

ALESSANDRO IORIO

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ACADEMIC POSITION

2020–present **Bocconi University, Milan, IT**
Department of Management and Technology
Assistant Professor

EDUCATION

2014–2020 **Carnegie Mellon University, Tepper School of Business, Pittsburgh, PA**
Ph.D., Organizational Behavior and Theory
Committee: Brandy Aven, Oliver Hahl, David Krackhardt, Sharique Hasan

2014–2016 **Carnegie Mellon University, Tepper School of Business, Pittsburgh, PA**
M.Sc., Industrial Administration (Organizational Behavior and Theory)

Fall 2011 **Chinese University of Hong Kong, Hong Kong, SAR**
Exchange Student

2010–2012 **Bocconi University, Milan, Italy**
M.Sc., Management (Summa Cum Laude)

2007–2010 **Tor Vergata University, Rome, Italy**
B.Sc., Economics and Management (Summa Cum Laude)

RESEARCH INTERESTS

Organizational Theory, Social Network Analysis, Behavioral Strategy, Networking Behavior

PUBLICATIONS (* denotes equal authorship)

Aven, B., Morse, L., & Iorio, A. (forthcoming) The Valley of Trust: The Effect of Relational Strength on Monitoring Quality. *Organizational Behavior and Human Decision Processes* (special issue on “Behavioral Field Evidence on Ethics and Misconduct”).

*Soda, G., *Tortoriello, M., & *Iorio, A. (2018). Harvesting Value from Brokerage: Individual Strategic Orientation, Structural Holes, and Performance. *Academy of Management Journal*, 61(3): 896–918.

RESEARCH IN PROGRESS

Iorio, A. *Brokers in Disguise: The Interplay of Actual Brokerage and Socially Perceived Brokerage on Network Advantage*. [Second R&R at the *Administrative Science Quarterly*]

- Winner “Best PhD Proposal Award” for the Behavioral Strategy IG Track at SMS Minneapolis 2019
- Nominee “Best Paper Award” SMS Minneapolis 2019

Iorio, A., & Shea, C. *To Bridge or Not to Bridge? How Power and Status Affect Brokerage Processes*. [In preparation for submission].

Soda, G., Iorio, A., & Aven, B. *Engineering Social Networks: The (Un)Intended Consequences of Monetary Incentives on Informal Ties and Voluntary Turnover*. [In preparation for submission].

Iorio, A., Soda, G., & Gomez-Solorzano, M. *Stepping Out of Your Comfort Zone? Need for Closure, (In)Formal Structures, and Individual Performance*. [Writing stage].

Valletta, F., Iorio, A., & Tortoriello, M. *Collective Turnover and Social Networks*. [Writing stage].

INVITED AND REFEREED PRESENTATIONS

- 2020 “Cognition and Beyond: Reviving Individual Persons in Network Reality”
Symposium Participant – Sponsor: OB
Academy of Management, Virtual
- 2019 “Brokers in Disguise: The Interplay of Actual Brokerage and Socially Perceived Brokerage on Individual Performance.”
Strategic Management Society, Minneapolis, MN
Academy of Management, Boston, MA
European Group for Organization Studies, Edinburgh, UK
Trans-Atlantic Doctoral Conference, London, UK
Organization Science Winter Conference, Phoenix, AZ
- 2018 “Designing Informal Networks: Implications for Management Theory and Practice.”
Symposium Organizer – Sponsor: OMT division
Academy of Management, Chicago, IL
- 2018 “The Valley of Trust: The Effect of Relational Strength on Monitoring Quality.”
Trans-Atlantic Doctoral Conference, London, UK
- 2016 “Boosting Social Networks: The Effect of Extrinsic Incentives on Task-Related Tie Formation.”
INSEAD Conference on Network Evolution, INSEAD, France
- 2016 “Bringing Agency Back in: Board Interlocks, Broken Ties, and Corporate Profitability.”
Sunbelt (INSNA), Newport Beach, CA
- 2015 “Harvesting Value from Brokerage: Individual Strategic Orientation, Structural Holes, and Performance.”
Academy of Management, Vancouver, Canada

TEACHING EXPERIENCE

Bocconi University

- 2021 *Social Network Analysis* (B.Sc.; Instructor); *Organization* (M.Sc.; Instructor)
- 2020-2021 *Organization Theory* (Ph.D.; Instructor)

Carnegie Mellon University, Tepper School of Business

- 2018 *Organizational Behavior* (B.Sc.; Instructor)
- 2017–2020 *Power and Influence* (MBA; Teaching Assistant)
- 2016–2020 *Managing Networks and Organizations* (MBA; Teaching Assistant)
- 2016–2019 *Corporate Strategy* (MBA; Teaching Assistant)

2016–2019 *Organizational Design and Implementation* (M.Sc.; Teaching Assistant)

GRANTS, HONORS, AND AWARDS

2020 **Simon Doctoral Dissertation Award**, Carnegie Mellon University
(<https://www.cmu.edu/tepper/programs/phd/program/student-awards.html>)

2019 **Strategic Management Society, Doctoral Consortium**
Accepted Participant

2019 **Academy of Management, OMT Doctoral Consortium**
Accepted Participant

2019 **CBDR Small Grants Program**, Carnegie Mellon University
Ph.D. Student Recipient

2018 **Above and Beyond the Call of Duty (ABCD) Reviewing Award** – Award issued by
the Organization and Management Theory Division (Academy of Management, Chicago)

2017 **CMU Presidential Fellowship Award in the Tepper School of Business**, Carnegie
Mellon University

2016 **Wake Forest University Research Grant**, “The Moral Beacon Project,” Research
Assistant

2016, 2018, 2019 **Graduate Student Assembly/Provost Conference Funds**

2014–2019 **William Larimer Mellon Fellowship**, Tepper School of Business, Carnegie Mellon
University

2013–2014 **One-year Competitive Research Grant**, Department of Management and Technology,
Bocconi University

2013 **Paolo Prioli Thesis Award**, (The award is conferred to a Bocconi Graduate Student for
the quality and novelty of their final thesis)

ACADEMIC SERVICE

Ad hoc reviewer for:

*Management Science, Academy of Management Journal, Journal of Management Studies, Journal of
Management, Industrial and Corporate Change, Social Network Analysis and Data Mining, Academy of
Management Annual Meeting*

SKILLS

Language English (fluent), Italian (native), Spanish (basic)

Technical Stata, R, Ucinet, Gephi, Qualtrics, MTurk

INDUSTRY EXPERIENCE

2012 **Accenture PLC**. Business Analyst Intern