

# ALESSANDRO IORIO

Bocconi University  
Via Roentgen, 1  
Milan, IT – 20136

E-mail: [alessandro.iorio@unibocconi.it](mailto:alessandro.iorio@unibocconi.it)  
Web: [www.alessandroiorio.com](http://www.alessandroiorio.com)

Updated: December 2025

## ACADEMIC POSITION

---

2020 – present **Bocconi University**  
Department of Management and Technology  
Assistant Professor (tenure track)

## EDUCATION

---

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

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

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

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

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

## RESEARCH INTERESTS

---

My research examines how social connections in the workplace create competitive advantage for individuals and organizations, employing multimethod research designs. I also study how people build and manage professional networks and how this relational work interacts with formal organizational structures and processes.

## PUBLICATIONS (\* denotes equal authorship)

---

- Iorio, A., & Morris, S. (in press) Tied in or tied up: The contrasting effects of social ties on employee turnover. *Academy of Management Journal*.
- Soda, G., Iorio, A., & Rizzo, L. (2025) In the network of the conclave: Social connections and the making of a pope. *Social Networks*, 83: 215–232.
- Helzer, E. G., Cohen, T. R., Kim, Y., Iorio, A., & Aven, B. (2024). Moral beacons: Understanding moral character and moral influence. *Journal of Personality*, 92(3): 735–752.
- Aven, B., & Iorio, A. (2023). Organizing for misconduct: A social network lens on collective corporate corruption. *Research in Organizational Behavior*, 100191.
- Iorio, A. (2022). Brokers in disguise: The joint effect of actual brokerage and socially perceived brokerage on network advantage. *Administrative Science Quarterly*, 67(3): 769–820
- Winner “Best PhD Paper Award” in the Behavioral Strategy IG Track at SMS Minneapolis 2019
  - Nominee “Best Paper Award” SMS Minneapolis 2019

- Herbert A. Simon Doctoral Dissertation Award in Behavioral Research in the Administrative Sciences.

Aven, B., Morse, L., & Iorio, A. (2021) The valley of trust: The effect of relational strength on monitoring quality. *Organizational Behavior and Human Decision Processes*, 166: 179–193 (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., Soda, G., & Aven, B. *Monetary incentives and networks* [2<sup>nd</sup> R&R at *Strategic Management Journal*].

Iorio, A., Netchaeva, E., & Soda, G. *At face value: A relational mechanism behind the beauty premium at work*. [In preparation for submission].

Iorio, A., Soda, G., & Gomez-Solorzano, M. *A glitch in the matrix: How a low tolerance for ambiguity can lead to success in dual-reporting structures*. [In preparation for submission].

Iorio, A. *Whistleblowing in the workplace* [Writing stage].

## INVITED AND REFEREED PRESENTATIONS

---

2025	Networks and Trust Conference <b>Networks and Trust Conference</b> , Bocconi, Italy
2025	“Stepping out of your comfort zone? Need for cognitive closure, (in)formal structures, and individual performance” <b>EGOS</b> , Athens
2025	“Social Network Society” <b>SNS (Social Network Society) Conference</b> , Paris
2024	“Social Network Society” <b>SNS (Social Network Society) Conference</b> , London
2024	Trust Conference <b>Trust conference</b> , Tucson, Arizona
2024	“Tied in or Tied Up: The contrasting effects of network size on turnover” <b>Frankfurt School of Finance and Management</b> , Frankfurt
2023	“Tied in or Tied Up: The contrasting effects of network size on turnover” <b>SNS (Social Network Society) Inaugural Conference</b> , Exeter
2023	“Stepping out of your comfort zone? Need for cognitive closure, (in)formal structures, and individual performance” <b>ION (Intra-Organizational Network) Conference</b> , Lexington
2022	“Creating a better world together: How different groups create, maintain, and utilize their networks” Symposium participant – <b>Academy of Management</b> , Seattle
2022	“At face value: The effect of facial traits dimensions on social networks and performance evaluations” Paper Session – <b>Academy of Management</b> , Seattle
2020	“Cognition and beyond: Reviving individual persons in network reality” Symposium participant – <b>Academy of Management</b> , Virtual

2019	<p>“Brokers in disguise: The interplay of actual brokerage and socially perceived brokerage on individual performance”</p> <p><b>Strategic Management Society</b>, Minneapolis  <b>Academy of Management</b>, Boston  <b>European Group for Organization Studies</b>, Edinburgh  <b>Trans-Atlantic Doctoral Conference</b>, London  <b>Organization Science Winter Conference</b>, Phoenix</p>
2018	<p>“Designing informal networks: Implications for management theory and practice”</p> <p>Symposium organizer – <b>Academy of Management</b>, Chicago</p>
2018	<p>“The valley of trust: The effect of relational strength on monitoring quality”</p> <p><b>Trans-Atlantic Doctoral Conference</b>, London</p>
2016	<p>“Boosting social networks: The effect of extrinsic incentives on task-related tie formation”</p> <p><b>INSEAD Conference on Network Evolution</b>, INSEAD</p>
2016	<p>“Bringing agency back in: Board interlocks, broken ties, and corporate profitability”</p> <p><b>Sunbelt (INSNA)</b>, Newport Beach</p>
2015	<p>“Harvesting value from brokerage: Individual strategic orientation, structural holes, and performance.”</p> <p><b>Academy of Management</b>, Vancouver</p>

## TEACHING EXPERIENCE

---

### **Bocconi University**

2020 – present	<p><i>Social Networks in Organizations</i> (BSc). Course Director.  Overall average, faculty performance index (ID): <b>9.50/10</b></p>
2020 – present	<p><i>Managing Organizations</i> (MSc). Course Director.  Overall average, faculty performance index (ID): <b>8.85/10</b></p>
2020 – 2024	<p><i>Organization Theory</i> (PhD).  Overall average, faculty performance index (ID): <b>9.60/10</b></p>

### **Carnegie Mellon University, Tepper School of Business**

2018	<i>Organizational Behavior</i> (BSc; Instructor) Instructor evaluation: <b>10/10</b>
2017 – 2020	<i>Power and Influence</i> (MBA; Teaching Assistant)
2016 – 2020	<i>Managing Networks and Organizations</i> (MBA; Teaching Assistant)
2016 – 2019	<i>Corporate Strategy</i> (MBA; Teaching Assistant)
2016 – 2019	<i>Organizational Design and Implementation</i> (M.Sc.; Teaching Assistant)

## GRANTS, HONORS, AND AWARDS

---

2025	<p><b>Junior Faculty Research Grant</b>  Bocconi University</p>
2024	<p><b>Outstanding Reviewer Award</b>  Organization Science</p>

2023	<b>Outstanding Developmental Reviewer Award</b> Academy of Management Review (AMR)
2022	<b>Innovation in Teaching Award</b> Award issued annually by Bocconi University
2022	<b>Research Grant on Social Structure of Innovation</b> Bocconi Faculty recipient (along with Professors Mannucci, Tortoriello, and Soda)
2021	<b>Excellence in Research Award</b> Award issued annually by Bocconi University
2020	<b>Simon Doctoral Dissertation Award</b> Carnegie Mellon University ( <a href="https://www.cmu.edu/tepper/programs/phd/program/student-awards.html">https://www.cmu.edu/tepper/programs/phd/program/student-awards.html</a> )
2019	<b>Strategic Management Society, Doctoral Consortium</b> Accepted Participant
2019	<b>Academy of Management, OMT Doctoral Consortium</b> Accepted Participant
2019	<b>CBDR Small Grants Program</b> PhD Student Recipient - Carnegie Mellon University
2018	<b>Above and Beyond the Call of Duty (ABCD) Reviewing Award</b> Award issued annually by the OMT Division (AOM, Chicago)
2017	<b>CMU Presidential Fellowship Award</b> Tepper School of Business, Carnegie Mellon University
2016	<b>Wake Forest University Research Grant</b> “The Moral Beacon Project”
2016, 2018, 2019	<b>Graduate Student Assembly, Provost Conference Funds</b> Carnegie Mellon University
2014 – 2019	<b>William Larimer Mellon Fellowship</b> Tepper School of Business, Carnegie Mellon University
2013 – 2014	<b>One-year Competitive Research Grant</b> Department of Management and Technology, Bocconi University
2013	<b>Paolo Prioli Thesis Award</b> MSc best thesis award, Bocconi University

## ACADEMIC SERVICE

---

I am in the Editorial Review Board at **Organization Science** and I have also been working as an ad hoc reviewer for the following journals and conferences:

*Administrative Science Quarterly; Management Science; Academy of Management Journal; Strategic Management Journal; Journal of Management Studies; Journal of Management; Industrial and Corporate Change; European Management Review; Social Network Analysis and Data Mining; Academy of Management Annual Meetings; Strategic Management Society Annual Meetings.*

## UNIVERSITY SERVICE

---

2025	<b>Co-Organizer BAIC 2025 Conference</b> , Department of Management and Technology, Bocconi University
2024 – present	<b>Course Director</b> , Managing Organizations, Department of Management and Technology, Bocconi University
2024 – 2025	<b>Junior Job Market Admission Committee</b> , Department of Management and Technology, Bocconi University
2021 – 2024	<b>Co-Organizer External Seminar Series</b> , Department of Management and Technology, Bocconi University
2021 – 2024	<b>PhD Admission Committee</b> , Department of Management and Technology, Bocconi University
2022	<b>“Bridging Boundaries” Workshop Co-Organizer</b> , Department of Management and Technology, Bocconi University
2020 – present	<b>Course Director</b> , Social Networks in Organizations, Department of Management and Technology, Bocconi University
2020 – present	<b>Summer Paper Reviewer for First- and Second-Year PhD Students</b> , Department of Management and Technology, Bocconi University
2020 – present	<b>Final Thesis Advisor and Discussant</b> (100+ students), Department of Management and Technology, Bocconi University

## SKILLS

---

Language	English (fluent), Italian (native), Spanish (basic)
Technical	Stata, R, Ucinet, Gephi, Qualtrics, Prolific

## INDUSTRY EXPERIENCE

---

2012	<b>Accenture PLC</b> . Business Analyst Intern
------	--