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ACADEMIC POSITIONS

- 2023- today **Bocconi University**, Department of Social and Political Sciences
 Associate Professor, disciplinary field of 13/B1 – Business administration and accounting studies
- 2015 - 2023 **Bocconi University**, Department of Social and Political Sciences
 Assistant Professor, disciplinary field of 13/B1 – Business administration and accounting studies
- 2013 – 2015 **Bocconi University**, Department of Policy Analysis and Public Management
 Post-Doctoral Grant

EDUCATION

- 2009 – 2014 **University of Cambridge**, Cambridge, UK
 PhD in Management Studies
 Dissertation: “Institutional Pluralism and Organizational Change. Insights from Hybrid Organizational Forms in the Italian Health Care Field”.
 Supervisor: Sandra Dawson; Committee: Shahzad (Shaz) Ansari, Tina Dacin.
- 2012 **University of Alberta**, Edmonton, CA
 Visiting PhD Student, Strategic Management and Organization Department
- 2005-2007 **Bocconi University**, Milan, Italy
Laurea specialistica (M.Sc.) in Economics and Management of Public Administrations and International Institutions
 Topic: “Public private partnerships for the delivery of core health services: inductive and deductive analyses”, *summa cum laude*
- 2002-2005 **Bocconi University**, Milan, Italy
 Laurea (Bachelor) in Economics and Management of Arts, Culture and Communication, *summa cum laude*

ACADEMIC AFFILIATIONS AND FELLOWSHIPS

- 2022 – today **Emlyon Business School, Research Center for Work, Technology and Organization**, Affiliated Member
- 2021 – today **UCL School of Management**, Honorary Senior Research Associate
- 2018 **Stanford University, Center for Advanced Study in the Behavioral Sciences (CASBS)**, Fellow of the Summer Institute on Organizations and their Effectiveness
- 2007 – today **Centre for Research on Health and Social Care Management (CERGAS)**
 Bocconi, Faculty Affiliate

RESEARCH

I am a social scientist with an interdisciplinary interest in organization theory, healthcare, and public policy. I study dynamics of inter-organizational, organizational and professional collaboration and change, in contexts characterized by competing institutional pressures and technological change.

Publications in Refereed Journals

- Cappellaro G., Mele V., & Ansari A. (conditionally accepted). Bridging Global Mandates and Local Realities: Intermediary Clusters and Interorganizational Collaboration for International Development. *Organization Studies*
- Perobelli, E., Cappellaro, G., Saporito, R. (forthcoming) Public–private hybrid organisations in the public sector: evidence and future directions from a systematic literature review. *Public Management Review*, <https://doi.org/10.1080/14719037.2024.2365244>
- Ardito, A., Cappellaro, G., Compagni, A., Petracca, F., Preti, M.L. Implementation of learning-based artificial intelligence applications in healthcare organizations: Protocol for a systematic review of empirical studies. *JMIR Research Protocols*, 12 (1), e47971
- Compagni, A., Cappellaro G., Nigam A. (2024). Responding to professional knowledge disruptions of unmitigable uncertainty: The role of emotions, practices, and moral duty among Covid-19 physicians. *Academy of Management Journal*, <https://doi.org/10.5465/amj.2022.0697>
- Cappellaro G., Compagni A., & Dacin, T. 2024. Trajectories of value generation and capturing by public-private hybrids: Mechanisms of multi-level governance in healthcare. *Organization Studies*. 45 (2).
- 2018 Best OMT Paper Award, Runner-Up
- Blandford A., Abdi S., Aristidou A., Cappellaro G., Carmichael J., Hussain R., & Balaskas K., 2022. Protocol for a qualitative study to explore acceptability, barriers, and facilitators of the implementation of new teleophthalmology technologies between community optometry practices and hospital eye services. *BMJ Open*, 12 (7): 1-8.
- Cappellaro, G., Compagni, A., & Vaara, E. 2021. Maintaining strategic ambiguity for protection: Struggles over opacity, equivocality, and absurdity around the Sicilian Mafia. *Academy of Management Journal*, 64(1): 1-37.
- "Lessons from the mafia on ambiguity." *AOM Insights* (amj.2017.1086.summary) is #2 all-time for # of clicks (1,105) to an Insights newsletter item (July 2020)
- Cappellaro G., Tracey P., & Greenwood R. 2020. From logic acceptance to logic rejection: The process of destabilization in hybrid organizations. *Organization Science*, 31 (2): 415-438.
- EGOS Best Student Paper Award
- Mele V., Esteve M., Lee S., Bel, G., Cappellaro G., Petrovski, N., & Ospina S. 2020. Enhancing methodological reporting in public administration: The functional equivalents framework. *The American Review of Public Administration*, 50 (8): 811-824.
- Mele, V., & Cappellaro, G. 2018. Cross-level coordination among international organizations: Dilemmas and practices. *Public Administration*, 96(4): 736-752.
- Cappellaro, G. 2017. Ethnography in public management research: A systematic review and future directions. *International Public Management Journal*, 20(1): 14-48.
- Cappellaro, G., & Ricci, A. 2017. PPPs in health and social services: a performance measurement perspective. *Public Money & Management*, 37(6): 417-424.
- Cappellaro, G., & Longo F. 2011. Institutional public-private partnerships for core health services: Evidence from Italy. *BMC Health Services Research*. 11, 82
- 7551 article accesses (September 2022)

Cappellaro G., Ghislandi S., & Anessi-Pessina E. 2011. Diffusion of medical technology: The role of financing, *Health Policy*, 100 (1): 51-59

Marsilio, M, Cappellaro, G., & Cuccurullo, C. 2011. Intellectual structure of PPPs research: a bibliometric analysis. *Public Management Review*. 13 (6): 763-782.

Cappellaro, G., Fattore, G, & Torbica A 2009. Funding of health technologies in decentralized system: A comparison between Italy and Spain. *Health Policy*. 92 (2): 313-321

Monograph

Cappellaro, G., Compagni, A., & Vaara, E. 2023. *Ambiguity in Organization Theory: From Intrinsic to Strategic Perspectives* (Elements in Organization Theory). **Cambridge University Press**: Cambridge, UK.

Peer-reviewed Book Chapters

Cappellaro, G., Mallarino, G. (forthcoming). Methods and approaches in PA research on Italy. In Ongaro, E. et al. (eds), *Public Administration in Italy*. Palgrave

Perobelli, E., G. Giacomelli, G. Cappellaro, R. Saporito. forthcoming. Steering or drifting? Reviving social equity through performance measurement in hybrid organizations. A case from Italy. In S. Young, K. Wiley, & D. Cepiku. (Eds). *Social Equity and Public Management book (title tbd)*. Routledge: London.

Cappellaro G., Compagni A., & Vaara, E. forthcoming. Social control agents and the evolving definition of wrongdoing: the case of the gray area around the Mafia. In C. Gabbioneta, M. Clemente, & R. Greenwood. (Eds.) *Wrongdoing, misconduct, and scandals - Research in the Sociology of Organizations*. Emerald Publishing Limited: Bingley: UK

Biygautane, M., Micelotta E., Gabbioneta, C., & Cappellaro G., 2021. In the land of sand and oil: How the macrofoundations of a tribal society shape the implementation of public-private partnerships (PPPs). In C.W.J. Steele, T.R.Hannigan, V.L.Glaser, M.Toubiana and J.Gehman (Eds). *Macrofoundations: Exploring the Institutionally Situated Nature of Activity - Research in the Sociology of Organizations*, vol.68. Emerald Publishing Limited: Bingley: UK.

Book Reviews

Cappellaro, G. 2014. Review of: Institutional Theory and Organizational Change, by Staffan Furusten. *Organization Studies*, 35 (12): 1893-1896.

Reports

Cappellaro, G., Cancellieri, G., Turrini, A. 2016. Social Innovation in Arts & Culture: Social Cohesion in Contexts of Culture-led Place Rejuvenation. *FP7 Europe Itssoin*

Cappellaro, G., Longo F., Ricci A., 2014. Public Private Partnership: analisi e procedura di messa a regime delle sperimentazioni gestionali. *Eupolis Lombardia*

Cappellaro, G., Longo F., Ricci A. 2012. Analisi e valutazione delle sperimentazioni gestionali in sanità. *Agenzia Nazionale per i Servizi Sanitari Regionali*

Borgonovi, E., Cappellaro, G., Fattore, G., & Torbica, A. 2008. Financing medical devices in Italy and Spain. *The European Health Technology Institute for Socio-Economic Research, Brussels*

Conference Proceedings (top 5% of submissions)

Cappellaro, G., & Compagni, A. 2018. Life beyond emergence: Institutional intermediaries and the persistence of hybrid forms. In *Academy of Management Proceedings* (Vol. 2018, No. 1, p. 12074). Briarcliff Manor, NY 10510: Academy of Management.

Other Articles (media articles, Italian articles and book chapters, articles by invitation)

- Cappellaro G., Gervasi M. 2023. AI e dati sintetici cambieranno la Sanità, ma solo con le giuste regole. *Agenda Digitale* (www.agendadigitale.eu/sanita/ai-e-dati-sintetici-cambieranno-la-sanita-ma-solo-con-le-giuste-regole/)
- Cappellaro, G., 2023. Intelligenza artificiale. Organizzazioni sanitarie: dal gap alle leve di sviluppo. *Sole 24 Ore*. (<https://24plus.ilsole24ore.com/art/organizzazioni-sanitarie-gap-leve-sviluppo-AFGeh1K>)
- Cappellaro G, Longo F, Ricci A. 2012. Sperimentazioni Gestionali in Sanità: rilevazione nazionale e analisi modelli emergenti. in Anessi E., Cantù E. (Eds), *Rapporto Oasi 2012*, Milano, Egea
- Cappellaro G, Longo F, Ricci A. 2012. Sperimentazioni Gestionali. Guida all'uso. *Il Sole 24 Ore Sanità*.
- Cappellaro G, Longo F, Ricci A. 2012. Molti ospedali e poco territorio. Risultati della rilevazione nazionale sulle Sperimentazioni Gestionali. *Il Sole 24 Ore Sanità*.
- Cappellaro G, Cuccurullo, C, Marsilio, M, 2009. Public-Private partnership: un'analisi bibliometrica. *Azienda Pubblica*, 2.
- Cappellaro G, Marsilio, M, 2009. Relazioni pubblico-privato nel settore dell'ortopedia e della riabilitazione: evidenze dalla Regione Veneto. *Mecosan*, 18 (69): 87-111
- Brusoni, M, Cappellaro, G, Marsilio M, 2008. I processi di accentramento degli approvvigionamenti in sanità: una prima analisi di impatto. in E. Anessi-Pessina, E. Cantù (Eds). *Rapporto Oasi 2008*, Milano, Egea, 2008
- Cappellaro, G. 2008. Access to cardiovascular technology across Europe: the role of financing, *Cardiology Management Journal*, 2.
- Cappellaro, G, & Torbica A. 2008 Financing of medical devices in Europe: the case of implantable cardioverter defibrillators and coronary stents in Italy. *Eurohealth*, 14 (3)
- Cappellaro, G, Marsilio, M. 2007. Le collaborazioni pubblico privato per la gestione dei servizi sanitari: alcune riflessioni alla luce della ricognizione delle esperienze a livello internazionale e nazionale, *Mecosan*, 16 (63)
- Brusoni, M, Cappellaro, G, Marsilio, M, 2008. Quando accentrare l'acquisto conviene, *Il Sole 24 Ore Sanità*.
- Brusoni, M, Cappellaro, G, Marsilio, M, 2009 Accentramento degli approvvigionamenti. Una prima analisi di impatto *Aboutpharma*, 66.

MAIN PROJECTS and GRANTS

- Multilayered Urban Sustainability Action (MUSA), Italian Recovery and Resilience Plan funding (2022-today):
 - Task leader “Artificial Intelligence Innovation Implementation”, Spoke 2.5: Develop, implement, and sustain technological innovation in health (spoke budget: 529,000 €);
- Medical Professionals’ Skills, Interactions and Learning following the implementation of Artificial Intelligence tools, UCL School of Management, faculty member (2021-today)
- Age-IT, Italian Recovery and Resilience Plan funding (2022-today):
 - Task leader “Elderly need map and population profiles”, Spoke 10 Mainstreaming ageing by building institutional mechanisms for policy making
- Families and child disability: unmet needs and access to services in an intersectional perspective (chilDfam), Fondazione Cariplo Grant (164,000 €)(2022-today)
 - Work package leader “Barriers to take-up of services and families’ coping strategies”
- Medical professionals’ resilience in the aftermath of the Covid-19 pandemic, Bocconi University (2020-2021)
- Patient-led innovation in health and social services, Bocconi University (2020)
- Impact of the Third Sector as Social Innovation (ITTSOIN), European Commission, DG Research, 7th Research Framework Programme Grant (2014-2016)
 - Faculty member, work package Culture and Arts (200,000 €)
- Public Private Partnership: analysis and implementation of *sperimentazioni gestionali* in Lombardy Region, funded by Eupolis Lombardia, Principal Investigator (62,000€) (2013-2014)

- Analysis and evaluation of *sperimentazioni gestionali* in health care, funded by Italian Ministry for Health Care, Principal investigator (30,000 €) (2012)
- Exploring change and collaboration mechanisms in International Organizations, OCAP SDA Bocconi Grant, faculty member (11,000 €) (2012-2014).
- Regulating and financing medical devices. A comparison between Italy and Spain, funded by European Health Technology Institute for Socio-Economic Research, faculty member (2008).

TEACHING EXPERIENCE

I teach courses at all levels (undergraduate, graduate, PhD School, SDA School of Management) in three major topics: (I) Management of public organizations; (II) Public policies and funding in the public sector; (III) Qualitative research methods.

I supervised more than 50 dissertations at both undergraduate, graduate levels, and PhD levels.

AWARDS AND SCHOLARSHIPS

- 2024: Bocconi Research Excellence Award
 2021: Bocconi Research Excellence Award
 2020: Bocconi Research Excellence Award
 2019: Bocconi Innovation in Teaching Award – Undergraduate School A.Y. 2017-2018
 2017: ABCD (Above and Beyond the Call of Duty) Award - Organization and Management Theory Division, Academy of Management
 2015: ABCD (Above and Beyond the Call of Duty) Award - Organization and Management Theory Division, Academy of Management
 2013: European Group for Organization Studies (EGOS) Best Student Paper Award
 Cambridge Judge Business School Networking Grant
 2012: Best Young Researcher Award, Italian Association of Health Economics (AIES, with A. Ricci)
 ABCD (Above and Beyond the Call of Duty) Award - Organization and Management Theory Division, Academy of Management
 Appointed PhD Representative for the EQUIS reaccreditation of Cambridge Judge Business School
 Cambridge Judge Business School Networking Grant
 2009 – 2012: Economic and Social Research Council (ESRC), Quota Award (17,400 £)
 2009 – 2012: Cambridge European Trust (CET) (15,000 £)
 2010 – 2011: Sidney Sussex College Research Grant

PROFESSIONAL SERVICE

Editorial Board

Organization Studies (2020-2024), ERB member
 Strategic Organization (2023-2025), ERB member

Ad hoc reviewer

Journals in management and organization theory: Academy of Management Journal, Administrative Science Quarterly, Journal of Management Studies, Long Range Planning, Journal of Management Inquiry, Strategic Organization, Human Relations, Business & Society, Journal of Organizational Ethnography

Journal in public administration and policy: Public Administration, Public Administration Review, Public Management Review, Political Studies Review

Journals in health care: Health Policy, Health Service Management Research, Social Science & Medicine

Professional associations Academy of Management, Divisions: Organization and Management Theory (OMT), Health Care Management (HCM); Communication, Digital Technology and Organization (CTO)
European Group of Organization Studies
American Sociological Association: Organizations, Occupations and Work Section; Medical Sociology Section

Bocconi service

- Teaching committee member for the following programs: M.Sc. Economics and Management in Arts, Culture, Media, and Entertainment (2015-2022); Bachelor in International Politics and Government (2019-today); PhD in Public Policy and Administration (2015-2019); Bachelor in Economics and Management for Arts (2022-)
- Department Seminar Series Organizer, Stream “Health, Welfare and Wellbeing” (2019-2022)
- Member of the Budget Commission, Department of Social and Political Sciences (2022-today)

INTERNATIONAL EXPOSURE

A. Organizer and Chair of Academic Conferences and Workshops (selected, most recent)

- Organizer of the Subtheme “Professions, Disruptive Technologies, and Institutional Dynamics” (European Group of Organization Studies, July 2024, with: Claudia Gabbioneta, Joel Gehman)
- Organizer of the Research Jam “Healthcare and Technology”, CER GAS SDA Bocconi University (March 2024)
- Organizer of the Professional Development Workshop “Artificial Intelligence, Health Care and the Changing Nature of Organizations and Professional Work” (Academy of Management Conference, 2022, jointly sponsored by: Healthcare Division, Organization & Management Theory Division, Communication, Digital Technology & Organization Division)
- Organizer of the PhD/Early Career Workshop “Artificial Intelligence and healthcare” in Organization and Management studies (UCL School of Management in October 2021)
- Organizer, 14th Workshop on New Institutionalism in Organization Theory (Bocconi University, March 2018)

B. Invited Presentations and Keynote speech (selected, most recent)

- Seminar, Ethnographic Atelier. Catching A.I. Lightning in a Bottle: A Localized and Multi-stakeholder Perspective on Self-regulation around Emergent Technologies (April 2024)
- Invited faculty panelist. XXII Congresso Nazionale della Società Italiana di Malattie Infettive e Tropicali – SIMIT 2023. Title: Implementazione di AI in sanità: sfide e opportunità organizzative. Simposio: l’Intelligenza Artificiale nella medicina del III Millennio (December 2023)
- Keynote speaker. 2nd Workshop on Organization Studies and Family Firms (OSF) “New Perspectives and Methods”, EBS University, Germany (December 2023)
- Invited speaker. Data-driven healthcare. Title: Implementazione di AI in sanità: sfide e opportunità organizzative. Rettorato dell’Università degli Studi di Siena. (June 2023)
- Invited speaker. Cambridge Judge Business School Conference on Shared Governance (May 2022)
- Invited speaker, Bayes Business School (formerly: Cass Business School), (June 2021).
- Invited speaker, WU Vienna University of Economics and Business, (June 2020)
- Invited panelists, Healthcare Management & Services Research Incubator, sponsored by the Warwick Business School, Bayes Business School and BMJ Leader (December 2019)

C. Participation in International Conferences (selected)

- Regular participation in the major international conferences in organization theory, management and public policy, including European Group of Organization Studies (EGOS) Colloquium, Academy of Management Conference, Process Study Conference, International Studies Association Conference, New Institutionalism Workshop, EGPA Conference, IRSPM, TAD.

INTERRUPTION

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| 9/2018 - 1/2019 | maternity leave, Pietro (born November 14 th , 2018) |
| 7/2020 - 11/2020 | maternity leave, Beatrice (born July 31 st , 2020) |
| 12/2023-4/2024 | maternity leave, Sofia Elena (born February 1 st , 2024) |