

# Fabiola Bertolotti

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Department of Sciences and Methods for Engineering  
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## Academic Position

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- 11/2005 - **Associate Professor of Organizational Behavior (ING-IND/35)**  
Department of Engineering Sciences and Methods, University of Modena and Reggio Emilia, Via Amendola 2, 42122 Reggio Emilia , Italy
- Research Activities in Organizational Behavior and Organization Theory
  - Teaching activities in undergraduate and graduate courses (Organizational Behavior and Theory, Management Accounting, Human Resource Management)
  - Teaching activities in the Ph.D. courses in Management (University of Bologna), Management (LUISS, till 2019), Management Engineering and Real Estate Appraisal (University of Padua)
  - From November 13<sup>th</sup> 2020 I have received the national scientific qualification for full professorship in the area 09/B3, Management Engineering (ING-IND/35).
  - From October 15<sup>th</sup> 2018 I have received the national scientific qualification for full professorship in the area 13/B3, Organization Theory (SECS-P/10).
  - 05/2013 – 12/2020 Member (elected) of the Evaluation committee of the University of Modena and Reggio Emilia (Nucleo di Valutazione)
  - 2008- present Chair of the committee in charge of incoming students' evaluation for the Department of Engineering Sciences and Methods
  - 2006-2009 Vice-Chair of the Department
  - 2018 -present Faculty member of the Ph.D. program in Industrial Innovation Management – Department of Engineering Sciences and Methods

12/2006 - **Founder of the Academic Spin-Off E.P.O.C.A. S.r.l.**

04/2001 -10-2005 **Assistant Professor of Organizational Behavior (ING-IND/35)**  
Department of Engineering Sciences and Methods, University of Modena and Reggio Emilia, Via Amendola 2, 42122 Reggio Emilia , Italy

## Education

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- 07/2014-09/2014 **Visiting Scholar**  
McCombs Business School, Department of Management, University of Texas at Austin, Texas, USA
- 01/2000-12-2000 **Visiting Ph.D. Student**  
McCombs Business School, Department of Management, University of Texas at Austin, Texas, USA
- 1999-2002 **Ph.D. in Management Engineering**  
University of Padua

1990-1997 Master Degree in Management Engineering, *cum Laude*  
University of Bologna

## Honors and Distinctions

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- Outstanding Reviewer Award, 2007, 2015; Organizational Behavior Division of the AoM;
- Best Conference paper 2013, ITAIS;
- Best paper proceedings 2016, AOM annual conference.
- Included in the Best Reviewer 2018 (awarded in 2019) shortlist for Journal of Management Studies (10 reviewers)
- The manuscript, "Platforms as entrepreneurial incubators? How online labor markets shape work identity," by Bellesia, Mattarelli, Bertolotti and Sobrero is selected as one of the three Highly Recommended Papers that appeared in the Journal of Managerial Psychology (JMP) in 2019
- Outstanding Associate Editor 2020 for OCIS (Organizational Communication and Information Systems) division of the Academy of Management association
- Winner of the Mike Wright Prize For Best Journal of Management Studies Reviewer 2020
- Winner of the Editors' Reviewers of the Year 2020 for Journal of Management Studies ([https://onlinelibrary.wiley.com/page/journal/14676486/homepage/jms\\_best\\_paper\\_award.htm#BestReviewer](https://onlinelibrary.wiley.com/page/journal/14676486/homepage/jms_best_paper_award.htm#BestReviewer))

## Contributions to Journals

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- Member of the Editorial Board of European Management Journal
- Member of the Editorial Board of Journal of Organizational Behavior,
- Member of the Editorial Board of Journal of Management Studies,
- Reviewer for Organization Science, Organization Studies, IEEE transaction of Engineering Management, Research Policy

## Main financed projects (last 6 years)

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- Distributed work in online platforms
- Framing Employee Attitudes and Digital Work Behaviours to Support Data-Driven Human Resource Management.
- The Role of Materiality in Hybrid Interorganizational Collaborations. Boundary Work for the Design, Realization and Use of Collaborative Spaces
- 'Design of services to increase well-being' with a company leader in the facility management sector
- To pursue organizational excellence in Law Courts

## Main Journal Peer-reviewed publications (last 6 years)

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Mattarelli, E., Bertolotti, F., Prencipe, A., & Gupta, A. (2021). The Effect of Role-Based Product Representations on Individual and Team Coordination Practices: A Field Study of a Globally Distributed New Product Development Team. **Organization Science**. Forthcoming.

Vignoli, M., Di Norcia, M., & Bertolotti, F. (2021). Designing Services for employees' wellbeing: principles for an improved employee experience. **CERN IdeaSquare Journal of Experimental Innovation**. Forthcoming.

Ungureanu, P., & Bertolotti, F. (2020). From gaps to tangles: A relational framework for the future of the theory-practice debate. **Futures**, 118, 102532.

Azam, A., Bertolotti, F., Boari, C., & Atif, M. M. (2020). Top management team international experience, international information acquisition and international strategic decision rationality. **Review of International Business and Strategy**. Vol. 30 No. 3, pp. 441-456. <https://doi.org/10.1108/RIBS-01-2020-0010>

Ungureanu, P., Cochis, C., Bertolotti, F., Mattarelli, E., & Scapolan, A. C. (2020). Multiplex boundary work in innovation projects: the role of collaborative spaces for cross-functional and open innovation. **European Journal of Innovation Management**. DOI 10.1108/EJIM-11-2019-0338.

Ungureanu, P., Bertolotti, F., Mattarelli, E., & Bellesia, F. (2020). Collaboration and identity formation in strategic interorganizational partnerships: An exploration of swift identity processes. **Strategic Organization**, 18(1), 171-211.

Bertolotti, F., Mattarelli, E., Dukerich, J. (2019). The relationship between polychronicity and social networks: A mixed-methods study of research and development professionals, **Human Relations**, 72 (10), 1595-1622. DOI: 10.1177/0018726718810097. IF: 3.367.

Ungureanu, P., Bertolotti, F., Pilati, M. (2019). What drives alignment between offered and perceived well-being initiatives in organizations? A cross-case analysis of employer-employee shared strategic intentionality, **European Management Journal**, In Press, DOI 10.1016/j.emj.2019.03.005. IF: 2.985.

Bertolotti, F., Macrì, D.M., Vignoli, M. (2019). Strategic Alignment Matrix: supporting management coordination in complex organizations, **Journal of Accounting and Organizational Change**, In press, DOI: 10.1108/JAOC-12-2017-0122.

Ungureanu, P., Bertolotti, F., Mattarelli, E., Bellesia, F. (2019) Making matters worse by trying to make them better? Exploring vicious circles of decision in hybrid partnerships, **Organization Studies**, 40 (9), 1331-1359. DOI: 10.1177/0170840618765575. IF: 3.543.

Bellesia, F., Mattarelli, E., Bertolotti, F., Sobrero, M. (2019). Platforms as Entrepreneurial Incubators? How Online Labor Markets Shape Work Identity, **Journal of Managerial Psychology**, 34 (4), 246-268, DOI: 10.1108/JMP-06-2018-0269. IF: 1.415.

Ungureanu, P., Bertolotti, F. (2018) Building and Breaching Boundaries at Once. An Exploration of How Management Academics and Practitioners Perform Boundary Work in Executive Classrooms,

**Academy of Management Learning and Education** 17(4), 425-452. IF: 3.274.

Ungureanu, P., Bertolotti, F., Macri, D.M. (2018) Brokers or Platforms? A Longitudinal Study of How Hybrid Interorganizational Partnerships for Regional Innovation Deal with VUCA Environments, **European Journal of Innovation Management**, 21(4), 636-671. IF: 1.793.

Azam, A., Boari, C., Bertolotti, F. (2018). Top management team international experience and strategic decision-making, **Multinational Business Review**, 25 (1) 50-70.

Ungureanu, P., Bertolotti, F. (2016). Beyond boundaries. A relational study of knowledge exchanges between management scholars and business practitioners in executive classrooms, In: ACADEMY OF MANAGEMENT ANNUAL MEETING BEST PAPER PROCEEDINGS. - ISSN 2151-6561, pp. 1393-1398.

Bertolotti, F., Mattarelli, E., Vignoli, M., Macri, D.M. (2015) Exploring the relationship between multiple team membership and team performance: the role of social networks and collaborative technology, **Research Policy**, 44 (4), 911-924. IF: 5.425.

Mattarelli, E., Bertolotti, F. Incerti, V. (2015). The interplay between organizational polychronicity, multitasking behaviors and organizational identification: A mixed-methods study in knowledge intensive organizations, **International Journal of Human-Computer Studies**, 79, 6-19. IF: 2.006.