

ALESSANDRO IORIO

Bocconi University
Via Roentgen, 1
Milan, IT – 20136

E-mail: alessandro.iorio@unibocconi.it
Web: www.alessandroiorio.com

Updated: March 2024

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 uses a multimethod approach to understand how social networks create competitive advantage for individuals and organizations. I am also interested in investigating the origins and evolution of social network structures, with special emphasis on the link between formal organizational arrangements and informal social relationships (keywords: *organizational theory*, *social network analysis*, *cognitive social structures*, *networking behavior*).

PUBLICATIONS (* denotes equal authorship)

Aven, B., & Iorio, A. (2023). Organizing for misconduct: A social network lens on collective corporate corruption. *Research in Organizational Behavior*, 100191.

Helzer, E. G., Cohen, T. R., Kim, Y., Iorio, A., & Aven, B. (2023). Moral beacons: Understanding moral character and moral influence. *Journal of Personality*. 00: 1–18.

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., Netchaeva, E., & Soda, G. *At face value: The effect of facial traits dimensions on social networks and performance evaluations*. [Reject & Resubmit at *Organization Science*].

Iorio, A., Soda, G., & Aven, B. *Pay-for-prominence: The (un)intended consequences of monetary incentives on employees' centrality and turnover* [Under review at *Strategic Management Journal*].

Iorio, A., & Morris, S. *Tied in or Tied Up: The contrasting effects of network size on turnover*. [In preparation for submission at *Academy of Management Journal*].

Iorio, A., Soda, G., & Gomez-Solorzano, M. *Stepping out of your comfort zone? Need for cognitive closure, (in)formal structures, and individual performance*. [Writing stage].

INVITED AND REFEREED PRESENTATIONS (* Denotes Scheduled)

- 2024 * “Social Network Society”
SNS (Social Network Society) Conference, London
- 2024 * Trust Conference
Trust conference, Tucson, Arizona
- 2024 “Tied in or Tied Up: The contrasting effects of network size on turnover”
Frankfurt School of Finance and Management, Frankfurt
- 2023 “Tied in or Tied Up: The contrasting effects of network size on turnover”
SNS (Social Network Society) Inaugural Conference, Exeter
- 2023 “Stepping out of your comfort zone? Need for cognitive closure, (in)formal structures, and individual performance”
ION (Intra-Organizational Network) Conference, Lexington
- 2022 “Creating a better world together: How different groups create, maintain, and utilize their networks”
Symposium participant – Sponsors: GDO, OB, MOC
Academy of Management, Seattle
- 2022 “At face value: The effect of facial traits dimensions on social networks and performance evaluations”
Paper Session
Academy of Management, Seattle
- 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
Academy of Management, Boston
European Group for Organization Studies, Edinburgh

Trans-Atlantic Doctoral Conference, London
Organization Science Winter Conference, Phoenix

- 2018 “Designing informal networks: Implications for management theory and practice”
Symposium organizer – Sponsor: OMT
Academy of Management, Chicago
- 2018 “The valley of trust: The effect of relational strength on monitoring quality”
Trans-Atlantic Doctoral Conference, London
- 2016 “Boosting social networks: The effect of extrinsic incentives on task-related tie formation”
INSEAD Conference on Network Evolution, INSEAD
- 2016 “Bringing agency back in: Board interlocks, broken ties, and corporate profitability”
Sunbelt (INSNA), Newport Beach
- 2015 “Harvesting value from brokerage: Individual strategic orientation, structural holes, and performance.”
Academy of Management, Vancouver

TEACHING EXPERIENCE

Bocconi University

- 2020 – present *Social Networks in Organizations* (BSc). Course Director.
Overall average, faculty performance index (ID): **9.50/10**
- 2020 – present *Managing Organizations* (MSc).
Overall average, faculty performance index (ID): **8.65/10**
- 2020 – present *Organization Theory* (PhD).
Overall average, faculty performance index (ID): **9.39/10**

Carnegie Mellon University, Tepper School of Business

- 2018 *Organizational Behavior* (BSc; Instructor) Instructor evaluation: **10/10**
- 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

- 2022 **Innovation in Teaching Award, Bocconi University**
Winner
- 2022 **Research Grant on Social Structure of Innovation, Bocconi University**
Faculty recipient (along with Professors Mannucci, Tortoriello, and Soda)
- 2021 **Excellence in Research Award, Bocconi University**
Winner
- 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
PhD Student Recipient
- 2018 **Above and Beyond the Call of Duty (ABCD) Reviewing Award** – Award issued by the OMT Division (Academy of Management, Chicago)
- 2017 **CMU Presidential Fellowship Award**, 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**, Carnegie Mellon University
- 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

I am in the 89th percentile based on verified reviews (Web of Science).

Editorial Review Board: *Organization Science*.

Ad hoc reviewer for the following journals and conferences:

Administrative Science Quarterly; 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 Meetings; Strategic Management Society Annual Meetings.

UNIVERSITY SERVICE

- 2024 **Course Director**, Managing Organizations, Department of Management and Technology, Bocconi University
- 2024 **Junior Job Market Admission Committee**, Department of Management and Technology, Bocconi University
- 2024 **Co-Organizer BAIC 2025 Conference**, Department of Management and Technology, Bocconi University
- 2021 – present **Co-Organizer External Seminar Series**, Department of Management and Technology, Bocconi University
- 2021 – present **PhD Admission Committee**, Department of Management and Technology, Bocconi University
- 2022 **“Bridging Boundaries” Workshop Co-Organizer**, Department of Management and Technology, Bocconi University

- 2020 – present **Course Director**, Social Networks in Organizations, Department of Management and Technology, Bocconi University
- 2020 – present **Summer Paper Reviewer for First- and Second-Year PhD Students**, Department of Management and Technology, Bocconi University
- 2020 – present **Final Thesis Advisor and Discussant** (60+ students), Department of Management and Technology, Bocconi University

SKILLS

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

INDUSTRY EXPERIENCE

- 2012 **Accenture PLC**. Business Analyst Intern