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Current Position

Assistant Professor, *Bocconi University*, Department of Management and Technology, 2021-
Research Affiliate, *CEPR*, 2021-
Affiliate Member, *CESifo*, 2021-

Previous Position

Assistant Professor, *Universitat Pompeu Fabra*, Department of Economics and Business, 2017-2021
Affiliated Professor at *Barcelona Graduate School of Economics*, 2017-2021
Marie-Curie Researcher, 2018-2020.

Education

2013-2017 PhD in Economics, *London School of Economics*, UK.
2015 Visiting Research Scholar, *Stanford University*, US.
2014 Price Theory Scholar, *University of Chicago*, US.
2011-2013 MRes in Economics (Merit), *London School of Economics*, UK.
2005-2007 MA in Economics, *UniAndes*, Colombia.
2004-2006 MSc in Economic, *Universidad Javeriana*, Colombia.
1999-2003 B.A in Economics, *USTA*, Colombia.

Publications

Labour Boundaries and Skills: The case of Lobbyists, *Management Science*, 67 (3): 1586–1607, 2021.

Unwilling to Train? Firm Responses to the Colombian Apprenticeship Regulation, with Santiago Caicedo & Arthur Seibold. *Econometrica, Lead Article*, 90 (2): 507-550, 2022.

Talent Poaching and Job Rotation, with Diego Battiston and Shuo Liu. *Management Science*, 71 (4), 2975-2992, 2025.

Worker Skills and Organizational Spillovers: Evidence from Linked Training and Communications Data, with Christopher Stanton. *Forthcoming, Journal of Political Economy*.

Other Publications

Reproducibility in Management Science, with Fišar, M., et al. as a member of the Management Science Reproducibility Collaboration). *Management Science*, 70 (3), 1343-1356, 2024.

Assessing Information: The Content of Asynchronous Communication in Hybrid Work, with Prithwiraj (Raj) Choudhury, Tarun Khanna, Christos A. Makridis, Kyle Schirrmann. *Forthcoming, American Economic Review, P&P*. May 2026.

Working Papers

Board of Directors' Theories and Choice of CEO. With Arnaldo Camuffo, Alfonso Gambardella & Andrea Pignataro. **Revise and Resubmit (2nd Round), Organization Science.**

Sleeping with the Enemy: How Politicians and Interest Groups Adapt their Collaborations in the face of Reputational Threats, with Akhil Ilango and Giorgio Zanarone, **Revise and Resubmit (2nd Round), Journal of Law, Economics and Organization.**

The Effect of Communication and Transparency on Emergency Department Testing and Length of Stay, with Hyunjin Kim, Sergio Prada. **Revise and Resubmit (2nd Round), Strategic Management Journal.**

How Colocation Shapes Internal Communication: Evidence from a Randomized Hybrid-Work Experiment, (Lead Author) with Prithwiraj (Raj) Choudhury, Tarun Khanna, Christos A. Makridis, Kyle Schirrmann. **Revise and Resubmit, Management Science.**

Who Learns What in Firms? Workers Improve Execution, Managers Improve Flow, with Yuyu Chen, Yu Wang, Xinjue Yao & Jingchen Zhu. **Revise and Resubmit, Strategic Management Journal.**

The Value of Relational Collusive Arrangements in the Colombia Electricity Market, Rocco Macchiavello, Mario Bernasconi & Carlos Suarez. **Submitted.**

Lobbying around the Green Deal: Contracting Advantages for Carbon-Intensive Firms, with Nel Dutt, Johan Rath, Elie Sung, Ruyue Li & Andrea Fosfuri. **Submitted.**

Value Dissonance at Work, with Alexia Delfino.

Work in Progress (Selected Work-in-Progress)

Task Complexity, Doctor Experience, and the Value of Supervisors: Evidence from an Emergency Department, with Prithwiraj (Raj) Choudhury, Victoria Sevcenko and Sergio Prada

Early-Bird and Relational Contracts, with Miguel Martinez and Mario Bernasconi.

Pre-PhD Publications

Representations and Identities for Homogeneous Technologies, *The B.E. Journal of Theoretical Economics*, with H. Vallejo & P. Bonaldi, Vol. 9: Iss. 1 (Topics), Article 29, 2009.

Identities for Homogeneous Utility Functions, *Economics Bulletin*, with J. Prada, Vol. 32 No. 3 pp. 2026-2034, 2012.

Teaching Experience

Bocconi University

2021-2026 Organizational Theory (Undergraduate)

2022-2023 Microfoundations for Business Studies (PhD)

2023-2026 Advanced Econometrics for Business Studies (PhD)

2021-2022 Advances in Organizations (PhD)

Universitat Pompeu Fabra

2017-2020 Business Economics I-II (Undergraduate)

Honours, Scholarships and Fellowships.

2022, 2024, 2025 Bocconi Research Excellence Award

2022 Bocconi Junior Research Grant

2021 Bocconi Management Department Internal Grant

2021 SMS Annual Conference Best Paper Prize Nomination.

2018-2020 Marie Curie Individual Fellowship

2018 Barcelona GSE Seed Grant

2017 XXXII JEI Young Economist Award.

2015-2017 LSE Teaching Fellowship.

2016 Best Research Paper Award, IOEA.

2016 Fundación Ramón Areces Award Grant.

2016 STICERD Research Grant.

2016 IOEA Full Scholarship.

2011-2015 LSE Economics Department Scholarship.

2014 Price Theory Scholar, University of Chicago.

2014 Full Scholarship for 25th Jerusalem School in Economic Theory.

2014 Nominated for LSESU Student Led Teaching Excellence Award.

2013 RES-York Summer School Award.

2013 Scholarship for University of Chicago Price Theory Summer Camp.

2011-2013 Colfuturo Scholarship.

2012 SSME Full Fellowship, Centro di Ricerca Matematica Ennio De Giorgi.

2010 Scholarship for 1SPSAS, Game Theory Society.

2009 Most Promising Alumnus Award, USTA.

2009 LACEA-LAMES Scholarship.

2009 X JOLATE Scholarship.

1998-2008 Ten-year Colombian Government Scholarship for undergraduate and graduate studies.

2007 SSPD Research Grant.

2004 Full Tuition Merit Award, USTA.

2003 Dean's list, USTA.

1995 Colombian Mathematical Olympiad Honourable mention.

Presentations

2024: LBS, Peking University, INSEAD, AOM Chicago, Lausanne Economics and Management Workshop, SMS Istanbul, Madrid Work and Organizations, Second International Conference on the Economics of Working Environment, SIOE Chicago, NBER Personnel Economics, Wharton People and Organizations, Organizational Design Community Annual Conference 2024.

2017-2022: 2017 JIE; 4th Organizational Economics Workshop Paris-Berkeley; 2018 IOEA; SIOE 2018 HEC, Montreal; 2018 HKU Organizational Economics Workshop; 5th Organizational Economics Workshop Paris-Berkeley; SIOE 2019, Stockholm School of Economics; 2019 Workshop on Natural Experiments and Controlled Field Studies, SIOE 2020, 2020 Workshop on Relational Contracts, NBER Organizational Economics Meeting Spring 2021, CEP-CVER Spring Seminar Series, ESADE, ICESI, LMU, 2021 SIOE, NBER Personnel Economics Summer Institute 2021, 2021 SMS Conference, Michigan U, EIEF, Frankfurt, 2022 CEPR IMO.

2014-2017: CUNEF, Navarra University, Universitat Pompeu Fabra, Duke University-Fuqua School of Business SIOE 2017, Columbia University, Pontificia Universidad Javeriana, Universidad de los Andes (Department of Management), Universidad de los Andes (Department of Economics), Pontificia Universidad Catolica de Chile, 17th Annual Strategy and Business Environment Conference, Duke University (Law School), London School of Economics (Department of Economics), London School of Economics (Department of Management), 2016 IOEA, London School of Economics (Department of Economics), London School of Economics (Department of Government), SIOE 2016 (Paris School of Economics), International Industrial Organization Conference 2016, IIOC (Drexel University LeBow School of Business). University of Chicago (Department of Economics), University of Chicago (Harris School of Public Policy), Stanford University (Department of Economics).

Professional Activities

Referee: *Econometrica, Management Science, Strategic Management Journal, Academy of Management Journal, Quarterly Journal of Economics, Journal of Political Economy, Economic Journal, RAND Journal of Economics, International Journal of Industrial Organization (IJKO), Journal of Human Resources, Journal of Law, Economics, and Organization (JLEO), European Economic Review, Journal of Mathematical Economics, B.E Journal of Theoretical Economics, LABOUR, Strategy Science.*

Coordinating Activities: *Organizer of Barcelona GSE Organizational Economics Summer Workshop (2018, 2019, 2020, 2021, 2023, 2024). Organizer of Bocconi Non-Market Strategy Workshop (2023, 2024). Organizer of SHC SMS mentoring program Brown Bag Series (2025), Bocconi Strategic Human Capital Workshop (2025).*

Master Thesis Directed. X35.

Languages and Computer Skills

Languages: Spanish: Mother tongue; English: Fluent; Italian: Medium-Basic (B1).

Experienced IT: LaTeX, Stata, Eviews, SPSS, UltraEdit-32, MatLab, Python and R.

Basic IT: Mathematica, CrystalBall.