Ilaria Orlandi

Copenhagen Business School
Department of Strategy and Innovation
Kilevej 14A, 2000 Frederiksberg, Denmark
Phone: +45 38 15 28 22 | Email: io.si@cbs.dk

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, organization theory, and organizational behavior. In my research, I apply sociological and psychological insights to boardroom and top management team dynamics. Drawing from social evaluation theory, career theory, and the stigma literature, I study what drives firms' decisions in the director and top executive labor market and how directors' and top executives' expectations concerning present and future job roles and opportunities shape their decision-making.

Keywords: Strategic leadership, social evaluation theory, directors' appointments, stigma, career theory, corporate governance

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.

- Highly cited paper (in the top 1%) in the academic field of *Economics and Business* since 2022
- Finalist for the *JOM* Scholarly Impact Award 2024 – This award is given to articles published five years prior that have had the greatest impact on the field.
- Google Scholar citations (September 2026): 865

Kisha Lashley, **Ilaria Orlandi**, Isin Bozdag, Lindsey Yonish, & Cynthia E. Devers. 2026. Stigmatising events and their relationships to positive social evaluations. In Anastasiya Zavyalova & Rupert Younger. **Oxford Handbook of Organisational Social Evaluations**. Oxford, UK: Oxford Publishing, pp. 643-656.

ADVANCED WORK IN PROGRESS

Ilaria Orlandi. "Market segmentation at the zenith: Stigma-affiliated directorships and director mobility"

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

Status: Under review at **Strategic Management Journal** following third-round revision.

Ilaria Orlandi, Vilmos F. Misangyi (Pennsylvania State U.), & Pursey Heugens (Erasmus U. Rotterdam). "Stigmatized but not marked off: How stigma-based social evaluations affect director selection"

- Best paper award finalist at the International Corporate Governance Society annual meeting, 2026

Status: Reject & Resubmit at **Strategic Management Journal**. Resubmission expected in Fall 2026.

Donald Bergh (U. of Denver), **Ilaria Orlandi**, Fabian Ahrens (Universität der Bundeswehr München), Yang Zhao (Peking U.), Linh Nguyen (Erasmus U. Rotterdam), & Guanyi Song (Erasmus U. Rotterdam). "Combining quasi-replication with meta-analysis to enhance generalizability: Extending Levinthal and Rosenkopf (2026)"

Status: Under review at **Strategic Management Journal**.

Donald Bergh (U. of Denver), **Ilaria Orlandi**, Max Welz (U. of Zürich), Rowan Moelijker (Erasmus U. Rotterdam), & Ying Tang (Erasmus U. Rotterdam) "Using matched-sample research designs to reduce non-random sampling hazards: Assessment and best practice recommendations"

Status: Under review at **Organizational Research Methods**.

Ilaria Orlandi & Pursey Heugens (Erasmus U. Rotterdam). "Demystifying and advancing early-stage theorizing"

Status: Finalizing for submission to **Organization Science**. Submission expected in Fall 2026.

SELECTED EARLY-STAGE WORK IN PROGRESS

Seung-Hwan Jeong (U. of Georgia), **Ilaria Orlandi**, Yusen Xia (Georgia State U.), & Alireza Aghasi (Oregon State U.). "Does masculinity pay? How executives' masculinity (vs. femininity) and gender affect compensation" Target Journal: **Academy of Management Journal**.

Status: (Re-)writing stage

Chloe Xu (Tilburg U.), Mihwa Seong (King's College London), Simon Parker (Ivey Business School), & **Ilaria Orlandi**. "Should I stay or should I go? The effects of female TMT representation on female employees' career decisions." Target Journal: **Academy of Management Journal**.

Status: (Re-)writing stage

INVITED SEMINARS, PANELS, PDWS, AND PRESENTATIONS

- Strategic Leadership & Governance Paper Development Workshop, Strategic Management Society, 2025, October 2026
- Erasmus University Rotterdam, Brownbag session on reviewing: The reviewer's perspective, 2024
- CBS, Leadership Center: Leadership Paper Series, 2024
- STR Virtual Symposium: Empowering Real-World Change through STR Teaching, 2024
- 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.

- Strategic Management Society, Berlin (Germany), October 2026
- International Corporate Governance Society Conference, Montreal (Canada), October 2026
- Strategic Leadership Idea Development Event, Charlottesville (VA), 2026
- International Corporate Governance Society Conference, Manchester (UK), 2025
- Academy of Management Meeting, Copenhagen (Denmark), 2025
- TMT workshop, Groningen (The Netherlands), 2025
- 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

- AMJ Paper Development Workshop, Frederiksberg (Denmark), 2024
- Session: "Social disapproval and the firm", Oxford Reputation Symposium, Oxford (UK), 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

- OMT Above and Beyond the Call of Duty (ABCD) Reviewer Award, Academy of Management, 2026
- STR Outstanding Reviewer Award, Academy of Management (top 5% or less of reviewers), 2024
- OMT Above and Beyond the Call of Duty (ABCD) Reviewer Award, Academy of Management, 2024
- 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

- Otto Mønsteds Fond Grant, Conference abroad, Denmark, 2026
- 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

Master level

- Advanced Topics of Strategic Leadership and Corporate Governance, Fall 2022 (**4.7/5**), Summer 2024 (**4.7/5**), Summer 2025 (**5/5**), Summer 2026 (**4.9/5**), Summer 2027 (**TBA**)

- The Health Care Innovation Project Supervision, AY 2025 (N.A.), AY 2026 (N.A.)
- CEM Research Project, AY 2023-2024 (N.A.), AY 2026-2027 (N.A.)
- Master Thesis Supervision, AY 2021-2022 (**4.5/5**), AY 2022-2023 (N.A.), AY 2023-2024 (N.A.), AY 2024-2025 (**4.9/5**), AY 2025-2026 (**4.9/5**), AY 2026-2027 (**TBA**)

Bachelor level

- Bachelor Internship, Fall 2021, Fall 2022, Fall 2024
- Hot Topics in Management, Fall 2021 (**4.8/5;** co-taught)
- Organizational Analysis, Spring 2023 (**4.7/5**), Spring 2024 (**3.8/5;** co-taught), Spring 2025 (**4.6/5**), Spring 2026 (**4.7/5**), Spring 2027 (TBA)
- Strategic Leadership and Corporate Governance, Fall 2021 (**4.8/5**)
- Strategic Management (Instructor in two classes), Spring 2024 (**4.1/5**), Spring 2025 (**3.9/5**)

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**)
- 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 (**4.26/5**), AY 2024-2025 (**4.50/5;** CEMs: **TBA**); AY 2025-2026 (**TBA**)
- STAR Erasmus Consultancy Project 2018: Indonesia (Co-instructor), AY 2017-2018 (**4.48/5**)
- 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

University of Amsterdam

- Master Thesis Supervision (Main instructor), AY 2024-2025 (N.A.), AY 2025-2026 (N.A.)

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), Organizational Behavior and Human Decision Processes (since 2026), Research Policy (since 2023), Southern Management Association Meetings (2018), Strategic Management Society Meetings and Special Conferences (since 2018)

Member of Editorial Review Board

- Journal of Management, since 2024

Professional Service

- OMT Membership Outreach Chair Conference, Academy of Management, 2025-2027
- STR Research Committee, Academy of Management, 2025-2026
- Rep-at-large Strategic Leadership and Governance IG, Strategic Management Society, 2024-2025
- Junior Scholars Organizing Committee, International Corporate Governance Society, since 2022
- STR Communication Committee (Instagram), Academy of Management, 2022-2024

Conference Service

- Mentor as part of the OMT Meet-ups initiative, OMT division, Academy of Management, since 2026
- Co-organizer of the PDW "Testing Causal Mechanisms of the Decision-Making Process in Corporate Governance", Academy of Management Meeting, 2026
- Co-organizer of the panel "Managers vs. Machines: A Debate About Whether Artificial Intelligence Reduces the Salience of Managers in Organizations", Strategic Management Society Meeting, 2025
- Co-organizer of the symposium "Women at the Top: Emerging Research on Women in Top Management Teams (TMTs) Shape Outcomes and Navigate Evolving Landscapes", Academy of Management Meeting, 2025
- Co-organizer of the PDW "Testing Causal Mechanisms of the Decision-Making Process in Corporate Governance", Academy of Management Meeting, 2025
- Organizer of the panel "Ahead of the Curve: The Future of Leadership in the Age of AI", Strategic Management Society Meeting, 2024
    - Part of the 'Big Six Business Insights Collection', which is a series of conference sessions hand-picked by the Practitioner Strategy Committee for their relevance to business leaders and likelihood of delivering practical management takeaways.
- Co-organizer of the PDW "Testing Causal Mechanisms of the Decision-Making Process in Corporate Governance", Academy of Management Meeting, 2024
- 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, 2023
- Co-organizer OMT-off program, Academy of Management Meeting, 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
- 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

- Board member in the People Hub, Strategy and Innovation Department, 2023-2025
- Co-leading the Corporate Social (Ir)Responsibility Hub, Strategy and Innovation Department, 2023-2025
- Representative of the Assistant Professors in the Strategy and Innovation Department Forum, 2022-2024
- (Co-)organizer of the seminar series, Fall 2021-Fall 2025
- Speaker at the PhD breakfast series of the Strategy and Innovation Department, 2022, 2024
- 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

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 2019-2023
- 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, Strategic Management Society (since 2018)

OTHERS

Languages

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

Nationalities

Italian and Dutch

Selected Certifications

- CBS Higher Education Teaching Excellence Program, Frederiksberg (Denmark), 2026
  - Fellow of the Higher Education Academy (level D2)
- 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