

# CURRICULUM VITAE

## ***Stefano Basaglia, Ph.D.***

*Associate Professor  
of  
Business Organization  
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### **Current Academic Position**

- August 2015 – present: Associate Professor of Business Organization at the Department of Management, University of Bergamo.

### **Other Current Collaborations**

- 2008 – present: Fellow at the Knowledge Group Leadership, Human Resources and Digital Technologies (research area: Diversity, Equity & Inclusion), SDA Bocconi School of Management, Milan.
- 2001 – present: Adjunct Professor at Bocconi University, Milan.

### **Previous Positions / Collaborations**

- 2014–2015: Visiting Professor at the School of Management, Fudan University, Shanghai, China, within the Double Degree in International Management programme of Bocconi University (teaching in the course Seminar on Collaborative Competences).
- October 2008 – July 2015: Researcher in Business Organization (tenured from 2011) at the Department of Business, Economics and Quantitative Methods, University of Bergamo.
- 2003–2007: Research Fellow (scientific–disciplinary sector SECS-P/10 Business Organization) at the Institute of Organization and Information Systems, Bocconi University, Milan.
- 2005–2008: Adjunct Professor at the Faculty of Arts and Philosophy (Degree Programme in Cinema, Television and Multimedia Production), University of Bologna.
- 2006–2008: Adjunct Professor at the Third Faculty of Engineering (bachelor’s degree in engineering of Cinema and Communication Media and master’s degree in engineering of Cinema and Communication Media), Polytechnic University of Turin.
- May–September 2003: Visiting Researcher at the Department of Computer Information Systems, J. Mack Robinson College of Business, Georgia State University, Atlanta, USA.
- 1999–2007: Adjunct Assistant Professor of Information Systems at SDA Bocconi School of Management, Milan.

### **Education**

- May 2005: Awarded a PhD in Business Administration and Management at Bocconi University, Milan; Major: Strategy and Organization; Dissertation title: Who Is Whispering in Your Ears? On the Role of Business Newspapers in the Italian New IT Artifact Market; Dissertation committee: Prof. Vincenzo Perrone (Chair), Prof. Jane Klobas (Supervisor), Prof. Giuseppe Delmestri (External Member), Prof. Ferdinando Pennarola (Fourth Member).
- July 1999: Awarded a Four-year Degree in Business Administration (110/110 with honours), Bocconi University, Milan.
- July 1994: Awarded a Scientific Upper Secondary School Diploma (60/60), G. Spezia State Scientific High School, Domodossola (VB), Italy.

## **Publications and Participation in Conferences, Meetings and Seminars; Working Papers**

### *Articles in English in Peer-Reviewed Journals*

- Basaglia S., Caporarello L., Magni M., Pennarola P. "IT knowledge integration capability and team performance: The role of team climate", *International Journal of Information Management*, Volume 30, Issue 6, pp. 542-551, 2010 (ISSN: 0268-4012).
- Basaglia S. Caporarello L., Magni, M., Pennarola, P., "Individual adoption of convergent mobile phone in Italy", *Review of Managerial Science*, Volume 3, Number 1, pp. 1-18, 2009 (ISSN: 1863-6683 [Print] 1863-6691 [Online]).
- Basaglia, S., Caporarello, L., Magni, M., Pennarola, F., "Environmental and organizational drivers influencing the adoption of VoIP", *Information Systems and E-business Management*, Volume 7, Number 1, pp. 103-118, 2009 (ISSN: 1617-9846 [Print] 1617-9854 [Online]).

### *Articles in Italian in Peer-Reviewed Journals*

- Basaglia S., "Gestione della diversità: un territorio esteso ancora da esplorare", No 1, 2023, pp. 76-79 (ISSN: 1120-5032). English version: "*Diversity Management: An Extensive Terrain Still to Be Explored*".
- Basaglia S., "La gestione dei conflitti è la grande sfida", *Economia & Management*, No. 4, 2021, pp. 17-21 (ISSN: 1120-5032). English version: "*Conflict Management Is The Great Challenge*".
- Basaglia S. (con Zenia Simonella e Simona Cuomo), "Lo Smartworking tra moda, retorica e pochi fatti", *ECONOMIA E POLITICA*, No. 20, 2020, pp. 1-9 (ISSN: 2281-5260).
- Basaglia S., "Un declino annunciato e le strategie dei quotidiani", *Economia & Management*, No. 2, 2020, pp. 16-22 (ISSN: 1120-5032). English version: "*A Predictable Decline and the Strategy of Newspapers*".
- Basaglia S. (con Zenia Simonella), "I Trent'anni della rivista: una visione d'insieme", *Economia & Management*, No. 1, 2020, pp. 101-111 (ISSN: 1120-5032). English version: "*Looking Back over the Magazine's First Thirty Years*".
- Basaglia S. (con Zenia Simonella), "2008-2018: come leggere il dopo crisi", *Economia & Management*, No. 3, 2019, pp. 99-111 (ISSN: 1120-5032). English version: "*2008-2018: How to Interpret the Post-crisis Period*".
- Basaglia S. (con Zenia Simonella), "1998-2007: le grandi trasformazioni al passaggio di millennio", *Economia & Management*, No. 2, 2019, pp. 105-119 (ISSN: 1120-5032). English version: "*1998-2007: Great Transformations at the Turn of the Millennium*".
- Basaglia S. (con Zenia Simonella), "1988-1997: il dibattito sui modelli d'impresa", *Economia & Management*, No. 1, 2019, pp. 100-111 (ISSN: 1120-5032).
- Basaglia S. (con Perretti F., Zenia S.), "L'immigrazione vista da imprese e sindacati", *Economia & Management*, No. 3, 2018, pp. 14-18 (ISSN: 1120-5032).
- Basaglia S., "La cerimonia dell'indagine", *Economia & Management*, No. 4, 2017, pp. 16-19 (ISSN: 1120-5032).
- Basaglia S., Cuomo S., "Diversity Management e prestazioni aziendali", *Economia & Management*, No. 1, 2016, pp. 8-15 (ISSN: 1120-5032).

- Basaglia S., “Il paese mancato: Il difficile rapporto tra popolazione omosessuale, società e imprese in Italia”, *Economia & Management*, No. 6, 2015, pp. 107-119 (ISSN: 1120-5032).
- Basaglia S., Paolino C., “La sicurezza dell’insicurezza: la nuova legge sul lavoro e gli impatti sul clima organizzativo”, *Economia & Management*, No. 4, 2015, pp. 26-32 (ISSN: 1120-5032).
- Basaglia S., Paolino C., Simonella Z., “The last call: l’adozione del diversity management e l’insostenibile ritardo delle imprese italiane”, *Economia & Management*, No. 2, 2015, pp. 42-49 (ISSN: 1120-5032).
- Basaglia S., Paolino C., Simonella Z., “Tra vecchi totem e nuova rottamazione: la gestione della diversità nelle imprese italiane”, *Economia & Management*, No. 1, 2015, pp. 29-38 (ISSN: 1120-5032).
- Perretti F., Basaglia S., “Le relazioni pericolose: imprese e movimenti sociali”, *Economia & Management*, No. 5, 2014, pp. 75-90 (ISSN: 1120-5032).
- Basaglia S., Paolino C., Simonella Z., “Il diversity management e il work-life balance nelle imprese in Italia: i risultati dell’indagine 2013”, *Economia & Management*, No 3, 2014, pp. 25-34 (ISSN: 1120-5032).
- Basaglia S., Simonella Z., “Diversità e discriminazione nelle aziende in Italia: i risultati dell’indagine 2013”, *Economia & Management*, No. 2, 2014, pp. 30-38 (ISSN: 1120-5032).
- Basaglia S., “Il diversity management, Cenerentola e la scarpina di cristallo”, *Economia & Management*, No. 4, 2013, pp. 49-54 (ISSN: 1120-5032).
- Basaglia S., “Il diversity management tra pressione esterna e “omogeneizzazione” delle differenze”, *Economia & Management*, No. 3, 2012, pp. 75-81 (ISSN: 1120-5032).
- Basaglia S., Paolino C., “Work attitudes e generazioni: differenze nella diversità”, *Economia & Management*, No. 4, 2011, pp. 39-43 (ISSN: 1120-5032).
- Basaglia S., “La diversità basata sull’orientamento sessuale: una prospettiva per il contesto italiano”, *Economia & Management*, No. 6, 2010, pp. 30-38 (ISSN: 1120-5032).
- Basaglia S. (con Bielli P., Pagliari A., Becagli R.), “La formazione informatica “Cenerentola” delle iniziative aziendali, ma “Così fan tutti”, *Economia & Management*, No. 1, 2006, pp. 75-91 (ISSN: 1120-5032).
- Basaglia S., “Il Re è nudo? Al di là dei miti e delle mode nel campo delle ICT e dei sistemi informativi”, *Economia & Management*, No. 6, 2004 (ISSN: 1120-5032).

#### *Articles in Italian in Journals without Peer Review*

- Basaglia S., Pennarola, F., “Discorso sul potere nel settore delle ICT in Italia: un’analisi nella prospettiva della corporate elite”, *Ticonzero*, No 65/2006.

#### *Books in Italian*

- Perretti F., Basaglia S., “Economia e management dei media: settori, imprese e modelli di business”, Milano, Egea, 2024 (codice ISBN: 978-88-238-2343-3).
- Basaglia S., Cuomo S., Simonella Z., “L’organizzazione inclusiva: pari opportunità e diversity management”, Milano, Egea, 2022 (codice ISBN: 978-88-238-3802-4)
- Perretti F., Basaglia S., “Economia e management dei media”, Milano, Egea, 2018 (codice ISBN: 978-88-238-2244-3).
- Perretti F., Basaglia S., “Lezioni di economia e management dei media”, Milano, Egea, 2017 (codice ISBN: 978-88-9149-4).
- Basaglia S., Paolino C., “Clima aziendale: crescere dando voce alle persone” (prefazione: G. Soda; post-fazione: M. Patuano), Milano, Egea, 2015 (codice ISBN: 978-88-238-3401-9).

#### *Edited Volumes in English*

- Pulcher, S., Basaglia, S., Cuomo, S., Simonella, Z. (eds) *Diversity and Inclusion in Italy. Diversity and Inclusion Research*. Springer, Cham (2025).

### *Edited Volumes in Italian*

- Basaglia S. (con Caporarello L.), Sistemi ERP. Un'innovazione tecnologica ed organizzativa, Milano, Egea, 2008 (ISBN: 978-88-238-5086-6).

### *Chapters in English*

- Pulcher, S., Basaglia, S., Cuomo, S., Simonella, Z., "Introduction". In: Pulcher, S., Basaglia, S., Cuomo, S., Simonella, Z. (eds) Diversity and Inclusion in Italy. Diversity and Inclusion Research. Springer, Cham (2025). [https://doi.org/10.1007/978-3-031-81938-4\\_1](https://doi.org/10.1007/978-3-031-81938-4_1).
- Basaglia S., "The History of Diversity in Italy from 1861 to 1945: An Analysis of Society, Workplaces and Businesses". In: Pulcher, S., Basaglia, S., Cuomo, S., Simonella, Z. (eds) Diversity and Inclusion in Italy. Diversity and Inclusion Research. Springer, Cham (2025). [https://doi.org/10.1007/978-3-031-81938-4\\_2](https://doi.org/10.1007/978-3-031-81938-4_2).
- Basaglia, S., "The History of Diversity in Italy from 1945 to 1995: An Analysis of Society, Workplaces and Businesses". In: Pulcher, S., Basaglia, S., Cuomo, S., Simonella, Z. (eds) Diversity and Inclusion in Italy. Diversity and Inclusion Research. Springer, Cham.(2025) [https://doi.org/10.1007/978-3-031-81938-4\\_3](https://doi.org/10.1007/978-3-031-81938-4_3).
- Basaglia, S. "The History of Diversity in Italy from 1995 to 2024: The Rise of Diversity Management in the Age of Flexibility and Precarity". In: Pulcher, S., Basaglia, S., Cuomo, S., Simonella, Z. (eds) Diversity and Inclusion in Italy. Diversity and Inclusion Research. Springer, Cham (2025). [https://doi.org/10.1007/978-3-031-81938-4\\_4](https://doi.org/10.1007/978-3-031-81938-4_4).
- Basaglia, S., Perretti, F., Pulcher, S., "The Legitimization of LGBT+ Workers in the Italian Workplace: The Role of Social Movement Organizations, Trade Unions, and Companies". In: Pulcher, S., Basaglia, S., Cuomo, S., Simonella, Z. (eds) Diversity and Inclusion in Italy. Diversity and Inclusion Research. Springer, Cham (2025). [https://doi.org/10.1007/978-3-031-81938-4\\_13](https://doi.org/10.1007/978-3-031-81938-4_13).
- Basaglia S., Caporarello L., Magni M., Pennarola P., "Designing Teams for Enhancing Individual Added-Value Use of Technology". In Baskerville, De Marco, Spagnoletti (Eds.), Designing Organizational Systems: an Interdisciplinary Discourse, Springer-Verlag, Berlin Heidelberg, 2013, pp. 183 – 199 (codice ISBN e-book: 978-3-642-33371-2; codice ISBN softcover: 978-3-642-33370-5).
- Basaglia S., Caporarello L., Magni M., Pennarola P., "Individual adoption of convergent mobile technologies in Italy". In D'Atri, De Marco, Casalino (Eds.), Interdisciplinary Aspects of Information Systems Studies: The Italian Association for Information Systems, Physica-Verlag, Heidelberg, 2008, pp. 63-69 (Codice ISBN: 978-3-7908-2009-6).

### *Chapters in Italian*

- Basaglia S., "Identità". In Salvemini S. (a cura di), Organizzazione Aziendale, Milano, Egea, 2017, pp. 57-99 (ISBN: 978-88-238-2233-7).
- Basaglia S., "Identità". In Salvemini S. (a cura di), Fondamenti di organizzazione aziendale (Volume Test per gli studenti dell'a.a. 2015-2016), Milano, Egea, 2016, pp. 35-71 (ISBN: 978-88-7534-142-8).
- Basaglia S. (con Paolino C.), "La leadership responsabile e il clima organizzativo". In Magni M., Pennarola N. (a cura di), Responsible Leadership: un modello per sviluppare motivazione e benessere a lungo termine, Milano, Egea, 2015, pp. 165-177 (ISBN: 9788823834835).
- Basaglia S. (con Cuomo S.), "Sviluppare una diversità responsabile". In Magni M., Pennarola N. (a cura di), Responsible Leadership: un modello per sviluppare motivazione e benessere a lungo termine, Milano, Egea, 2015, pp. 147-163 (ISBN: 9788823834835).
- Basaglia S., "La produzione di Paolo Virzi: un'analisi economica alla luce dell'effetto typecasting". In Zecca F. (Ed.), Lo spettacolo del reale. Il cinema di Paolo Virzi, Pisa, Edizioni Felici, 2011, pp. 145 – 155 (ISBN: 978-88-6019-460-2).
- Basaglia S., "Il caso Autogrill". In Cuomo S., Mapelli A. (Eds.), Maternità, ma quanto ci costi? Un'analisi estensiva sul costo di gestione della maternità nelle imprese italiane, Milano, Guerini e associati, 2009, pp. 121-125 (ISBN: 78-88-6250-183-5).

- Basaglia S. (con Bielli P.), “Basi teoriche e metodologia della ricerca”. In Camussone P.F., Sala F., Il valore della competenza informatica nella pubblica amministrazione centrale, Milano, Egea, 2008, pp. 179-204 (ISBN: 978-88-238-5091-0).
- Basaglia S. (con Busacca B., Pennarola P.), “La digital readiness delle piccole e medie imprese italiane”. In Guerci C.M. (Ed.), Quattro ritardi da colmare: Sanità, turismo, infomobilità e imprese – Le tecnologie digitali per il rilancio: un’analisi di ThinkTel. Milano, Egea, 2008, pp. 213-264 (ISBN: 978-88-238-5086-6).
- Basaglia S. (con Caporarello L.), “Conclusioni”. In Caporarello L., Basaglia S. (Eds.), Sistemi ERP. Un’innovazione tecnologica ed organizzativa, Milano, Egea, 2008, pp. 207-210 (ISBN: 978-88-238-4176-5).
- Basaglia S. (con Caporarello L.), “Dalla teoria alla prassi: premessa ai casi aziendali”. In Caporarello L., Basaglia S. (Eds.), Sistemi ERP. Un’innovazione tecnologica ed organizzativa, Milano, Egea, 2008, pp. 173-174 (ISBN: 978-88-238-4176-5).
- Basaglia S., “I lati oscuri dei sistemi ERP: tra mindfulness dei top manager e deskilling dei lavoratori”. In Caporarello L., Basaglia S. (Eds.), Sistemi ERP. Un’innovazione tecnologica ed organizzativa, Milano, Egea, 2008, pp. 157-169 (ISBN: 978-88-238-4176-5).
- Basaglia S., “Sul discorso pubblico dei sistemi ERP”. In Caporarello L., Basaglia S. (Eds.), Sistemi ERP. Un’innovazione tecnologica ed organizzativa, Milano, Egea, 2008 pp. 133-156 (ISBN: 978-88-238-4176-5).
- Basaglia S. (con Caporarello L.), “Introduzione: sull’importanza dei sistemi ERP e dei sistemi informativi”. In Caporarello L., Basaglia S. (Eds.), Sistemi ERP. Un’innovazione tecnologica ed organizzativa, Milano, Egea, 2008 pp. 7-13 (ISBN: 978-88-238-4176-5).
- Basaglia S. (con Perretti F.), “La trilogia di Matrix: un’analisi economica”. In Pescatore G. (Eds.), Matrix, Bologna, Hybris, 2006, pp. 173-197 (ISBN: 88-8372-364-3).
- Basaglia S. (con Pennarola F., Pasini P.), “L’adozione e l’utilizzo delle banche dati esterne: considerazioni conclusive”. In Pennarola F. (Eds.), Imprese e società dell’informazione: tecnologie informative per la competizione, Milano, Egea, 2006, pp.167-177 (ISBN: 88-238-5063-0).
- Basaglia S. (con Pennarola, F.), “La ricerca sui comportamenti delle imprese italiane”. In Pennarola F. (Ed.), Imprese e società dell’informazione: tecnologie informative per la competizione, Milano, Egea, 2006, pp.123-166 (ISBN: 88-238-5063-0).
- Basaglia S. (con Pennarola F.), “Un modello per misurare la sensitività delle imprese all’impiego delle informazioni esterne”. In Pennarola F. (Ed.), Imprese e società dell’informazione: tecnologie informative per la competizione, Milano, Egea, 2006, pp. 105-121 (ISBN: 88-238-5063-0).
- Basaglia S., “La società dell’informazione”. In Pennarola F. (Ed.), Imprese e società dell’informazione: tecnologie informative per la competizione, Milano, Egea, 2006, pp. 1-34 (ISBN: 88-238-5063-0).
- Basaglia S., “La rivoluzione informatica e delle telecomunicazioni”. In Pennarola, F. (a cura di), Innovazione e tecnologie informatiche, Milano, Università Bocconi Editore, 2006.
- Basaglia S. (con Bielli P.), Il ruolo della formazione informatica nel settore bancario: un metodo di ricerca. In Camussone P.F., Occhini G., Santececca D. (Eds.), Competenze informatiche e produttività nel settore bancario, Milano, McGraw-Hill, 2006, pp. 197-220 (ISBN: 88-386-6389-0)
- Basaglia S., “I trend tecnologici e il loro impatto sul settore bancario”. In Camussone P.F., Occhini G., Santececca D. (Eds.), Competenze informatiche e produttività nel settore bancario, Milano, McGraw-Hill, 2006, pp. 75-102 (ISBN: 88-386-6389-0).
- Basaglia S., “La diffusione dell’e-learning in una prospettiva internazionale”. In Bielli P. (Ed.), e-learning e PMI: analisi di un percorso incompiuto, Milano, Franco Angeli, 2005, pp. 35-69 (ISBN: 88-464-7093-1).
- Basaglia S. (con Renzi S.), “Il settore dell’e-learning in Italia”. In Bielli P. (Ed.), e-learning e PMI: analisi di un percorso incompiuto, Milano, Franco Angeli, 2005, pp. 70-103 (Codice ISBN: 88-464-7093-1).
- Basaglia S., “L’e-learning nelle imprese di servizi pubblici: il progetto PUMA (Public Utilities Manager Abilities)”. In Bielli P. (Ed.), e-learning e PMI: analisi di un percorso incompiuto, Milano, Franco Angeli, 2005, pp. 224-227 (Codice ISBN: 88-464-7093-1).

- Basaglia S., “Tendenze evolutive dell’ICT nella sanità”. In Borgonovi E., Camussone P.F., Occhini G. (Eds.), *L’ignoranza informatica: il costo nella sanità*, Milano, McGraw-Hill, 2004, pp. 207-216 (ISBN: 88-386-6248-7).
- Basaglia S. (con Caccia C., Caimi M., Marsilio M.), “Casi di utilizzo delle tecnologie informatiche nella sanità italiana”. In Borgonovi E., Camussone P.F., Occhini G. (Eds.), *L’ignoranza informatica: il costo nella sanità*, Milano, McGraw-Hill, 2004, pp. 179-206 (Codice ISBN: 88-386-6248-7).

*Organisation of or Participation as a Speaker at Scientific Conferences in Italy or Abroad (in Italian or English)*

- July 2000: Presentation, together with P. Bielli, of the paper “Multimedia Case Studies: Development and Use in Management Education” at the 8th European Conference on Information Systems, held in Vienna (Austria), 3–5 July 2000.
- May 2002: Participation as a speaker at the 13th Information Resources Management Association (IRMA) Conference, held in Seattle, 19–22 May 2002. During the conference, I presented with P. Bielli the paper “E-learning and SMEs: Considerations from an Italian Study.”
- May 2003: Presentation, together with P. Bielli, of the paper “ICT-Supported Learning: A New Institutional Approach” at the 14th Information Resources Management Association (IRMA) Conference, held in Philadelphia (USA), 18–21 May 2003.
- June 2003: Participation with the paper “Diffusion and Adoption of Information System Innovations: A Management Fashion Approach” at the Doctoral Consortium of the 11th European Conference on Information Systems (ECIS), held in Capri, 16–18 June 2003.
- August 2003: Participation with the paper “Diffusion and Adoption of Information System Innovations: A Management Fashion Approach” at the Doctoral Consortium of the OCIS/TIM Divisions, Academy of Management Annual Meeting, held in Seattle (USA), 1–2 August 2003.
- February 2004: Participation as a speaker at the 5th Workshop of Business Organization lecturers and researchers, held at LUISS G. Carli University, Rome, 5–6 February 2004. During the workshop, I presented the paper “The Adoption of ICT-Based Innovations: An Analysis between Economic Rationality, Managerial Fashions and Critical Theory.”
- December 2005: Participation as a speaker at the 2nd Italian Conference of the Italian Chapter of AIS, held in Verona, 1–2 December 2005. During the conference, I presented with P. Bielli, A. Pagliari and R. Becagli the paper “IT Training: Beyond the ‘Competition’ between Techno-Economic Pressure and Institutional Pressure.”
- February 2006: Participation as a speaker at the 7th Workshop of Business Organization lecturers and researchers, held at the University of Salerno, 2–3 February 2006. During the workshop, I presented the papers “The Role of Financial and Economic Newspapers in the Dissemination of Managerial Fashions in the ICT Field” and, with F. Pennarola, “The Corporate Elite in the ICT Sector in Italy.”
- October 2006: Member of the Organising Committee, serving as Conference Officer, of the 3rd Conference of the Italian Chapter of AIS, entitled “Information Systems and People: Implementing Information Technology in the Workplace,” held at Bocconi University, Milan, 26–27 October 2006.
- February 2007: Participation as a speaker at the 8th Workshop of Business Organization lecturers and researchers, held at the University of Modena and Reggio Emilia, 8–9 February 2007. During the workshop, I presented with L. Caporarello, M. Magni and F. Pennarola the paper “Adoption of New Communication Technology: Environmental and Organizational Drivers.”
- June 2007: Participation as a speaker at the 15th European Conference on Information Systems, held at the University of St Gallen (St Gallen, Switzerland), 9–10 June 2007. During the conference, I presented with L. Caporarello, M. Magni and F. Pennarola the paper “Combining Internal and External Perspectives: The Adoption of VoIP in Italy.”
- August 2007: Presentation, together with L. Caporarello, M. Magni and F. Pennarola, of the paper “How CIOs Can Improve Their Mindfulness in the Process of IT Adoption” at the Americas Conference on Information Systems – MISQ/E Workshop on Developing Papers for Practitioner Audiences, Keystone (Colorado, USA), 9–12 August 2007.

- October 2007: Participation as a speaker at the 4th Italian Conference of the Italian Chapter of AIS, held in Venice, 3–4 October 2007. During the conference, I presented with L. Caporarello, M. Magni and F. Pennarola the paper “Individual Adoption of Convergent Mobile Technologies in Italy.”
- July 2008: Participation as a speaker at the 24th EGOS Colloquium, held in Amsterdam, 10–12 July 2008. During the colloquium, I presented with G. Delmestri the paper “Determinants of Real and Rhetoric Change: Top Managers’ Identities, (Trans)National Institutions and Management Fashions.”
- August 2008: Presentation, together with G. Delmestri, of the paper “Determinants of Real and Rhetoric Change: Identities, Institutions and Fashions” at the Academy of Management Annual Meeting, held in Anaheim (California, USA), 8–13 August 2008.
- August 2008: Presentation, together with M. Maruping, M. Magni and L. Caporarello, of the paper “What Is the Weather Like? The Effect of Team Climate and Individual Attributes on Individual Intention to Explore a New Technology” at the 14th Americas Conference on Information Systems, held in Toronto (Canada), 14–17 August 2008.
- October 2008: Presentation, together with P. Setia, L. Caporarello and M. Magni, of the paper “Complementarities between Behavioural Integration and IT Use: Impacts on Absorptive Capacity and Team Effectiveness” at the Conference on Information Systems and Technology, Washington, DC (USA), 11–12 October 2008.
- March 2009: Participation as a speaker at the 5th Workshop on New Institutionalism in Organization Theory, held in Naples, 26–27 March 2009. During the meeting, I presented with G. Delmestri the contribution “Overlapping Identities in Organizational Identity Research.”
- April 2009: Track Chair, together with L. Moschera, of the track “The Unbearable Lightness of Context: Institutions, Fashions and Conflicts Shaping Organizational Behaviour in Italy” at the 10th Workshop of Business Organization lecturers and researchers, held at the University of Cagliari, 29–30 April 2009.
- June 2009: Presentation, together with L. Caporarello and M. Magni, of the paper “The Mediating Role of IT Knowledge Integration Capability in the Relationship between Team Performance and Team Climate” at the 17th European Conference on Information Systems, held in Verona, 8–10 June 2009.
- June 2009: Presentation, together with L. Caporarello, M. Magni and F. Pennarola, of the paper “Team-Level Antecedents of Individual Usage of a New Technology” at the 16th European Conference on Information Systems, held in Galway (Ireland), 9–11 June 2009.
- August 2009: Participation as a speaker at the 104th ASA Annual Meeting, held in San Francisco, 8–11 August 2009. During the meeting, I presented with F. Perretti the paper “The Way We Were: Social Movement Organizational Identity in Emerging Domains of Mobilization and Contention.”
- June 2010: Participation as a speaker, together with F. Perretti, at the caucus “From Organizational Identities to Organizational Forms” within the 11th Workshop of Business Organization lecturers and researchers, held at the University of Bologna, 16–18 June 2010. During the caucus, the contribution “The Way We Were: Organizational Identity Formation and Evolution in Emerging Domains” was presented. During the workshop, I also presented with M. Magni, L. Caporarello and L. Maruping the paper “The Effect of Team Climate and Individual Attributes on Individual Intention to Explore a New Technology: A Creativity-Based Perspective” and, with L. Caporarello, M. Magni and P. Setia, the paper “Behavioural Integration and Team Creativity: The Role of Team Absorptive Capacity and Technology Usage.”
- July 2010: Participation as a speaker at the 26th EGOS Colloquium, held in Lisbon, 30 June–3 July 2010. During the colloquium, I presented with F. Perretti the paper “The Way We Were: Organizational Identity Formation and Evolution in Emerging Domains.”
- June 2011: Participation as a speaker at the 12th Workshop of Business Organization lecturers and researchers, held at the University of Naples “Parthenope”, 16–18 June 2011. During the workshop, I presented with C. Paolino and Z. Simonella the paper “Rebels without a Cause? A Study of Generations, Diversity Climate and Work Attitudes.”
- August 2012: Participation as a speaker at the Academy of Management Annual Meeting, held in Boston (USA), 3–7 August 2012. During the conference, I presented with C. Paolino and M. Magni the paper “The Age of Innocence: Diversity Climate, Work Attitudes, and the Role of Age and Gender.”

- March 2018: Participation as a speaker at the conference “L’Image et son Double”, held in Paris, 29–30 March 2018. During the conference, I presented with F. Perretti the contribution “The Changing Role and Functions of Film Producers from a Management Perspective.”
- June 2018: Participation as a speaker at EURAM 2018, held in Reykjavik (Iceland), 19–22 June 2018. During the conference, I presented with F. Perretti the paper “The Company You Keep: Organizational Identity Formation and Evolution in Emerging Domains.”

*Other Presentations and/or Seminars (in Italian)*

- Basaglia, S. “Agile work and work–life balance”, Training Course, ATS Bergamo, 18 November 2025.
- Basaglia, S. (with Z. Simonella), “Diversity at work and its management”, Training Course “Diversity, Equity & Inclusion Journey”, Bocconi University, 18 October 2024.
- Basaglia, S. “LGBTQ+ diversity”, Training Course “Diversity, Equity & Inclusion Journey”, Bocconi University, 19 June 2024 and 19 November 2024.
- Basaglia, S. “Diversity management and sexual orientation”, Training Course, National Strategy for the Prevention and Contrast of Discrimination Based on Sexual Orientation and Gender Identity 2013–2015, Workstream, Candiani Cultural Centre, Venice–Mestre, 20–21 May 2015.
- Basaglia, S. “The diffusion and adoption of diversity management in Italy”, Diversity Management Lab, SDA Bocconi School of Management, 29 January 2015.
- Basaglia, S. (with S. Cuomo), “Diversity management between ethics and business”, CSR and Social Innovation Fair, Bocconi University, 8 October 2014.
- Basaglia, S. “Survey on Diversity Management and Work–Life Balance 2013 – 5th Edition: Summary of the main results”, Diversity Management Lab, SDA Bocconi School of Management, 23 January 2014.
- Basaglia, S. “Survey on Diversity Management 2012”, Diversity Management Observatory, SDA Bocconi School of Management, 27 February 2013.
- Basaglia, S. “Good practices for the protection of LGBT workers”, paper presented at the conference “LGBT People and the Labour Market”, Bologna, 25 May 2012.
- Basaglia, S. “Summary of the 2011 benchmarking analysis”, presentation of the benchmarking research of the Diversity Management Observatory, SDA Bocconi School of Management, 9 February 2012.
- Basaglia, S. (with C. Paolino and Z. Simonella), presentation of the following papers: “Rebels without a Cause? A Study of Generations, Gender, Diversity Climate and Work Attitudes”; “Discrimination and HR Management: The Role of Diversity Management Orientation”; “The Different Facets of Diversity in Boards of Directors”; Bocconi on Women, workshop promoted by the Equal Opportunities Committee of Bocconi University, Milan, 4 November 2011.
- Basaglia, S. “The Abominable Right: Gays and Lesbians, Judges and Legislators”, seminar organised by the Chair of International Law at Bocconi University and the association BESt – Bocconi Equal Students, Bocconi University, 29 September 2011.
- Perretti, F.; Basaglia, S. “Inside and Outside!: An Analysis”, presentation on the occasion of the launch of the book *Un Omosessuale Normale* by Angelo Pezzana, Turin International Book Fair, 15 May 2011.
- Basaglia, S. “Diversity management and good practices”, presentation within the project *Combating Homophobia and Promoting Non-Discrimination in the Workplace as a Tool for Social Inclusion*, Bologna, 2 April 2011.
- Basaglia, S. “The unsustainable respectability of Italian companies”, presentation at “Is There a Place for Me?”, promoted by the student association Bocconi Equal Students, Bocconi University, 14 October 2010.

*Other Outreach Activities (in Italian and/or English)*

- Basaglia S. “Il miraggio dell’inclusione”, *Il libero professionista*, n. 21, 2024 (<https://confprofessioni.eu/il-libero-professionista-reloaded/>).
- Basaglia S. “Genere e professioni: quando si può parlare di equilibrio?”, *Articolo 3, Economia & Management*, 2023 (<https://emplus.egeaonline.it/it/31/articolo-3/1481/genere-e-professionisti-quando-si->

[puo-parlare](https://emplus.egeaonline.it/en/31/article-3/1484/gender-in-professions-when-can-we-talk); English version: <https://emplus.egeaonline.it/en/31/article-3/1484/gender-in-professions-when-can-we-talk>).

- Basaglia S. “Orgoglio made in Italy”, Articolo 3, Economia & Management, 2023 (<https://emplus.egeaonline.it/it/31/articolo-3/1445/orgoglio-made-in-italy>; English version: <https://emplus.egeaonline.it/en/31/article-3/1446/pride-made-in-italy>).
- Basaglia S. “Lavoro, vita privata e genitorialità: urge un cambio di paradigma”, Articolo 3, Economia & Management, 2023 (<https://emplus.egeaonline.it/it/31/articolo-3/1428/lavoro-vita-privata-e-genitorialita-urge> English version: <https://emplus.egeaonline.it/en/31/article-3/1431/work-private-life-and-parenthood-a-paradigm>).
- Basaglia S. “Le diversità LGBTQI+: quando il contesto si fa difficile, cosa fanno le imprese?”, Articolo 3, Economia & Management, 2023 (<https://emplus.egeaonline.it/it/31/articolo-3/1407/le-diversita-lgbtqi-quando-il-contesto>; English version: <https://emplus.egeaonline.it/en/31/article-3/1412/lgbtqi-diversity-when-the-going-gets-tough>).
- Basaglia S. “Convivere con le diversità tra conflitti ed equilibri”, Articolo 3, Economia & Management, 2023 (<https://emplus.egeaonline.it/it/31/articolo-3/1394/convivere-con-le-diversita-tra-conflitti>; English version: <https://emplus.egeaonline.it/en/31/article-3/1396/coexisting-with-diversity-between-conflict>).
- Basaglia S. “Ridotti al silenzio: i temi LGBTQI+ in Qatar”, Articolo 3, Economia & Management, 2022 (<https://emplus.egeaonline.it/it/31/articolo-3/1375/ridotti-al-silenzio-i-temi-lgbtqi-in-qatar>; English version: <https://emplus.egeaonline.it/en/31/article-3/1376/reduced-to-silence-lgbtqi-issues-in-qatar>).
- Basaglia S. “Il mese dell’orgoglio LGBTQI+: l’importanza delle parole, dell’identificazione e dell’inclusione”, Articolo 3, Economia & Management, 2022 (<https://emplus.egeaonline.it/it/31/articolo-3/1349/il-mese-dell-orgoglio-lgbtqi-l-importanza>; English version: <https://emplus.egeaonline.it/en/31/article-3/1349/lgbtqi-pride-month-the-importance-of-words>).
- Basaglia S. “Non una, ma quale «donna al Quirinale»”, Articolo 3, Economia & Management, 2022 (<https://emplus.egeaonline.it/it/31/articolo-3/1321/non-una-ma-quale-donna-al-quirinale>; English version: <https://emplus.egeaonline.it/en/31/article-3/1321/not-a-woman-but-which-woman>).
- Basaglia S. “Il silenzio delle imprese sui temi LGBTQ+”, Articolo 3, Economia & Management, 2021 (<https://emplus.egeaonline.it/it/31/articolo-3/1308/il-silenzio-delle-imprese-sui-temi-lgbtq>; English version: <https://emplus.egeaonline.it/en/31/article-3/1308/the-silence-of-business-on-lgbtq-issues>).
- Basaglia S. “Orgogliosi sempre e ovunque: alcune riflessioni post pride LGBTQI+”, Articolo 3, Economia & Management, 2021 (<https://emplus.egeaonline.it/it/31/articolo-3/1253/orgogliosi-sempre-e-ovunque-alcune-riflessioni>; English version: <https://emplus.egeaonline.it/en/31/article-3/1253/pride-always-and-everywhere-some-post-lgbtqi>).
- Basaglia S. “La legge contro l’omotransfobia: da che parte stanno le imprese?”, Articolo 3, Economia & Management, 2021 (<https://emplus.egeaonline.it/it/31/articolo-3/1242/la-legge-contro-l-omotransfobia-da-che>; English version: <https://emplus.egeaonline.it/en/31/article-3/1242/the-bill-against-homotransphobia-what-side>).
- Basaglia S. (con Cuomo S. e Simonella Z) “Smart working, remote working e south working: mettiamo un po’ d’ordine”, Articolo 3, Economia & Management, 2021 (<https://emplus.egeaonline.it/it/31/articolo-3/1233/smart-working-remote-working-e-south-working>; English version: <https://emplus.egeaonline.it/en/31/article-3/1233/smart-working-remote-working-and-south>).
- Basaglia S. “Contro le discriminazioni, a favore delle differenze”, Articolo 3, Economia & Management, 2021 (<https://emplus.egeaonline.it/it/31/articolo-3/1228/contro-le-discriminazioni-a-favore-delle>; English version: <https://emplus.egeaonline.it/en/31/article-3/1228/against-discrimination-in-favor-of-differences>).
- Basaglia S. “Che parità sia, ma su tutti i fronti”, Articolo 3, Economia & Management, 2020 (<https://emplus.egeaonline.it/it/31/articolo-3/1207/che-parita-sia-ma-su-tutti-i-fronti>; English version: <https://emplus.egeaonline.it/en/31/article-3/1207/equality-it-shall-be-but-on-all-fronts>).
- Basaglia S. “Cosa ci lascia questo mese di orgoglio LGBT”, Articolo 3, Economia & Management, 2020 (<https://emplus.egeaonline.it/it/31/articolo-3/1169/cosa-ci-lascia-questo-mese-di-orgoglio-lgbt>; English version: <https://emplus.egeaonline.it/en/31/article-3/1169/what-this-month-of-lgbt-pride-leaves-us>).
- Basaglia S. “Il lungo cammino dei diritti LGBT”, Articolo 3, Economia & Management, 2020 (<https://emplus.egeaonline.it/it/31/articolo-3/1149/il-lungo-cammino-dei-diritti-lgbt> English version: <https://emplus.egeaonline.it/en/31/article-3/1149/the-long-road-of-lgbt-rights>).
- Basaglia S. “Il Covid-19 e la gabbia delle categorie”, Articolo 3, Economia & Management, 2020 (<https://emplus.egeaonline.it/it/31/articolo-3/1136/il-covid-19-e-la-gabbia-delle-categorie>; English version: <https://emplus.egeaonline.it/en/31/article-3/1136/covid-19-and-the-prison-of-categories>).
- Basaglia S. “Come cambia il lavoro ai tempi del coronavirus”, Articolo 3, Economia & Management, 2020 (<https://emplus.egeaonline.it/it/31/articolo-3/1079/come-cambia-il-lavoro-ai-tempi-del-coronavirus>;

English version: <https://emplus.egeaonline.it/en/31/article-3/1079/how-work-changes-at-the-time-of-the-coronavirus>).

- Basaglia S. “Prima le idee indipendentemente dal genere”, Articolo 3, Economia & Management, 2019 (<https://emplus.egeaonline.it/it/31/articolo-3/1026/prima-le-idee-indipendentemente-dal-genere>; English version: <https://emplus.egeaonline.it/en/31/article-3/1026/ideas-first-regardless-of-gender>).
- Basaglia S. “L’inclusione LGBT oltre le città enclavi e le grandi aziende”, Articolo 3, Economia & Management, 2019 (<https://emplus.egeaonline.it/it/31/articolo-3/1007/l-inclusione-lgbt-oltre-le-citta-enclavi>; English version: <https://emplus.egeaonline.it/en/31/article-3/1007/lgbt-inclusion-beyond-enclave-cities-and>).
- Basaglia S. “La prima volta fu rivolta e ora che fare?”, Articolo 3, Economia & Management, 2019 (<https://emplus.egeaonline.it/it/31/articolo-3/973/la-prima-volta-fu-rivolta-e-ora-che-fare>; English version: <https://emplus.egeaonline.it/en/31/article-3/973/the-first-time-was-a-revolt-what-now>).
- Basaglia S. “Quando lo scherzo diventa discriminazione”, Articolo 3, Economia & Management, 2019 (<https://emplus.egeaonline.it/it/31/articolo-3/921/quando-lo-scherzo-diventa-discriminazione>; English version: <https://emplus.egeaonline.it/en/31/article-3/940/when-a-joke-becomes-discrimination>).
- Basaglia S. “Sanremo: come evitare la dittatura della maggioranza”, Articolo 3, Economia & Management, 2019 (<https://emplus.egeaonline.it/it/31/articolo-3/887/sanremo-come-evitare-la-dittatura-della>).
- Basaglia S. (con Cuomo S. e Simonella Z.), “Avvertenza: questo è un blog radical chic!”, Articolo 3, Economia & Management, 2018 (<https://emplus.egeaonline.it/it/31/articolo-3/875/avvertenza-questo-e-un-blog-radical-chic>).
- Basaglia S., “Segregazione al lavoro: quando gli uomini sono minoranza”, Articolo 3, Economia & Management, 2018 (<https://emplus.egeaonline.it/it/31/articolo-3/867/segregazione-al-lavoro-quando-gli-uomini>).
- Basaglia S., “L’orgoglio contro lo stigma”, Articolo 3, Economia & Management, 2018 (<https://emplus.egeaonline.it/it/31/articolo-3/838/l-orgoglio-contro-lo-stigma>).
- Basaglia S., “Siamo sempre lì: alle donne la cura dei figli e la cucina, agli uomini la protezione”, Articolo 3, Economia & Management, 2018 (<https://emplus.egeaonline.it/it/31/articolo-3/817/siamo-sempre-li-alle-donne-la-cura-dei>).
- Basaglia S., “Alla riscossa mamme che i fiumi della retorica sono in piena”, Articolo 3, Economia & Management, 2017 (<https://emplus.egeaonline.it/it/31/articolo-3/767/alla-riscossa-mamme-che-i-fiumi-della-retorica>).
- Basaglia S., “La battaglia dei sessi tra slogan e visioni semplicistiche”, Articolo 3, Economia & Management, 2017 (<https://emplus.egeaonline.it/it/31/articolo-3/749/la-battaglia-dei-sessi-tra-slogan-e-visioni>).
- Basaglia S., “Una certa idea di città tra orgoglio e inclusione”, Articolo 3, Economia & Management, 2017 (<https://emplus.egeaonline.it/it/31/articolo-3/684/una-certa-idea-di-citta-tra-orgoglio-e>).
- Basaglia S., “I numeri vanno letti per bene”, Articolo 3, Economia & Management, 2017 (<https://emplus.egeaonline.it/it/31/articolo-3/630/i-numeri-vanno-letti-per-bene>).
- Basaglia S., “Benefici fiscali/contributivi, ma non per tutti”, Articolo 3, Economia & Management, 2017 (<https://emplus.egeaonline.it/it/31/articolo-3/574/benefici-fiscali-contributivi-ma-non-per>).
- Basaglia S., “Il referendum, i giovani e quella strana idea di cambiamento”, Articolo 3, Economia & Management, 2016 (<https://emplus.egeaonline.it/it/31/articolo-3/501/il-referendum-i-giovani-e-quella-strana>).
- Basaglia S., “Il peso dell’identità sulle presidenziali USA”, Articolo 3, Economia & Management, 2016 (<https://emplus.egeaonline.it/it/31/articolo-3/479/il-peso-dell-identita-sulle-presidenziali>).
- Basaglia S., “La con-fusione tra vita privata e lavoro”, Articolo 3, Economia & Management, 2016 (<https://emplus.egeaonline.it/it/31/articolo-3/453/la-con-fusione-tra-vita-privata-e-lavoro>).
- Basaglia S., “Uno spettro si aggira tra i giovani americani...”, Articolo 3, Economia & Management, 2016 (<https://emplus.egeaonline.it/it/31/articolo-3/332/uno-spettro-si-aggira-tra-i-giovani-americani>).
- Basaglia S., “Eppur si muove... Le imprese e la nuova legge sulle unioni civili”, Articolo 3, Economia & Management, 2016 (<https://emplus.egeaonline.it/it/31/articolo-3/276/eppur-si-muove-le-imprese-e-la-nuova>).
- Basaglia S. (con Cuomo S.), “Se il lavoro è per sole mamme”, Articolo 3, Economia & Management, 2016 (<https://emplus.egeaonline.it/it/31/articolo-3/235/se-il-lavoro-e-per-sole-mamme>).
- Basaglia S., “Dopo la Cirinnà. Le imprese e la questione LGBT in Italia”, Articolo 3, Economia & Management, 2016 (<https://emplus.egeaonline.it/it/31/articolo-3/200/dopo-la-cirinna-le-imprese-e-la-questione>).

## **Awards and Recognitions for Scientific Activity**

- 2006–2007: Recipient of funding from the Fondazione Tronchetti Provera for the design of the Field in Economics and Management of Telecommunications within the PhD programmes of Bocconi University. The field was aimed at deepening the economic and managerial aspects of the telecommunications sector and was intended both for PhD students in Economics and in Business Administration and Management, and for Bocconi University faculty members (see the section Leadership or Participation in Research Groups).
- 2009: Recipient of the Mention of Merit for Research awarded to PhD candidates, postdoctoral fellows and researchers at the Faculty of Economics, University of Bergamo, affiliated with the Department of Business Administration (awarded by the SDM School of Management – Centre for Research and Managerial Education).
- 2009–2010: Recipient of the Excellence Award in the allocation of university research funds for the years 2009 and 2010, in recognition of research activity carried out (awarded by the Department of Business Administration, University of Bergamo).
- 2010: Finalist for the Mention of Merit for Excellence in Research 2010, awarded to PhD candidates, postdoctoral fellows and researchers at the University of Bergamo (by the SDM School of Management, University of Bergamo).
- 2013: Recipient of funding from the Fondazione Cariplo programme “Promoting the Development of Excellent Human Capital” for an outbound mobility project (spring–summer 2013) at the MIT Sloan School of Management, Cambridge, Massachusetts, USA (FYRE – Fostering Young Researchers Call; Fondazione Cariplo Call “Promoting the Development of Excellent Human Capital”, 2011).
- 2017: Recipient, together with G. Soda and Z. Simonella, of the Innovation, Impact and Internationalisation Award from the Claudio Dematté Corporate & Financial Institutions Division of SDA Bocconi School of Management for the research project “Well-being in the Angelini Group” (see the section Specific Professional Experience).

## **Academic Affiliations, Association Activities and Peer-Review Activities**

- Academy of Management (Divisions: Organization and Management Theory; Diversity, Equity and Inclusion).
- Member of the Organising Committee of the *3rd ITAIS Conference*, Milan, 26–27 October 2006.
- Track Chair at the *10th Workshop of Business Organisation Lecturers and Researchers*.
- Ad hoc reviewer (conferences): Academy of Management Annual Meeting; European Conference on Information Systems (ECIS); Americas Conference on Information Systems (AMCIS); International Conference on Information Systems (ICIS).
- Ad hoc reviewer (journals): *Economia & Management*; *Studi Organizzativi*; *International Journal of Information Systems*; *Journal of Organizational Behavior*.

## **Principal Investigator on Research Projects at the Department of Business Administration / Business Administration, Economics and Quantitative Methods /Management, University of Bergamo (University Research Funds)**

- 2025 – present: Diffusion, adoption and use of diversity and inclusion management policies and practices.
- 2024 – present: Organisations of the LGBT movement.
- 2023 – present: The history of FUORI! in Turin.
- 2022 – 2024: Diffusion and adoption of diversity management policies and practices in the Italian context.
- 2021 – 2023: Diffusion and adoption of diversity management.
- 2020 – 2022: Diversity, inclusion and identity.
- 2019 – 2021: Organisational identity and social movements.
- 2018 – 2020: Status and ranking in selected sectors.
- 2017 – 2019: Status dynamics in selected sectors.

- 2016 – 2018: Identity and status.
- 2015 – 2017: Organisational climate and diversity management.
- 2014 – present: Diversity management and cross-cultural management between personal identity and social identity.
- 2013 – 2014: Diversity climate in organisations.
- 2011 – 2013: The social construction of individual and group identities.
- 2011 – 2012: Branding as an organisational and institutional phenomenon (with G. Delmestri and M. Brumana).
- 2010 – 2012: Organisational identity formation and evolution in emerging domains.
- 2009 – 2010: Overlapping identities in organisational identity research.

### **Research Group Leadership and Membership**

- 1998–2000: Participation in research activities within the following European projects on e-learning and distance learning: the European project DILEMMA (Distance LEarning Model in European Management, Reference No. 56537 – CP – 1 – 1998 – 1 – NL – ODL – ODL); and the European project BUSINESS LINC (ESPRIT IV Project No. 26.755 Business Innovation NETworkS – Learning with Interactive Cases). Scientific coordinator: P. Bielli (Bocconi University).
- 2000–2005: Research activity carried out during the PhD in Business Administration and Management, awarded on 28 May 2005 at Bocconi University, Milan. Dissertation title: Who Is Whispering in Your Ears? On the Role of Business Newspapers in the Italian New IT Artifact Market. Dissertation committee: Prof. Vincenzo Perrone (Chair), Prof. Jane Klobas (Supervisor), Prof. Giuseppe Delmestri (External Member), Prof. Ferdinando Pennarola (Fourth Member).
- 2001–2002: Participation in the project “Distance Learning: An Operational Model for Lombardy SMEs”, funded by the Research Division of SDA Bocconi School of Management and by Assolombarda through a competitive, peer-reviewed call. Scientific coordinator: P. Bielli (Bocconi University). Research team: Jane Klobas (University of Western Australia), S. Basaglia, S. Renzi, D. Ruta (Bocconi University).
- 2002: Participation in the research activities of the Net Impact Study, aimed at analysing the impact of internet-based solutions on the Italian economic system. The project was coordinated by the Institute of Organization and Information Systems, Bocconi University (Scientific Committee Chair: Prof. V. Perrone; Project Coordinator: Prof. F. Pennarola) and funded by Cisco Systems.
- 2003–2008: Participation in the research project focused on the impact of IT training across different sectors (healthcare, banking) and domains (public administration). The project was coordinated by the “Claudio Demattè” Research Division of SDA Bocconi School of Management (Scientific Coordinator: Prof. P. F. Camussone; Research team: P. Bielli, S. Basaglia) and funded by AICA (Italian Association for Information Processing).
- 2003–2007: Participation in the research activities of the Institute of Organization and Information Systems, Bocconi University, as a Research Fellow (SECS-P/10 Business Organization). The three-year fellowship (1 October 2003 – 30 September 2006) was extended by one year (1 October 2006 – 30 September 2007) following the award of funding from the Fondazione Tronchetti Provera for the design of a PhD programme in Economics and Management of Telecommunications at Bocconi University (see section Awards and Recognitions). Fellowship supervisor: Prof. F. Pennarola.
- 2005–2006: Participation in the research project on the diffusion, adoption and use of the Italian Business Register by Italian firms. The project was coordinated by the Institute of Organization and Information Systems, Bocconi University (Scientific Coordinator: F. Pennarola; Research team: S. Basaglia, L. Caporarello, M. Magni, P. Pasini) and funded by Infocamere.
- 2005–2008: Participation in the research project on the impact of ICT on the Italian economic system (Broadband in SMEs: Productivity and Competitiveness; Digital Interactive Media). The project was coordinated by ThinkTel and supported by Telecom Italia, Accenture, Cisco and Microsoft. Scientific coordination: Prof. C. M. Guerchi. Research group members included Prof. B. Busacca (Bocconi University), Prof. M. G. Colombo (Politecnico di Milano) and Prof. F. Pennarola (Bocconi University).

- 2006–2008: Participation in the research project on the diffusion and adoption of VoIP systems in Italian firms. The project was coordinated by the Institute of Organization and Information Systems, Bocconi University, and supported by Italtel. Scientific coordinator: Prof. F. Pennarola. Research team: S. Basaglia, L. Caporarello, M. Magni.
- 2008–2017: Participation in the research group on organisational climate established at SDA Bocconi School of Management. Members included: Prof. G. Soda (Bocconi University, Scientific Coordinator), Prof. Angelo DeNisi (Tulane University), Prof. S. Basaglia, Prof. C. Paolino (Università Cattolica del Sacro Cuore), Prof. M. Magni (Bocconi University), and Z. Simonella (University of Milan–Bicocca).
- 2009–present: Participation in research activities and Research Lead for LGBTQI+ themes at the research and training centre dedicated to diversity management at SDA Bocconi School of Management (Diversity Management Observatory, Diversity Management Lab, Diversity, Inclusion & Smart Working Observatory). Editor of the annual Diversity Management Surveys (1st [2009] to 7th edition [2015]).
- 2009–2012: Participation in the project “Sociological Processes of Organizational Legitimacy”, funded by CROMA (Center for Research on Organization and Management), Bocconi University, through a competitive, peer-reviewed call. Scientific coordinator: F. Perretti.
- 2010–2012: Participation in the project “The Role of Imprinting Mechanisms in Organizational Identity Emergence and Evolution”, funded by the Research Division of SDA Bocconi School of Management through a competitive, peer-reviewed call (1 January 2010 – 31 December 2012). Scientific coordinator: F. Perretti.
- 2011: Participation in the research and training project “Io sono, Io lavoro – The First Italian Survey on Work and Lesbian, Gay, Bisexual and Transgender/Transsexual People”, promoted by Arcigay. Scientific coordinator: R. Lelleri.
- 2013: Research stay in Boston and New York City with Prof. F. Perretti to work on the paper “The Company You Keep: Identity Formation and Evolution in Emerging Domains” (comparative analysis of LGBTQI+ social movement organisations in the USA and Italy). Attendance as observer at the 108th Annual Meeting of the American Sociological Association (ASA), “Linking Micro and Macro”, New York City, 10–13 August 2013. Meetings with Prof. M. Cusumano (MIT). These activities were supported by the FYRE grant (see section Awards and Recognitions).
- 2021–2025: Promotion, together with S. Cuomo (SDA Bocconi), S. Pulcher (University of Milan–Bicocca), Z. Simonella (SDA Bocconi and University of Milan–Bicocca), and Thomas Köllen (University of Bern; Editor of the Diversity and Inclusion series, Springer), of a working group and publication project focused on diversity in Italy.
- 2023–2024: Study, analysis and interpretation of the organisation FUORII!, the first national Italian LGBTQI+ organisation, founded in Turin in 1971 and active until 1982. The research is based on archival documents. The management/organisation research team consists of Prof. F. Perretti (Bocconi University) and S. Basaglia.

### **Scientific Collaboration Activities**

- 2008–2015: Participation in the research project dedicated to measuring organisational climate within the Campari Group at a global level (research design, development of data collection instruments, data analysis and interpretation, communication of results). The survey was conducted in four waves between 2008 and 2015, every two years, in all countries where the Group operates. The project was coordinated by the “Claudio Demattè” Research Division of SDA Bocconi School of Management. The research team consisted of: Prof. Giuseppe Soda (Scientific Director) and Prof. S. Basaglia (Scientific and Organisational Coordinator). The client was the Campari Group.
- 2008–2009: Participation in the Innovation Lab as Junior Lab Assistant, promoted by UniCredit Group within the project “GBS: Together in Diversity”. Scientific Director: Prof. M. Decastri. The academic working group included Prof. G. Delmestri, Prof. Regine Bendl, Prof. Filomena Bonocore, Cristina Bombelli, Prof. Peter Walgenbach, Prof. Federico Butera, and Massimiliano Santoro.
- 2009–2015: Scientific Director and Scientific–Organisational Coordinator of the annual surveys on diversity management (1st–2009; 2nd–2010; 3rd–2011; 4th–2012; 5th–2013; 6th–2014; 7th–2015 editions), conducted within the Diversity Management Observatory / Diversity Management Lab of SDA

Bocconi School of Management. The research team consisted of S. Basaglia, S. Cuomo, C. Paolino, and Z. Simonella.

- 2010–2011: Participation in the research project dedicated to measuring organisational identity and climate at Reno de Medici SpA (research design, development of data collection instruments, data analysis and interpretation, communication of results). The survey was conducted in 2010–2011. The project was coordinated by the “Claudio Demattè” Research Division of SDA Bocconi School of Management. The research team consisted of Prof. G. Soda (Scientific Director), Prof. S. Basaglia and Prof. F. Perretti (Scientific and Organisational Coordination). The client was Reno de Medici SpA.
- 2010–2014: Participation in the research project dedicated to measuring organisational climate within the Telecom Italia Group (research design, development of data collection instruments, data analysis and interpretation, communication of results). The survey was conducted in three waves between 2010 and 2014, every two years, and covered Italy, Brazil and Argentina. The project was coordinated by the “Claudio Demattè” Research Division of SDA Bocconi School of Management. The research team consisted of Prof. G. Soda (Scientific Director), Prof. S. Basaglia and Prof. C. Paolino (Scientific and Organisational Coordination). The client was the Telecom Italia Group.
- 2010–2012: Participation in the research project on diversity management at ENI. The project was coordinated by the “Claudio Demattè” Research Division of SDA Bocconi School of Management. The research team consisted of S. Cuomo, A. Mapelli, S. Basaglia and C. Paolino. The client was ENI.
- 2011: Participation in the research project “Corporate Aggregations in Pharmaceutical Distribution – A Critical Analysis beyond Managerial Rhetoric”, coordinated by the SDM School of Management, University of Bergamo. The research team consisted of Prof. G. Delmestri, Prof. M. Bergamaschi and Prof. S. Basaglia. The client was Farmintesa Logistica.
- 2013: Participation in the research project aimed at estimating the employment impact of McDonald’s Italy. The project was coordinated by the “Claudio Demattè” Research Division of SDA Bocconi School of Management. The research team consisted of Prof. F. Perretti (Bocconi University) and Prof. S. Basaglia (editor of the section on human resource management). The client was McDonald’s Italy.
- 2013: Participation in the research project “Development of the Competency and Professional Identity Map of ARPA Lombardia”. The project was coordinated by Eupolis and the SDM School of Management, University of Bergamo. The research team consisted of Prof. F. Dovigo and Prof. S. Basaglia as Scientific Directors/Coordinators.
- 2013: Participation in the research project dedicated to measuring organisational climate at MTV Italy (research design, development of data collection instruments, data analysis and interpretation, communication of results). The survey was conducted in 2013. The project was coordinated by the “Claudio Demattè” Research Division of SDA Bocconi School of Management. The research team consisted of Prof. G. Soda (Scientific Director) and Prof. S. Basaglia (Scientific and Organisational Coordination). The client was MTV Italy.
- 2014: Participation in the research project dedicated to studying identity and identification within the Telecom Italia Group (research design, development of data collection instruments, data analysis and interpretation, communication of results). The research was conducted in 2014. The project was coordinated by the “Claudio Demattè” Research Division of SDA Bocconi School of Management. The research team consisted of Prof. G. Soda (Scientific Director), Prof. S. Basaglia and Prof. C. Paolino (Scientific and Organisational Coordination). The client was the Telecom Italia Group.
- 2015 – present: Participation in the research project aimed at estimating the employment impact of Coca-Cola in Italy. The project, conducted in multiple editions (2015, 2017, 2019, 2023 and 2025), was coordinated by the “Claudio Demattè” / Claudio Demattè Corporate & Financial Institutions Division of SDA Bocconi School of Management. The research team consisted of Prof. F. Perretti (Bocconi University) and Prof. S. Basaglia (editor of the section on human resource management). The clients were the companies of the Coca-Cola system in Italy (Coca-Cola Italia, Coca-Cola HBC and Sibeg).
- 2016: Participation in the research project “Samsung in Italy: Evolution of Its Presence in Italy and Economic Impact Analysis”. The project was coordinated by ICRIOS, Bocconi University. The research team consisted of Prof. A. Camuffo (Bocconi University, Scientific Director), Prof. F. Perretti (Bocconi University, Head of the Economic Impact Section) and Prof. S. Basaglia (Head of the Human Resource Management Section). The client was Samsung Italy.

- 2017: Participation in the research project dedicated to measuring organisational climate within the Angelini Group at a global level, entitled “Well-being in the Angelini Group” (research design, development of data collection instruments, data analysis and interpretation, communication of results). The survey was conducted in 2017 in all countries where the Group operates. The project was coordinated by the “Claudio Demattè” Research Division of SDA Bocconi School of Management. The research team consisted of Prof. Giuseppe Soda (Scientific Director), Prof. S. Basaglia (Scientific and Organisational Coordination) and Z. Simonella. The client was the Angelini Group.
- 2019: Participation in the research project dedicated to studying diversity management at Raiway. The project was coordinated by the Diversity, Inclusion & Smart Working Observatory of SDA Bocconi School of Management. The research team consisted of Simona Cuomo, Stefano Basaglia (Head of the Research Section) and Zenia Simonella. The client was Raiway.
- 2020: Participation in the research project aimed at estimating the employment impact of Coca-Cola in Albania. The project, conducted in 2020, was coordinated by the Claudio Demattè Corporate & Financial Institutions Division of SDA Bocconi School of Management. The research team consisted of Prof. F. Perretti (Bocconi University) and Prof. S. Basaglia.

### Citations in the Media and/or Other Articles

- 2015: Affari e Finanza de La Repubblica, La Coca Cola “made in Italy” vale 815 milioni di euro e dà lavoro a 2.661 persone ([http://www.repubblica.it/economia/affari-e-finanza/2015/07/13/news/la\\_coca\\_cola\\_made\\_in\\_italy\\_vale\\_815\\_milioni\\_di\\_euro\\_e\\_d\\_lavoro\\_a\\_2\\_661\\_persone-119024909/](http://www.repubblica.it/economia/affari-e-finanza/2015/07/13/news/la_coca_cola_made_in_italy_vale_815_milioni_di_euro_e_d_lavoro_a_2_661_persone-119024909/))
- 2015: Lettera 43, “Coca Cola, una bibita Made in Italy” ([http://www.lettera43.it/economia/economiaweb/coca-cola-una-bibita-made-in-italy\\_43675203305.htm](http://www.lettera43.it/economia/economiaweb/coca-cola-una-bibita-made-in-italy_43675203305.htm))
- 2015: Il Venerdì de La Repubblica, “Età, sesso e religione: diversità poco valorizzate”.
- 2015: Avvenire.it, “Diversità in azienda, il 30% non ne vuole sapere”. (<http://www.avvenire.it/Lavoro/Occupazione/Pagine/diversita-in-azienda.aspx>)
- 2015: Job 24, 30 gennaio 2015, “Diversity management Lab (Sda Bocconi) - Gestire la diversità? Tutti ne parlano, ma solo il 21% delle aziende (grandi) lo fa.” (<http://job24.ilsole24ore.com/news/Articoli/2015/01/Diversity-apre-29012015.php?uuid=98dc21ca-a7c5-11e4-818d-26043cd4a3dc&DocRulesView=Libero>)
- 2014: Donna Moderna, 4 novembre 2011, “Cosa ci vuole davvero per aiutare le mamme”.
- 2014: Vita.it, 23 gennaio 2014, “Al di là dei proclami, donne, disabili, omosessuali, sono discriminati in azienda” (<http://www.vita.it/economia/impres/al-di-l-dei-proclami-donne-disabili-omosessuali-sono-discriminati-in-azienda.html>).
- 2014: Il Fatto Quotidiano.it, 23 gennaio 2014, “Bocconi: “Solo in un’azienda su cinque c’è parità per donne, anziani e stranieri” (<http://www.ilfattoquotidiano.it/2014/01/23/bocconi-solo-in-unazienda-su-cinque-ce-parita-per-donne-anziani-e-stranieri/855293/>).
- 2014: Corriere.it, “Uomo, senza figli, eterosessuale. Ecco chi fa più carriera in Italia” ([http://www.corriere.it/cronache/14\\_gennaio\\_24/uomo-senza-figli-eterosessuale-ecco-chi-fa-piu-carriera-italia-ff1c3cda-8490-11e3-a32e-831830ba1aa5.shtml](http://www.corriere.it/cronache/14_gennaio_24/uomo-senza-figli-eterosessuale-ecco-chi-fa-piu-carriera-italia-ff1c3cda-8490-11e3-a32e-831830ba1aa5.shtml)).
- 2014: Avvenire.it, 24 gennaio 2014, “La diversità non piace in azienda” (<http://www.avvenire.it/Lavoro/Occupazione/Pagine/diversi-non-piace-in-azienda.aspx>).
- 2014: Affaritaliani.it, 23 gennaio 2014, “Donne, disabili, gay e anziani. Se in azienda vige la discriminazione” (<http://www.affaritaliani.it/economia/diversita-impres23012014.html>).
- 2013: TGR – Lombardia, Rai Tre, 27 febbraio 2013.
- 2013: Marie Claire, Donne e Lavoro, 08 marzo 2013, “In azienda guerra tra sessi e generazioni”.
- 2013: Lettera 43, 01 marzo 2013, “Dopo il sesso, l’azienda discrimina sull’età”.
- 2013: La Repubblica, 27 febbraio 2013, “Età, sesso, politica e modo di vestire: ecco come si discrimina nelle aziende”.

- 2013: L'Espresso, 4 aprile 2013, "Non è un paese per donne".
- 2013: Jalla! Jalla!, Radio Popolare, 04 marzo 2013.
- 2013: Corriere informazione, 01 marzo 2013, "Diversity management: l'indagine di SDA Bocconi rivela le categorie a rischio discriminazione nelle Aziende Italiane".
- 2012: Via Sarfatti 25, Gennaio/Febbraio 2012, "Clima positivo in azienda col diversity management".
- 2012: Pride, settembre 2012, "La sesta stella".
- 2011: Glamour, ottobre 2011, lavoro lesson.
- 2010: Sincronizzando, Maggio 2010, "Le novità per cambiare".
- 2010: Pride, Marzo 2010, "Diversi in azienda".
- 2010: Il Mondo, 31 dicembre 2010, "Quanto è gay la tua Azienda?"
- 2008: Beltel, Maggio 2008, "PMI e digital readiness".
- 2007: Via Sarfatti 25, Dicembre 2007, "Information Technology. Bella, ma maneggiamola con cautela"

### Teaching and Training Activities (in Italian and English; Academic Year 2001/2002 – Present)

#### Academic Year 2001/2002

- Lecturer for the course *Business Administration (Corporate Information Systems)* (16 hours), Semester I, Bocconi University, Milan (four-year degree).

#### Academic Year 2002/2003

- Lecturer for the course *Business Administration (Corporate Information Systems)* (16 hours), Semester I, Bocconi University, Milan (four-year degree).

#### Academic Year 2003/2004

- Lecturer for the course *IT and Organisational Innovation* (16 hours), Semester I, Bocconi University, Milan (Bachelor's degree).
- Lecturer for the course *The Strategic Role of ICT* (16 hours), First-level Master's in Information Systems, Bocconi University, Milan.

#### Academic Year 2004/2005

- Lecturer for the course *IT and Organisational Innovation* (16 hours), Semester I, Bocconi University, Milan (Bachelor's degree).
- Lecturer for the course *The Strategic Role of ICT* (16 hours), First-level Master's in Information Systems, Bocconi University, Milan.

#### Academic Year 2005/2006

- Lecturer for *Business Information Systems* (40 hours), Semester I, Bocconi University, Milan (Bachelor's degree).
- Lecturer for *Organisation and Information Systems* (24 hours), Semester I, Bocconi University, Milan (Bachelor's degree).
- Lecturer for *IT and Organisational Innovation* (16 hours), Semester I, Bocconi University, Milan (Bachelor's degree).
- Lecturer for *Integrated Information Systems (ERP)* (16 hours), Semester I, Bocconi University, Milan (Master's degree).
- Lecturer for *The Strategic Role of ICT* (16 hours), First-level Master's in Information Systems, Bocconi University, Milan.

- Course leader for *Economics of Cinema and Multimedia* (30 hours), Semester II, University of Bologna (Master's degree).

#### Academic Year 2006/2007

- Lecturer for *Business Information Systems* (40 hours), Semester I, Bocconi University, Milan (Bachelor's degree).
- Lecturer for *IT and Organisational Innovation* (16 hours), Semester I, Bocconi University, Milan (Bachelor's degree).
- Lecturer for *Integrated Information Systems (ERP)* (16 hours), Semester I, Bocconi University, Milan (Master's degree).
- Lecturer for *The Strategic Role of ICT* (16 hours), First-level Master's in Information Systems, Bocconi University, Milan.
- Course leader for *Economics of Cinema and Multimedia* (30 hours), Semester II, University of Bologna (Master's degree).
- Course leader for *Media Economics* (50 hours), Semester II, Polytechnic University of Turin (Bachelor's degree).
- Course leader for *Socio-economic Statistics* (20 hours), Semester II, Polytechnic University of Turin (Bachelor's degree).
- Course leader for *Strategy of Multimedia Firms* (50 hours), Semester I, Polytechnic University of Turin (Master's degree).

#### Academic Year 2007/2008

- Lecturer for *Business Information Systems* (40 hours), Semester I, Bocconi University, Milan (Bachelor's degree).
- Lecturer for *IT and Organisational Innovation* (16 hours), Semester I, Bocconi University, Milan (Bachelor's degree).
- Course leader for *Information Systems in the Digital Economy* (32 hours), Semester II, Bocconi University, Milan (Bachelor's degree).
- Lecturer for *Integrated Information Systems (ERP)* (16 hours), Semester I, Bocconi University, Milan (Master's degree).
- Lecturer for *The Strategic Role of ICT* (16 hours), First-level Master's in Information Systems, Bocconi University, Milan.
- Course leader for *Economics of Cinema and Multimedia* (30 hours), Semester II, University of Bologna (Master's degree).
- Course leader for *Media Economics* (50 hours), Semester II, Polytechnic University of Turin (Bachelor's degree).
- Course leader for *Socio-economic Statistics* (20 hours), Semester II, Polytechnic University of Turin (Bachelor's degree).
- Course leader for *Strategy of Multimedia Firms* (50 hours), Semester I, Polytechnic University of Turin (Master's degree).

#### Academic Year 2008/2009

- Lecturer for *Business Organisation* (72 hours), Semester I, Faculty of Economics, University of Bergamo (Bachelor's degree).
- Course leader for *Advanced Business Organisation* (48 hours), Semester II, University of Bergamo (Master's degree).
- Lecturer in the teaching lab *Doing Business in Emerging Countries* (9 hours), Faculty of Foreign Languages, University of Bergamo.
- Lecturer for *The Strategic Role of ICT* (14 hours), First-level Master's in Information Systems, Bocconi University, Milan.

#### Academic Year 2009/2010

- Lecturer for *Business Organisation* (24 hours), Semester I, Faculty of Economics, University of Bergamo (Bachelor's degree).
- Course Leader for *Alliances and Networks Seminar* (40 hours, taught in English), Semester I, Faculty of Economics, University of Bergamo (Master's degree).
- Course Leader for *Intercultural Business Organisation* (30 hours), Semester II, Faculty of Foreign Languages, University of Bergamo (Bachelor's degree).
- Lecturer for *Business Organisation* (Diversity Management; Adoption of Managerial Innovations) (10 hours), First-level Master's in Training and Occupational Safety Processes, University of Bergamo.
- Lecturer for *IT and Organisational Innovation* (12 hours), Semester I, Bocconi University, Milan (Bachelor's degree).
- Lecturer for *The Strategic Role of ICT* (16 hours), Semester II, First-level Master's in Information Systems, Bocconi University, Milan.
- Lecturer in *Business Organisation* (8 hours), SDArt – School of Management, University of Bergamo.

#### Academic Year 2010/2011

- Course Leader for *Alliances and Networks Seminar* (48 hours, taught in English), Semester I, Faculty of Economics, University of Bergamo (Master's degree).
- Lecturer for *Organisation and Information Systems* (24 hours), Semester I, University of Bergamo (Master's degree).
- Course Leader for *Intercultural Business Organisation* (30 hours), Semester II, University of Bergamo (Bachelor's degree).
- Course Leader for *Business Organisation* (24 hours), Second-level Master's in Corporate Tax and Financial Management, University of Bergamo.
- Lecturer for *IT and Organisational Innovation* (12 hours), Semester II, Bocconi University, Milan (Bachelor's degree).
- Lecturer for *The Strategic Role of ICT* (16 hours), First-level Master's in Project and Information Management, Bocconi University, Milan.

#### Academic Year 2011/2012

- Course Leader for *Business Organisation: Studying and Designing Organisations* (48 hours), Semester I, University of Bergamo (Bachelor's degree).
- Course Leader for *Alliances and Networks Seminar* (24 hours, taught in English), Semester I, University of Bergamo (Master's degree).
- Course Leader for *Intercultural Business Organisation* (30 hours), Semester II, University of Bergamo (Bachelor's degree).
- Lecturer for *Management Research and Analysis* (20 hours), Semester I, Bocconi University, Milan (Master's degree).
- Lecturer in *Business Organisation* (8 hours), SDArt – School of Management, University of Bergamo.

#### Academic Year 2012/2013

- Course Leader for *Business Organisation: Studying and Designing Organisations* (48 hours), Semester I, University of Bergamo (Bachelor's degree).
- Course Leader for *Alliances and Networks Seminar* (28 hours, taught in English), Semester I, University of Bergamo (Master's degree).
- Course Leader for *Organisation and Management of Employment Relations* (24 hours), Semester I, University of Bergamo (Master's degree).
- Lecturer for *Management Research and Analysis* (16 hours), Semester I, Bocconi University, Milan (Master's degree).
- Lecturer in *Business Organisation* (8 hours), SDArt – School of Management, University of Bergamo.

#### Academic Year 2013/2014

- Course Leader for *Business Organisation: Studying and Designing Organisations* (48 hours), Semester I, University of Bergamo (Bachelor's degree).
- Course Leader for *Cross-cultural and Diversity Management* (28 hours, taught in English), Semester I, University of Bergamo (Master's degree).
- Course Leader for *Organisation and Management of Employment Relations* (24 hours), Semester I, University of Bergamo (Master's degree).
- Lecturer for *Management Research and Analysis* (16 hours), Semester I, Bocconi University, Milan (Master's degree).

#### Academic Year 2014/2015

- Course Leader for *Cross-cultural and Diversity Management* (28 hours, taught in English), Semester I, University of Bergamo (Master's degree).
- Lecturer for *Knowledge and Marketing Management* (16 hours, taught in English), Semester I, University of Bergamo (Master's degree).
- Lecturer for *Seminar on Collaborative Competences* (8 hours, taught in English), Double Degree in International Management, Fudan University, Shanghai (Master's degree).

#### Academic Year 2015/2016

- Course Leader for *Cross-cultural and Diversity Management* (28 hours, taught in English), Semester I, University of Bergamo (Master's degree).
- Lecturer for *Seminar on Collaborative Competences* (8 hours, taught in English), Double Degree in International Management, Fudan University, Shanghai (Master's degree).
- Course Leader for *Business Organisation* (96 hours), Semester I, University of Bergamo (Bachelor's degree).
- Lecturer for *Media Economics and Management* (16 hours), Semester I, Bocconi University, Milan (Bachelor's degree).

#### Academic Year 2016/2017

- Course Leader for *Cross-cultural and Diversity Management* (28 hours, taught in English), Semester I, Department of Business Administration, Economics and Quantitative Methods, University of Bergamo (Master's degree).
- Course Leader for *Business Organisation* (classes GM and NZ) (96 hours), Semester I, Department of Business Administration, Economics and Quantitative Methods, University of Bergamo (Bachelor's degree).
- Lecturer for *Change Management and Organisational Behaviour* (24 hours, taught in English), Semester II, Department of Business Administration, Economics and Quantitative Methods, University of Bergamo (Master's degree).
- Lecturer for *Media Economics and Management* (16 hours), Semester I, Department of Management and Technology, Bocconi University, Milan (Bachelor's degree).
- Lecturer in *Business Organisation* (4 hours), Confcooperative Course, School of Management (SDM), University of Bergamo.

#### Academic Year 2017/2018

- Lecturer in *Essential Theories*, PhD programme in Business & Law, University of Bergamo (3 hours).
- Lecturer in the thematic seminar *Individual and Collective Identity in Organisations*, PhD programme in Business & Law, University of Bergamo (4 hours).
- Course Leader for *Social Topics in Organisation* (32 hours, taught in English), Semester I, Department of Business Administration, Economics and Quantitative Methods, University of Bergamo (Master's degree).

- Course Leader for *Change Management and Organisational Behaviour* (28 hours, taught in English), Department of Business Administration, Economics and Quantitative Methods, University of Bergamo (Master's degree).
- Course Leader for *Business Organisation* (classes EN and OZ) (96 hours), Semester I, Department of Business Administration, Economics and Quantitative Methods, University of Bergamo (Bachelor's degree).
- Lecturer for *Media Economics and Management* (16 hours), Semester I, Department of Management and Technology, Bocconi University, Milan (Bachelor's degree).
- Lecturer in *Change Management* (4 hours), Advanced Training Course in Third Sector Resource Management, School of Management (SDM), University of Bergamo.
- Lecturer in *Business Organisation* (4 hours), Confcooperative Course, School of Management (SDM), University of Bergamo.

#### Academic Year 2018/2019

- Lecturer in *Essential Theories*, PhD programme in Business & Law, University of Bergamo (3 hours).
- Lecturer in the thematic seminar *Individual and Collective Identity in Organisations*, PhD programme in Business & Law, University of Bergamo (2 hours).
- Course Leader for *Social Topics in Organisation* (32 hours, taught in English), Semester I, Department of Business Administration, Economics and Quantitative Methods, University of Bergamo (Master's degree).
- Course Leader for *Change Management and Organisational Behaviour* (32 hours, taught in English), Department of Business Administration, Economics and Quantitative Methods, University of Bergamo (Master's degree).
- Course Leader for *Business Organisation* (classes EN and OZ) (96 hours), Semester I, Department of Business Administration, Economics and Quantitative Methods, University of Bergamo (Bachelor's degree).
- Lecturer for *Media Economics and Management* (16 hours), Semester I, Department of Management and Technology, Bocconi University, Milan (Bachelor's degree).
- Lecturer in *Change Management* (4 hours), Advanced Training Course in Third Sector Resource Management, School of Management (SDM), University of Bergamo.
- Lecturer in *Business Organisation* (4 hours), Advanced Course for Senior Employment Services Technician, School of Management (SDM), University of Bergamo.

#### Academic Year 2019/2020

- Lecturer in *Essential Theories*, PhD programme in Business & Law, University of Bergamo (3 hours).
- Course Leader for *Social Topics in Organisation* (32 hours, taught in English), Semester I, Department of Business Administration, Economics and Quantitative Methods, University of Bergamo (Master's degree).
- Course Leader for *Business Organisation* (classes MQ and RZ) (88 hours), Semester I, Department of Business Administration, Economics and Quantitative Methods, University of Bergamo (Bachelor's degree).
- Lecturer for *Media Economics and Management* (16 hours), Semester I, Department of Management and Technology, Bocconi University, Milan (Bachelor's degree).

#### Academic Year 2020/2021

- Course Leader for *Business Organisation* (classes EN and OZ) (96 hours), Semester I, Department of Business Sciences, University of Bergamo (Bachelor's degree).
- Lecturer for *Media Economics and Management* (16 hours), Semester I, Department of Management and Technology, Bocconi University, Milan (Bachelor's degree).
- Course Leader for the business laboratory *Diversity at Work* (17 hours), Semester II, Department of Business Sciences, University of Bergamo (Bachelor's degree).
- Course Leader for *Social Topics in Organisation* (36 hours, taught in English), Semester I, Department of Business Sciences, University of Bergamo (Master's degree).

- Lecturer in *Change Management, Leadership and Negotiation Techniques* (8 hours), Advanced Training Course in Third Sector Resource Management, School of Management (SDM), University of Bergamo.
- Lecturer in *Business Organisation for the Labour Inclusion of Persons with Disabilities* (8 hours), First-level Master's in Case & Disability Management, School of Management (SDM), University of Bergamo.
- Lecturer in the training course *Diversity and Inclusion Management* (2 hours), SDA Bocconi School of Management.

#### Academic Year 2021/2022

- Course Leader for *Business Organisation* (class OZ) (48 hours), Semester I, Department of Business Sciences, University of Bergamo (Bachelor's degree).
- Course Leader for *Human Resource Management* (34 hours), Semester I, Department of Business Sciences, University of Bergamo (Bachelor's degree).
- Lecturer for *Media Economics and Management* (16 hours), Semester I, Department of Management and Technology, Bocconi University, Milan (Bachelor's degree).
- Course Leader for *Social Topics in Organisation* (38 hours, taught in English), Semester I, Department of Business Sciences, University of Bergamo (Master's degree).

#### Academic Year 2022/2023

- Course Leader for *Business Organisation* (classes MQ and RZ) (92 hours), Semester I, Department of Business Sciences, University of Bergamo (Bachelor's degree).
- Course Leader for *Human Resource Management* (36 hours), Semester I, Department of Business Sciences, University of Bergamo (Bachelor's degree).
- Lecturer for *Media Economics and Management* (16 hours), Semester I, Department of Management and Technology, Bocconi University, Milan (Bachelor's degree).
- Course Leader for *Organisation and Management of Employment Relations* (24 hours), Department of Business Sciences, University of Bergamo (Master's degree).
- Course Leader for *Social Topics in Organisation* (16 hours, taught in English), Semester I, Department of Business Sciences, University of Bergamo (Master's degree).

#### Academic Year 2023/2024

- Course Leader for *Business Organisation* (classes AD and OZ) (96 hours), Semester I, Department of Business Sciences, University of Bergamo (Bachelor's degree).
- Course Leader for *Organisation and Management of Employment Relations* (48 hours), Department of Business Sciences, University of Bergamo (Master's degree).
- Course Leader for *Social Topics in Organisation* (16 hours, taught in English), Semester I, Department of Business Sciences, University of Bergamo (Master's degree).

#### Academic Year 2024/2025

- Course Leader for *Business Organisation* (class AD) (48 hours), Semester I, Department of Business Sciences, University of Bergamo (Bachelor's degree).
- Course Leader for *Organisation and Management of Employment Relations* (48 hours), Department of Business Sciences, University of Bergamo (Master's degree).
- Course Leader for *Social Topics in Organisation* (24 hours, taught in English), Semester I, Department of Business Sciences, University of Bergamo (Master's degree).

#### Academic Year 2025/2026

- Course Leader for *Business Organisation* (class AD) (48 hours), Semester I, Department of Business Sciences, University of Bergamo (Bachelor's degree).
- Course Leader for *Organisation and Management of Employment Relations* (48 hours), Department of Business Sciences, University of Bergamo (Master's degree).

- Course Leader for *Social Topics in Organisation* (24 hours, taught in English), Semester I, Department of Business Sciences, University of Bergamo (Master's degree).

### **Institutional Activities**

- January 2022 – October 2022: Member of the working group responsible for drafting the Gender Equality Plan (GEP) of the University of Bergamo.
- July 2020 – September 2021: Member of the Scientific Committee responsible for drafting the Gender Budget (BdG) of the University of Bergamo, serving as an expert in Diversity Management.
- November 2015 – September 2024: Chair of the Joint Staff–Student Committee of the Department of Business Administration, Economics and Quantitative Methods / Department of Business Sciences / School of Economics and Management, University of Bergamo.
- 2014 – 2016: Alternate member of the Single Guarantee Committee for equal opportunities, the promotion of staff well-being, and the prevention of discrimination (CUG), University of Bergamo.
- Academic Years 2011/2012 – 2013/2014: Representative of the scientific–disciplinary sector SECS-P/10 (Business Organisation) on the collegiate bodies of the Department of Business Administration, Economics and Quantitative Methods.
- Academic Years 2010/2011 – 2013/2014: Academic supervisor responsible for internship activities for first- and second-cycle degree programmes of the Faculty of Economics, in the strategic–organisational area.
- Academic Years 2009/2010 – 2019/2020: Member of the committee of the Boarding Pass internationalisation programme.
- Academic Year 2008/2009: Member of the committee that designed and developed the Boarding Pass internationalisation programme. The Boarding Pass programme, developed in collaboration with Freie Universität Berlin (Germany), IÉSEG School of Management Lille (France), Technische Universität Chemnitz (Germany), and the University of Washington Bothell (Seattle, USA), is an internationalisation programme addressed to all students enrolled in the second year of the Master's degree in Management, Finance and International Business, track *Management, Leadership and Marketing*.

### *Other Appointments:*

- Academic Year 2012/2013: Member of the committee appointed by the Department Council of Business Administration, Economics and Quantitative Methods for the application of evaluation criteria for applications for university research funds (former 60% funds / excellence funds) for 2013.
- Academic Year 2010/2011: Member of the committee appointed by the Department Council of Business Administration for the revision of evaluation criteria for applications for university research funds (former 60% funds) for 2011.
- Academic Year 2009/2010: Member of the committee appointed by the Department Council of Business Administration for the application of evaluation criteria for applications for university research funds (former 60% funds / excellence funds) for 2010.
- Academic Year 2008/2009: Member of the committee appointed by the Department Council of Business Administration for the revision of evaluation criteria for applications for university research funds (former 60% funds / excellence funds) for 2009.

*Stefano Basaglia*

*(Updated in February 2026)*