

**DOCTORADO
EN CIENCIAS
EMPRESARIALES**

**DOCTORATE IN
BUSINESS STUDIES
FACULTY**

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Arenas, Álvaro

ACADEMIC BACKGROUND

- D.Phil. in Computation. Computing Laboratory, Oxford University, UK (2000)
- M.Sc. in Computation. Computing Laboratory, Oxford University, UK (1994)
- M.Sc. in Systems Engineering and Computation. Universidad de los Andes, Colombia (1990)
- B.Sc. in Systems Engineering and Computation. Universidad de los Andes, Colombia (1988)

PROFESSIONAL EXPERIENCE

- Informations Systems Area Chair. IE University, España (May 2011)
- Senior research scientist. STFC Rutherford Appleton Laboratory, UK (2006-2010)
- Research scientist. STFC Rutherford Appleton Laboratory, UK (2003-2006)
- Head of Information Technology Group. Laboratorio de Computo Especializado, Universidad Autónoma de Bucaramanga, Colombia (1999-2002)
- Researcher. ITEC-Telecom, Colombia (1991-1993, 1995-1996)

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **Beninger, S.** & J.N.P. Francis (2016), "Appropriation of Community Knowledge: Towards an Understanding of the Potential Harm and Benefits," Journal of Macromarketing, Vol. 36(2), 183-197.
- **Beninger, S.**, H. Ajjan, R. Mostafa, & V. Crittenden (2016), A Road to Empowerment: Social Media Use by Women Entrepreneurs in Egypt, International Journal of Entrepreneurship and Small Business, Vol. 27(2/3), 308-332.
- **Beninger, S.** & K. Robson (2015), Marketing at the Base of the Pyramid: Perspectives for Practitioners and Academics, Business Horizons, Vol. 58(5), 509-516.
- Gupta, S., **Beninger S.**, & J. Ganesh (2015), "A Hybrid Approach to Social Innovation: Lessons from Africa," Social Enterprise Journal, Vol. 11(10), 89-112.



Beninger, Stefanie

ACADEMIC BACKGROUND

- Ph.D. in Marketing, Beedie School of Business, Simon Fraser University, Canada
- M.B.A., Nyenrode Business University, the Netherlands
- Executive Certificate in Marketing and Management, Kellogg School of Management, USA
- B.B.A. in International Business, Simon Fraser University, Canada

ACADEMIC EXPERIENCE

- Assistant Professor of Marketing, IE Business School, Spain, 2018-Present
- Visiting Lecturer, Nyenrode Business University, the Netherlands, 2017
- Sessional Lecturer and Research Assistant, Simon Fraser University, Canada, 2012-2018

CORPORATE EXPERIENCE

- International Marketing Manager, Nyenrode Business University, the Netherlands 2011-2012
- Sustainability Consultant, The Terrace, the Netherlands, 2010-2011
- Media and Executive Coordinator, Watermark Advertising Design, Canada, 2005-2006
- Full-time Retail Management, Starbucks Coffee Company, Canada, 2001-2004

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **Beninger, S.** & J.N.P. Francis (2016), "Appropriation of Community Knowledge: Towards an Understanding of the Potential Harm and Benefits," *Journal of Macromarketing*, Vol. 36(2), 183-197
- **Beninger, S.,** H. Ajjan, R. Mostafa, & V. Crittenden (2016), A Road to Empowerment: Social Media Use by Women Entrepreneurs in Egypt, *International Journal of Entrepreneurship and Small Business*, Vol. 27(2/3), 308-332
- **Beninger, S.** & K. Robson (2015), Marketing at the Base of the Pyramid: Perspectives for Practitioners and Academics, *Business Horizons*, Vol. 58(5), 509-516
- Gupta, S., **Beninger S.,** & J. Ganesh (2015), "A Hybrid Approach to Social Innovation: Lessons from Africa," *Social Enterprise Journal*, Vol. 11(10), 89-112



Blake, Daniel

ACADEMIC BACKGROUND

- Ph.D. Political Science, Ohio State University (2010)
- M.A. Political Science, Ohio State University (2006)
- B.A. International Relations, Bilkent University, Ankara, Turkey (May 2004)

PROFESSIONAL EXPERIENCE

- Associate Professor of Strategy, IE Business School (2018 – present)
- Assistant Professor of Strategy, IE Business School (2011 – 2018)
- Fellow, Niehaus Center for Globalization and Governance, Princeton University (2010 – 2011)
- Senior Fellow, Program in Statistics and Methodology, Dept. of Political Science, The Ohio State University (2009 – 2010)
- Instructor, Dept. of Political Science, The Ohio State University (2007 – 2009)
- Research Associate, Dept. of Political Science, The Ohio State University (2004 – 2007)

PUBLICATIONS

Latest Articles in International Refereed Journals:

- Beazer, Q. & **Blake, D.** (2018). “The Conditional Nature of Political Risk: How Home Institutions Influence the Location of Foreign Direct Investment”. *American Journal of Political Science*, Vol. 62(2): 470-485
- **Blake, D.** & Moschieri, C. (2016). Policy Risk, Strategic Decisions, and Contagion Effects: Firm-Specific Considerations. *Strategic Management Journal*, Vol. 38(3): 732-750
- Bach, D. & **Blake, D.** (2015). “Frame or Get Framed: The Critical Role of Issue Framing in Nonmarket Management”. *California Management Review*, Vol. 58(3): 66-87



Bonet, Rocío

ACADEMIC BACKGROUND

- Ph.D. in Management, The Wharton School, University of Pennsylvania, US
- M.Sc. in Management, The Wharton School, University of Pennsylvania, US
- M.Sc. in Economics, Finance, and Management, Universitat Pompeu Fabra, Spain
- B.Sc. in Business Administration, Universidad de Zaragoza, Spain

PROFESSIONAL EXPERIENCE

- Assistant Professor of Human Resource Management, IE Business School, since 2008
- Researcher, Center for Economic Studies, U.S. Census Bureau, since 2002
- Teaching Assistant, The Wharton School, University of Pennsylvania, 2002-2007

PUBLICATIONS

Latest Articles in International Refereed Journals:

- Salvador, Fabrizio; **Bonet, R.** When the Boss is Away: Manager-Worker Separation and Worker Performance in a Multisite Software Maintenance Organization 2016. *Organization Science*
- **Bonet, R.** (2014). "High-Involvement Work Practices and the Opportunities for Promotion in the Organization". *Industrial Relations: A Journal of Economy and Society*, Vol. 53(2): 295-324
- **Bonet, R.**, Cappelli, P. & Hamori, M. (2014). "Who's Got Those Top Jobs". *Harvard Business Review*, Vol. 92(3): 74-77



Bryant, Peter

ACADEMIC BACKGROUND

- PhD in Management, Macquarie University, Australia
- MA in Management, Macquarie University, Australia
- BA in History with University Medal, The University of Sydney, Australia

PROFESSIONAL EXPERIENCE

- Assistant Professor of Entrepreneurship, IE Business School, 2009 to present
- Senior Lecturer in Management, Macquarie Graduate School of Management, 2008-2009
- Senior Lecturer in Innovation and Entrepreneurship, Macquarie University, 2006-2007

CORPORATE EXPERIENCE

- Manager of New Ventures, The University of Sydney, Australia
- Senior Associate, A&B Venture Capital, Australia
- Client Manager, Deloitte, Australia
- Manger Business Contingency Planning, St George Bank, Australia
- Systems Analyst, Qantas Airways, Australia

PUBLICATIONS

Latest Articles in International Refereed Journals:

- Entrepreneurship, In **Peter T. Bryant**, John Mathews (Eds.). International Encyclopedea of Social and Behavioral Sciences. Oxford: Elsevier
- **Bryant, P. T.** (2014). "Imprinting by Design: The Microfoundations of Entrepreneurial Adaptation". Entrepreneurship Theory & Practice, Vol. 38(5): 1081-1102



Carmona, Salvador

ACADEMIC BACKGROUND

- PhD in Economics and Business Administration, Sobresaliente Cum Laude, University of Seville, Spain
- BSc in Economics and Business Administration, University of Seville, Spain
- CPCL, Harvard University

PROFESSIONAL EXPERIENCE

- Professor of Accounting and Management Control, Instituto de Empresa, 2002 - Present
- Rector, IE University, 2011 - Present
- Vice Rector of Faculty, IE University, 2008 - 2011
- Dean of Faculty, IE Business School, June 2009 - Present
- Associate Dean of Faculty, IE business School, 2003 - 2009
- Chair, Accounting and Management Control, Instituto de Empresa, 2002 - Present
- Dean, School of Social and Legal Sciences. Universidad Carlos III, 1998 - 2001
- Associate Dean in Business Administration, School of Social Sciences and Law, Universidad Carlos III, 1991 - 1998
- Director of the Master in Environmental Management, Universidad Carlos III, 1994 - 1999
- Professor of Accounting and Finance, tenured, Universidad Carlos III, 1993 - 2003
- Professor of Accounting and Finance, tenured, Universidad de Sevilla, 1992 - 1993
- Chairman, Department of Accounting. Universidad de Sevilla, 1988 - 1989
- Associate Professor of Accounting and Finance, tenured, Universidad de Sevilla, 1986 - 1992
- Assistant Dean, School of Economics and Business Administration. Universidad de Sevilla, 1983 - 1988
- Assistant Professor of Accounting and Finance, tenure track, Universidad de Sevilla, 1983 - 1986
- Assistant Professor of Accounting and Finance, Universidad Nacional de Educación a Distancia (Spanish Open University), 1982 - 1983
- Teaching Assistant, Universidad de Sevilla, 1980 - 1983
- Visiting or Research Positions at Arizona State University, University of Gothenburg, University of Alberta, Queen's University, China-Europe International Business School, Indiana University



Carmona, Salvador

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **Carmona, S.** & Ezzamel, M. (2016). "Accounting and Lived Experience in Gendered Workplace". Forthcoming in Accounting, Organizations and Society. Volume 49, February 2016, Pages 1-8
- Iñiguez de Onzoño S.; **Carmona S.** The academic triathlon - bridging the agora and academia 2016. JOURNAL OF MANAGEMENT DEVELOPMENT. vol. 35, no.7, pp. 854-865
- Nieves Carrera, Salvador Carmona with Tashfeen Sohail "Audit Committees' Social Capital and Financial Reporting Quality" Accounting and Business Research

Libros:

- **Salvador Carmona**, with Hitt, M.A.; Jackson, S.E.; Bierman, L.; Shalley, C.E. and Wright, M. "Oxford Handbook of Strategy Implementation" Oxford University Press



Carrera, Nieves

ACADEMIC BACKGROUND

- PhD in Business Administration and Quantitative Methods, Magna Cum Laude, University Carlos III Madrid (Spain)
- BSc in Economics, University of Vigo (Spain)

ACADEMIC AND RESEARCH EXPERIENCE

- Lecturer in Accounting, Instituto de Empresa, since September 2005
- Lecturer in Accounting, Manchester Business School (Manchester School of Accounting and Finance). The University of Manchester, 2003-2005
- Teaching Assistant, Universidad Carlos III Madrid, 1997-2003
- Visiting professor at Arizona State University (April-July 2002); University of Manchester (Marie Curie Fellowship EU May-August 2001); University of Manchester (September-December 1999)

She has authored the following articles:

- “Gender, the state and the audit profession: evidence from Spain” (European Accounting Review);
- “Concentración en el mercado de auditoría en España: Análisis empírico del periodo 1990-2000” (Revista Española de Financiación y Contabilidad); “Modelo de determinación de honorarios de auditoría: Revisión de la literatura Internacional” (in Líneas Actuales de Investigación en Auditoría, Editorial Finco, 2005)

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **Nieves Carrera**, Salvador Carmona with Tashfeen Sohail “Audit Committees’ Social Capital and Financial Reporting Quality” Accounting and Business Research
- Doadrio, L., Alvarado, M. & **Carrera, N.** (2015). “Reforma de la Normativa Contable Española: Análisis de su Entramado Institucional”. Revista de Contabilidad, Vol. 18(2):200-216
- **Carrera, N.**, Goh, J. & Hofmann, R. (2015). “Complexity and Tone of European Banks”. Spanish Economic and Financial Outlook



Caserta, Marco

ACADEMIC BACKGROUND

- 2000-2004 : PhD Operations Research, University of Illinois, USA
- 1998-2000 : Master Management Engineering, Politecnico di Milano, Italy
- 1994-1997 : Bachelor Management Engineering, Politecnico di Milano, Italy

ACADEMIC EXPERIENCE

- 2013 - today: Professor at IE University, Madrid, Spain
- 2010 - today: Adjunct Professor at IE Business School
- 2007 - 2013: Junior professor at Hamburg University, Germany
- 2004 - 2007: Professor at ITESM, Mexico
- 2012 - today: Visiting Scholar at Curtin University, Perth, Australia

CORPORATE EXPERIENCE

- 2007-Present. Optimization Consultant for SME
- 2004. Optimization Analyst. Goal Systems, Madrid, Spain

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **Caserta, M.** & Voss, S. (2015). "An Exact Algorithm for the Reliability Redundancy Allocation Problem". *European Journal Operational Research*, Vol. 244(1): 110-116
- Zehendner, E., **Caserta, M.**, Feillet, D., *et al.* (2015). "An Improved Mathematical Formulation for the Blocks Relocation Problem". *European Journal Operational Research*, Vol. 245(2): 415-422.



Corsten, Daniel

ACADEMIC BACKGROUND

- MSc, University of Cologne
- DBA/PhD, University of St. Gallen

ACADEMIC EXPERIENCE

- Visiting associate professor, London Business School
- Associate professor, University of St. Gallen, Switzerland
- Vice-Director, University of St Gallen's Institutes of Technology Management and Logistics
- Research interests: retailing, fashion and supply chain management
- Author of several books on supply chain management
- Co-author of the benchmark study on worldwide retail out of stocks
- President of the ECR Research Foundation and editor of the ECR Journal
- Several awards for teaching and case studies in areas that include collaborative management and sustainable supply chains

CORPORATE EXPERIENCE

- International marketing manager, Bayer AG, Leverkusen
- Logistics project manager, Agfa AG, New Jersey



Cruz, Cristina

ACADEMIC BACKGROUND

- PhD in Business Economics and Quantitative Methods, Carlos III University (Madrid)
- Executive Development Program in Family Business, IE Business School
- BA in International Economics, Manchester University
- Degree in Economics, University of Murcia (Spain)

ACADEMIC AND RESEARCH EXPERIENCE

- Head of the Entrepreneurship Department, IE Business School, 2014-Present
- Professor of Entrepreneurship, IE Business School, 2004-Present
- Director of the Banca March-IE Project to study family businesses

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **Cristina Cruz**, Horacio Arredondo, (2016) "Going back to the roots of socioemotional wealth", Management Research: Journal of the Iberoamerican Academy of Management, Vol. 14 Issue: 3, pp.234-243.
- **Cruz, C.** & Moschieri, C. (2015). "Luces y sombras en el crecimiento de LEGO". Harvard Business Review Deusto, Vol. 250: 66-75.
- Kelleermans, F. W., Dibrell, C. & **Cruz, C.** (2014). The Role and Impact of Emotions in Family Business Strategy: New Approaches and Paradigms. Journal of Family Business Strategy, Vol. 5(3): 277-279.
- Gómez-Mejía, L., **Cruz, C.**, Imperatore, C. (2014). "Financial Reporting and the Protection of Socioemotional Wealth in Family-Controlled Firms". European Accounting Review, Vol 23(3): 387-402.



de Castro, Julio

ACADEMIC BACKGROUND

- PhD in Business Administration, University of South Carolina, USA
- Degree in Industrial Engineering, Universidad Católica Madre y Maestra, Dominican Republic

ACADEMIC EXPERIENCE

- Director of PhD program, IE Business School, 2014-Present
- Chair, Department of Entrepreneurship, IE Business School, 2011-2014
- Professor of Entrepreneurship and Strategy, IE Business School, 2003-Present
- Chair, Strategy Department, IE Business School, 2006-2008
- Associate Dean of Research, IE Business School, 2003-2008
- Member of the Board of Governors, Academy of Management, 2003-2006
- Member of the Board of governors and treasurer, Iberoamerican Academy of Management
- Associate Professor of Strategy and Organisation Management, University of Colorado at Boulder, USA, 1997-2001
- Assistant Professor of Strategy and Organisation Management, University of Colorado at Boulder, USA, 1989-1997
- Visiting Professor, IE Business School, 2001
- Visiting Professor, Universidad Carlos III de Madrid, 1999
- Visiting Professor, Universidad Católica Madre y Maestra, Dominican Republic, 1993, 1995

CORPORATE EXPERIENCE

- Production Manager, Productos La Estrella, Dominican Republic, 1983-1984
- Consulting and specialised seminars for organisations such as Grupo BHD, Banco BHD, Aeromar Airlines and Centro Gerencial Meta



de Castro, Julio

PUBLICATIONS

Latest Articles in International Refereed Journals:

- Wang, Taiyuan; Thornhill, Stewart; **de Castro Campbell, Julio Orlando**. Entrepreneurial orientation, legitimacy attainment, and new venture performance. 2017. Forthcoming in STRATEGIC ENTREPRENEURSHIP JOURNAL
- Slavova, K., Fosfuri, A. & **De Castro J.** (2015). "Learning by Hiring: The Effects of Scientists' Inbound Mobility on Research Performance in Academia. Organization Science. 27(1):72-89
- **De Castro, J.**, Khavul, S. & Bruton, G. (2014). "Shades of Grey: How do Informal Firms Navigate Between the Macro and Meso Institutional Environments?". Strategic Entrepreneurship Journal, Vol. 8(1): 75-94

Chapters

- **de Castro Campbell, Julio Orlando**; Delgado-Márquez, L.; Justo, R. Women Entrepreneurs in Community-Based Enterprises: Examining Gender Dynamics within Entrepreneurial Teams. 2017. WOMEN ENTREPRENEURSHIP AND THE MYTH OF 'UNDERPERFORMANCE': A NEW LOOK ON WOMEN'S ENTREPRENEURSHIP RESEARCH. GOWER PUBLISHING



de Cendra, Javier

ACADEMIC BACKGROUND

- PhD in international and European climate change law, Maastricht University, the Netherlands.
- Master of Laws (LL.M) in Energy and Environmental Law, KU Leuven, Belgium.
- Master of Laws (Licenciatura), Master of Economics (Licenciatura), Universidad Carlos III de Madrid, Spain/ University of Loughborough, United Kingdom.

PROFESSIONAL BACKGROUND

- Dean of IE Law School, IE University (From 2013).
- Visiting Senior Research Fellow, Faculty of Laws, University College London (From 2013).
- Senior Research Associate, UCL Faculty of Laws, Energy Institute (2012 – 2013).
- Guest lecturer, Bartlett School of Architectural Studies, UCL (2010 – 2012).
- Visiting Professor in energy and environmental law, KU Leuven (2010 --)

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **de Cendra de Larragán, Javier.** The Paris Agreement, the Kyoto Protocol, and the Future of the Carbon Market 2016. NEWSLETTER OF THE INTERNATIONAL BAR ASSOCIATION LEGAL PRACTICE DIVISION. vol. 12, no.1, pp. 25-30.
- **de Cendra de Larragán, Javier.** The Role of consumers in climate change mitigation and adaptation 2016. CLIMATE CHANGE LAW. vol. 2015, no.2, pp. 287-289.

Chapters:

- **de Cendra de Larragán, Javier.** The Kyoto Protocol, with a special focus on flexible mechanisms, Capitulo 19, Pages: 227-238. Edited by Michael Faure. Elgar Encyclopedia of Environmental Law.
- The Effectiveness of Instrument Mixes in Environmental Law: Insights from Ship-source Pollution, Paul Martin (ed), Implementing Environmental Law, Amanda Kennedy, Edward Elgar.
- (2015). EU Climate Change Law: A Credible Example? In Werner Scholtz and Jonathan Verschuuren (Eds.). Regional Environmental Law--Transregional comparative lessons in pursuit of sustainable development: chapter 12. Cheltenham: Edward Elgar.



Diestre, Luis

ACADEMIC BACKGROUND

- PhD in Strategic Management, University of Southern California, USA
- MBA, IE Business School, Spain
- BSc in Telecommunication Engineering, University of Zaragoza, Spain

ACADEMIC EXPERIENCE

- Head of the Strategy Department, since 2014
- Associate Professor of Strategic Management, IE Business School, since 2014
- Assistant Professor of Strategic Management, IE Business School, 2009-2014
- Lecturer, University of Southern California, USA, 2009
- Teaching Assistant, University of Southern California, USA, 2008

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **Diestre, L.** & Rajagopalan, N. (2015). "Constraints in Acquiring and Utilizing Directors' Experience: An Empirical Study of New Market Entry in the Pharmaceutical Industry". *Strategic Management Journal*, Vol. 36 (3): 339-359.
- **Diestre, L.** & Rajagopalan, N. (2014). "Response to Mason and Drakeman's Commentary on "Fishing for Sharks: Partner Selection in Biopharmaceutical R&D Alliances". *Strategic Management Journal*, Vol. 35(10): 1566-1568.
- **Diestre, L.** & Rajagopalan, N. (2014). "Toward an Input-Based Perspective on Categorization: Investor Reactions to Chemical Accidents". *Academy of Management Journal*, Vol. 57(4): 1130-1153.



Esteves, José

ACADEMIC BACKGROUND

- PhD in Software - Information Systems, Universidad Politecnica de Catalunya, Barcelona, Spain
- Master in Information Systems, Universidade do Minho, Braga, Portugal
- Diploma in Business Administration, minor in financial management, Instituto Superior de Tecnologia Empresarial, Porto, Portugal
- Engineer in informatics and systems, Universidade do Minho, Braga, Portugal

ACADEMIC EXPERIENCE

- Professor of Information Systems, IE Business School, 2004 - to present
- Informations Systems Area Chair, IE Business School, 2005 - April 2011

CORPORATE EXPERIENCE

- Responsible for the department of analysis, methods and development in Integrum, company of Figest group, Portugal, 1997 to 1998
- Information Systems consultant at Ciba-Geigy, Portugal, 1995 to 1998
- Information systems analyst at Figest Group, Portugal, 1995 to 1996
- Information systems analyst in the human resources area at Sonae Group, Portugal, 1993 to 1995
- Teacher of numerical analysis at Universidade do Minho, Braga, Portugal, 1991 to 1994

PUBLICATIONS

Latest Articles in International Refereed Journals:

- Guillermo de Haro; Elisabete Ramalho; **Esteves Sousa, José**. To Tighten Cybersecurity, Think like a Hacker 2017. MIT SLOAN MANAGEMENT.
- Simón, C. & **Esteves, J.** "The Limits of Institutional Isomorphism in the Design of E-Recruitment Websites: A Comparative Analysis of the US and Spain". Forthcoming in the International Journal of Human Resource Management. Volume 27, 2016 - Issue 1.
- **Esteves, J.** (2014). "An Empirical Identification and Categorization of Training Best Practices for ERP Implementation Projects". Enterprise Information Systems Journal, Vol. 8(6): 665-683.



Fernández-Kranz, Daniel

ACADEMIC BACKGROUND

- Ph.D. in Economics, University of Chicago
- M.A. in Economics, University of Chicago
- B.A. in Economics, University of Barcelona

ACADEMIC EXPERIENCE

- Chair of the Economics Department, IE Business School-Madrid May 2012-present
- Professor of Economic Environment and Country Analysis, IE Business School-Madrid, Sept 2008-Present
- Associate Professor, Department of Economics and Business Administration, member of the Academic Quality Evaluation Committee, Saint Louis University-Madrid Campus, 2003-2008

CORPORATE EXPERIENCE

- Consultant at NERA (National Economics Research Associates), Madrid, 2000-2003

PUBLICATIONS

Latest Articles in International Refereed Journals:

- Lechner, M.; Rodríguez-Planas, N; **Fernández-Kranz, D.** (2015). Difference-in-Difference Estimation by FE and OLS when there is Panel Non-Response. Journal of Applied Statistics, Volume 43, 2016 - Issue 11.
- **Fernández-Kranz, D.** (2015). The consequences of graduating in a recession in Spain. Spanish Economic and Financial Outlook, Vol.4 (6): 73-82
- **Fernández-Kranz, Daniel.** (2015). Ajuste salarial en España durante la crisis económica. Cuadernos de Información Económica 47-57.
- **Fernández-Kranz, Daniel.** (2015). Spanish wages during the Great Recession: Has the 2012 Reform Had an Impact? Spanish Economic and Financial Outlook, Vol.4 (3).



Gabaldón, Patricia

ACADEMIC BACKGROUND

- Ph.D. in Economics, University of Alcalá
- MSc. in Leisure Management, University of Deusto
- BSc. in Economics, University of Alcalá

ACADEMIC EXPERIENCE

- Academic Director, Bachelor of Economics, IE Business School, 2019 – Present
- Associate Professor (tenured), IE Business School, 2018 – Present
- Assistant professor of Economic Environment, IE Business School, 2008-2018
- Research Manager, IE Business School, 2008-2011

PUBLICATIONS

Latest Articles in International Refereed Journals:

- Gröschl, S., **Gabaldón, P.**, & Hahn, T. (2019). The co-evolution of leaders' cognitive complexity and corporate sustainability: The case of the CEO of Puma. *Journal of Business Ethics*, 155(3), 741-762.
- **Gabaldon, P.**, De Anca, C., Mateos de Cabo, R., & Gimeno, R. (2016). Searching for women on boards: An analysis from the supply and demand perspective. *Corporate Governance: An International Review*, 24(3), 371-385.



García, Antonio

ACADEMIC BACKGROUND

- Ph.D. in Economics and Business Administration, Universidad Autónoma de Madrid
- M.Sc. in R&D and Innovation Management, Universidad Carlos III
- B.Sc. in Theoretical Physics, Universidad de Granada

ACADEMIC EXPERIENCE

- Professor of Mathematics, Universidad Carlos III, 1998 to 2013
- Professor at Universitat Oberta de Catalunya, 2000 to 2003
- Professor at Universidad Europea de Madrid, 2007 to 2009
- Head of the Biomedical Research Policy Unit, Regional Government of Madrid, 2003 to 2013

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **García-Romero, A.**, Santin, D., Sicilia, G. (2016). "Another Brick in the Wall: A New Ranking of Academic Journals in Economics Using FDH". *Scientometrics*, Vol. 107(1): 91 - 101.
- **Antonio García-Romero**, Álvaro Escribano, Josep A. Tribó "The Impact of Health Research on Length of Stay in Spanish Public Hospitals" *Research Policy* Vol 46(3): 591-604



Garicano, Luis

ACADEMIC BACKGROUND

- Ph.D. in Economics, University of Chicago, 1998
- M.A. in Economics, University of Chicago, 1995
- M.A. in European Economic Studies, College of Europe, Bruges (Belgium), 1992
- B.A. (licenciado) in Law, Universidad de Valladolid (Spain), 1991
- B.A. (licenciado) in Economics, Universidad de Valladolid (Spain), 1990

ACADEMIC EXPERIENCE

- 2017 – Professor of Economics and Strategy, and Director, Center for the Digital Economy, IE Business School
- January 2009 - Professor (Chair) of Economics and Strategy, Department of Management and Department of Economics, London School of Economics (on leave)
- 2011-2014, Group Head, Managerial Economics and Strategy Group, LSE
- 2007-2016, Founding Director, MSc. Economics and Management, LSE
- 2007-2011, Center for Economic Policy Research (CEPR) London, CoDirector, Program in Industrial Organization
- 2007-2008, London School of Economics, Director of Research, Management Department
- 1998-2008, Assistant (98-2002), Associate (2002-2006), Full (2006-2008) Professor of Economics and Strategy, University of Chicago, Graduate (Booth) School of Business
- 2005-2005, London Business School, Visiting Associate Professor of Economics (on leave from the University of Chicago)
- 2003-2004, Sloan School, MIT, Visiting Associate Professor of Organizational Economics and Strategy (on leave from the University of Chicago)
- 1998-2013, Professor of Mathematics, Universidad Carlos III
- 2000-2003, Professor at Universitat Oberta de Catalunya
- 2007-2009, Professor at Universidad Europea de Madrid
- 2003-2013, Head of the Biomedical Research Policy Unit, Regional Government of Madrid



Garicano, Luis

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **Garicano, L.**, & Steinwender, C. (2016). Survive another day: Using changes in the composition of investments to measure the cost of credit constraints. *Review of Economics and Statistics*, 98(5), 913-924
- **Garicano, L.**, Lelarge, C., & Van Reenen, J. (2016). Firm size distortions and the productivity distribution: Evidence from France. *American Economic Review*, 106(11), 3439-79



Gelabert, Liliana

ACADEMIC BACKGROUND

- Ph. D. in Business Economics and Quantitative Methods, Universidad Carlos III de Madrid, Spain.
- M. Sc. in Financial Analysis, Universidad Carlos III de Madrid, Spain.
- B. A. in Economics, Universidad de la República Oriental del Uruguay, Uruguay.

TEACHING AND RESEARCH EXPERIENCE

- 2009-2010, IE University, Professor of Microeconomics and Mathematics.
- 2007-2009, Fundación de Estudios de Economía Aplicada (FEDEA), Visiting Researcher at the Economics of Climate Change's Chair.
- March-Sept/2006, Helsinki Centre of Economic Research (HECER), Visiting Researcher.
- 2003-2009, Universidad Carlos III de Madrid, Department of Business, Teaching Assistant.

PUBLICATIONS

Latest Articles in International Refereed Journals:

- Rousseau, Horacio; Massa Saluzzo, Federica; Berrone, Pascual; **Gelabert, Liliana**. Understanding Community Dynamics In The Study Of Grand Challenges: How Nonprofits, Institutional Actors, And The Community Fabric Interact To Influence Income Inequality 2016. Academy Of Management Journal. vol. 59, no.6, pp. 1940-1964.
- **Gelabert, L.**, Berrone, P., Fosfuri, A. Does greenwashing pay off? Understanding the relationship between environmental actions and environmental legitimacy. Forthcoming in Journal of Business Ethics.



Gete, Pedro

ACADEMIC BACKGROUND

- PhD in Economics, University of Chicago, 2009
- M.A. in Economics, University of Chicago, 2004
- J.D. Universidad Carlos III de Madrid, 2002
- B.A. in Economics, Universidad Carlos III de Madrid, 2002

ACADEMIC EXPERIENCE

- Director of the Finance Department, IE Business School, 2018–present
- Associate Professor, IE Business School, Department of Finance, 2018-present
- Assistant Professor, IE Business School, Department of Finance, 2017-2018
- Assistant Professor, Georgetown University, Department of Economics, 2009-2017
- Resident Scholar, Institute for Urban Research, University of Pennsylvania, Fall 2014
- Research Associate, Dallas Fed Globalization & Monetary Policy Institute, 2012-present

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **Gete, P.**, Melkadze, G. (2018). “Aggregate volatility and international dynamics. The role of credit supply”. *Journal of International Economics*. Vol. 111: 143-158
- **Gete, P.** and F. Zecchetto. (2018). “Distributional Implications of Government Guarantees in Mortgage Markets”. *The Review of Financial Studies*, Vol. 31(3): 1064-1097
- **Gete, P.** and M. Reher. (2016). “Two Extensive Margins of Credit and Loan-to-Value Policies”. *Journal of Money, Credit and Banking*. Vol. 48 (7), 1397-1438
- **Gete, P.** and Gómez, Juan Pedro. (2015). “Compensation Contracts and Fire Sales”. *Journal of Financial Stability*, Vol. 18, 154-171



Giarratana, Marco

ACADEMIC BACKGROUND

- Ph.D. in Economics & Management, Sant'Anna School of Advanced Studies, Pisa, Italy, 2003
- Bachelor in Economics, Bocconi University, Milan, Italy, 1997

ACADEMIC EXPERIENCE

- Professor, Strategy Department, IE Business School, 2016 - present
- Professor, Management & Technology Department, Bocconi University, 2015-2016
- Associate Professor, Management & Technology Department, Bocconi University, 2011-2015
- Associate Professor, Business Department, Universidad Carlos III de Madrid, 2008-2011
- Assistant Professor, Business Department, Universidad Carlos III de Madrid, 2003-2008

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **Marco Giarratana** with M. Mariani (Bocconi University) and I. Weller (LMU, Munich) "Rewards for Patents and Inventor Behaviors in Industrial R&D" Forthcoming in Academy of Management Journal.
- **Marco Giarratana** with A. Fosfuri and E. Roca "Social Business Hybrids: Demand Externalities, Competitive Advantage and Growth through Diversification" Organization Science.



Gómez, Juan Pedro

ACADEMIC BACKGROUND

- PhD in Economics, Universidad Carlos III, Madrid, Spain
- BA in Economics, Universidad Complutense, Madrid, Spain
- BA in Actuarial Sciences, Universidad Complutense, Madrid, Spain

ACADEMIC EXPERIENCE

- Associate Professor, IE, Madrid, 2004 to present
- Director of the Finance Department, IE, 2006 to 2009
- Visiting Professor, SAIF, JiaoTong University, Shanghai, China, September and October 2011
- Visiting Professor, Stern School of Business, NYU, USA, January through July 2009
- Visiting Professor, Universitat Pompeu Fabra, Barcelona, Spain, 2002 to 2004
- Associate Professor, Department of Financial Economics, Norwegian School of Management, BI, Oslo, Norway, 1999 to 2004
- Visiting Assistant Professor, Centro de Investigación Económica, ITAM, Mexico City, Mexico, 1996 to 1998

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **Juan Pedro Gómez**, Pedro Gete. “Executive Compensation and Firm Leverage. A Policy Oriented Survey” Forthcoming Revista de Estabilidad Financiera, a Bank of Spain’s Journal.
- Gete, Pedro. and **Gómez, Juan-Pedro**. (2015). Compensation Contracts and Fire Sales. Journal of Financial Stability, Vol. 18: 154 - 171.
- **Gómez, J.P.**, Priestley, R. & Zapatero, F. (2014). “Labor Income, Relative Wealth Concerns and the Cross-section of Stock Returns”. Journal of Financial and Quantitative Analysis. 2016, vol. 51, issue 04, pages 1111-1133.



Gonçalves, Dilney

ACADEMIC BACKGROUND

- PhD in Marketing, INSEAD, France
- MSc in Marketing, INSEAD, France
- MSc in Management, Universidade Federal do Rio Grande do Sul, Brazil
- BA in Business Administration, Universidade Federal do Rio Grande do Sul, Brazil

ACADEMIC EXPERIENCE

- Assistant Professor of Marketing, IE Business School, Spain, 2010-present
- Adjunct Professor (Marketing Research), ESSEC Business School, France, 2008
- Teaching Assistant (Marketing Research), Universidade Federal do Rio Grande do Sul, Brazil, 2004-2005

OTHER EXPERIENCE

- Co-advised MBA final theses, Universidade Federal do Rio Grande do Sul, Brazil, 2004-2005
- Supervised consulting projects conducted by the Student Enterprise, Universidade Federal do Rio Grande do Sul, Brazil, 2004-2005
- Market Researcher, CEPA/UFRGS, Brazil, 2003-2004

PUBLICATIONS

Latest Articles in International Refereed Journals:

- Luffarelli, J., **Goncalves, D.**, Stamatogiannakis, A. (2016). When feedback interventions backfire: why higher performance feedback may result in lower self-perceived competence and satisfaction with performance. *Human Resource Management*, Volume 55(4): 591-614.
- Manuela Gonçalves; Walter Nique; **Gonçalves, Dilney.** COMPRAS COMO MEIOS DE PROGRESSO EM OBJETIVOS. *RAUSP Management Journal*.



Hamori, Monika

ACADEMIC BACKGROUND

- PhD in Management, The Wharton School, University of Pennsylvania, Philadelphia, USA
- BA and MA in Literature and Linguistics, Eötvös Loránd University, Budapest, Hungary
- BA in Business Administration, College for Foreign Trade, Budapest, Hungary

ACADEMIC EXPERIENCE

- Director of Academic Development, IE Business School, 2009 to present
- Professor of Human Resource Management, IE, Business School, 2009 to present
- Assistant Professor of Human Resource Management, IE Business School, 2004 to 2009
- Teaching and Research Assistant, The Wharton School of the University of Pennsylvania, USA, 1998 to 2004

CORPORATE EXPERIENCE

- Project manager, Hungarian Productivity Centre, Budapest, Hungary, 1997 to 1998

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **Monika Hamori;** Jie Cao; Burak Koyuncu; Thomas Graf. Qué buscan los jóvenes directivos de alto potencial 2016. HARVARD-DEUSTO BUSINESS REVIEW. vol., no.259, pp. 28-40-. ISSN/ISBN: 0210900X.
- Cao, J. & **Hamori, M.** (2016). "The Impact of Management Development Practices on Organizational Commitment". Human Resource Management. Volume 55, Issue 3. May/June 2016 Pages 499-517.
- Hamori, M. & Koyuncu, B. (2015). "Experience Matters? The Impact of Prior CEO Experience on Firm Performance". Human Resource Management, Vol.54 (1):23-44.

Chapters:

- **Hamori, Monika.** Executive search firms; Headhunting 2016. ENCYCLOPAEDIA OF HUMAN RESOURCE MANAGEMENT. vol., no., pp. 135-173



Illia, Laura

ACADEMIC BACKGROUND

- Ph.D., University of Lugano (USI)
- Executive MsCom, University of Lugano (USI)
- Bachelor and Master in Communication, University of Lugano

ACADEMIC EXPERIENCE

- (Tenured) Associate professor, 2015-now, IE University
- Assistant Professor, 2009-2015, IE University
- Post Doc Fellow, 2007-2008, London School of Economics and Political Science (LSE)
- Post Doc Fellow, 2006-2007 Judge Business School University of Cambridge
- Research fellow, 2001-2006 University of Lugano

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **Illia, L.** & Zamparini, A. "Legitimate Distinctiveness, Historical Bricolage and the Fortune of the Commons." *Journal of Management Inquiry*. Vol 25, Issue 4, 2016.
- **Illia, L.**, Romenti, S., Rodriguez-Canovas, B., *et al.* (2015). "Exploring Corporations's dialogue about CSR in the Digital Era." Forthcoming in *Journal of Business Ethics*.
- **Illia, L.**, Romenti, S. & Zyglidopoulos, S. (2015): "Creating Effective dialogue about Corporate Social Responsibility". *MIT Sloan Management Review*, Vol. 57(1):20-22.
- **Illia, L.**, Sonpar, K. & Bauer, M. (2014). "Applying Co-Occurrence Text Analysis with Alceste To Studies of Impression Management". *British Journal of Management*, Vol. 25(2):352-372.



Jain, Kriti

ACADEMIC BACKGROUND

- Ph.D. in Management (Specialization in Decision Sciences) INSEAD (Singapore)
- M.A., Economics (Gold Medalist) Jawaharlal Nehru University, Delhi (India)
- B.A., Economics (Honors) Sri Ram College of Commerce, University of Delhi (India)

PROFESSIONAL EXPERIENCE

- Before joining full-time academics, Kriti worked with McKinsey and Co. on risk management projects focusing on energy and materials sector for global clients based in Europe and Middle East.

PUBLICATIONS

Latest Articles in International Refereed Journals:

- Tzini, K. & **Jain, K.** (2018). "Unethical behavior under relative performance evaluation: Evidence and remedy". *Human Resource Management*, Vol 57 (6), 1399-1413
- **Jain, K.** (2018). When Competition Between Coworkers Leads to Unethical Behavior. *Harvard Business Review*
- Tzini, K. & **Jain, K.** (2018). "The role of anticipated regret in advice taking". *Journal of Behavioral Decision Making*, Vol. 31(1): 74-86
- Ingram, K.K., Ay, A., Kwon, S.B., Woods, K., Escobar, S., Gordon, M., Smith, I.H., Bearden, N., Filipowicz, A. & **Jain, K.** (2016). "Molecular insights into chronotype and time-of-day effects on decision-making". *Scientific Reports*, Vol. 6. 29392



Justo, Rachida

ACADEMIC BACKGROUND

- Ph.D. in Economics and Development, Cum Laude, Universidad Autónoma de Madrid, Spain
- Entrepreneurship Teacher's Program, Harvard Business School, USA
- BA in Business Administration, with honors, IHEC University, Tunisia

TEACHING AND PROFESSIONAL EXPERIENCE

- Professor of entrepreneurship and social entrepreneurship, IE Business School (2006-present)
- Associate Director, Associate Dean Office, IE Business School (2003-2007)
- Research Member of the GEM Project -Global Entrepreneurship Monitor- (2002-present)

PUBLICATIONS

Latest Articles in International Refereed Journals:

- Renko M; Ingram A.; Terjesen S.; Hechavarría D.; **Justo, Rachida**. Taking Care of Business: The Impact of Culture and Gender on Entrepreneurs' Blended Value Creation Goals 2016. SMALL BUSINESS ECONOMICS (SN/BN: 0921898X).pp. 1-33.
- **Justo R.** and Mehra R., (2016) "Kilisun: Under the same sun", Special Issue on Social Entrepreneurship, Emerald Emerging Markets Case Studies, 6(3), 1-20.
- Milanov, H., **Justo, R.** & Bradley, S. (2015). "Making the Most of Group Relationships: the Role of Gender and Boundary Effects in Microfinance Groups". Journal of Business Venturing, Vol. 30(6): 822-838.
- **Justo, R.**, DeTienne, D. & Sieger P. (2015). "Failure or Voluntary Exit? Re-assessing the Female Underperformance Hypothesis". Journal of Business Venturing, Vol. 30(6): 775-792.



Ketokivi, Mikko

ACADEMIC BACKGROUND

- Ph.D. in Business Administration, University of Minnesota, USA
- M.Sc. in Business Administrative Sciences, Iowa State University, USA

ACADEMIC EXPERIENCE

- Professor, IE Business School (2010 – present)
- Senior Fellow, The Research Institute of the Finnish Economy (2006 – present)
- Scientific Advisor and Managerial Consultant (2005 – present)
- Distinguished Senior Fellow, Hanken School of Economics (2010 – 2011)
- Visiting Professor, HEC Lausanne (2009 – 2010)
- Visiting Professor, IE Business School (2007 – 2009)
- Affiliate Professor, HEC School of Management, Paris (2006 – 2007)
- Senior Lecturer, Helsinki University of Technology (2006 – 2010)

PUBLICATIONS

Latest Articles in International Refereed Journals:

- Pallaskorpi, Sanna; Suominen, Kirsi; **Ketokivi, Mikko**; Valtonen, Hanna; Arvilommi, Petri; Mantere, Outi; Leppämäki, Sami; Isometsä, Erkki. Incidence and Predictors of Suicide Attempts in Bipolar I and II Disorders: A Five-Year Follow-Up 2016. BIPOLAR DISORDERS. 2017 Feb;19(1):13-22.
- **Mikko Ketokivi** with Virpi Turkulainen, Petri Rouvinen and Jyrki Ali-Yrkkö “Why locate manufacturing in a high-cost country? A case study of 35 production location decisions” Journal of Operations Management. Volumes 49-51, March 2017, Pages 20-30.
- Guide, V. Daniel R.; **Ketokivi, Mikko**. Notes from the Editors: Ethical guidelines and Journal of Operations Management 2016. JOURNAL OF OPERATIONS MANAGEMENT. vol. 42-43, no., pp. 1-3.
- **Ketokivi, Mikko** and Mahoney, Joseph. T. (2015). Transaction Cost Economics as a Positive Stakeholder Theory. Academy of Management Learning & Education, n, 2016, Vol. 15, No. 1, 123-138.

Book

- **Ketokivi, M.** (2015). Statistical Inference and Scientific Argumentation, 2nd ed.. Helsinki: Helsinki University Press.



Kock, Carl

ACADEMIC BACKGROUND

- 2003 – Present: Professor of Strategy, IE University
- 1996 – 2003: Research Assistant. Wharton, USA
- 1997 – 1999: Recitation Teacher. Wharton, USA
- Member of the Academy of Management and the Strategic Management Society

PROFESSIONAL EXPERIENCE

- 1995 – 1996: Project Manager. Langnese-Iglo GmbH, Unilever (Germany)
- 1994 – 1995: Sales Group Manager. Langnese (Germany)
- 1993 – 1994: Management Trainee Sales and Marketing. Langnese (Germany)

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **Kock, C.**, Min, B. (2015). “Legal Origins, Corporate Governance and Environmental Outcomes”. Forthcoming in Journal of Business Ethics
- **Kock, C.**, Santaló, J., Diestre, L. (2011). “Corporate Governance and The Environment: Does Good Governance Create Greener Companies?”. Journal of Management Studies. Vol. 49(3): 492-514
- **Kock, C.**, Santaló, J. (2008). “Division Director Versus CEO Compensation: New Insights into The Determinants of Executive Pay”. Journal of Management. Vol. 35(4): 1047-1077



Lejarraga, José

ACADEMIC BACKGROUND

- PhD in Business Economics and Quantitative Methods, Universidad Carlos III de Madrid
- MSc in Business Economics and Quantitative Methods, Universidad Carlos III de Madrid
- MA in Applied Economics, Universitat Pompeu Fabra
- BA in Economics, Washington College

PROFESSIONAL EXPERIENCE

- Assistant Professor of Entrepreneurship, IE University
- Post-doctoral fellow and lecturer, Universitat Pompeu Fabra
- Visiting researcher, University of Michigan (Ross School of Business)
- PhD student and teaching assistant, Universidad Carlos III de Madrid

PUBLICATIONS

Latest Articles in International Refereed Journals:

- Pindard-Lejarraga, M., **Lejarraga, J.**, & Tietz, M. A. (2019, July). How Information Search Mediates the Relationship between Business Planning & New Venture Performance. In Academy of Management Proceedings (Vol. 2019, No. 1, p. 14600). Briarcliff Manor, NY 10510: Academy of Management.
- Tietz, M. A., **Lejarraga, J.**, & Pindard-Lejarraga, M. Getting Your Hopes Up but Not Seeing Them Through? Experiences as Determinants of Income Expectations and Persistence during the Venturing Process. Journal of Small Business Management.
- Tietz, M. A., **Lejarraga, J.**, & Pindard-Lejarraga, M. (2017). Experiences as determinants of income expectations and persistence during the venturing process. In Academy of Management Proceedings (Vol. 2017, No. 1, p. 12106). Briarcliff Manor, NY 10510: Academy of Management.



Lorenzo, Oswaldo

ACADEMIC BACKGROUND

- PhD in Industrial and Business Studies, University of Warwick
- MBA, IESA
- BSc in Industrial Engineering, Universidad de Carabobo

PROFESSIONAL EXPERIENCE

- Director, Unikemia, 2019 –
- Visiting Professor, Manchester Business School, 2015-Present
- Professor of Management, Deusto Business School, 2011-Present
- Professor of Management, IE University, 2003-2011

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **Lorenzo Ochoa, O.**, Claes, B., Koryak, O., & Diaz, A. (2017). Integration through orchestration: the interplay between enterprise systems and inventory management capabilities. *Journal of Enterprise Information Management*, 30(4), 555-582.
- Silva, A. C., **Lorenzo, O.**, & Chavez, G. A. (2015). Market reaction to enterprise applications: a multicultural perspective. *Journal of Accounting & Organizational Change*, 11(2), 269-294.



Marcos, Francisco

ACADEMIC BACKGROUND

- PhD in Law, Università degli Studi di Bologna. Real Colegio de San Clemente de España (Italy). Awarded with Cum Laude
- Master of Laws, University of California in Berkeley (USA)
- PIL, Harvard Law School (USA)
- Law Degree, Universidad de Oviedo (Spain)

ACADEMIC AND RESEARCH EXPERIENCE

- Professor of Law, IE (2002-present)
- Associate Professor, Universidad Autónoma de Madrid (2008-2009)
- Associate professor, Universidad Carlos III de Madrid (2007-2008)
- Head of Studies, Department of Law, Universidad Antonio de Nebrija (2000-2002)
- Associate Professor, Universidad de Cantabria (1999-2000)
- Visiting Professor, Universidad Pompeu Fabra. (several years)
- Research Assistant, Yubarta and Harvard Law School, 1995
- Research Assistant to Prof. Stefan Riesenfeld, Boalt Hall School of Law (1995)

PROFESSIONAL BACKGROUND

- General Director of Competition Policy, Madrid Competition Court (2006-2009)
- Director of the IE Observatory on Competition Policy (2004-2006)
- Expert Consultant, Econlaw Strategic Consulting (2005-2006)
- Lawyer and Jr. Associate of the Department of Legal and Tax Services, Landwell (1994-1995)



Marcos, Francisco

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **Marcos, Francisco.** Lecciones de la Revisión Judicial del Cártel del Seguro Decenal 2016. ACTAS DE DERECHO INDUSTRIAL Y DERECHO DE AUTOR. vol. 35, no., pp. 173-186. I
- **Marcos, F.** (2015). Entertainment made in Spain: competition in the bullfighting industry. *Competition Law Review*, Vol.11 (1): 61 - 81.
- **MARCOS, F.** (2015). Compensación de daños provocados por el cártel del azúcar. *Anuario de la Competencia*, Vol. 2014: 185-200.

Chapters:

- Sanchez Graells, A. and **Marcos, F.** (2015). 'Human Rights' Protection for Corporate Antitrust Defendants: Are We Not Going Overboard? In Paul Nihoul; Tadeusz Skoczny. (Eds.). *Procedural Fairness in Competition Proceedings*: 84-107. cheltenham: Edward Elgar.
- **Marcos, F.** (2015). Comentario artículo 4, revisado y actualizado 2015, 4ª ed. 299-400, In Massaguer, Folguera, Gutierrez, Salas- 4. Ed. Civitas (Eds.). *Comentarios a la Ley de Defensa de la Competencia*, 4ª ed 2015: 299-400. Cizur Menor: Thomson Reuters Civitas.
- **Marcos, F.** and Sánchez, A. (2015). Estudios sobre la potestad sancionadora en Derecho de la Competencia, In Javier Guillén & Miguel cuerdo Eds (Eds.). *En contra del reconocimiento de «derechos humanos corporativos» en los procedimientos sancionadores en materia de defensa de la competencia*. Madrid: Thomson-Reuters Civitas.



Mayo, Margarita

ACADEMIC BACKGROUND

- PhD in Organisational Behaviour with minor in Social Psychology, State University of New York at Buffalo, USA
- MA in Social Psychology, Clark University, USA
- BA in Psychology, Universidad Autónoma de Madrid, Spain
- Fulbright Scholarship Holder, Harvard University, USA

ACADEMIC EXPERIENCE

- Professor of Organisational Behaviour, IE University, 2000 to present
- Academic Director of the Centre for Diversity and Global Management, IE, 2003 to present
- Director of the PhD Programme, IE, 2004
- Assistant Professor of Business Administration, Richard Ivey School of Business, University of Western Ontario, USA, 1997 to 2000
- Lecturer, Organisational Behaviour, State University of New York at Buffalo, USA, 1994 to 1997

PUBLICATIONS

Latest Articles in International Refereed Journals:

- Guillen, L., **Mayo, M.** & Korotov, K. (2015). "Is Leadership a Part of Me? A Role Identity Approach to Understanding the Motivation to Lead". *The Leadership Quarterly*, Vol. 26(5): 802-820.
- **Margarita Mayo**, Luis Gomez-Mejia, Shainaz Firfiray, Pascual Berrone, Veronica H Villena, (2016) "Leader beliefs and CSR for employees: the case of telework provision", *Leadership & Organization Development Journal*, Vol. 37 Issue: 5, pp.609-634.
- **Mayo, M.**; Van Knippenberg, D; Guillen, L; Firfiray, S. Team Diversity and Categorization Salience: Capturing Diversity-Blind, Intergroup-Biased, and Multicultural Perceptions 2016. *ORGANIZATIONAL RESEARCH METHODS*. vol. 19, no.3, pp. 433-474.



Montauti, Martina

ACADEMIC BACKGROUND

- PhD – Economics (major in Management), Università della Svizzera italiana (Switzerland)
- Visiting PhD – Stephen M. Ross School of Business, University of Michigan (USA)
- M.Sc. in Management of Information Systems, Bocconi University (Italy)
- B.A. and M.A. – Philosophy, Università Cattolica del Sacro Cuore (Italy)

ACADEMIC EXPERIENCE

- Assistant Professor of Strategy at IE Business School
- 2006-2009: Analyst and researcher for Micron Technology Italia Srl. (formerly Fab 9)

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **Montauti, M.** (2019). “Anchors in rough seas: Understanding category spanning as a source of market coordination”. Forthcoming in Journal of Management Studies.
- **Montauti, M.** & Wezel, F.(2016). “Charting the Territory: Recombination as a Source of Uncertainty for Potential Entrants”. Organization Science, Vol. 27(4): 954-971



Mironov, Maxim

ACADEMIC BACKGROUND

- University of Chicago, Graduate School of Business
- Ph.D. in Finance, 2008
- MBA, 2007
- New Economic School (Moscow). M.A. in Economics, summa cum laude, 2003
- Novosibirsk State University. B.A. in Economics, summa cum laude, 2000

ACADEMIC EXPERIENCE

- IE Business School (Madrid). Tenured Professor-2014 to date
- IE Business School (Madrid). Assistant Professor of Finance 2009 to 2014
- New Economic School (Moscow). Visiting Professor of Finance 2007

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **Mironov, M.** & Zhuravskaya, E. (2015). "Corruption in Procurement and the Political Cycle in Tunneling: Evidence from Financial Transactions Data". American Economic Journal: Economic Policy. VOL. 8, NO. 2, MAY 2016.
- **Mironov, M.** (2015). "Should One Hire a Corrupt CEO in a Corrupt Country?" Journal of Financial Economics, Vol. 117(1): 29-42.



Moschieri, Caterina

ACADEMIC BACKGROUND

- Ph.D. in Management (summa com laude), IESE Business School, Spain. Visiting Ph.D., London Business School, UK
- Visiting Scholar, INSEAD Paris
- GPCL Harvard Business School
- IFID - International Capital Market Association: Fixed Income and Derivatives Certification, UK
- B.Sc. and M.Sc. in Economics (DES) (with honors), Bocconi University, Italy

ACADEMIC EXPERIENCE

- Consultant in ad-hoc projects for various companies, such as ATKearney.
- Project Manager, Reuters Financial Services, Switzerland.
- European Graduate Program (Sales), Reuters Financial Services, Switzerland and UK.

PUBLICATIONS

Latest Articles in International Refereed Journals:

- Blake, D. & **Moschieri, C.** (2017) "Policy Risk, Strategic Decisions, and Contagion Effects: Firm-Specific Considerations". *Strategic Management Journal*, Vol. 38(3): 732-750
- **Moschieri, Caterina;** Mair, Johanna (2017). Corporate Entrepreneurship: Partial Divestitures as a Real Option. *European Management Review*, Vol. 14(1): 67-82.
- Blevins, D., **Moschieri, C.**, Pinkham, B., et al (2016). Institutional Changes within the European Union: How Global Cities and Regional Integration Affect MNE Entry Decisions. *Journal of World Business*, Vol. 51(2): 319-330.
- Cruz, C. & **Moschieri, C.** (2015). "Luces y sombras en el crecimiento de LEGO". *Harvard Business Review Deusto*, Vol. 250: 66-75.



Núñez, Laura

ACADEMIC BACKGROUND

- PhD in Finance, Universidad Autónoma de Madrid.
- BSc in Economics, Universidad Autónoma de Madrid.

ACADEMIC EXPERIENCE

- Professor of Finance, IE (2001- present)
- Coordinator of Research Projects in Servilab, Research Centre for Madrid's Chamber of Commerce and Universidad de Alcalá (1996-2001)

PROFESSIONAL EXPERIENCE

- Director of the IE Research Office (2001 -present)
- Head of Equity Trading, GVC SVB (1995-1996)
- Portfolio Manager, Plus Ultra (Norwich Union Group Spain) (1993-1995)
- Financial Analyst, BESTINVER Sociedad de Valores y Bolsa, S.A. (1991 - 1993)

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **Laura Núñez** with Ignacio Hidalgo and Iván Contreras. "An Hybrid Automated Trading System based on Multi-Objective Grammatical Evolution". Journal of Intelligent and Fuzzy Systems. vol. 32, no. 3, pp. 2461-2475, 2017
- **Laura Núñez** with Ignacio Hidalgo, Manuel Velasco and Iván Contreras (2017) "A Meta-Grammatical Evolutionary Process for Portfolio Selection and Trading" Genetic Programming and Evolvable Machines.
- Cruz, C. & **Núñez, L.** (2014). "El "Family Premium" en la Empresa Cotizada Europea, ¿Realmente Family?". Banca March.



Paine, Jill

ACADEMIC BACKGROUND

- PhD in Organizational Psychology, Columbia University, New York, NY (USA)
- MA in Organizational Psychology, Columbia University, New York, NY (USA)
- MBA in English Literature and Psychology (magna cum laude), University of Colorado, Boulder, CO (USA)

PROFESSIONAL EXPERIENCE

- Professor of Organizational Behavior, IE, September 2009 to present
- Instructor for Organizational Behavior, Columbia University, June 2005 to June 2006
- Teaching Assistant for courses including Organizational Change, Organizational Behavior and Human Resource Management, Columbia University, January 2002 to May 2007
- Research Associate, Columbia University, September 2002 to May 2009
- Professor Paine worked as an organizational development consultant at Pfizer for more than four years. She has also consulted for General Electric, Schrodgers, Praxair, Omnicom Media Group, several venture-backed technology start-ups and the Fifth Avenue Presbyterian Church of New York.

PUBLICATIONS

Latest Articles in International Refereed Journals:

- Burke, W., Lake, D., **Paine, J.** (2009). "Organization Change: A Comprehensive Reader". San Francisco, CA: Jossey-Bass.



Pastor, Juan Carlos

ACADEMIC BACKGROUND

- PhD in Organisational Behaviour, State University of New York, Buffalo, USA
- Fulbright Scholar, Harvard University
- MA in Social Psychology, Clark University, USA
- BA in Psychology, Universidad Autónoma de Madrid, Spain

ACADEMIC EXPERIENCE

- Professor of Business Administration, IE University, 2000 to present
- Director of Centre for Leadership, IE University, 2002 to present
- Chair of Organisational Behaviour & Human Resources Department, IE, 2001 to 2002
- Assistant Professor of Business Administration, the University of Western Ontario, Richard Ivey School of Business, USA, 1997 to 2000



Revilla, Elena

ACADEMIC BACKGROUND

- PhD in Economics & Business Administration, Universidad de Valladolid, Spain
- MA in Science and Technology Management, Universidad Carlos III, Madrid, Spain
- Degree in Economics & Business Administration, Universidad de Valladolid, Spain
- Post-Doctoral Fellow, North Carolina University, Chapel-Hill, USA
- Professional and Academic Experience

ACADEMIC EXPERIENCE

- Professor of Operations, IE (1999 – present)
- Director, DBA, IE (2006-present)
- Professor, Universidad de Valladolid, (Spain) (1992-2011)
- Visiting Researcher, MIT, USA (2010-2011)
- Visiting Researcher, North Carolina University, Chapel-Hill, USA (1996-1997)
- CPCL-Harvard Business School (2003)
- 2008 Research Excellence Award. IE.
- Member of Numerous national and international research projects and author of work published in scientific journals and collective books
- Author of the book Factores Determinantes del Aprendizaje Organizativo. Un Modelo de Desarrollo de Products (Club Gestión de Calidad)

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **Elena Revilla**, Maria Jesús Saenz, (2017) “The impact of risk management on the frequency of supply chain disruptions: A configurational approach”, International Journal of Operations & Production Management, Vol. 37 Issue: 5, pp.557-576
- **Revilla, E.;** Rodriguez-Prado, B; Cui, ZJ. A Knowledge-Based Framework of Innovation Strategy: The Differential Effect of Knowledge Sources 2016. IEEE TRANSACTIONS ON ENGINEERING MANAGEMENT. vol. 63, no.4, pp. 362-376
- **Elena Revilla** with Verónica H. Villena and Thomas Y. Choi (2016). “Revisiting Interorganizational Trust: Is More Always Better or Could More Be Worse?” Journal of Management
- Sáenz, M. & **Revilla, E.** (2014). “Creating More Resilient Supply Chain”. MIT Sloan Review. Vol. 2014: 22-24



Salvador, Fabrizio

ACADEMIC BACKGROUND

- PhD in Operations Management, Università di Padova, Italy
- MS in Engineering and Management, Università di Padova, Italy

ACADEMIC EXPERIENCE

- Professor of Operations Management, IE University, 2003 to present
- Adjunct Professor, MIT-Zaragoza Logistics Program, 2006 to present
- Research Associate, Massachusetts Institute of Technology (Center for Transportation and Logistics & MIT Smart Customization Lab), 2006 to present
- Faculty Research Associate, Arizona State University, 2001-2003

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **Fabrizio Salvador;** Juan Pablo Madiedo M. Palancas digitales y productividad del empleado: el desarrollo de una fuerza de trabajo digital 2016. HARVARD-DEUSTO BUSINESS REVIEW. vol. no.252, pp. 42-56
- **Salvador, F.,** Rungtusanatham, J. & Madiedo, J. (2015). "Antecedents of Mass Customization Capability: Direct and Interaction Effects". IEEE Transactions on Engineering Management, Vol. 62(4): 1-13
- Tenhiälä, A. & **Salvador, F.** (2014). "Looking inside Glitch Mitigation Capability: The Effect of Intra-Organizational Communication Channels". Decision Sciences, Vol. 45(3): 437-466
- **Salvador, F.,** Chandrasekaran, A., Sohail, T. (2014). "Product Configuration, Ambidexterity and Firm performance in the Context of Industrial Equipment Manufacturing". Journal of Operations Management, Vol. 32(4): 138 - 153



Santaló, Juan

ACADEMIC BACKGROUND

- PhD in Economics, University of Chicago, USA
- Masters in Economics, University of Chicago, USA
- Masters in Economics, Universitat Pompeu Fabra, Spain
- BSc in Economics, University of Barcelona, Spain

ACADEMIC EXPERIENCE

- Professor of Strategic Management, IE Business School, 2002 to present
- Chair, Strategy Department, IE Business School, 2008 to present
- Visiting Assistant Professor, Graduate School of Business University of Chicago, summer 2003.
- Coordinator of Research Seminars, IE Business School, 2003 to 2005
- Lecturer, University of Chicago, USA, 1999 to 2001
- Teaching Assistant, Universitat Pompeu Fabra, Spain, 1995 to 1997

PUBLICATIONS

Latest Articles in International Refereed Journals:

- Cennamo, C. & **Santaló, J.** (2015). "Platform Traps and How to Avoid Them". MIT Sloan Management Review, Vol. 57(1): 12-15
- **Santaló, J.** (2015). "El Impacto de la Nueva Regulación Aeroportuaria sobre las Tasas Aéreas y el Conflicto entre la Comisión Nacional de Mercados y Competencia (CNMC) y AENA a Cuenta de la Misma". Papeles de Economía Española, Vol. 145: 180 - 196
- **Santaló, J.** & Socorro, Maria. (2015). "Competencia Aeroportuaria y Modelos de Privatización". Estudios de Economía Española- FEDEA, Vol. 2015(9): 2-76
- Markarian, G. & **Santaló, J.** (2014). "Product Market Competition, Information and Earnings Management". Journal of Business, Finance & Accounting, Vol. 41(5-6): 572-599



Sayin, Eda

ACADEMIC BACKGROUND

- Ph.D. in Marketing, Koç University, Graduate School of Business (Turkey)
- Visiting Scholar, University of Michigan, Ross Business School (USA)
- M.B.A. Bilgi University (Turkey)
- B.A. in International Relations and Political Science, Marmara University (Turkey)

PROFESSIONAL EXPERIENCE

- 2015 - Present: Assistant Professor of Marketing, IE Business School (Madrid)
- 2014: Instructor, Koç University (Turkey)
- 2011 - 2012: Teaching Assistant, University of Michigan (USA)
- 2008 - 2009: Teaching Assistant, Bilgi University (Turkey)
- 1998 - 2008: Marketing Communications Manager, Avon Cosmetics (Turkey)

PUBLICATIONS

Latest Articles in International Refereed Journals:

- Aydinoglu, N. & **Sayin, E.** (2016). "Sensory and Neuromarketing: About and Beyond Customer Sensation" In Patrick Etievant, Elisabeth Guichard, Christian Salles & Andre Voilley. Flavor: From Food to Behaviors, Wellbeing and Health. Woodhead Publishing
- **Sayin, E.** & Gürhan-Canli, Z. (2015). "Feeling Attached to Symbolic Brands within the Context of Brand Transgressions". Review of Marketing Research, Vol. 12: 237-259
- Krishna, A., Morrin, M. & **Sayin, E.** (2014). "Smellizing Cookies and Salivating: A Focus on Olfactory Imagery". Journal of Consumer Research, Vol. 41(1): 18-34



Seifert, Matthias

ACADEMIC BACKGROUND

- Postdoctoral Researcher, London Business School, UK
- Guest Lecturer, Operational Research Group, London School of Economics, UK
- Ph.D. in Management, Judge Business School, Cambridge University, UK.
- M.Sc. in Decision Sciences, Operational Research Department, London School of Economics and Political Sciences, UK.
- M.A. in International Business, University of Hamburg, Germany.
- B.Sc. in Economics, Växjö University, Sweden.
- B.A. (Hons) in Business Administration, University of Hamburg, Germany.

ACADEMIC EXPERIENCE

- IE Business School
- London Business School
- London School of Economics
- Cambridge University
- University College London (UCL)

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **Seifert, M.**, Brockner, J. & Bianchi, E. (2015). "How Workplace Fairness Affects Employee Commitment". MIT Sloan Management Review. Magazine: Winter 2016
- **Seifert, M.**, Siemsen, E., Hadida, A. *et al.* (2015). "Effective Judgmental Forecasting in the Context of Fashion Products". Journal of Operations Management, Vol. 36: 33-45
- Bianchi, E., Brockner, J., **Seifert, M.**, *et al.* (2014). "Trust in Decision-Making Authorities Dictates the Form of the Interactive Relationship between Outcome and Procedural Fairness". Personality and Social Psychology Bulletin, Vol. 41(1): 19-34



Simón, Cristina

ACADEMIC BACKGROUND

- PhD in Technology, Open University, Milton Keynes, Bletchley (UK)
- Degree in Psychology, Universidad Autónoma de Madrid (Spain)

ACADEMIC EXPERIENCE

- Dean of IE School of Psychology, IE University, 2008 to present
- Professor of Human Resource Management, IE University, 2000 to present
- Chair, Organisational Behaviour and Human Resources Department, IE, 2003 to 2006
- Director of Human Resources Centre, IE University, 2003 to present
- Vice Dean for Faculty, IE University, 2000 to 2002
- Visiting Researcher, The Open University, Faculty of Technology, Centre for Electronic Education (UK) 1989
- Director of several National and International Research Projects for customers such as: Banesto, Endesa, BBVA, Telefónica Móviles, Astilleros Españoles, UMANO, Banco Atlántico, AirMiles España, CajaMadrid, Bankinter, Caixa Galicia, Iberia

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **Simón, C.** & Ferreiro, E.(2016). "Workforce Analytics: A case study of scholar-practitioner collaboration". Human Resource Management, Vol. 57(3): 781-793
- Tenhiälä, T., Giluk, T., Kepes, S., **Simón, C.**, Oh, I. & Kim, S.(2015). "The Research-Practice Gap in HRM: A Cross-Cultural Study". Human Resource Management, Vol. 55(2): 179-200
- **Simón, C.** & Esteves, J.(2015). "The Limits of Institutional Isomorphism in the Design of E-Recruitment Websites: A Comparative Analysis of the USA and Spain". The International Journal of Human Resource Management, Vol. 27(1): 23-44



Sinha, Shameek

ACADEMIC BACKGROUND

- PhD in Marketing, Red McCombs School of Business, The University of Texas at Austin
- MS in Marketing, Red McCombs School of Business, The University of Texas at Austin
- MS in Economics, The University of Texas at Austin
- MS in Quantitative Economics, Indian Statistical Institute, New Delhi
- BSc in Economics, Presidency University, Calcutta

ACADEMIC EXPERIENCE

- Assistant Professor of Marketing, Department of Marketing, IE Business School, Madrid (Spain), 2011 – present
- Instructor in Marketing, Department of Marketing, Red McCombs School of Business, The University of Texas at Austin, 2010-2011
- Teaching Assistant in Marketing, Department of Marketing, Red McCombs School of Business, The University of Texas at Austin, 2006-2010
- Teaching Assistant in Economics, Department of Economics, School of Social Sciences, The University of Texas at Austin, 2003-2006



Stamatogiannakis, Antonios

ACADEMIC BACKGROUND

- PhD in Management (Marketing), INSEAD, France
- MSc in Management, INSEAD, France
- MSc in Marketing and Communication, Athens University of Economics and Business, Greece
- BA in Business Administration, Athens University of Economics and Business, Greece

PUBLICATIONS

Latest Articles in International Refereed Journals:

- Luffarelli, J., Goncalves, D., **Stamatogiannakis, A.** (2016). When feedback interventions backfire: why higher performance feedback may result in lower self-perceived competence and satisfaction with performance. *Human Resource Management*, Volume 55(4): 591-614
- Arvizu, A., Buonocore, C., Carbone, A., *et al.* (2015). ARlaT - Horizon 2020 Annotated Research and Innovation Actions Template
- Haiyang, Y., **Stamatogiannakis, A.**, Chattopadhyay, A. (2015). For Whom Is Attainment Less Alluring? The Impact of Cultural Values on Consumers' Motivation for Goal Pursuit. *Journal of Consumer Research*. 42 (1), 93-108



Tenhiälä, Antti

ACADEMIC BACKGROUND

- D.Sc. (industrial engineering), Helsinki University of Technology, Finland
- M.Sc. (industrial engineering), Helsinki University of Technology, Finland

ACADEMIC EXPERIENCE

- Professor, IE Business School, Spain, 2010-
- Lecturer, Helsinki University of Technology, Finland, 2005-2010
- Lecturer, Tampere University of Technology, Finland, 2007-2010
- Researcher, BIT Research Center, Finland, 2005-2010
- Fulbright scholar, University of Minnesota, USA, 2008-2009

CORPORATE EXPERIENCE

- Independent SAP consultant and instructor, 2005-2010
- Process development engineer, YIT Telecom Network Services, Finland, 2003-2004
- Process development engineer, VTI Technologies, Finland, 2002-2003

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **Tenhiälä, A.** & Salvador, F. (2014). "Looking inside Glitch Mitigation Capability: The Effect of Intra-Organizational Communication Channels". *Decision Sciences*, Vol. 45(3): 437-466
- **Tenhiälä, A.** & Helkio, P. (2014). "Performance Effects of Using an ERP System for Manufacturing Planning and Control under Dynamic Market Requirements". *Journal of Operations Management*, Vol. 36: 147-164



Trombetta, Marco

ACADEMIC BACKGROUND

- D.Phil. in Economics, University of Oxford, United Kingdom
- “Dottorato di ricerca” in Public Economics, University of Pavia, Italy
- Laurea (B.Sc.) in Social and Economic Sciences, magna cum laude and special distinction, “L. Bocconi” University, Milan, Italy

ACADEMIC EXPERIENCE

- Vice-Dean of Research, IE Business School, 2009 to present
- Professor of Accounting, IE Business School, 2006 to present
- Associate Professor of Accounting and Finance, tenured, Universidad Carlos III, 2003 to 2006
- Deputy dean of the Department of Business Administration, Universidad Carlos III, 2004 to 2006
- Assistant Professor of Accounting and Finance, Universidad Carlos III, 1999 to 2003
- Lecturer in Accounting, The London School of Economics and Political Science, 1996 to 1999
- Non stipendiary lecturer in Economics, St. Hugh's College, University of Oxford 1995 to 1996
- Teaching assistant in Quantitative Methods for Management, The Management School, University of Oxford, 1994 to 1996
- Visiting Positions at Chicago Graduate School of Business and “L. Bocconi” University, Milan (Italy)
- Invited professor for doctoral courses at the Universities of Alicante, Sevilla and Santiago de Compostela

PUBLICATIONS

Latest Articles in International Refereed Journals:

- Cameran, M., Prencipe, A., **Trombetta, M.** (2015). “Mandatory Audit Firm Rotation and Audit Quality”. Forthcoming in European Accounting Review
- Barker, R., Lennard, A., Nobes, C., **Trombetta, M., et al.** (2014). “Response of the EAA Financial Reporting Standards Committee to the IASB Discussion Paper a Review of the Conceptual Framework for Financial Reporting”. Accounting in Europe, (Special Issue), Vol. 11(2): 149-184
- Baroli, P., Imperatore, C., Locatelli, R., & **Trombetta, M.** (2014). “Evolución de las fundaciones bancarias italianas: de holding de sociedades bancarias a un modelo innovador de “beneficencia privada”. Cuadernos de Información Económica, Vol. 66:1-104
- Imperatore, C. & **Trombetta, M.** (2014). “The Dynamic of Financial Crises and its Non-Monotonic Effects on Earnings Quality”. Journal of Accounting and Public Policy, Vol. 33(3): 205-232



Wang, Taiyuan

ACADEMIC BACKGROUND

- Ph.D., Richard Ivey School of Business, the University of Western Ontario
- MBA, Guanghua School of Management, Peking University
- BS, Zhejiang University

INDUSTRIAL EXPERIENCE

- Product manager, Samsung Electronics (computer monitor division in China)
- Asset valuator and inspector, China Entry-Exit Inspection & Quarantine (CIQ), China Import and Export Commodity Inspection Bureau (CCIB)

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **Wang, Taiyuan;** Thornhill, Stewart; de Castro Campbell, Julio Orlando. Entrepreneurial orientation, legitimacy attainment, and new venture performance. 2017. STRATEGIC ENTREPRENEURSHIP JOURNAL.
- **Wang, T.,** Thornhill, S., Zhao, B. (2015). Pay-for-performance, employee participation, and SME performance. Forthcoming in Journal of Small Business Management.
- **Wang, T.,** Zhao, B. & Thornhill, S. (2015). "Pay Dispersion and Organizational Innovation: The Mediation Effects of Employee Participation and Voluntary Turnover". Human Relations, Vol. 68(7): 1155 - 1181.



Wernsing, Tara

ACADEMIC BACKGROUND

- PhD in Management. University of Nebraska, Lincoln (USA)
- Master of Science in Marketing. University of Arizona, Tucson (USA)
- Bachelor of Science in Advertising. University of Illinois, Urbana-Champaign

EXPERIENCE

- 2013 – Present: Associate Professor, IE Business School
- 2008 – 2012: Assistant Professor, IE Business School
- 2004 – 2008: Doctoral student & Leadership development consultant
- 2002 – 2003: Customer Relationship Marketing (CRM) Database Manager, Sears/TGI
- 2001 – 2002: Marketing Consultant & Coach
- 2000 – 2001: Director, Partners in Loyalty Marketing, consulting firm
- 1997 – 1999: Research Manager, Life Fitness/Brunswick, manufacturer
- 1995 – 1997: Marketing Project Manager. Sears, retailer
- 1992 – 1994: Marketing Analyst. Sears, retailer

PUBLICATIONS

Latest Articles in International Refereed Journals:

- **Wernsing, T.** (2014). “Psychological Capital A Test of Measurement Invariance Across 12 National Cultures”. *Journal of Leadership and Organizational Studies*, Vol. 21(2):179-190
- Crossley, C., Cooper, C., **Wernsing, T.** (2013). “Making Things Happen Through Challenging Goals: Leader Proactivity, Trust, and Business-Unit Performance”. *Journal of Applied Psychology*, Vol. 98(3):540-9
- Avey, J., **Wernsing, T.**, Palanski, M. (2012). “Exploring the Process of Ethical Leadership: The Mediating Role of Employee Voice and Psychological Ownership”. *The Journal of Business Ethics*. Vol. 107 (1):21-34