

ALESSANDRO IORIO

Bocconi University
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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)

- 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**].
- Aven, B. & Iorio, A. *Organizing for misconduct: How social networks affect wrongdoing in organizations*. [Writing stage. Invited chapter for **Research in Organizational Behavior**].
- Soda, G., Iorio, A., & Aven, B. *Boosting social networks? The (un)intended consequences of monetary incentives on connectivity and turnover*. [In preparation for submission].
- 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].
- Iorio, A., & Shea, C. *To bridge or not to bridge? How power and status affect brokerage processes*. [Writing stage].

INVITED AND REFEREED PRESENTATIONS (* Denotes scheduled)

- 2023* “Social Network Society Inaugural Conference”
 SNS Conference, Exeter
- 2023* “Intra-Organizational Network Conference”
 ION 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): **8.73/10**
- 2020 – present *Organization Theory* (PhD).
Overall average, faculty performance index (ID): **8.84/10**

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 Profs. 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 (Publons). I have been working as an ad hoc reviewer for the following journals and conferences:

Administrative Science Quarterly; Organization Science; 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

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 (50+ 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
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