

Fabrizio Castellucci

Bocconi University
Department of Management and Technology
Via Roentgen 1
20136, Milano
Italy

fabrizio.castellucci@unibocconi.it

Academic Positions

- 2015-Present Bocconi University
Associate Professor of Organization Theory
- 2009-Present SDA Bocconi School of Management
SDA Professor of Leadership
- 2018-2023 Director of the DBA (Doctorate in Business Administration)
SDA Bocconi School of Management
- 2013-2014 Haas School of Management, UC Berkeley
Visiting Scholar
- 2009-2020 INSEAD, France
Visiting Professor of Organizational Behavior
- 2009-2015 Bocconi University
Assistant Professor of Organization Theory
- 2007-2008 Bocconi University
Visiting Professor of Organization
- 2005-2018 Wharton School, University of Pennsylvania
Affiliate Professor to the Wharton Sports Business Initiative
- 2001-2009 INSEAD, France
Assistant Professor of Organizational Behavior

Other Positions

- 2018 – Present Faculty Member of the Center for Sports and Business
Stockholm School of Economics
- 2016 – Present Faculty Member of ICRIOS
Bocconi University
- 2018 – 2021 Member of the Gucci Research Lab
Bocconi University
- 2016 – 2017 Faculty Member of the Reputation Research Center
Rotterdam School of Management

Education

- 2001 Graduate School of Business, Stanford University
Ph.D. in Organizational Behavior
- 2000 Graduate School of Business, Stanford University
M.A. in Business Research
- 1999 School of Management, Università degli Studi di Bologna (Bologna, Italy)
Ph.D. in Business Administration

- 1998 School of Humanities and Sciences, Stanford University
M.A. in Sociology
- 1993 School of Management, Università degli Studi di Bologna (Bologna, Italy)
Laurea Cum Laude in Economics and Management

Publications

Peer Reviewed Journals

Prato M., Ertug G., Castellucci F., Zou T., 2024, "The Status of Status Research: A Review of the Types, Functions, Levels, and Audiences. *Journal of Management* 50(6):2266–2308, DOI: 10.1177/01492063241226918

Giangreco A., Slavich B., Piazza A., Castellucci F., Mohadjer C., 2021, "The Role of Celebrity and Status in the Performance–Pay Relationship: Evidence from the European Big Five Football Leagues", *M@n@gement*, Vol 24(1): 1-16, DOI: 10.37725/mgmt.v24.4511

Piazza A., Phillips D.J., Castellucci F., 2020 "High-Status Affiliations and the Success of Entrants: New Bands and the Market for Live Music Performances, 2000-2012." *Organization Science*, 31(5):1272-1291, DOI: 10.1287/orsc.2019.1344

Castellucci F., Slavich B., 2020 "Stir it up: how master-apprentice relationships affect the similarity of product offerings in high-end restaurants." *Industrial and Corporate Change*, Vol. 29, No. 2, 459–483 DOI: 10.1093/icc/dtz047

Castellucci F., Podolny J. M., 2017, "The Dynamics of Position, Capability, and Market Competition." *Industrial and Corporate Change* Vol. 26, No. 1, 21–39, DOI: 10.1093/icc/dtw016

Slavich B., Castellucci F., 2016 "Whishing Upon a Star: Similarity to Mentor and Critics' Evaluations in the Haute-Cuisine Industry." Special Issue "Misfits, Mavericks and Mainstreams: Drivers of Innovation in Creative Industries" of *Organization Studies* Vol. 37(6) 823–843, DOI: 10.1177/0170840615622063

Ertug G., Castellucci F., 2015 "Who Shall Get More? How Intangible Assets and Aspiration Levels Affect The Valuation of Resource Providers." *Strategic Organization* Vol. 13(1) 6–31, DOI:10.1177/1476127014561019

Piazza A., Castellucci F., 2014 "Status in Organization and Management Theory", *Journal of Management* Vol. 40 No. 1, 287–315, DOI: 10.1177/0149206313498904

Ertug G., Castellucci F., 2013 "Getting What You Need: How Reputation and Status Affect Team Performance, Hiring, and Salaries in the NBA." *Academy of Management Journal*, Vol. 56, No. 2, 407–431. DOI: 10.5465/amj.2010.1084

Pedotti, R., Scabeni S., Poliani P.L., Farina C., Musio S., Costanza M., Berzi A., Castellucci F., Confalonieri P., Hemmer B., Mantegazza R., Antozzi C., 2013 "Passive transfer of IgG antibodies from multiple sclerosis patient exacerbates experimental autoimmune encephalomyelitis." *Journal of Neuroimmunology*, Vol. 262 (1) pp.19-26, DOI:10.1016/j.jneuroim.2013.05.010

Castellucci F., Padula M., and Pica G., 2011, "The Age Productivity Gradient: Evidence from a Sample of F1 Drivers." *Labour Economics*. Vol. 18 (4) 464–473 DOI:10.1016/j.labeco.2010.09.002.

Castellucci F., Ertug G., 2010 "What's in it for them? Advantages of Higher Status Partners in Exchange Relationships." *Academy of Management Journal*, Vol. 53, No. 1, 149–166.

Books

Castellucci F., 2018 "Essere Leader", EGEA

Chapters in Peer Reviewed Books

Castellucci F., Carnabuci G., 2017 “Knowledge, Uncertainty, and the Boundaries of the Firm: Evidence From a Study of Formula One Racing Constructors, 1950-2007” In Tell F., Berggren C., Brusoni S. and Van de Ven A. *Managing knowledge integration across boundaries*, Oxford University Press

Castellucci F., Slavich B., 2014 “Falling From the Tree: The Determinants of Identity Construction in the Haute Cuisine Field” In Visintin F., Pittino D., Lauto G., and Mazzurana P.A.M. (Eds.) *Organising for Growth: Theories and Practices*, CreateSpace

Podolny J.M., Castellucci F., 1999, “Choosing Ties from the Inside of a Prism: Egocentric Uncertainty and Status in Venture Capital Markets” In Leenders R.Th.A.J. and Gabbay S.M. (Eds.) *Corporate Social Capital and Liability*, Kluwer Academic Press.

Chapters in non-Peer Reviewed Books

Castellucci F., 2015 “Leadership” in Salvemini S. (ed.) *Fondamenti di Organizzazione Aziendale*

Castellucci F., 1999, “Le Tecniche di Previsione Tecnologica” In Maurizio Sobrero (Ed.) *Gestione dell’Innovazione: Strategia, Organizzazione e Tecniche Operative*, Carrocci Editore, Roma

Working Papers

Aras, C.A., Castellucci F., “Top management teams hierarchical structures: An exploration of multi-level determinants”, Received a Revise and Resubmit from *Long Range Planning* (Currently under 2nd round review).

Castellucci F., Mannucci P. “The Oscar and the Lion: The effect of multidimensional status and similarity on peer and audience evaluations”

Aras, C.A., Castellucci F., Menz M., “Chief Innovation Officers”: An empirical study of behavioral and institutional antecedents”

Nakamura A., Datar A., Castellucci F., “Before shooting star fade out: Formation of status heterophilous ties by high-status actors”

Castellucci F., Keil T., Piazza A. “Shooting for Glory or for the Team: Performance Feedback, Status, and Risk-Taking”

Castellucci F., “Organizational Change and Individual Experience: Inertia and Learning in Formula One Racing”

Otner S. M. G., Castellucci F. “The Smell of Victory: Prizes in the perfume industry.”

Datar A., Amore M.D., Castellucci F., “Status Homophily in Negative Strategic Interactions”

Castellucci F., “Status, Uncertainty, and Performance in Formula One Racing.”

Castellucci F., “Organizational change and individual experience: inertia and learning in formula

Panico C., Castellucci F., “Endogenous association in contests with inequality effects of status”

Ongoing research projects

Innovate UK Grant. Funded on May 2022 the project “The Smell of Victory: Prizes in the Perfume Industry” with £32,152 In collaboration with Otner S. (Kingston Business School) and Godard F. (INSEAD). The fund is assigned to create a comprehensive DataBase on the world perfume industry.

Castellucci F., Datar A., Nakamura A., “The effect of status on ambiguous communication to stakeholders and competitors.”

Editorial Board Membership

Feb 2019 – Present Strategic Management Journal
Jan 2014 – Dec 2018 Economia & Management

Institutional Contribution

2012 – Present Coordinator of the Organization track of the PhD in BAM
2017 – 2019 Member of the PhD Admission Committee
Jan 2016 – Jun 2016 Member of the committee for the evaluation of the Department of Management and Technology
Jan 2015 – Mar 2015 Member of the committee for the evaluation of Lecturers of the Department of management and Technology

Teaching

2009-Present SDA Bocconi
MBA: Core Course

- Organizational Behavior (Best teacher award 2012, 2014)
- Organizational Design (Excellence in teaching 2011)

GEMBA

- Organizational Behavior

EMBA

- Organizational Behavior

Program Director (Open enrollment programs)

- Negotiations and Influence

Executive Education (Company specific programs)

- Belmond, Boheringer, Cementir, Danone, Edipower, Enel, Eni, EPTA, Eurocontrol, Ferrero, GSK, Helsinn, Irisbus, Italfondiaro, Lutech, Pirelli, Prysmian, Rolex, Samsung, SKF, Technogym

2009-Present Bocconi University
PhD School

- Advanced Organizational Sociology

Undergraduate Courses

- Organizational Behavior
- Organization Theory

Master Courses

- Managing Organizations
- Decision Making and Negotiation
- Organization Theory

2013-2020 Cambridge Judge Business School
Advanced Leadership Program

2015 Rotman School of Management
GEMBA

- Organizational Leadership (2015 Rotman School of Management Teaching Award)

2013 MISB Bocconi, Mumbai
PGPB

- Leadership and change

- 2009-Present INSEAD
- Executive sessions for Allen & Overy, Arendt Medernack, KPMG, International Finance Corporation
 - Direction of Program “Learning to Lead”
- 2001-2009 INSEAD
- MBA: Core Courses
- Leading Organizations (highest evaluations 4.6/5)
 - Managing Organizations
- MBA: Elective Courses
- Sports Business Management
 - Power and Politics
- Executive Education:
- Company Specific Programs for: Interbrew, Port of Rotterdam, IBM, AmbEv, Caixa Galicia, National Health System UK, ExxonMobil, West Pharmaceuticals, Lafarge, and KPMG (Teaching evaluations upon request)
- Taught sessions on:
- Leading Change (ChangePro Simulation)
 - Achieving Influence without Formal Authority
 - Social Networks
- Designed and Directed in Company specific programs
- Enterprise Leadership Program for ExxonMobil (program evaluation 4.5/5)
 - Building Leadership Talent West Pharmaceuticals (program evaluation 4.9/5)
- PhD
- Organizational Sociology
 - Advanced Topics in Organizational Theory
- 2006-present Private Activities
- Designed and Lead Executive sessions for Middle/Top Managers at AmerSports, Iveco, Alma Graduate School, and Confindustria on:
- Leading Change after Merger
 - The Hidden Power of Social Networks
 - Managing People
- 1995-2000 Graduate School of Business, Stanford University
- Teaching assistant for *Managing in the Global Economy* (MBA course)
 - Program Assistant for Executive Education Programs:
 - Leading and Managing Change
 - Executive Program for Growing Companies
- 1993-1995 Department of Industrial Engineering, Università degli Studi di Bologna (Bologna, Italy)
- Teacher of *Strategic Management*
 - Teaching Assistant of *Organizational Behavior*

Teaching Material/Case Studies

US Grand Prix 2005. A Simple Question of Tyres?
Relationship Test, with J.L. Alvarez
Mauro del Rio at Buongiorno!, In progress

Honors and Awards

Rotman School of Management Teaching Award 2015
 Best MBA Teacher SDA Bocconi 2012, 2014
 Excellence in teaching SDA Bocconi 2011

The Garen K. and Sharalyn King Staglin Fellowship 1999
The Herbert B. Drake Fellowship 1999
Doctoral Program Research Grant 1998
The Gustav H. and Elizabeth Benkendorf Fellowship 1997
The Jaedicke Family Fellowship 1996
The Gustav H. and Elizabeth Benkendorf Fellowship 1995
The Levi Stevens Memorial Fellowship 1995

Work Experience

1993 SVILUPPO Sas Consulting and Training (Bologna, Italy)
Research Associate

1993 Tagma Consulting Srl (Bologna, Italy)
Research Associate

1992-1993 HEWLETT-PACKARD (Bergamo, Italy)
Internship

Academic Service

Member of the Academy of Management, (AOM) the Strategic Management Society (SMS). and European Group of Organizational Studies (EGOS)

Ad Hoc reviewer for: Administrative Science Quarterly, Academy of Management Journal, Organization Science, Strategic Management Journal, Industrial and Corporate Change, Research Policy, Organization Studies, Journal of International Business Studies, Journal of Management Studies, Strategic Organization, Computational and Mathematical Organization Theory, and Long Range Planning.

2009 – Present PhD Supervised

- Ali Radfard
- Can Aktan
- Jiang Yang

2001- 2009 Member of Dissertation committee for

- Azusa Nakamura
- Alessandro Piazza
- Gokhan Ertug
- Jonghoon Bae
- Zhixing Xiao

2003-2007 PhD OB area Coordinator INSEAD

2001-2005 Coordinator, INSEAD OB seminar series

1999-2000 President of the Italian Stanford Student Association

1996-1998 Financial Officer of the Italian Stanford Student Association