

FILIPPO CARLO WEZEL

Faculty of Economics, Institute of Management and Organization (IMO)

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CURRENT POSITION

USI Lugano (Switzerland), Faculty of Economics

Professor of Management and Organizations

EDUCATION

PhD in Management, University of Bologna (Italy), 2002

ACADEMIC EXPERIENCE

USI Lugano (Switzerland)

Professor of Management and Organizations, September 2009-

EMLYON (France)

Professor of Management, September 2016-September 2017 (unpaid leave from USI)

USI Lugano (Switzerland), Faculty of Communication,

Associate Professor (tenured), September 2006-September 2009

Tilburg University (The Netherlands), Faculty of Economics, Department of
Organization and Strategy

Associate Professor (tenured), September 2005-September 2006

Assistant Professor (tenure-track), April 2003-September 2005

University of Groningen (The Netherlands), Faculty of Economics

Post-doctoral Fellow, January 2002-March 2003

Other Research-related visiting experiences:

- **London School of Economics**, January 2025-February 2025
- **London Business School (UK)**, November 2024-December 2024
- **MIT Sloan School of Management (USA)**, August-October 2024
- **The University of Hong Kong (Hong Kong)**, April 2024
- **University of Cambridge (Judge Business School, UK)**, May 2019
- **EMLYON (France)**, November 2012-
- **Columbia Business School (USA)**, May-July 2015
- **Duke University (USA)**, January-April 2015
- **Polytechnic of Hong Kong (Hong Kong)**, April 2014

- University of Lille I, Faculty of Economics (France), March 2011
- Hong Kong University of Science and Technology (Hong Kong), April 2009
- University of Lille I, Faculty of Economics (France), May 2008
- University of Antwerp, Faculty of Economics (Belgium), March-May 2006
- Wharton School, University of Pennsylvania, Sol C. Snider Entrepreneurial Center (USA), January-December 2000

SERVICE

USI Lugano, Faculty of Economics (Switzerland)

Director of Institute of Management and Organization, 2017-
Vice Dean, 2013-2016
PhD program Coordinator in Management, 2009-2013

University-level responsibilities USI Lugano (Switzerland)

Representative of Faculty of Economics in the Delegation for Equal Opportunities, 2024-
Academic representative (elected, two seats) in the University Council 2019-2023
Member of Academic Senate (elected), 2019-2023
USI Tenure Committee, 2014-2019
USI Research Committee, 2013-2020

EDITORIAL BOARDS

Senior Editor at **Organization Science** (2016-2024, signed 200+ decision letters)

Editorial Board Member at:

- Organization Science** (2012-2016)
- Organization Studies** (2020-)
- Research in the Sociology of Organizations** (2020-)
- Strategic Entrepreneurship Journal** (2015-)
- Strategic Organization** (2015-)
- Journal of International Business Studies** (2009-2013)

RESEARCH GRANTS (about CHF 1.8 million or EUR 1.9 million)

2020: Swiss National Science Foundation project ‘*Theorizing identity-based competition: The case of formation and erosion of competitive positions among political parties*’ (with Stefan Arora-Jonsson), 676,950 CHF.

2019: Swiss National Science Foundation project ‘*When two become one: The organizational antecedents and consequences of inter-firm mobility*’, 636,950 CHF.

2015: International Short Visit research funding to work at Duke University, 10,800 CHF

2012: Swiss National Science Foundation project ‘*Islands of legitimacy: the effects of geographical heterogeneity on the entry, positioning and survival rates of Franconian breweries, 1989-2004*’ (with N. Beck), 106,000 CHF.

2011: Swiss National Foundation project ‘*An ecological perspective on the antecedents to and the consequences of top management team diversity*’, 112,000 CHF.

2009: Swiss National Foundation project ‘*On organizational forms: audience expectations, illegitimacy discounts and organizational mortality*’ (with N. Beck), 125,000 CHF.

2008: Swiss National Foundation project ‘*Networks of influence: intra- and inter-firm consequences of managerial mobility*’, 110,000 CHF.

HONORS

2019-: Research Fellow, Judge Business School, University of Cambridge

2019-: Life-long member of Clare Hall College, University of Cambridge

2023 (also in 2012, 2014, 2019, 2021 and 2025): Mentioned in the top 250 most productive researchers in Business Administration across universities in Austria, Germany and Switzerland – see <https://www.forschungsmonitoring.org/ranking/bwl/lifetime>

2009-2015: Senior Extramural Fellow of CentER, Tilburg University (Netherlands)

PEER REVIEWED ARTICLES, H-index 23, i10-index 32

(selected -- for a full list, see Google Scholar)

- [18] Betancourt, N. Hoever, I., and Wezel F.C., 2025. Atypicality and Accountability: Evidence from Five Experiments. Forthcoming, Organization Science.
- [17] Arora-Jonsson, S. Wezel, F.C. Kartikeyan, S. and Barberio, V. 2025. Losing Their Religion: Organizational identity Hybridization of British Political Parties, 1950–2015. Forthcoming, Journal of Management.
- [16] Dupin, L. and Wezel, F.C. 2023. Artisanal or just Half-Baked: Competing Collective Identities and Location Choice among French Bakeries. Administrative Science Quarterly, 68: 867-909.
- [15] Aranda, A. Conti, R. and Wezel, F.C. 2021. Distinct but not apart? Stigma reduction and cross-industry evaluative spillovers: The case of medical marijuana legalization. Academy of Management Journal, 64: 1901-1926.
- [14] Kovacs, B. Carnabuci, G. and Wezel, F.C. 2021. Categories, Attention, and the Impact of Inventions. Strategic Management Journal, 42: 992-1023.
- [13] Beck, N. Swaminathan, A., Wade, J. and Wezel, F.C. 2019. Industry Clusters and Organizational Prototypes: Evidence from the Franconian Brewing Industry. Journal of Management, 45: 2978-3008.
- [12] Wezel, F.C. and Ruef, M. 2017. Agents with Principles: The Control of Labor in the Dutch East India Company, 1700 to 1796. American Sociological Review, 82: 1009-1036.
- [11] Betancourt, N. and Wezel, F.C. 2016. The Credibility of Social Climbing: When Does Inter-firm Mobility (not) Influence Organizational Status? Organization Science, 27: 1435-1452.
- [10] Montauti M., and Wezel F. C. 2016. Charting the territory: Recombination as a Source of Uncertainty for Potential Entrants. Organization Science, 27: 954-971.
- [9] Wang, T. Wezel, F.C. and Forgues, B. 2016. Protecting Market Identity: When and How Do Organizations Respond to Consumers’ Devaluations?, Academy of Management Journal, 59: 135-162.

- [8] Karthikeyan, S. Jonsson, S. and Wezel, F.C. 2016. The Travails of Identity Change: Competitor Claims and Distinctiveness of British Political Parties, 1970- 1992, Organization Science, 27: 106-122.
- [7] Liu, M. and Wezel, F.C. 2015. Davids Against Goliath? Collective Identities and the Market Success of Peripheral Organizations during Resource Partitioning. Organization Science, 26: 293-309.
- [6] Ghosh, A. Martin, X. Pennings, J and Wezel, F.C., 2014. Ambition Is Nothing without Focus: Compensating for Negative Transfer of Experience in R&D. Organization Science, 25: 572-590.
- Featured in IESE Insight, see <https://www.iese.edu/insight/articles/pursuit-focus-elusive-leadership-trait/>
- [5] Bae, J. Wezel, F.C. and Koo, J. 2011. Cross-Cutting Ties, Organizational Density, and New Firm Formation in the US Biotech Industry, 1994-1998. Academy of Management Journal, 54: 295-311.
- [4] Pennings, J. Wezel, F.C. 2010. Faraway, yet so close: organizations in demographic flux. Organization Science, 21: 451-468.
- [3] Lomi, A., Larsen E. Wezel, F.C. 2010. Getting there: exploring the role of expectations and pre-production delay in processes of organizational founding. Organization Science, 21: 132-149.
- [2] Wezel, F.C. Cattani, G. and Pennings, J. 2006. Competitive implications of inter-firm mobility. Organization Science, 17: 691-709.
- [1] Cattani, G. Wezel, F.C and Pennings, J. 2003. Spatial and Temporal of Heterogeneity in Entrepreneurial Activity. Organization Science, 14: 670-685.

PUBLICATIONS FOR PRACTITIONERS

Dupin, L., Wezel, F.C., Deichmann, D. 2024. What French Bakeries Get Right About Strategy. Harvard Business Review, <https://hbr.org/2024/03/what-french-bakeries-get-right-about-strategy>

SPECIAL ISSUES EDITED

Wezel, F.C., 2023. When agency meets structure (and viceversa): on organizations and careers. Organization Studies editor's collection, <https://journals.sagepub.com/topic/collections-oss/oss-1-filippo-wezel/oss>

Delmestri. G. Wezel, F.C, Goodrick, E. and Washington, M. 2020. The hidden life of categories: emergence, maintenance and change in organizations, markets and society. Organization Studies, Volume 41, Issue 7.

BOOKS

Di Stefano, G. and Wezel, F.C. 2024. Organization Theory Meets Strategy. Forthcoming, Advances in Strategic Management, Elsevier.

Pennings, J. and Wezel, F.C. 2007. Human capital, inter-firm mobility and organizational evolution. Chaltenham: Edward Elgar.

- Finalist and Runner-up of the Academy of Management's 2008 George Terry Best Book Award

TEACHING EXPERIENCE

PHD LEVEL

- **USI Lugano (Switzerland)**
2013-: Organization Theory
2014: Advanced Topics in Organization Theory
2012: Know Your Classics
2011: Writing and Publishing in Top Management Journals
2008: Advanced Topics in Strategic Management Research
- **EMLYON (France)**
2013-: Advanced Topics in Organization Theory
2012: Organization Ecology: Theory and Methods
- **Hong Kong University of Science and Technology (Hong Kong)**
2009: Organization Ecology
- **Polytechnic of Hong Kong (Hong Kong)**
2014: Macro Organization Theory
- **LUISS Business School, Rome (Italy)**
2008-2014: Organization Theory

EXECUTIVE LEVEL

- **USI Lugano (Switzerland)**
2011-to present: Human Resource Management, Executive MBA, USI Lugano
2009-to present: Human Resource Management, Executive Master in Humanitarian Logistics
- **University of Bologna (Italy)**
2009-2010: Human Resource Management, MBA

UNDERGRADUATE AND MASTER LEVEL

- **USI Lugano (Switzerland)**
2006-: Lecturer for Organization Theory, Organizational Behavior, Human Resource Management (Bachelor) and Research Methods (Master), USI Lugano
- **University of Tilburg, Faculty of Economics (The Netherlands)**
2003-2006: Lecturer and coordinator of Organizational Theory and Strategic Management
- **University of Groningen, Faculty of Economics (The Netherlands)**
2002: Lecturer, Organizational Theory and Strategic Management

TEACHING AWARDS

2023: Runner up best teaching evaluation, Executive MBA, USI Lugano.
2018: *Best Teaching Award*, Executive MBA, USI Lugano.
2017: Runner up best teaching evaluation, Executive MBA, USI Lugano.
2008: Credit Suisse *'Best Teaching Award'*, 10,000 CHF USI Lugano.

2007: Top-three course evaluation, Faculty of Communication, USI Lugano

2006: Top-three course evaluation, Faculty of Communication, USI Lugano

2005-2006: Top-ten teacher - out of 250 - of Tilburg University (the Netherlands)

PH.D. SUPERVISION

- Merve Barut (ongoing, USI Lugano), advisor
- Guang Zhu (Post-Doc at Politecnico of Milan), advisor
- Laura Dupin (Assistant Professor at Amsterdam School of Business), advisor
- Margarita Cruz (Associate Professor at Ecole hôtelière de Lausanne), co-advisor
- Martina Montauti (Assistant Professor at University of St Gallen), advisor
- Chanchal Balachandran (Assistant Professor at University of Liverpool), advisor
- Tao Wang (Associate Professor at EMLYON Eusiness School), co-advisor
- Soorjith Karthikeyan (Professor at Indian Institute of Management) advisor
- Min Liu (Assistant Professor at Durham Business School), co-advisor
- Rajiv Kozhikode (Associate Professor at University of Groningen) external member
- Yi Tang (Associate Professor at Hong Kong Polytechnic) external member
- Alex Eapen (Associate Professor at University of Sidney), defense committee
- Joeri Mol (Senior Lecturer at University of Melbourne), co-advisor

POST DOC SUPERVISION

- Vitaliano Barberio (Assistant Professor at Webster University)
- Olga Ivanova (Assistant Professor at University of Balearic Islands)
- Nathan Betancourt (Assistant Professor at Amsterdam School of Business)

INVITED TALKS (2006-)

Carnegie Mellon University, MIT, Duke University, University of Chicago (*USA*); London School of Economics, Bayes Business School, Cambridge University, City University, and Durham Business School (*UK*); INSEAD, ESSEC, SKEMA, and Lille (*France*); University of Geneva (*Switzerland*); Carlos III University, Pompeu Fabra University, IE Business School (*Spain*); Stockholm School of Economics, Uppsala University, Linköping University (*Sweden*); Copenhagen Business School (*Denmark*); University of Antwerpen (*Belgium*); Erasmus Rotterdam, University of Amsterdam, Groningen University, and Utrecht University (*NL*); Hong Kong University of Science and Technology, Hong Kong Polytechnic, Hong Kong University (*Hong Kong*); National University of Singapore (*Singapore*); University of Edinburgh (*Scotland*); Bocconi University, University of Trento and University of Firenze (*Italy*); University of Linz (*Austria*); DUID DIME winter conference (*keynote*).