

Evelyn Micelotta
The University of Vermont
School of Business Administration
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Education

Ph D, University of Alberta - Alberta School of Business, 2015.
Major: Strategic Management and Organization

Ph D, Milan Polytechnic, 2009.
Major: Management, Economics, and Industrial Engineering

MS, Milan Polytechnic, 2005.
Major: Management, Economics, and Industrial Engineering

BS, Milan Polytechnic, 2001.
Major: Management, Economics, and Industrial Engineering

Non-UVM Employment History

Other

Associate Professor in Management, University of Ottawa Telfer School of Management. (2020 - 2024).

Assistant Professor of Management, University of New Mexico. (2015 - 2019).

Professional Memberships

Academy of Management. (2009 - Present).

European Group of Organization Studies. (2009 - Present).

Awards and Honors

The Editors Reviewer of the Year Award, Journal of Management Studies. (2022).

Best Social Entrepreneurship Paper Award, AOM. (2018). An effectual perspective on how social entrepreneurs select, combine, and orchestrate resources.

Family Business Review Excellent Reviewer Award, The Family Firm Institute. (2018).

JMS Annual Awards Karen Legge Prize-Winner. (2018).

ABCD Best Reviewer Award (Above and Beyond Call for Duty)., Organization & Management Theory Division -AOM. (2017).

ASM Foundation Fellowship, Anderson School of Management. (2017).

Family Business Review Excellent Reviewer Award, The Family Firm Institute. (2017).

Family Business Review Outstanding Reviewer Award, The Family Firm Institute. (2016).

Grigor McClelland Doctoral Dissertation Award, Honorable Mention, Society for the Advancement of Management Studies. (2016).

Family Business Review Excellent Reviewer Award, The Family Firm Institute. (2014).

Family Business Review Excellent Reviewer Award, The Family Firm Institute. (2013).

Best Reviewer Award (Above and Beyond Call for Duty), Organization & Management Theory Division-AOM. (2012).

Best Student Paper Award, Entrepreneurship Division. AOM Conference. (2012). "The Twilight Zone: Exploring the intersection of social, serial and academic entrepreneurship"

Family Business Review Excellent Reviewer Award., The Family Firm Institute. (2012).

Best Reviewer Award (Above and Beyond Call for Duty), Organization & Management Theory Division. AOM. (2009).

Best Dissertation Award., Chambers of Commerce. (2005).

TEACHING

Directed Student Learning

Supervisor PhD student. (2022 - Present).
Advised: Sana Pujani

RESEARCH

Published Intellectual Contributions

Books

Micelotta, E., Benedetti, C., Rovelli, P. (2023). Family Firm: A distinctive form of organization. *Elements in the Organization Theory Series*. Cambridge University Press.

Micelotta, E., Benedetti, C., Rovelli, P. (2023). *Family Firm*. Cambridge University Press.

Micelotta, E. (2010). *Professional Service Firms between Resistance and Change*. LAP Lambert Academic Publishing,.

Book Chapters

- Micelotta, E. (2023). Planning your contribution and paths to publication in family business research. *Field Guide to Family Business Research* (pp. 7-19). Edward Elgar Publishing.
- Micelotta, E. (2021). When does it make sense to hire a consultant?. *Enabling Next Generation Legacies: 35 Questions that Next Generation Members in Enterprising Families Ask*. Family Enterprise Knowledge Hub Publishing.
- Micelotta, E., Lounsbury, M., Greenwood, R. (2020). Chapter 17: Institutional Change. In A. Van de Van, S. Poole (Ed.), *Oxford Handbook of Organizational Change*. New York: Oxford University Press.
- Micelotta, E., Dorian, G. (2020). Country Report: Lawyers in Italy. In O. Hammerslev; H. Sommerlad; R. Abel; U. Schultz (Ed.), *Lawyers in Society: 30 Years After*.
- Micelotta, E., Biygautane, M., Gabbioneta, C., Cappellaro, G. (2020). In the land of sand and oil: How the macrofoundations of a tribal society shape the implementation of infrastructure public-private partnerships (PPPs) in Qatar.. In J. Gehman; V. Glaser; M. Toubiana; C. Steel; T. Hannigan (Ed.), *Research in the Sociology of Organizations, Macrofoundations of Institutions*. Emerald Publishing.
- Chow, D., Chan, X. W., Micelotta, E. (2020). Organizational Political Ideology, Host Country Institutions, and Impact on Employee Outcomes. *The Academy of International Business* (pp. 101-127). Springer International Publishing.
- Micelotta, E., Glaser, V. L., Dorian, G. (2020). Qualitative research in family business: methodological insights to leverage inspiration, avoid data asphyxiation and develop robust theory. *Handbook of Qualitative Research Methods for Family Business*. Edward Elgar Publishing.

Refereed Journal Articles

- Micelotta, E., Ciravegna, L., Nieri, F. Investigating the Complexity of Corporate Social Irresponsibility: A Configurational Analysis of Organizational Strain Factors. *To appear in Organization Studies*.
- Onishi, T., Micelotta, E., Wales, W. (2025). Institutional entrepreneurship: insights for researchers. *International Journal of Entrepreneurship and Small Business*, 54(3), 334-365.
- Micelotta, E., Suddaby, R., Silverman, B.S., Jaskiewicz, P., De Massis, A. (2023). History-Informed Family Business Research: An Editorial on the Promise of History and Memory Work. *Family Business Review*, 36(1), 4-16.

Conference Proceedings

- Micelotta, E., Onishi, T., Burkemper, A., Wales, B. (2018). *What matters when? An effectual perspective on how social entrepreneurs select, combine & mobilize critical resources..* Chicago: Best Paper Proceedings of the AOM Conference.
- Micelotta, E., Docekalova, I., Washington, M. (2014). *It' about time! The role of temporal orientation and framing sequence in entrepreneurial failure..* Philadelphia: Best Paper Proceedings of the AOM Conference.
- Micelotta, E., Washington, M. (2011). *Defending your institutions? The case of Italian lawyers..* San Antonio: Best Paper Proceedings of the AOM Conference.

Journal Articles

- Micelotta, E., Annosi, M., Martini, A., Mattarelli, E. (2022). Logics Shift & Depletion of innovation: a multi level study of agile use in a multinational telco company. *Emerald Books*(32(3)).
- Micelotta, E., Chow, D., Chan, X. (2021). Cross border M&As: Theorizing the negative effect of political ideology mismatch with host country. *128*, 164-173.
- Wales, W., Shirokova, G., Beliaeva, T., Micelotta, E., Marino, L. (2021). The impact of institutions on the entrepreneurial orientation-performance relationship. *Global Strategy Journal*, *11*(4), 656-685.
- Neubaum, D. O., Micelotta, E. (2021). WANTED—Theoretical Contributions: An Editorial on the Pitfalls and Pathways in Family Business Research. *Family Business Review*, *34*(3), 242-250.
- Yi Lin Chow, D., Wen Chan, X., Micelotta, E. (2021). Cross-border M&As: Theorizing the negative effect of political ideology mismatch with host country labor institutional context on employee outcomess. *Journal of Business Research*, *128*, 164-173.
- Shirokova, G., Morris, M. H., Laskovaia, A., Micelotta, E. (2021). Effectuation and causation, firm performance, and the impact of institutions: A multi-country moderation analysis. *Journal of Business Research*, *129*, 169-182.
- Micelotta, E., Lounsbury, M. (2019). Building bridges to cross oceans: Reflections on organization studies in the 21st century.. *Stato e Mercato*, *39*(3), 327-375 Invited Contribution.
- Micelotta, E., Ge, J. (2019). When does family matter? Legitimacy pressures and corporate philanthropy in Chinese private firms.. *Organization Studies*, *40*(6), 833-857.
- Sasaki, I., Ravasi, D., Micelotta, E. (2019). Family Firms as Institutions: Cultural reproduction and status maintenance among multi-centenary *shinise* in Kyoto. *Organization Studies*, *40*(6), 793-831.
- Ge, J., Micelotta, E. (2019). When Does the Family Matter? Institutional pressures and corporate philanthropy in China. *Organization Studies*, *40*(6), 833-857.
- Micelotta, E., Washington, M., Docekalova, I. (2018). Industry Gender Imprinting and New Venture Creation: The Liabilities of Women's Leagues in the Sports Industry. *Entrepreneurship Theory and Practice*, *42*(1), 94-128.
- Micelotta, E., Lounsbury, M., Greenwood, R. (2017). Pathways of Institutional Change: An Integrative Review and Research Agenda. *Journal of Management*, *43*(6), 1885-1910.
- Micelotta, E., Fairclough, S. (2013). Beyond the family firm: Reasserting the influence of the family institutional logic across organizations.. *Research in the Sociology of Organization*, *39B*.
- Micelotta, E., Washington, M. (2013). Institutions and maintenance: The repair work of Italian professions.. *Organization Studies*, *34*(8), 1137-1170.
- Micelotta, E., Raynard, M. (2011). Concealing or revealing the family? Corporate brand identity strategies in family firms.. *Family Business Review*, *24*(3), 197-216.

Micelotta, E., Greenwood, R., Raynard, M., Kodeih, F., Lounsbury, M. (2011). Institutional complexity and organizational responses.. *AOM Annals*, 5, 317-371.

Cagliano, R., Caniato, F., Golini, R., Longoni, A., Micelotta, E. (2011). The impact of country culture on the adoption of new forms of work organization. *International Journal of Operations & Production Management*, 31(3), 297-323.

Presentations Given

Micelotta, E., Barbera, F., Jim, D., Chittenden, T., Sharma, P. (Author & Presenter), Family Enterprise Research Conference, "Case Competitions as Field Configuring Events: Insights from the Schlesinger Global Family Enterprise Case Competition (SG-FECC).", FERC, Dublin, Alabama, Ireland. (July 2025).

Micelotta, E., Barbera, F., Jim, D., Chittenden, T., Sharma, P. (Author & Presenter), Family Enterprise Research Conference, "Case Competitions as Field Configuring Events: Insights from the Schlesinger Global Family Enterprise Case Competition (SG-FECC).", FERC, Dublin, Alabama, Ireland. (July 2025).

Micelotta, E., Barbera, F., Jim, D., Chittenden, T., Sharma, P. (Author & Presenter), SGPC - STEP Project Global Consortium, "Case Competitions as Field Configuring Events: Insights from the Schlesinger Global Family Enterprise Case Competition (SG-FECC).", 20th Global Summit of SGPC, Monterrey, Alabama, Mexico. (May 2025).

Micelotta, E., Nieri, F., Ciravegna, L., AIB Conference, "Investigating the complexity of corporate social irresponsibility: a configurational analysis of family and non-family businesses," Miami, Florida. (2022).

Micelotta, E., Biygautane, M., Clegg, S.R., AOM Conference, "Policy networks and socio-symbolic work: The failure of Public- Private Partnership (PPP) in Kuwait,." (2021).

Micelotta, E., Benedetti, C., De Massis, A., Kotlar, J., AOM Conference, "Stakeholder salience and firm responses to stakeholder claims: Insights from family firms.." (2021).

Micelotta, E., Chow, D., Chan, X., AIB Conference & the AMJ Paper Development Workshop, Nanyang Business School, Singapore, "Cross-border M&As: A role theory perspective on how the mismatch between organizational political ideology and host country institutions impacts employee outcomes.." (2019).

Micelotta, E., Cappellaro, G., Gabbioneta, C., Pratt, M., AOM Conference, "The process of identity construction of nascent occupations: The case of the American Astronauts (1959-1974)." (2019).

Micelotta, E., Onishi, T., Burkemper, A., Wales, B., AOM Conference, "What matters when? An effectual perspective on how social entrepreneurs select, combine and mobilize critical resources," Chicago, Illinois, United States. (2019).

Micelotta, E., Biygautane, M., EGOS (European Group of Organization Studies) Conference, "ctors, institutions and organizations: How policy games affect the implementation of public-private partnerships (PPPs) in Kuwait," Edinburgh, Scotland. (2019).

Micelotta, E., Cappellaro, G., Gabbioneta, C., 34nd EGOS Colloquium, Tallin, Estonia & the Professional Service Firms Oxford Conference, Oxford, UK., "The process of identity

- construction of nascent occupational groups in conditions of organizational and institutional pressure: The case of the early American astronauts (1959- 1974)." (2018).
- Micelotta, E., Shirokova, G., Laskovaia, A., Morris, M., Osiyevskyy, O., USASBE (United States Association for Small Business and Entrepreneurship), "Decision-making logic and venture performance: The role of formal institutions," Florida, United States. (2018).
- Micelotta, E., Cappellaro, G., Gabbioneta, C., 33rd EGOS Colloquium, Copenhagen, Denmark., "Becoming astronauts: A multi-level process model of relational identity work in nascent occupations.." (2017).
- Micelotta, E., Academy of Management, "Research on Stigmatization," Anaheim, United States. (2017).
- Micelotta, E., Onishi, T., AOM Conference, "Building a resource-based model of social entrepreneurship," Atlanta, Georgia, United States. (2017).
- Micelotta, E., Washington, M., Enterprise Conference (TOFE). University of St. Gallen, "Invited commentary," Switzerland. (2017).
- Micelotta, E., Cappellaro, G., Gabbioneta, C., 32nd EGOS Colloquium, "Becoming an astronaut: Identity work in a nascent profession.," Naples, Italy. (2016).
- Micelotta, E., Wijen, F., Ansari, S., AOM Conference, "commons logic in academic publishing: The emergence of Open Access," Anaheim, California, United States. (2016).
- Micelotta, E., Ge, J., AOM Conference, "Living in the triplet world: The market, family, and state logics and corporate philanthropy.," Anaheim, California, United States. (2016).
- Micelotta, E., Family Firm Institute (FFI) Global conference, "No presentation info provided-just attendance?." (2016).
- Micelotta, E., AOM Conference, "Institutional change in ossified fields: The accommodation of Open Access in higher education publishing.," Vancouver, Canada. (2015).
- Micelotta, E., Docekalova, I., Washington, M., AOM Conference, "It's about time! The role of temporal orientation and framing sequence in entrepreneurial failure," Philadelphia, Pennsylvania, United States. (2014).
- Micelotta, E., AOM Conference, Philadelphia USA & 30th EGOS Colloquium Rotterdam Netherlands, "Institutional maintenance as accommodation of change: The case of Open Access in higher education publishing.." (2014).
- Micelotta, E., 1st Austrian Young Scholar Workshop, "How political dynamics shape the extent and direction of logics' change: The case of Open Access in higher education publishing.," Linz, Austria. (2013).
- Micelotta, E., ABC Network Conference, "The resurgence and resettlement of institutional complexity in mature fields: Open Access publishing, 1990-2008," Banff, Canada. (2012).
- Micelotta, E., AOM Conference, "The twilight zone: Exploring the intersection of social, serial and academic entrepreneurship," Boston, Massachusetts, United States. (2012).
- Micelotta, E., Fairclough, S., AOM Conference, "Beyond the family firm: Reasserting the influence of the family institutional logic across organizations.," San Antonio, Texas, United States. (2011).

Micelotta, E., Washington, M., AOM Conference, "Institutions and maintenance: The repair work of Italian professions.," San Antonio, Texas, United States. (2011).

Micelotta, E., Fairclough, S., 26th Colloquium European Group of Organization Studies (EGOS),, "Lilliputian logics: How the big four accounting firms conquered the Italian market.," Lisbon, Portugal. (2010).

Micelotta, E., Washington, M., 6th Workshop in Neo-Institutionalism, "Institutions and maintenance: The repair work of Italian professions," Lyon, France. (2010).

Micelotta, E., Raynard, M., AOM Conference, "Concealing or revealing the family? Corporate brand identity strategies in family firms.," Montreal, Canada. (2010).

Awards and Honors

Most Timely Case Study Award. (2022). 2022 Published paper "Logics" shift and depletion of innovation. A multi level case study of Agile, use in a multinational telco company.

Academy of Management Annals Decade Award, AOM. (2021). For the 2011 published paper "Institutional Complexity and Organizational Responses". 2021 AOM

Research Currently in Progress

"CASE COMPETITIONS AS FIELD CONFIGURING EVENTS: INSIGHTS FROM THE SCHLESINGER GLOBAL FAMILY ENTERPRISE CASE COMPETITION (SG-FECC)" (On-Going). Co-Author(s): Micelotta, Evelyn, Sharma, Pramodita, Jim Davis (Utah State University), Francesco Barbera (Ted Rogers School of Management at Ryerson University), Chittenden, Thomas
An empirical study in preparation for submission to Academy of Management Learning and Education. Submitted to STEP and FERC conferences for feedback.

"Destigmatizing highly complex mental disorders: The case of borderline personality disorder." (Planning). Co-Author(s): Micelotta, Evelyn
An empirical study in the early stage of planning

"INNOVATIVENESS POST-SUCCESSION IN FAMILY ENTERPRISES: EXPLORING THE TENSION BETWEEN INCUMBENT IMPRINTING AND SUCCESSOR SELF-DETERMINATION" (On-Going). Co-Author(s): Micelotta, Evelyn, Maria Carmela Annosi, Ludovica del Barone (University of Salento)
An empirical study submitted to Entrepreneurship Theory and Practice. We are at the second R&R.

"INSTITUTIONAL ACCOMMODATION IN OPEN ACCESS PUBLISHING: NEW DIRECTIONS IN THE STUDY OF INSTITUTIONAL LOGICS AND CHANGE" (On-Going). Co-Author(s): Micelotta, Evelyn, Chelsea DUFRESNE (University of Alberta), Michael Lounsbury (University of Alberta)
A book chapter from my dissertation to be published in the Series Research in the Sociology of Organizations (RSO)

"Techno-Babel: How Participation Architectures amplify and temper Polarization" (On-Going). Co-Author(s): Massa, Felipe, Micelotta, Evelyn

"The axiology of artificial intelligence: Understanding value inscription in Ai systems" (On-Going). Co-Author(s): Micelotta, Evelyn, Vern Glaser (University of Alberta), Jennifer Sloan (University of Alberta), Rodrigo Valadao (Neoma Business School)
a theory paper submitted to the Special Issue on AI in Academy of Management Review. We received a revise and resubmit invitation.

"THE LAYERED ACCRETION OF IDENTITY IN NEW OCCUPATIONS: THE AMERICAN ASTRONAUT (1958-1974)" (On-Going). Co-Author(s): Micelotta, Evelyn, Giulia Cappellaro (Bocconi University), Claudia Gabbioneta (York University), Mike Pratt (Boston College)
An empirical paper at the third round of revision in Administrative Science Quarterly. To be resubmitted in April 2025

"The tragedy of the commons in academic publishing: The accommodation of Open Access." (Planning). Co-Author(s): Micelotta, Evelyn, Michael Lounsbury (University of Alberta), Frank Weijn (Leuven University)
An empirical article in preparation for the Special Issue on Commons by Business and Society

SERVICE

College Service

Attendee, Meeting, Entrepreneurship Curriculum Development. (2025 - Present).

Committee Member, Admission Committee to MBA Program. (2021 - Present).

Committee Member, Anderson School of Management (UNM) Scholarship Committee. (2019 - Present).

Committee Member, Anderson School of Management (UNM) Search Committee. (2017 - Present).

Committee Member, GSB Dean Search Committee. (2025 - 2026).

Graduate Professional Programs Committee. (2022 - 2024).

Committee Member, Scholarship Evaluation Committee. (2022 - 2023).

Committee Member, SSHRC Insight Grants. (2021 - 2023).

Committee Member, Communication Committee, Organization & Management Theory Division. (2009 - 2015).

Professional Service

Editor, Journal Editor, Family Business Review. (2024 - Present).

Editorial Review Board Member, Academy of Management Journal. (2022 - Present).

Editor, Special Issue, Family Business Review. (2022 - Present).

Editor, Senior Editor, Organization Studies. (2022 - Present).

Editorial Review Board Member, Journal of Management. (2020 - Present).

Editorial Review Board Member, Organization Theory. (2020 - Present).

Editor, Associate Editor, Family Business Review. (2019 - Present).

Editorial Review Board Member, Journal of Management Studies. (2018 - Present).

Editor, Special Issue, Family Business Review. (2025 - 2026).

Editor, Special Issue, Organization Studies. (2025 - 2026).

Track Organizer, European Group of Organization Studies (EGOS) 2025 Conference, Athens. (2025).

Editorial Review Board Member, Organization Studies. (2016 - 2022).

Editorial Review Board Member, Family Business Review. (2011 - 2019).

Public Service

Guest Speaker, Asia Pacific Family Business Symposium 2025, Kuala Lumpur. (2025).

Guest Speaker, University of Bari. (2025).