

## Fabrizio Castellucci

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Italy

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### **Academic Positions**

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|--------------|---|
| 2018-Present | Director of the DBA<br>SDA Bocconi School of Management   |
| 2015-Present | Bocconi University<br>Associate Professor of Organization Theory  |
| 2013-2014    | Haas School of Management, UC Berkeley<br>Visiting Scholar  |
| 2009-Present | SDA Bocconi School of Management<br>SDA Professor of Leadership   |
| 2009-2015    | Bocconi University<br>Assistant Professor of Organization Theory  |
| 2009-Present | INSEAD, France<br>Visiting Professor of Organizational Behavior   |
| 2007-2008    | Bocconi University<br>Visiting Professor of Organization  |
| 2005-2018    | Wharton School, University of Pennsylvania<br>Affiliate Professor to the Wharton Sports Business Initiative |
| 2001-2009    | INSEAD, France<br>Assistant Professor of Organizational Behavior  |

### **Other Positions**

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

### **Education**

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| 2001 | Graduate School of Business, Stanford University<br>Ph.D. in Organizational Behavior                                     |
| 2000 | Graduate School of Business, Stanford University<br>M.A. in Business Research  |
| 1998 | School of Humanities and Sciences, Stanford University<br>M.A. in Sociology  |
| 1993 | School of Management, Università degli Studi di Bologna (Bologna, Italy)<br>Laurea Cum Laude in Economics and Management |

## **Publications**

### **Peer Reviewed Journals**

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**

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

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

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

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

Radford A., Pistilli L., Amore M.D., Castellucci F. "How Does a Variation in Dynamic Managerial Capabilities Affect Dynamic Organizational Capabilities? An Empirical Investigation"

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

Castellucci F., Montanari F., Giachetti C. "For a fistful of dollars: The moderating effect of economic reputation on mid-status conformity"

### **Ongoing research projects**

Castellucci F., Ertug G. and Tandon V., "Status preserving behaviors of team members"

Castellucci F., Ertug G., Uhlmann E.L., Barnes C., and Awtrey E.C. "Which bad apples spoil the barrel? Status and the contagion of noncooperative behavior in teams."

Uhlmann E.L., Swaab R., Ertug G., and Castellucci F., "Actors without focus: attention inequalities and individual outcomes"

### **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, Italfondario, Lutech, Pirelli, Prysmian, Rolex, Samsung, SKF, Technogym
- 2009-Present Bocconi University  
PhD School
- Advanced Organizational Sociology
- Undergraduate Courses
- Organizational Behavior
  - Organization Theory
- Master Courses
- Decision Making and Negotiation
  - Organization Theory
  - Organizations
- 2013-Present 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 and Strategic Management Society

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
- 2003-2007        PhD OB area Coordinator INSEAD
- 2001- 2009       Member of Dissertation committee for
- Alessandro Piazza
  - Gokhan Ertug
  - Jonghoon Bae
  - Zhixing Xiao
- 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