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Bocconi University
Department of Management & Technology
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ACADEMIC POSITIONS

- **Assistant Professor, Bocconi University – Department of Management & Technology**
September 2019 to present
 - **Research Fellow, ICRIOS, Bocconi University**
October 2019 to present
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EDUCATION

- **The Wharton School, University of Pennsylvania**
PhD Management, 2019
Thesis title: *Collaborative careers: exploring career interdependence and its consequences*
Committee: Prof. Matthew Bidwell (chair & advisor), Prof. Peter Cappelli, Prof. Martine Haas, & Prof. Exequiel Hernandez
 - **London School of Economics and Political Science**
MSc Social Policy and Planning (with distinction), 1999
 - **London School of Economics and Political Science**
BSc (Econ) Economics, 1996
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ACADEMIC PUBLICATIONS & WORK IN PROGRESS

Accepted & published peer-reviewed papers

- Anderson, T. (2023) Left behind? Understanding the career consequences of collaborator exits, *Academy of Management Journal* (In press)
- Anderson, T. & Haas, M.R. (2020) My Colleague Just Left! A Knowledge-based Perspective on Co-Worker Departures. *Advances in Strategic Management: Employee Inter- and Intra-Firm Mobility*, 41 (221-229).
- Anderson, T. & Bidwell, M. (2019). Outside insiders: understanding the role of contracting in the careers of managerial workers. *Organization Science*, 30(5), 1000-1029.
- Rolfe, H. & Anderson, T. (2003). A Firm Choice: Law Firms' Preferences in the Recruitment of Trainee Solicitors. *International Journal of the Legal Profession*, 10(3), 315-334.

Book chapters

- Anderson, T., Bidwell, M., & Briscoe, F. (2020). "External Factors Shaping Careers" in Gunz, H.P. & Mayrhofer, W (eds), *Routledge Companion to Careers Studies*. Abingdon, Oxfordshire: Routledge.

Other published articles

- Anderson, T. & Cappelli, P. (2021). The Outsider Edge. *MIT Sloan Management Review*.

Related paper available on SSRN: Anderson, T. & Cappelli, P. (2021). Managing without managers: expanding our understanding of managing through the study of contractors.

Working papers and other active projects

- Shaping the work more than making the place: the role of collaborators in retaining knowledge workers (*writing stage*)
- Interactions, team perceptions, and mobility - with Matthew Bidwell & Federica De Stefano (*analysis stage*)
- Conceptual entrenchment and innovation outcomes - with Pete Aceves (*analysis stage*)
- Careers and collaboration among academic scientists (*data collection stage*)
- Generalists stay, specialists depart – with Cassandra Chambers & Pete Aceves (*initial development stage*)

REFEREED CONFERENCE PAPERS & INVITED PRESENTATIONS

- Work and Organizations Workshop 2023, Madrid: Shaping the work more than making the place: the role of collaborators in retaining knowledge workers
- People and Organizations Conference 2022, Philadelphia: Stuck in their ways: Understanding how entrenchment shapes team innovation outcomes
- Work and Organizations Workshop 2022, Madrid: Stuck in their ways: Understanding how entrenchment shapes team innovation outcomes
- Academy of Management Annual Meeting 2020, Virtual: Saying goodbye & waving hello: tie formation when brokers leave
- European Group for Organizational Studies Colloquium 2020, Virtual: Saying goodbye & waving hello: tie formation when brokers leave
- Economic Sociology Conference 2018, Job Market Candidate Poster Session, UNC-Duke, Chapel Hill, NC: What about those left behind? Understanding the impact of colleague mobility on the careers of collaborative workers
- People and Organizations Conference 2018, The Wharton School, Philadelphia PA: What about those left behind? Understanding the impact of colleague mobility on the careers of collaborative workers
- Academy of Management Annual Meeting 2018, Chicago IL: My Colleague Just Left! How Co-worker Departure Affects Job Performance
- European Group for Organizational Studies Colloquium 2018, Tallinn, Estonia: What about those left behind? Understanding the impact of colleague mobility on the careers of collaborative workers
- Transatlantic Doctoral Conference 2018, London Business School: Outside Insiders: The Role of Contracting in the Careers of Managers
- Labor & Employment Relations Associations (LERA) Annual Meeting 2017, Anaheim CA: Outside Insiders: The Role of Contracting in the Careers of Managers
- INSEAD-Wharton Doctoral Consortium, Singapore 2016: Outside Insiders: The Role of Contracting in the Careers of Managers
- Academy of Management Annual Meeting 2016, Anaheim CA: Does Contracting Pay For Managerial Workers? The Role of Contracting in the Careers of Managers
- European Group for Organizational Studies Colloquium 2016, Naples, Italy: Does Contracting Pay For Managerial Workers? The Role of Contracting in the Careers of Managers

GRANTS & AWARDS

- Mack Institute Research Fellowship 2017 - Intra-Organizational Collaboration Networks: The Impact of Scientist Exit on Innovation and Knowledge Creation
- GAPSA Research Travel Grant, Spring 2017
- Northrop-Grumman Fellowship 2017
- Wharton School Doctoral Program Travel Award Spring 2016

TEACHING

- 20162: Human Resource Management (MSc), Bocconi University – Professor (Fall 2019, 2020, 2021, 2022, 2023)
- 20159: Behavioral Skills Workshop (MSc), Bocconi University – Professor (Fall 2021, 2022, 2023)
- WH 150: Evaluating Evidence (undergraduate), Wharton School – Guest Lecturer (Spring 2019)
- MGMT 794: People Data Analytics (MBA & Executive MBA), Wharton School – Teaching Assistant (Spring 2019)
- MGMT 794: Understanding Careers & Executive Labor Markets (MBA & Executive MBA), Wharton School – Teaching Assistant (Fall 2017 & Spring 2019)
- MGMT 691: Negotiations (MBA & Executive MBA), Wharton School – Teaching Assistant (Fall 2013, Spring 2015, Spring 2016, Spring 2017)
- MGMT 101: Introduction to Management (undergraduate), Wharton School – Instructor (Fall 2015)
- Research Impact for Doctoral Students, NatCen Learning, bespoke course for the British Academy – Instructor (2013)
- Research Ethics, NatCen Learning, open course for policy makers and researchers – Instructor (2012)
- Research Design and Conduct, NatCen Social Research, survey-specific training courses for survey researchers – Instructor (2003-2005, 2006-2010)

PROFESSIONAL SERVICE

- Editorial review board: Academy of Management Review (from July 2023)
- Ad-hoc reviewer: Academy of Management Journal, Administrative Science Quarterly, American Sociological Review, Industrial & Corporate Change, Management Science, Organization Science
- Membership Committee Member, Strategic Management Society (since Jan 2023)
- Diversity and Inclusion Committee Member, Strategic Management Society (Jan 2022–Dec 2025)
- Junior Job Market Committee, Department of Management & Technology, Bocconi University (2021, 2022)
- Co-Organizer, Department of Management & Technology Seminar Series, Bocconi University (Sept 2019-July 2021)
- Co-organizer, Bocconi Assembly for Innovation & Cooperation Webinar Series (Spring/Summer 2020, 2021)
- Co-Organizer, INSEAD-Wharton Doctoral Consortium, 2016

RESEARCH COVERAGE

- Leader to Leader: From the front lines (Fall 2020) “Where has all the knowledge gone: the effects of employee departures”
<https://onlinelibrary.wiley.com/share/6HGJU8XZM6XPFAJBZXXF?target=10.1002/ltl.20535>

PREVIOUS EMPLOYMENT & RELATED RESEARCH PUBLICATIONS

- Director of Income & Work Research, National Centre for Social Research, London UK: July 2010 to July 2013
- Deputy Research Group Director/Research Director, National Centre for Social Research, London UK: August 2006 to June 2010
- Associate Research Director, Ipsos MORI, London UK: November 2005 to July 2006
- Research Director/Senior Researcher, National Centre for Social Research, London UK: December 2002 to November 2005
- Researcher, National Institute of Economic and Social Research, London UK: November 1999 to November 2002
- Assistant Manager, Management Recruitment & Training, Unilever plc, London UK: November 1996 to July 1999

Selected Published Research Reports (UK Government & others)

- Anderson, T., Tait, C., & Lloyd, C. (2011). *European Social Fund Cohort Study: Wave 3*. Department for Work & Pensions Research Report 771.
- Jones, A., Donmall, M., Millar, T., Moody, A., Weston, S., Anderson, T., Gittins, M., Abeywardana, V., & D’Souza, J. (2009). *The Drug Treatment Outcomes Research Study (DTORS): Final Outcomes Report*. Home Office Research Report 24.
- Jones, A., Weston, S., Moody, A., Millar, T., Dollin, L., Anderson, T., & Donmall, M. (2007). *The Drug Treatment Outcomes Research Study: Baseline Report*. Home Office Research Report 03.
- Anderson, T., Dorsett, R., Hales, J., Lissenburgh, L., Pires, C., & Smeaton, D. (2004). *Work Based Learning for Adults: An Evaluation of Labour Market Effects*. Department for Work & Pensions Research Report W187.
- Anderson, T. & Pires, C. (2004). *Lone Parents and Work Based Learning for Adults*. Department for Work & Pensions, Research Report W188.
- Anderson, T., Millward, N., & Forth, J. (2004). *Equal Opportunities Policies and Practice at the Workplace: Secondary Analysis of WERS98*. Department for Trade & Industry Employment Related Research Series No 29.
- Anderson, T. & Metcalf, H. (2003). *Diversity: Stacking up the evidence*. London: Chartered Institute of Personnel & Development.
- Anderson, T. & Metcalf, H. (2003). *Modern apprenticeship employers: evaluation study*. Department for Education & Skills Research Report 417.
- Rolfe, H., Metcalf, H., Anderson, T., & Meadows, P. (2003). *Recruitment and Retention of Childcare, Early Years and Playworkers: Research Study*. Department for Education & Skills Research Report 409.
- Metcalf, H., Anderson, T., & Rolfe, H. (2001). *Barriers to employment for offenders and ex-offenders*. Department for Work & Pensions Research Report 155.
- Anderson, T., Forth, J., Metcalf, H. & Kirby, S. (2001). *The Gender Pay Gap*. Women and Equality Unit, Cabinet Office.
- Metcalf, H., Crowley, T., Anderson, T., & Bainton, C. (2000). *From Unemployment to Self-Employment: the Role of Micro-Finance*. London: International Labour Organization.