

Fabrizio Castellucci

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Academic Positions

- 2015-Present Università Commerciale “L. Bocconi”
Associate Professor of Organization Theory
- 2018- Presentr Director of the DBA
SDA Bocconi School of Management
- 2009-present SDA Bocconi School of Management
SDA Professor of Leadership
- 2009-present INSEAD, France
Visiting Professor of Organizational Behavior
- 2005-present Wharton School, University of Pennsylvania
Affiliate Professor to the Wharton Sports Business Initiative
- 2009-2015 Università Commerciale “L. Bocconi”
Assistant Professor of Organization Theory
- 2013-2014 Haas School of Management, UC Berkeley
Visiting Scholar
- 2007-2008 Università Commerciale “L. Bocconi”
Visiting Professor of Organization
- 2001-2009 INSEAD, France
Assistant Professor of Organizational Behavior

Education

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

Publications

Refereed Journals

Castellucci F., Podolny J. M., 2017, “The Dynamics of Position, Capability, and Market Competition.” *Industrial and Corporate Change*

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*

Ertug G., Castellucci F., 2015 “Who Shall Get More? How Intangible Assets And Aspiration Levels Affect The Valuation of Resource Providers”, *Strategic Organization*

Piazza A., Castellucci F., 2014 “Status in Organization and Management Theory”, *Journal of Management*

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*

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*

Castellucci F., Padula M., and Pica G., 2011, “The Age Productivity Gradient: Evidence from a Sample of F1 Drivers.” *Labour Economics*.

Castellucci F., Ertug G., 2010 “What’s in it for them? Advantages of Higher Status Partners in Exchange Relationships.” *Academy of Management Journal*

Papers Under Review

Castellucci F., Slavich B., “Stir it up: How master–apprentice relationships affect identity building in creative industries” R&R at *Industrial and Corporate Change*

Castellucci F., “Status, Uncertainty, and Performance in Formula One Racing.” Under Review at *Journal of Management Studies*

Giangreco A., Slavich B., Piazza A., Castellucci F. “Celebrity and Status in the Decoupling between Performance and Pay: Evidence from the European Big-5 Football Leagues”, under review at *Human Resource Management*

Piazza A., Phillips D., Castellucci F., “Affiliations, Distinctiveness, and the Success of New Entrants: New Bands and the Market for Live Music Performances, 2000-2012” under review at *Organization Science*

Working Papers

Denrell J., Liu C., Maslach D., Castellucci F. “Fortune favors the insensitive: How status moderates responses to failures in Formula One Racing”

Castellucci F., Slavich B., Galinsky A., Usova A., Ertug G. “Breaking the rules: the effect of experience and status on deviant behavior”

Castellucci F., Datar A. “Perceptions of risk and power in high status CEOs”

Radford A., Castellucci F. “Can the learning of the board be independent from its social status?: The dynamics of CEO dismissal.”

Ertug G., Castellucci F., Tshang T., Bonfrer A. “Shelf Life: Decreasing Returns to Status Over Time.”

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

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

Work in progress

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”

Chapters in Refereed Books

Castellucci F., Carnabuci G., Forthcoming “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 Refereed 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

Refereed Conference Proceedings

Castellucci F., Ertug G., 2005, "What's in it for them? Advantages of Higher Status Partners in Exchange Relationships" *Best Papers Proceedings*, Academy of Management Meeting, Honolulu

Castellucci F., Lomi A., Lorenzoni G., and Grandi A., 1995, "Modelli di Network Analysis Applicati alle Relazioni Interimpresa: Il Caso dell'industria Meccanica Meridionale" *Quaderni AiIG: Le Relazioni Clienti Fornitori*, n.1, 9-33.

Teaching

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|--------------|---|
| 2009-Present | SDA Bocconi
MBA: Core Course <ul style="list-style-type: none">• Organizational Behavior (Best teacher award 2012, 2014)• Organizational Design (Excellence in teaching 2011) EMBA <ul style="list-style-type: none">• Organizational Behavior Program Director (Open enrollment programs) <ul style="list-style-type: none">• Negotiations and Influence Executive Education (Company specific programs) <ul style="list-style-type: none">• Boheringer, Pirelli, Danone, Irisbus, Helsinn, GSK, Prysmian, ENI, Italfondiaro |
| 2009-Present | Bocconi University
PhD School <ul style="list-style-type: none">• Advanced Organizational Sociology Undergraduate Courses <ul style="list-style-type: none">• Organizational Behavior• Organization Theory Master Courses <ul style="list-style-type: none">• Decision Making and Negotiation• Organization Theory• Organizations |
| 2013-Present | Cambridge Judge Business School
Advanced Leadership Program |
| 2015 | Rotman School of Management
GEMBA <ul style="list-style-type: none">• Organizational Leadership (2015 Rotman School of Management Teaching Award) |
| 2013 | MISB Bocconi, Mumbai
PGPB <ul style="list-style-type: none">• Leadership and change |
| 2001-2009 | INSEAD
MBA: Core Courses <ul style="list-style-type: none">• 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 American Sociological Association

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.

Member of the editorial board of *Economia e Management*

2003-2007 PhD OB area Coordinator INSEAD

2001-present PhD Supervised

- Ali Radfard

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