

Fabiola Bertolotti

FULL PROFESSOR OF MANAGEMENT ENGINEERING

Department of Sciences and Methods for Engineering (DISMI)
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Personal information

Nationality: Italian **Date and place of birth:** 12 December 1971, Reggio Emilia, Italy

Academic and professional experience

Sep 2022–present

Full Professor of Management Engineering (IEGE-01/A; formerly ING-IND/35)

University of Modena and Reggio Emilia

- Teaching in Management Engineering and, until 2025, Industrial Biotechnology degree programmes, with a focus on organizational systems and behaviour and innovation organization and management.
- Research on coordination and knowledge exchange and their relationship with individual and team performance in technology-intensive, distributed work settings.

Nov 2005–Aug 2022

Associate Professor of Management Engineering (ING-IND/35)

University of Modena and Reggio Emilia

- Teaching in Management Engineering and Mechatronics Engineering on organization, organizational behaviour and business administration.
- Research on coordination and identity construction in collocated and distributed groups and in interorganizational partnerships.

Feb 2007–present

Co-founder and partner

E.P.O.C.A. S.r.l., academic spin-off of the University of Modena and Reggio Emilia

- Digitalization of services and redesign of organizational processes.

Apr 2001–Oct 2005

Assistant Professor / University Researcher in Management Engineering (ING-IND/35)

University of Modena and Reggio Emilia

- Teaching in Management Engineering and Mechatronics Engineering on organizational behaviour and business administration.
- Research on operational and social processes in work groups and their relationship with group effectiveness, particularly among knowledge workers.

Education and visiting appointment

Jul–Sep 2014

Visiting Scholar

McCombs School of Business, The University of Texas at Austin, USA

- Research project: “Individuals’ temporal orientation and social network structures.”

1999–2001

PhD in Management Engineering (14th cycle)

University of Padua

- Control systems; organization; strategy; qualitative and quantitative research methods; statistics.

1990–1997

Master-level degree in Management Engineering (pre-Bologna system), 110/110 cum laude

University of Bologna

- Business management and organization; management control systems; logistics; production management.

Languages

- Italian — native language
- English — excellent reading, writing and speaking skills
- French — good reading, writing and speaking skills

Research leadership and coordination

Since 2017, Head of the Management Engineering Research Group at DISMI, University of Modena and Reggio Emilia. The group studies new forms of work—including distributed teams, crowdwork and smart working—and their effects on collaboration and the performance of individuals, teams and organizations. Responsibilities include developing new research streams; establishing national and international collaborations; representing the group at international conferences and universities; fundraising; and coaching and mentoring doctoral students and early-career researchers. Each research stream is developed through project teams and stable national and international collaborations.

Selected funded research projects

Jul 2024–Jun 2028

Research collaborator

National Science Foundation-funded project

- Contributor on multiple team membership: “Multiple Team Membership Through Technology: A Path Towards Individual and Team Wellbeing?” Principal Investigators: Sumita Raghuram and Elisa Mattarelli, San José State University.

2023–2027

Lead for the UNIMORE unit’s social-impact assessment task

EXCEED — Excellence in Green and Digital Manufacturing; European Commission, Erasmus Lump Sum

2023–2024

Principal investigator

Competitive UNIMORE FAR departmental-development funding

- “Unpacking Algorithmic Control: Exploring How Algorithms and Clients’ Behaviors Affect Distributed Work in Online Labor Platforms.”

2022–2023

Project lead

Research agreement with Human Interpretation S.r.l.

- Activation, design and management of “Simulation of Organizational Decision-making Processes in New Product Development: Digital Twins to Support Decision-making and Business Innovation.”

2020–2021

Principal investigator

Competitive UNIMORE FAR departmental-development funding

- “Distributed Work in Online Labor Platforms: How Clients Manage Workers through Algorithmic Control and with What Consequences for Workers’ Reputation and Well-being.”

2015–2016

Principal investigator*Research agreement with H2H Facility Solutions S.p.A.*

- Activation, design and management of “Designing Services for Well-being.”

2015–2016

Co-principal investigator*Research agreement with Fondazione Modena Giustizia*

- With D. M. Macrì and E. Mattarelli: “Pursuing Excellence and Efficiency in Courts.”

Institutional leadership and service

Nov 2024–present

Internal member, Board of Directors*University of Modena and Reggio Emilia*

Jan 2022–Oct 2024

Member, University Quality Assurance Committee*University of Modena and Reggio Emilia*

- Led work on the Good Practice project, including data analysis, interpretation, reporting and presentations to governing bodies.
- Provided methodological support for departmental three-year plans and prepared the synthesis of departmental monitoring reports (2023); supported university units during accreditation.

Nov 2021–present

Delegate for Departmental Organization*Department of Sciences and Methods for Engineering, University of Modena and Reggio Emilia*

2013–2020

Internal member, University Evaluation Committee*University of Modena and Reggio Emilia*

- Member of the working group on UNIMORE organizational well-being: research design for the 2016–2018 analysis; data analysis; development of a model of antecedents; and identification of possible interventions and work-practice changes.
- OIV liaison (Independent Evaluation Body) for university organizational-performance measurement.

2006–2009

Deputy Head of Department*Department of Sciences and Methods for Engineering, University of Modena and Reggio Emilia*

- Responsible for reviewing the departmental structure, designing the incentive system for technical and administrative staff, and developing a departmental satisfaction-measurement system.

Academic qualifications, editorial service and doctoral teaching

- Italian National Scientific Qualification for Full Professor in Management Engineering (ING-IND/35, now IEGE-01/A).
- Italian National Scientific Qualification for Full Professor in Organization Studies (SECS-P/10), awarded unanimously on 15 October 2018.
- Editorial Board member, The Journal of Applied Behavioral Science (September 2025–present).
- Editorial Board member, Journal of Organizational Behavior (January 2020–present).
- Editorial Board member, Journal of Management Studies (January 2017–present).
- Editorial Board member, European Management Journal (November 2015–December 2025).
- Instructor, Qualitative Research module within Research Methods, PhD Programme in Management Engineering and Real Estate Economics, University of Padua (April 2005–present).
- Co-instructor, Qualitative Research Methods, PhD Programme in Management, University of Bologna (April 2003–September 2023).

Awards and distinctions

2026	“Algorithmic Embeddedness and the ‘Gig’ Characteristics Model,” with F. Bellesia, E. Mattarelli and M. Sobrero, published in <i>Journal of Management Studies</i> in 2025, shortlisted among 12 candidates for the 2025 JMS Best Paper Award.
2025	“Dynamic Stereotyping Across Occupations,” by P. Ungureanu and F. Bertolotti, runner-up for the 2024 McGregor Award for Best Paper, <i>The Journal of Applied Behavioral Science</i> .
2024	“Algorithms and Their Affordances,” with F. Bellesia and E. Mattarelli, published in <i>Journal of Management Studies</i> in 2023, shortlisted among 11 candidates for the 2023 JMS Best Paper Award.
2020	Mike Wright Prize for Best Journal of Management Studies Reviewer 2020 (awarded in 2021).
2020	Editors’ Reviewers of the Year Award , <i>Journal of Management Studies</i> (awarded in 2021).
2020	Outstanding Associate Editor , OCIS Division, <i>Academy of Management</i> .
2019	“Platforms as Entrepreneurial Incubators?” selected as one of three Highly Recommended Papers published in <i>Journal of Managerial Psychology</i> .
2018	Shortlisted among ten Best Reviewers for <i>Journal of Management Studies</i> .
2016	Academy of Management Annual Meeting Best Paper Proceedings , MED Division.
2015	Outstanding Reviewer Award , <i>Organizational Behavior Division</i> , <i>Academy of Management</i> .
2013	Best Conference Paper , ITAIS.
2007	Outstanding Reviewer Award , <i>Organizational Behavior Division</i> , <i>Academy of Management</i> .

Selected peer-reviewed publications, 2018–2026

Asterisks identify articles published in journals included in the Financial Times Top 50 ranking. Complete publication list:

<http://personale.unimore.it/rubrica/publicazioni/fbertolotti>

- Cochis, C., Bertolotti, F., & Ungureanu, P. (2026). The dynamic response of coworking communities: unpacking resilience in times of disruption. *Management Decision*, 64(4), 1206–1234.
- Siddiqua, S., Azam, A., Kamran, K., Shafique, I., & Bertolotti, F. (2026). Distracted and monitored: how and when social media induced phubbing triggers supervisors’ close monitoring. *Journal of Managerial Psychology*, 41(6), 898–911.
- * Bellesia, F., Mattarelli, E., Bertolotti, F., & Sobrero, M. (2025). Algorithmic embeddedness and the “gig” characteristics model: Examining the interplay between technology and work design in crowdwork. *Journal of Management Studies*, 62(7), 2673–2706.
- Incerti, V., Fadel, K. J., Mattarelli, E., Bertolotti, F., Bellesia, F., Ungureanu, P., & Chudoba, K. M. (2025). Navigating multiple virtual teams: How variety in communication rules affects knowledge sharing. *M@n@gement*, 1–21.
- Ungureanu, P., & Bertolotti, F. (2024). Dynamic stereotyping across occupations: How management academics and practitioners negotiate the knower–doer stereotype in interaction. *The Journal of Applied Behavioral Science*, 60(1), 113–148.
- Mattarelli, E., Cochis, C., Bertolotti, F., & Ungureanu, P. (2024). How designed work environment and enacted work interactions impact creativity and work–life balance. *European Journal of Innovation Management*, 27(2), 648–672.
- * Bellesia, F., Mattarelli, E., & Bertolotti, F. (2023). Algorithms and their affordances: How crowdworkers manage algorithmic scores in online labour markets. *Journal of Management Studies*, 60(1), 1–37.
- Bertolotti, F., Tagliaventi, M. R., & Dosi, C. (2022). From lone wolves to members of the pack: Exploring interpersonal identity work within identity workspaces. *Journal of Organizational Behavior*, 43(4), 620–642.

- * Mattarelli, E., Bertolotti, F., Prencipe, A., & Gupta, A. (2022). The effect of role-based representations of product architecture on individual and team coordination practices: A field study of a globally distributed new product development team. *Organization Science*, 33(4), 1423–1451.
- Vignoli, M., Di Norcia, M., & Bertolotti, F. (2021). Designing services for employees' wellbeing: Principles for an improved employee experience. *CERN IdeaSquare Journal of Experimental Innovation*, 5(2), 9–17.
- Ungureanu, P., Cochis, C., Bertolotti, F., Mattarelli, E., & Scapolan, A. C. (2020). Multiplex boundary work in innovation projects: The role of collaborative spaces for cross-functional and open innovation. *European Journal of Innovation Management*, 24(3), 984–1010.
- Ungureanu, P., Bertolotti, F., Mattarelli, E., & Bellesia, F. (2020). Collaboration and identity formation in strategic interorganizational partnerships: An exploration of swift identity processes. *Strategic Organization*, 18(1), 171–211.
- Azam, A., Bertolotti, F., Boari, C., & Mian, A. (2020). Top management team international experience, international information acquisition and international strategic decision rationality. *Review of International Business and Strategy*, 30(3), 441–456.
- Ungureanu, P., & Bertolotti, F. (2020). From gaps to tangles: A relational framework for the future of the theory–practice debate. *Futures*, 118, 102532.
- Ungureanu, P., & Bertolotti, F. (2020). Backing up emergency teams in healthcare and law enforcement organizations: Strategies to socialize newcomers in the time of COVID-19. *Journal of Risk Research*, 23(7–8), 888–901.
- * Bertolotti, F., Mattarelli, E., & Dukerich, J. (2019). The relationship between polychronicity and social networks: A mixed-methods study of research and development professionals. *Human Relations*, 72(10), 1595–1622.
- Ungureanu, P., Bertolotti, F., & Pilati, M. (2019). What drives alignment between offered and perceived well-being initiatives in organizations? A cross-case analysis of employer–employee shared strategic intentionality. *European Management Journal*, 37(6), 742–759.
- Bertolotti, F., Macri, D. M., & Vignoli, M. (2019). Strategic Alignment Matrix: Supporting management coordination in complex organizations. *Journal of Accounting & Organizational Change*, 15(4), 557–579.
- * Ungureanu, P., Bertolotti, F., Mattarelli, E., & Bellesia, F. (2019). Making matters worse by trying to make them better? Exploring vicious circles of decision in hybrid partnerships. *Organization Studies*, 40(9), 1331–1359.
- Bellesia, F., Mattarelli, E., Bertolotti, F., & Sobrero, M. (2019). Platforms as entrepreneurial incubators? How online labor markets shape work identity. *Journal of Managerial Psychology*, 34(4), 246–268.
- Ungureanu, P., & Bertolotti, F. (2018). Building and breaching boundaries at once: An exploration of how management academics and practitioners perform boundary work in executive classrooms. *Academy of Management Learning & Education*, 17(4), 425–452.
- Ungureanu, P., Bertolotti, F., & Macri, D. M. (2018). Brokers or platforms? A longitudinal study of how hybrid interorganizational partnerships for regional innovation deal with VUCA environments. *European Journal of Innovation Management*, 21(4), 636–671.
- Azam, A., Boari, C., & Bertolotti, F. (2018). Top management team international experience and strategic decision-making. *Multinational Business Review*, 25(1), 50–70.
- Ungureanu, P., Cochis, C., Rodighiero, S., Bertolotti, F., Mattarelli, E., Montanari, F., Rinaldini, M., & Scapolan, A. C. (2018). Innovating onsite or coordinating online? An exploration of how knowledge practices shape the onsite and online collaboration interplay across the lifecycle of collaborative communities. *CERN IdeaSquare Journal of Experimental Innovation*, 2(1), 22–29.

References

- Professor Cristina Boari — Department of Management, University of Bologna
- Professor Raffaella Cagliano — Department of Management, Economics and Industrial Engineering, Politecnico di Milano
- Professor Janet M. Dukerich — McCombs School of Business, The University of Texas at Austin
- Professor Andrea Prencipe — Department of Business and Management, LUISS University

Reggio Emilia, 7 August 2026