing J., Balze P., Capron L., Bodner J., & Furr N. (2019). How Corporates Co-innovate with Startups: The BMW Startup Garage. (*Teaching Case*)

Research Dissemination and Media Citations

- *Financial Times*: Private Equity Has Made Fertility Roll Ups Its Latest Baby (August, 2024)
- *Harvard Business Review*: La Forgia, A. (October, 2024). Fertility Clinics Show How the Chain Model Can Improve Health Care.
- *Cato Institute, Research Briefs in Economic Policy*: La Forgia, A., Bodner, J. (November, 2023). Getting Down to Business: Chain Ownership and Fertility Clinic Performance.
- *Tradeoffs*: Olgin, A. (2024). Is Private Equity Ruining Health Care? It's Complicated.
- *Marginal Revolution*: Cowen, Tyler (May, 2023) Corporate Ownership and Firm Performance: Evidence from Fertility Clinics.

Invited Presentations

(¹ indicates referred conference, ² indicates presentation by co-author, ³ upcoming)

Getting Down to Business: Chain Ownership and Fertility Clinic Performance.

- NBER Summer Institute Economics of Health Workshop^{1,2} (Boston, USA) 2024
- Organization Science Winter Conference¹ (Zurich, Switzerland) 2024
- School of Public Health at UC Berkeley² (Berkeley, USA) 2022
- Department of Management at Aarhus University (Aarhus, Denmark) 2022
- Carlson School of Management (Strategy) at University of Minnesota² (Minneapolis, USA) 2022
- Strategic Management Society Annual Conference¹ (London, UK) 2022
- American Society of Health Economists Annual Conference^{1,2} (Virtual) 2022
- SOD Strategic Organization Design Seminar at University of Southern Denmark (Odense, Denmark) 2022
- Academy of Management Annual Meeting Symposium “Health Care Meets Strategy: Examining Reconfiguration and Innovation in the Health Care Sector”—Co-Organizer^{1,2} (Virtual) 2021

Not Just Pawns: Workforce Composition and Mobility Following Acquisitions Using Employer-Employee Micro-data

- Madrid Work and Organization Workshop (Madrid, Spain) 2024
- SKEMA-HEC Employee Mobility & Organizations Workshop (Paris, France) 2023
- AOM Symposium Session on Post-Merger Integration—Co-Organizer¹ (Boston, USA) 2019

- SMS Special Conference¹ (Frankfurt, Germany) 2019
 - Organization Science Winter Conference 2019¹ (Phoenix, USA)—Plenary Presentation 2019
 - Aalto Department of Industrial Engineering and Management Brown Bag Seminar (Espoo, Finland) 2019
 - Research Seminar at LBS (London, UK)²
 - 11th Annual People & Organizations Conference¹ (Philadelphia, USA)—Plenary Presentation 2018
 - 7th Wharton-INSEAD Alliance Doctoral Consortium¹ (Fontainebleau, France) 2018
- Acquisitions and Pay Dispersion*
- Bocconi Strategic Human Capital Workshop (Milan, Italy) 2025
 - Academy of Management Annual Meeting (Copenhagen, Denmark) 2025
 - Aalto Department of Industrial Engineering and Management Brown Bag Seminar³ (Espoo, Finland) 2025
 - Strategic Management Society Annual Conference¹ (Toronto, Canada) 2023
- Employee Reconfiguration in the Divestiture Process*
- Strategic Management Society Annual Conference¹ (London, UK) 2022
- Employee Redeployment Patterns in Diversified Firms*
- Academy of Management Annual Meeting¹ (Seattle, USA) 2022
 - Linked Employer-Employee Data (LEED) Workshop (Porto, Portugal) 2022
 - ORG Organization Research Group Seminar at LMU (Virtual) 2020
 - Emlyon Business School Storm Research Center in Strategy and Organizations (Virtual) 2020
 - IE Business School (Virtual) 2020
 - Copenhagen Business School (Virtual) 2020
 - Strategic Management Society Annual Conference¹ (Virtual) 2020
 - STRonger Together Virtual Symposium (Virtual) 2020
 - “Resource Redeployment and Employee Mobility in Corporate Strategy”—Organizer (Virtual)
 - Consortium on Competitiveness and Cooperation (CCC) Doctoral Conference¹ (Virtual) 2020
 - Virtual Strategy Student Conference (VSSC) (Virtual) 2020

Teaching

Copenhagen Business School

- Strategic Human Resource Management, MBA Core Class Since 2022
- Managing People in Multinational Firms, Master Level Elective Since 2022
- Strategy and Organizational Structure, Master Level Elective 2021, 2023
- Foundations of Strategy—Corporate Strategy Session, Ph.D. Course 2023, 2024

Aalto University

- Advanced Strategic Management, Master Level Core Class 2025

Technical University of Denmark (DTU)

- Module on Strategy in Executive Education Program (GRIP) 2025

INSEAD

- Teaching Assistant for Mergers and Acquisitions, Alliances, and Corporate Strategy (MAACS) (with Phebo Wibbens) 2018-2021
- Teaching case development: “How BMW Sources Innovation from Start-Ups” (with Laurence Capron, Nathan Furr, Joerg Niessing, Pascale Balze) 2019
- Teaching Assistant for Business and Public Policy, MBA core class (with Alexandra Roulet and Mark Stabile) 2018, 2019
- Teaching Assistant for Power and Politics, MBA elective (with Kaisa Snellman) 2019

Grants and Awards

- SMS Early Career Research Grant (PI: Giacomo Marchesini) (15,000USD) 2025
- Business Finland Research Grant (PI: Robert van der Have) (369,000EUR) 2025
- Teaching Award for MBA 2024/25 “Best Class of the Year” (Student elected) 2025
- Danish Society for Education and Business Education Award Nominee 2023
- Strategic Management Society Annual Conference, Competitive Strategy Best Reviewer Award 2021
- Strategic Management Society Dissertation Scholar Program (SRF) (8,000 USD) 2020-2021
- INSEAD R&D Grant: Post-Merger Integration and Employee Mobility (EUR 23,5000) 2017
- INSEAD Fellowship 2015-2020
- German National Academic Foundation (Studienstiftung des Deutschen Volkes) 2009-2014

Academic Citizenship

- Ad-hoc Reviewer: Administrative Science Quarterly, Strategic Management Journal, Organization Science, Long Range Planning, Academy of Management Annual Meeting, Strategic Management Society Conference
- Strategic Management Society Representative at Large for the Corporate Strategy Interest Group (elected position, 2025-2027)
- Strategic Management Society Representative at Large for the Human Capital Interest Group (elected position, 2025-2027)
- Panelist Strategic Management Division Doctoral Consortium 2025 (2025 AOM in Copenhagen, Denmark)
- Co-Organizer PDW Workshop “Strategy and Innovation in the Biopharmaceutical and Healthcare Sectors” (2025 AOM in Copenhagen, Denmark)
- Co-Organizer Symposium “Strategic and Organizational Challenges in Healthcare: Tackling Inequalities and Access to Care” (2025 AOM in Copenhagen, Denmark)
- Organizer of the Research in Progress Webinar on Organization Design and Human Capital for the Organization Design Community (ODC) (Virtual)
- Co-Organizer Junior Faculty Paper Development Workshop at the annual conference of the Strategic Management Society (2022 SMS in London, UK; 2023 SMS in Toronto, Canada; 2025 SMS in San Francisco, USA)
- Co-Organizer Danish Junior Faculty in Management Consortium (2022)
- Academy of Management Strategic Management (STR) Research Committee Member (nominated, 2021)
- Strategic Management Society Representative at Large for the Knowledge and Innovation Interest Group (elected position, 2021)
- Discussant, STRonger Together Virtual Symposium “The Interplay of Organizational Structure and Relational Strategies” (2021)
- Co-Organizer, STRonger Together Virtual Symposium “Resource Redeployment and Employee Mobility in Corporate Strategy” (2020)
- Session Chair, “Dynamic Capabilities and Diversification” (2020 Strategic Management Society Annual Conference, Virtual)
- Session Chair, “Mergers and Acquisitions” (2019 SMS Special Conference in Frankfurt, Germany)

Consortia and Workshops

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| - AOM STR Junior Faculty Teaching Consortium (Seattle, USA) | 2022 |
| - AOM STR Junior Faculty Consortium (Virtual) | 2022 |
| - AOM STR Dissertation Consortium (Virtual) | 2020 |

- AOM OMT Doctoral Consortium (Boston, USA) 2019
- SMS Annual Doctoral Workshop (Minneapolis, USA) 2019
- AOM Start-up to Scale-up Doctoral Consortium (Tel Aviv, Israel) 2018
- AOM STR Doctoral Consortium (Chicago, USA) 2018
- 1st Computational Organization Science Summer School at INSEAD (Fontainebleau, France) 2018
- EDEN Doctoral Seminar on Competitive Strategy (Barcelona, Spain) 2016
- 1st and 2nd Wharton-INSEAD Ph.D. Corporate Strategy Camp 2015 and 2017

Skills

Languages: German (native), English (fluent), Italian (fluent), French (conversational), Spanish (basic)

Technical: R, STATA

Other Work Experience

Research Assistant at the University of St. Gallen (St. Gallen, Switzerland) 2013-2014, 2015

Strategy Consulting Intern at Oliver Wyman (Zurich, Switzerland) 2014

Strategy Consulting Intern at Accenture (Berlin, Germany) 2013

Co-Founder Liter of Light Switzerland (NGO) (St. Gallen, Switzerland) 2011-2012

Research Assistant at Technical University of Munich (Institute of Information Systems) (Munich, Germany) 2010-2011

Research Assistant and Intern Positions at Fraunhofer Gesellschaft (Munich, Germany), Unternehmerverband Südtirol—Assoimprenditori Alto Adige (Bolzano, Italy), and TIS innovation Park (Bolzano, Italy) 2009-2010

Personal

Citizenship: Italian; married; one child (born October 2024)