

Contact info:

luca.carollo@unibg.it

Social. Also find me on:

LinkedIn, Google Scholar,
ResearchGate, Academia.edu

Luca Carollo

January 2025-today

Associate Professor in Organization Studies

Department of Management, University of Bergamo

Qualifications

Italian National Scientific Qualification for Associate Professorship in Organization Studies (G.S.D. 13/ECON-08/A). Valid until: 12/11/2031

Previous work experience

October 2019-December 2024

Assistant Professor in Organization Studies

Department of Management

Università degli Studi di Bergamo

Education

PhD program in Economic Sociology and Labor studies

University of Milan, Department of Social and Political Sciences

October 2012-26 April 2016

I investigated corporate social responsibility and sustainability in different organizational settings, highlighting significant tensions and contradictions in how sustainability policies and practices are developed in business contexts. The title of the thesis was 'Critical perspectives on sustainability in business contexts: paradoxes, rhetorics and identities'
Supervisor: Prof. Marco Guerici.

Ranked by ASSIOA as the second-best Italian PhD thesis in Organization Studies in 2016.

Master degree in Work, organization and information systems

University of Trento, Faculty of Sociology

March 2009-30 March 2011

The thesis title was entitled "Sorvegliare e Pulire. Lavorare ai confini delle organizzazioni" (Control and clean. Working at the boundaries of organizations), regarding those workers who perform ancillary services in organizations.

Supervisor: Prof. Barbara Poggio

Grade: 110 cum laude/110.

Bachelor in Sociology

University of Trento, Faculty of Sociology

September 2006-25 March 2009

My bachelor dissertation concerned the activity of temporary work agencies, their services, and how they organize the flexibility of temporary workers.

Supervisor: Prof. Attila Bruni

Grade: 110 cum laude/110.

Research interests

organization theory, organizational culture, change management, employment relations, HRM, sustainability, CSR, critical management studies, qualitative research

Publications

- Guerci, M. and Carollo, L. (2025) SDGS and HRM from a critical theory perspective. In I. Aust-Gronarz, F. Lee Cooke and J. Semeijn (Eds) *The Elgar Companion to Human Resource Management and the Sustainable Development Goals*, Edgar Elgar, pp. 326-340.
- Colaiacovo, B., Guerci, M., Carollo, L. and Laudadio, A. (2025) Class lines at work: The silent barrier HR and diversity managers can no longer ignore. In S. Pulcher, S. Basaglia S. Cuomo and Z. Simonella (Eds) *Diversity and Inclusion in Italy - Societal and Organizational Perspectives*, Springer, pp. 439-464.
- Carollo, L. and Sferrazzo, R. (2025) Poetry from the factory: "On the Line," by Joseph Ponthus. *Organization*, 32(1), 154-157.
- Carollo, L., Sferrazzo, R. and Shymko, Y. (2025) Is it the end of the world as we know it? Apocalyptic reflexivity in and around organizations. *ephemera. Theory and Politics in Organization*, 25(1), 17-43.
- Carollo, L., Guerci, M., Della Torre, E. and Previtali, G. (2024) Exploring representations of human resource management as moral dirty work: A film study. *Human Resource Management*, 63(5), 791-812.
- Sheldon, P., Della Torre, E., Carollo, L. and Nacamulli, R. (2024) Employer associations, adaptive innovation and common goods: An integrated framework. *British Journal of Industrial Relations*, 62(3), 674-698.
- Carollo, L., Dorigatti, L., Murgia, A., Parker, S. and Steger, T. (2023) Still in search of organizational democracy: exploring new opportunities and constraints (Editorial introduction to the special issue). *Studi Organizzativi*, XXV(2), 7-23.
- Carollo, L. and Gilardi, S. (2022) Dirtying bank work: when taint is reinforced by the organisation. *Culture and Organization*, 28(5), 429-447.
- Gritti, A., Fumagalli, F., Della Torre, E., Lazazzara, A. and Carollo, L. (2021) Employee voice, capitale umano e performance organizzativa: uno studio sulle imprese italiane. *Studi Organizzativi*, XXIII(2), 121-144.
- Carollo, L. (2021) The strange case of "Ugo Fantozzi robot": control and resistance through comics in a bank. *Organization*, 28(4), 641-661.
- Guerci, M., Carollo, L., Dorigatti, L., Mori, A. and Canterino, F. (2021) "Grand challenge" or "not an issue"? The discourses on income inequality of compensation managers and consultants. *The International Journal of Human Resource Management*, 32(20), 4363-4391.
- Carollo, L., Guerci, M., Parisi, N. (2020) 'There's a price to pay in order not to have a price': whistleblowing and the employment relationship. *Work, Employment and Society*, 33(5), 829-845.
- Carollo, L., Pulcher, S. and Guerci, S. (2020) Whistleblowing as a crucial practice for responsible management. In O. Laasch, D. Jamali, R.E. Freeman and R. Suddaby (Eds.) *Research Handbook of Responsible Management*. Cheltenham: Edward Elgar Publishing, pp. 594-605.
- Carollo, L. and Della Torre, E. (2019) Dal dire al fare: come implementare le idee creative nelle organizzazioni. *Prospettive in Organizzazione*, online journal.
- Carollo, L. and Pulcher, S. (2019) La pratica del whistleblowing: una rassegna della letteratura internazionale sul tema. *Risorse Umane nella Pubblica Amministrazione*, 6, 43-49.
- Carollo, L. and Solari, L. (2019) Discourses of professionalism in front-line service work: insights from a case study in an Italian bank. *Work, Employment and Society*, 33(5), 829-845.
- Carollo, L., Solari, L. and De Molli, F. (2019) Cambiamento organizzativo e identità multiple: una visione paradossale. *Sviluppo&Organizzazione*, 285, 82-94.
- Carollo, L. and Guerci, M. (2018) Employee control, ethics and politics – GHRM in context. In: D.W.S. Renwick (Ed.), *Contemporary Developments in Green Human Resource Management Research* (pp. 97-115), Routledge.

Carollo, L. and Guerzi, M. (2018) 'Activists in a suit': paradoxes and metaphors in sustainability managers' identity work. *Journal of Business Ethics*, 148(2), 249-268.

Carollo, L. and Guerzi, M. (2017) Between continuity and change: CSR managers' occupational rhetorics. *Journal of Organizational Change Management*, 30(4), 632-646.

Guerzi, M., Rahimian, M. and Carollo, L. (2016) A paradox view on green human resource management: insights from the Italian context. *The International Journal of Human Resource Management*, 27(2), 212-238.

Main conferences and talks

TED-style talk given at the UniBg European Researcher's Night, organized in Bergamo on September 27, 2024. Title of the talk: *The zombie apocalypse of the world of work*.

Co-chair (with Professor Lisa Dorigatti) of the public presentation of the special issue I co-edited for *Studi Organizzativi*, held at the University of Milan (and online) on June 11, 2024. Title of the event: *Organizational Democracy: Reality or Utopia?*

Paper presented at the 2nd Workshop on Organization Studies and Family Firms held in Wiesbaden, Germany 6-8 December 2023. Title: *A film analysis of the moral dirtiness of human resource management*.

Paper presented at the Academy of Management Annual Meeting, Boston 4-8 August 2023. Title of the paper: *The moral dirtiness of human resource management: A film study*.

Paper presented at the 39th EGOS Colloquium, Cagliari 6-8 July 2023. Title: *Employer associations and open innovation ecosystems: A common goods perspective*.

Paper presented at the XII International workshop on HRM, Cadiz 20-21 October 2022. Title: *HR work as moral dirty work: a study of cinematic representations*.

Paper presented at the 38th EGOS Colloquium, Wien, July 7-9 2022. Title: *A contribution to the analysis of cultural apocalypses in and around organizations*.

Paper presented at the workshop on 'The presence, role & economic impact of employers' associations in Europe', held online on February 18, 2022. Title: *Theorising employers' associations strategic responses to new challenges: from Olson to Ostrom*.

Paper presented at the Organizing for the Apocalypse workshop, organized by the ephemera collective in Copenhagen, December 8-9 2021. Title: *Apocalypse in and around organizations: the end of organizational worlds as we know them*.

Poster presented at the WOA Conference in Genova, 10-11 September 2021. Title: *Apocalypse and Organization Studies*.

Paper presented at the European Academy of Management (EURAM) Conference, held online 16-18 June 2021. Title: *Dirty bank work: exploring organisational sources of taint*.

Poster presented at the WOA Conference in Milano, 6-7 February 2020. Title: *CSR manager or whistleblower: two models of change agency for responsible organizing*.

Paper presented at the 11th International Conference of the Dutch HRM Network, Tilburg 13-15 November 2019. Title: *Increasing income inequality: "grand challenge" or "not an issue"?*

Paper presented at the EAWOP Conference in Turin, 29 May-June 1 2019. Title: *The role of organizational practices in dirtying an occupation. A case study in an Italian bank*.

Paper presented at the WOA Conference in Palermo, 7-8 February 2019. Title: *Dirtying bank work: managerial strategies to lower the status of an occupation and their possible side effects*.

Papers presented at the Academy of Management Annual Meeting, Chicago 10-15 August 2018. Titles of the papers: *A semiotics view on a story of control, resistance and organizational comics* and *Discourses of professionalism in front-line service work: insights from a case study in a bank*.

Paper presented at the WOA, Rome 15-16 February 2018. Title: *The strange case of "Ugo Fantozzi Robot": When comics and Umberto Eco meet the organization*.

Paper presented at the 33rd EGOS Colloquium, Copenhagen, July 6-8 2017. Title: *Alliances and conflicts within and beyond the service triangle: Insights from a case study in an Italian bank.*

Paper presented at the 32nd EGOS Colloquium, Naples, July 7-9 2016. Title: *CSR managers talk: occupational rhetoric between continuity and change in managerial work.*

Talk at the 'Saloon of CSR and social innovation', held at the Bocconi University of Milan, October 6-7 2015. Title of the talk: *CSR manager: una professione che richiede passione* (CSR manager: a profession that needs passion).

Paper presented Academy of Management Annual Meeting, Vancouver, August 7-11 2015. Title: *CSR managers talk: occupational rhetorics between continuity and change in organizations.*

Paper presented at a pre-AOM Conference workshop held in Vancouver, 6 August 2015, organized by Proff. T. Hahn, L. Preuss, J. Pinske and F. Figge. Title: *Paradoxes of corporate sustainability in managers' identity work.*

Paper presented at the 31st EGOS Colloquium held in Athens, July 2-4 2015. Title: *CSR managers talk: occupational rhetorics between continuity and change in organizations.*

Paper presented at the 30th EGOS (European Group for Organization Studies) Colloquium held in Rotterdam, July 3-5 2014. Title: *Exploring the HRM-environmental sustainability link: A paradox perspective.*

International experience

March - April 2025

Visiting scholar at Audencia Business School, Nantes, Department of Organization and Ethics. Host Professors: Yuliya Shymko and Roberta Sferrazzo.

September - December 2017

Visiting scholar at the University of Nottingham Business School, Division of Organisational Behaviour and Human Resource Management. Host Professor: Marek Korczynski.

September 2015

Visiting PhD student at Lund University, Department of Business Administration, Faculty of Economics. Host Professor: Professor Stefan Sveningsson.

April - July 2015

Visiting PhD student at the Vrije Universiteit of Amsterdam, Department of Management and Organization, Faculty of Economics. Host Professor Christopher Wickert.

Teaching experience

Since 2016, I have been teaching Organization Theory, Change Management, Organizational Design and Behavior, and Negotiation in various university contexts and at different levels, including bachelor's degrees, postgraduate courses, master's degrees, and PhD courses.

Since the A.Y. 2021-2022, I have been in charge of a course on Organization Theory (6 ECTS, 48 hours) for first-year students of the Bachelor's degree in Business Administration at the Department of Management, UniBg.

Since the A.Y. 2019-2020, I have been responsible for the course on Organizational Design and Behavior (6 ECTS, 36 hours), directed at bachelor's students and developed as part of the student exchange program "Summer Business Program", run in collaboration with the University of Missouri. Due to my prolonged involvement, I have been nominated academic coordinator of the program for UniBg starting in the A.Y. 2024-2025.

Since the A.Y. 2023-2024, I have been instructor and responsible for the course Managing People and Organizational Behavior (12 ECTS, 96 hours), which is part of the Master's Degree in International Management and Marketing at the Department of Management, UniBg. In this course, I teach a 6 ECTS-48 hours module on Organizational Behavior and Change Management.

Other relevant scientific activities and experiences

Member of the Association of Italian Organization studies Academics (ASSIOA): from 2017 to 2025.

Member of the EURAM association: 2021-2022.

Member of the Academy of Management Association and reviewer at their annual conferences: 2015-2016, 2018-2019, 2023-2024, 2024-2025.

Member of the EGOS Association: from 2014 to 2017, and from 2022 to 2025.

Since 2015, I have been reviewer for prestigious Italian and international scientific journals, such as *Studi Organizzativi*, *Journal of Business Ethics*, *The International Journal of Human Resource Management*, *Journal of Management Studies*, *Business & Society*, *Organization*, *Organization & Environment*, *Journal of Organizational Change Management*, *Qualitative Research in Organizations and Management*, and *International Journal of Work Organisation and Emotion*.

Personal skills and competences

Language skills: I have a C2 English level, supported by the IELTS certificate which I obtained in London in April 2012, with a score of 8 out of 9. My work environment is international, I read and write in English daily and I am also used to performing lessons and public presentations in this language. I have a limited proficiency in French (mainly reading and listening).

Community Involvement: I am an active member of an ARCI Club involved in the promotion of local traditions, wine&food and nutritional education. In the past, I have been involved as a volunteer in the activities of the Caritas and Agesci associations. I also support the activities of the NPOs 'Altromercato' and 'LiberiTerra'.

Bergamo, 1 dicembre 2025 – Luca Carollo