

Marcello RUSSO

Associate Professor | Department of Management | University of Bologna | Email:

Website: <https://www.unibo.it/sitoweb/marcello.russo2/en>

ACADEMIC POSITIONS

University of Bologna

Department of Management

Full Professor of Organizational Behavior (2022 – now)

Member of the Research Commission (2021 – present)

Bologna Business School

Associate Director of the Corporate Global MBA Ferrari (2021 – present)

Director of the Global MBA (2019 – present)

Co-Director of the Master in Human Resources and Organization (2017 – 2021)

Co-Director of the HR Management Open Program (2017 – 2019)

Kedge Business School

Department of Management

Visiting Professor (2017 – 2022)

University of Bologna

Department of Management

Associate Professor of Organizational Behavior (2019 – 2022)

Assistant Professor of Organizational Behavior (2016 – 2019)

Kedge Business School

Department of Management

Assistant Professor of Organizational Behavior (2013 – 2017)

Neoma Business School

Department of Management

Assistant Professor of Organizational Behavior (2012 – 2013)

EDUCATION

London Business School

International Teachers Program (2019)

University of Naples Parthenope – Department of Management

Ph.D. in Management (2011)

University of Naples Parthenope – Department of Management

M.A. Management (2007)

JOURNAL PUBLICATIONS

1. **Russo, M.** & Morandin, G. (forthcoming). A network approach to work-family conflict. *Human Resource Management Review*.
<https://www.sciencedirect.com/science/article/pii/S1053482222000626?dgcid=author>
2. Buonocore, F., **Russo, M.**, & De Gennaro, D. (forthcoming). Coping with Organizational Changes Due to Executives' Succession: The Role of Personal and Contextual Resources for Job Crafting. *International Journal of Public Sector Management*. doi: 10.1108/IJPSM-03-2022-0085

3. Pellerin, S., Ollier-Malaterre, A., Kossek, E.E., Afota, M., Cousineau, L., Lavoie, C., Leon, E., Beham, B., Morandin, G., **Russo, M.**, Jaga, A. Ma, J., Lu, C., & Parent-Rochelleau, X. (2023). The Right to Disconnect. *Stanford Social Innovation Review*, Winter Issue, 41-45.
4. Kossek, E.E., Perrigino, M., **Russo, M.**, & Morandin, G. (2023) Missed Connection between the leadership and work-life fields: Work-life supportive leadership as the key to the dual agenda. *Academy of Management Annals*, Vol. 17, Issue 1.
5. Wang, F., Jiong, W, **Russo, M.** & Gao, L. (2022). The influence of successor's implicit power and explicit power on dual innovation-----the mediating effect of board dissent. *PLOS ONE*, 17(11): e0275603.
6. Yu, A., Pichler, S., **Russo M.**, Hammer, L. (2022). Family-Supportive Supervisor Behaviors and Work-Family Conflict: The Role of Stereotype Content, Supervisor Gender, and Gender Role Beliefs. *Journal of Occupational and Organizational Psychology*, 95(2), 275–304.
7. Morandin, G., **Russo, M.**, & Bergami, M. (2021). Imagining the Newcomer-Supervisor Relationship: Future Relational Self in the Workplace. *Human Resource Management Journal*, 31(4), 1010–1024.
8. **Russo, M.** & Morandin, G. (2020). Case Study: Stick with a Bad New Boss or Cut Your Losses? *Harvard Business Review*, July-August, 166–170.
9. Buonocore, F., De Gennaro, D., **Russo, M.**, & Salvatore, D. (2020). Cognitive Job Crafting: A Possible Response to Increasing Job Insecurity and Declining Professional Prestige. *Human Resource Management Journal*, 30(2), 244-259.
10. Ollier-Malaterre, A., Haar, J., Sunyer, A., & **Russo, M.** (2020). Supportive organizations, work-family enrichment and job burnout in low and high humane orientation cultures. *Applied Psychology. An International Review*, 69(4), 1215–1247.
11. **Russo, M.**, Ollier-Malaterre, A., & Morandin, G. (2019). Breaking out from Constant Connectivity: Agentic Regulation of Smartphone Use. *Computers in Human Behaviors*, 98, 11–19.
12. Riva, E., Lucchini, M., & **Russo, M.** (2019). Societal Gender Inequality as Moderator of the Relationship Between Work–Life Fit and Subjective Well-Being: A Multilevel Analysis Across European Countries. *Social Indicators Research*, 143(2), 657–691.
13. Haar, J., Sune, A., **Russo, M.**, & Ollier-Malaterre, A. (2019). A cross-national study on the antecedents of work-life balance from the fit and balance perspective. *Social Indicators Research*, 142(1), 261–282.
14. Bouraoui, K., Bensemmane, S., Ohana, M., & **Russo, M.** (2019). Corporate social responsibility and employees' affective commitment: A multiple mediation model. *Management Decision*, 57(1), 152–167.
15. Kim, R., Roberson, L., **Russo, M.**, & Briganti, P. (2019). Language Diversity, Nonnative Accents and their Consequences at Workplace: Recommendations for Individuals, Teams, and Organizations. *The Journal of Applied Behavioral Science*, 55(1) 73-95.
16. **Russo, M.**, Ollier-Malaterre, A., Kossek, E.E., & Ohana, M. (2018). Boundary Management Permeability and Relationship Satisfaction in Dual-Earner Couples: The Asymmetrical Gender Effect. *Frontiers in Psychology*, 9, 1723.
17. Kraak, J., **Russo, M.** & Jimenez, A. (2018). Work-life balance psychological contract perceptions for older workers. *Personnel Review*, 47(6), 1194–1220.

18. Morandin, G., **Russo, M.**, & Ollier-Malaterre, A. (2018). Put down that phone! Smart use of Smartphones for Work and Beyond. *Journal of Management Inquiry*, 27(3), 352-356.
19. **Russo, M.**, Buonocore, F., Carmeli, A., & Guo, L. (2018). When family supportive supervisors meet employees' need for caring: Implications for work-family enrichment and thriving. *Journal of Management*, 44(4), 1678-1702.
20. **Russo, M.**, Bergami, M., & Morandin, G. (2018). Surviving a day without smartphone. *MIT Sloan Management Review*, Winter, 7-9.
21. Bosch, M.C., Las Heras, M., **Russo, M.**, Grau-Grau, M., & Rofcanin, Y. (2018). How context matters: The relationship between family supportive supervisor behaviors and motivation to work moderated by gender inequality. *Journal of Business Research*, 82, 46-55.
22. Jimenez, A., **Russo, M.**, Kraak, J., & Jiang, F. (2017). Corruption and private participation projects in Central and Eastern Europe. *Management International Review*, 57(5), 775-792.
23. **Russo, M.**, Gazi, I. & Koyuncu, B. (2017). Non-native accents and stigma: How self-fulfilling prophesies can affect career outcomes. *Human Resource Management Review*, 27(3), 507-520.
24. Guo, L., Baruch, Y. & **Russo, M.** (2017). Work resources and civic engagement: Benefits to employees physical and mental health. *Journal of Vocational Behaviors*, 100, 56-66.
25. Carmeli, A., & **Russo, M.*** (2016). The power of micro-moves in cultivating regardful relationships: Implications for work-home enrichment and thriving. *Human Resource Management Review*, 26(2), 112-124.
26. **Russo, M.**, Shteigman, A., & Carmeli A. (2016). Workplace and family support and work-life balance: Implications for individual psychological availability and energy at work. *Journal of Positive Psychology*, 11(2), 173-188.
27. Buonocore, F., **Russo, M.**, Ferrara, M. (2015). Work-family conflict and job insecurity: Are workers from different generations experiencing true differences? *Community, Work & Family*, 18(3), 299-316.
28. **Russo, M.** (2015). Work-home enrichment and health: An analysis of mediating role of persistence in goal striving and vulnerability to stress. *The International Journal of Human Resource Management*, 26(19), 2486-2502.
29. **Russo, M.**, Buonocore, F., & Ferrara, M. (2015). Motivational Mechanisms Influencing Error Reporting among Nurses. *Journal of Managerial Psychology*, 30(2), 118-132.
30. Haar, J., **Russo, M.***, Sune, A., & Ollier-Malaterre, A. (2014). Outcomes of Work-Life Balance on Job Satisfaction, Life Satisfaction and Mental Health: A Study across Seven Cultures. *Journal of Vocational Behavior*, 85, 361-373. *First two authors contributed equally. *Most downloaded article for 2018.*
31. **Russo M.**, Guo, L., & Baruch Y. (2014). Work attitudes, career success and health: Evidence from China. *Journal of Vocational Behavior*, 84(3), 248-258.
32. Buonocore F., & **Russo, M.** (2013). Reducing the effects of work-family conflict on job satisfaction: The kind of commitment matters. *Human Resource Management Journal*, 23(1), 91-108.
33. **Russo M.**, & Buonocore F. (2012). The relationship between work-family enrichment and nurse turnover. *Journal of Managerial Psychology*, 27(3), 216-236.

34. **Russo, M.** (2012). Diversity in goal orientation, team performance, and internal team environment. *Equality, Diversity, and Inclusion: An International Journal*, 31(2), 124–143.
35. **Russo, M.** (2011). Contingent work and Organizational Attitudes in Family and Nonfamily Firms. An Analysis of Italian Hospitality Industry. *Small Business: Piccola Impresa*, 1, 45–68.

PUBLICATIONS IN ITALIAN JOURNALS

36. **Russo M.** (2022). L'Italia del 2042: l'avvento di una nuova cultura organizzativa. *Harvard Business Review Italia*, Giugno.
37. **Russo M.** (2021). Case Study. La nuova direttrice generale. *Harvard Business Review Italia*, Ottobre, 109–114.
38. **Russo, M.** & Morandin, G. (2021). Case Study. Il nuovo impiego non è soddisfacente: meglio resistere o limitare i danni? *Harvard Business Review Italia*, Gennaio-Febbraio, 2-8.
39. Morandin G., **Russo M.**, Melcarne R. (2020). Master accreditati: Un'opportunità per i giovani talenti, un plus per le aziende. *Direzione del Personale*, 3, 73-75.
40. **Russo, M.**, & Morandin, G. (2018). Work-life balance questione di cultura. *Economia & Management*, 5-6, settembre/dicembre, 69-75.
41. **Russo, M.** & Morandin, G. (2017). Day 1: Momento chiave per performance durature. *Harvard Business Review Italia*, Marzo, 110-111.
42. Buonocore F., **Russo, M.**, & Roberson L. (2015). Minaccia da stereotipo e comportamenti organizzativi per gli operatori sanitari. *Mecosan*, 96, 153–158.
43. **Russo, M.** (2015). La corruzione e la fiducia nelle competenze. *Harvard Business Review Italia*, September, 100-101.
44. Buonocore, F., Salvatore, D., & **Russo, M.** (2015). Fare job crafting crea coinvolgimento e migliora le performance sul lavoro. *Prospettive in Organizzazione*, ISSN: 2465-1753.
45. **Russo, M.** (2014). Leadership: Effetto Pigmalione. *Harvard Business Review Italia*, June, 78.
46. Buonocore F., **Russo M.**, & Roberson, L. (2014). Il diversity training per il superamento degli stereotipi nell'organizzazione. *Sviluppo & Organizzazione*, 257, 42–54.
47. **Russo, M.**, Buonocore, F., & Ferrara, M. (2012). Inquadramento concettuale, prospettive teoriche e tendenze evolutive negli studi sulla diversità nei gruppi di lavoro. *Studi Organizzativi*, 1, 31–61.
48. Buonocore, F., & **Russo, M.** (2011). Un modello di analisi organizzativa delle catene alberghiere. *Sviluppo & Organizzazione*, 244, 68–79.
49. Buonocore, F., Cozza, V., Ferrara, M., & **Russo, M.** (2010). L'incertezza nelle relazioni di lavoro: Una prospettiva di analisi di comportamento organizzativo. *Sviluppo & Organizzazione*, 240, 36–43.

BUSINESS ARTICLES

50. **Russo, M.** & Lupu, I. (2021). Why young professionals should prioritize rest over work. *Harvard Business Review*. <https://hbr.org/2021/11/why-young-professionals-should-prioritize-rest-over-work>
51. **Russo, M.**, Morandin, G., & Bergami, M. (2021). “How to build a good relationship with your boss”. *Harvard Business Review* <https://hbr.org/2021/09/what-you-need-to-build-a-good-relationship-with-your-new-boss>
52. Russo M. & Morandin G., (2020). “The happy workaholic”. *CUWFA Quarterly Review*, Spring, pp. 3
53. **Russo, M.** & Morandin, G. (2019). Better Work-Life Balance Starts with Manager. *Harvard Business Review* (digital article). <https://hbr.org/2019/08/better-work-life-balance-starts-with-managers>
54. **Russo, M.**, Ollier-Malaterre, A., & Morandin, G. (2019). If You Want to Use Your Phone Less, First Figure Out Why. *Harvard Business Review* (digital article). <https://hbr.org/2019/06/if-you-want-to-use-your-phone-less-first-figure-out-why>
55. Russo M., Morandin G. (2018). “Work-life balance in azienda: così lavorare è gratificante e la produttività ci guadagna” [Work-life balance in the company: working in this way is rewarding and the productivity increases]. *La Repubblica, Affari&Finanza*. 15 ottobre, pp. 44-45.
56. **Russo, M.** (2013). Rientrare a 50 anni si può. *La Repubblica, Speciale Lavoro*, Novembre.
57. **Russo M.** (2013). Adriano Olivetti (1901-1960) and the Relationship between Work and the Rest of Life. Article published on May 22nd, 2013 on the *Wharton University Work/Life Integration Forum*. <http://worklife.wharton.upenn.edu/2013/05/adriano-olivetti-1901-1960-and-the-relationship-between-work-and-the-rest-of-life/>
58. **Russo M.** (2013). Adriano Olivetti: una visione illuminata della relazione tra lavoro e vita privata » Article published on June 14th, 2013, on the blog of *Harvard Business Review Italia*. Available at this link: <http://www.hbritalia.it/blog/item/1027-adriano-olivetti-una-visione-illuminata-della-relazione-tra-lavoro-e-vita-privata.html>

BOOK CHAPTERS

59. Bergami, M., Morandin, G., & **Russo M.**, (2022). Le Persone. In Lipparini A. (Eds). *L'impresa. Fondamenti di economia e gestione sostenibile*. Il Mulino
60. **Russo, M.**, Morandin, G., & Manca, C. (2022). How can organizations improve virtual onboarding? Key learning from the pandemic. In Bergum, S., Vold, T. and Peters, P (Eds.) *New perspectives on virtual management and HRM for the “New Normal”*, Palgrave.
61. Bullini, L.O., Morandin, G., & **Russo, M.** (2020). Sentirsi vivi al lavoro: L'importanza del job crafting nei lavori a bassa autonomia in Lazazzara A. and Gnan, L. (Eds). *Will employees dream of electric sheep? Gli effetti della tecnologia sul lavoro e I lavoratori. Prospettive in Organizzazione*.
62. Riva, E., **Russo, M.** (2020). Flexible working and skill-based inequality: cause and consequences. In Norgate, S. & Cooper C. (Eds). *Flexible work: Designing our healthier future lives*. Taylor & Francis. Doi: 10.4324/9780429326585-13

63. Buonocore, F., De Gennaro, D., **Russo, M.**, & Salvatore, D. (2018). An explorative study on antecedents of job crafting among self-employed and employed accountants. In: Canonico, P., Consiglio, S., Mangia, G., Martinez, M., Mercurio, R. & Moschera, L. (Eds.), *Organizing in the shadow of power* (pp. 477–504), Studi Moa, Collana di Management e Organizzazione Aziendale. ISBN: 978-88-98854-28-8.
64. **Russo, M.** (2017). Brunello Cucinelli: An inspired leader who helps employees to have it all. In R. Koonce, P. Robinson, & B. Vogel (Eds.), *Developing leaders for positive organizing* (pp. 43–54). Bingley, England: Emerald Publishing Limited (ISBN: 978-1-78714-241-1).
65. **Russo, M.**, & Buonocore, F. (2012). La goal orientation ed i gruppi di lavoro. In F. Buonocore (Eds.), *La goal orientation nell'organizzazione aziendale* (pp. 35–56). Torino: Giappichelli.
66. Buonocore, F., & **Russo, M.** (2011). Il work-family conflict e le attitudini sul lavoro nel settore infermieristico. In Ferrara M., Briganti P., & Salvatore D., (Eds.), *Temi emergenti negli studi di organizzazione in sanità*, Torino: Giappichelli.
67. Briganti, P., Canoro, C., & **Russo, M.** (2011). La gestione delle risorse umane nelle istituzioni scolastiche. In Ferrara M. & Varriale L., (Eds.), *L'organizzazione della scuola* (pp. 203–267). Roma: Aracne Editrice.

BOOKS

68. Bergami, M., Morandin, G., **Russo, M.** (2022). *Pensieri di Varia Motivazione e di Bella Impresa*. Edizioni Pendragon, Bologna. ISBN 978 88 3364 461 5. Authors listed alphabetically.
69. **Russo, M.** (2010). *Diversità di goal orientation e processi di gruppo*. Collana di Studi e Ricerche Economico-Aziendali vol. 9, EnzoAlbanoEditore.
70. **Russo, M.** (2010). *Work-life balance: theoretical perspectives and empirical researches*. Collana di Studi e Ricerche Economico-Aziendali vol. 13, EnzoAlbanoEditore, Napoli.

CASE STUDY AND TEACHING MATERIAL

71. **Russo M.** (2020). Leading a University in the Midst of a Pandemic. Difficult Decisions (Case A). A Fruitful Dialogue (Case B). The Case Center. Reference n.: 420-0144-1.
72. **Russo M.** (2017). Writing of three cases (on-boarding, compensation and team management) and eight end-of-chapter exercises for the book *Organizational Behaviors* by S. Robbins, Pearson Education Limited.
73. **Russo, M.** (2016). Brunello Cucinelli: Humanistic Approach to Luxury. In S. P. Robbins, M. Coulter, & D. A. DeCenzo (Eds.), *Fundamentals of Management. Management myths debunked!* (Tenth edit., p. 249). Harlow: Pearson Education Limited.
74. **Russo, M.** (2016). Discretionary time off policy. In S. P. Robbins, M. Coulter, & D. A. DeCenzo (Eds.), *Fundamentals of Management. Management myths debunked!* (Tenth edit., p. 377). Harlow: Pearson Education Limited.
75. **Russo, M.** (2013). Neutralizing the Concordia effect! In S. Robbins & M. Coulter (Eds.), *Management: Global Edition* (Twelfth Ed., p. 529). Harlow: Pearson Higher Education.

76. **Russo, M.** (2013). A novel wellness culture. In S. Robbins & M. Coulter (Eds.), *Management: Global Edition* (Twelfth Ed., p. 179). Harlow: Pearson Higher Education

77. Agrifoglio, R., & **Russo, M.** (2011). Studio di casi. In Ferrara M. & Varriale, L., (Eds.), *L'organizzazione della scuola* (pp. 313–355). Roma: Aracne Editrice.

PROFESSIONAL ACTIVITIES

Editorial Board Services

- Journal of Vocational Behavior (2018–2019)

Ad-hoc Journal Reviewer

- Academy of Management Review
- Employee Relations,
- Journal of Business Ethics
- Human Relations
- Human Resource Management
- Human Resource Management Journal
- Journal of Organizational and Occupational Psychology
- Journal of Managerial Psychology
- Journal of Vocational Behavior
- International Journal of Human Resource Management
- Stress & Health
- Community, Work and Family
- Equality, Diversity and Inclusion: An International Journal
- European Management Journal.

Grant Reviewer

- National Belgium Research Funds (2021)
- National Austrian Science Fund (2020)
- Research Commission of University of Verona (2018-present)
- Research Project on Diversity from Free University of Bozen (2018)

RESEARCH GRANT

2019	Bologna Business School Grant to participate to the International Teachers Programme
2018 – 2019	University of Bologna Grant (2018, 48,000 €) for a 24-month research projects on the analysis of factors that can favor people's well-being work
2011	University Parthenope of Naples Grant (2011, 15,000 €) for a yearly project on Well-Being at work

AWARDS & RECOGNITION

- Best Conference Paper – Workshop of Organization Studies (2017, 2015, 2010)
- Teaching Award – Kedge Business School (2016)
- Best Conference Paper – British Academy of Management (2015)
- Outstanding Reviewer of the Year – Journal of Vocational Behavior (2015, 2013)

- Best Conference Paper – International Network of Business and Management Conference (2014)
- Best Reviewer – Academy of Management Annual Conference (2013, 2010)
- Teaching Award – Neoma Business School (2012)

INVITED VISITING SCHOLAR & SEMINARS

- December 2018 Invited research seminar: “Speaking from Experience: An exploration of the impact of stereotype threat on outcomes for non-native speakers” at Free University of Bozen, Bolzano, Italy.
- April 2016 Teaching Exchange (Erasmus + Staff Teaching Mobility), Catholic University of Milan, Department of Sociology, Italy.
- Nov/April 2016 Visiting Scholar at University of Naples Parthenope, Italy.
- November 2015 Research seminar: “What's good for romance and career? An analysis of professional couples’ work-family boundary management likeness versus completeness in Italy”, Alma Mater, University of Bologna, Italy.
- Fall 2010 Teacher’s College, Columbia University, Social and Organizational Psychology Department, visiting Ph.D. student (supervised by Professor Loriann Roberson), New York, USA

MEDIA COVERAGE

- Malati di smartphone, ecco le strategie per staccarsi dal telefono. *Corriere della Sera*, June 18, 2019 https://www.corriere.it/cronache/cards/malati-smartphone-ecco-strategie-staccarsi-telefono/motivazione-1-migliorare-rendimento-lavoro_principale.shtml?refresh_ce-cp
- Via notifiche e smartphone in borsa, metodi anti-dipendenza. *ANSA*, June 18, 2019, http://www.ansa.it/emiliaromagna/notizie/2019/06/18/via-notifichemeno-dipendenza-smartphone_52d956f3-7812-4c33-aa6d-339e67bb3f49.html
- Dipendenza da smartphone, disintossicarsi si può. *DIRE Agenzia di Stampa Nazionale*, June 18, 2019, <https://www.dire.it/18-06-2019/345078-dipendenza-da-smartphone-disintossicarsi-si-puo-ecco-come/>
- Dipendenza da smartphone, a Unibo si studiano contromisure. *BolognaToday*, June 18, 2019 <http://www.bolognatoday.it/cronaca/dipendenza-smartphone-unibo-ricerca.html>
- Work-life balance, cultura organizzativa e manageriale da cambiare. *HR Link*, January 29th, 2019. <https://www.hr-link.it/work-life-balance-cultura-organizzativa-e-manageriale-da-cambiare/>
- Is mobile addiction getting us unsocial? *Digital-me-up*, January 29, 2019 <https://digital-me-up.com/2019/01/29/is-mobile-addiction-getting-us-unsocial/>
- Dalla palestra agli orti biologici lo smart working fa bene ai conti. *Repubblica*, October 29, 2018. <https://intranet.unibo.it/RassegnaStampa.aspx?PDF=8RKHQ9>
- Phone Addiction is real - - And so are its mental risks. *Forbes*, December 11th, 2017. <https://www.forbes.com/sites/alicegwalton/2017/12/11/phone-addiction-is-real-and-so-are-its-mental-health-risks/>
- Non-native accents: An unacknowledged workplace stigma? *HR Magazine UK*, May 24, 2017. <http://hrmagazine.co.uk/article-details/non-native-accents-an-unacknowledged-workplace-stigma#comment-36004>
- Differenze di genere e utilizzo degli smartphone: lavoratori Italiani ancora troppo maschilisti. *iPhoneItalia.it*, August 24, 2016. <http://www.iphoneitalia.com/616856/qual-e-limpatto-della-work-life-balance-delle-coppie>

How can supervisor help employee work-life balance? **HRZone**, January 8, 2016.

<http://www.hrzone.com/engage/employees/how-can-supervisors-help-employee-work-life-balance>

Aider le collaborateur à mieux organiser sa vie familiale impacte sa performance, **FocusRH**.

December 7, 2015. <http://www.focusrh.com/strategie-rh/organisation-et-conseil/actualite/une-etude-montre-que-la-performance-du-collaborateur-est-ame-soutien-familial-du-manager-a-un-impact-positif-sur-la-performance-du-collaborateur.html>

Maori world view leads to greater life satisfaction, **Scoop Independent News**. September 16, 2015.

ACADEMIC AND PROFESSIONAL AFFILIATIONS

From 2020	Member of the Ph.D. Committee at Department of Management, University of Bologna.
2018 - 2020	Member of the Italian Association of HR Managers (AIDP)
2016 - 2019	Member of the Ph.D. committee: "Governance, Management, and Economics", University of Naples Parthenope, Italy.
From 2014	Member of the Academy of Management, OB, HR, and GDO Divisions.
From 2014	Member of the Membership Committee of the Work and Family Researchers Network(https://workfamily.sas.upenn.edu/content/membership-committee)
2014	Member of the panel of reviewers of the discussion questions and cases included at the end of each chapter of the book: "Management, Global Edition" edited by Stephen Robbins, published by Pearson.
From 2015	Member of the Italian Group of Organization Scholars (ASSIOA)
From 2012	Member of the Research Center on " <i>Accent and Linguistic Diversity in the Workplace</i> ", Teachers College, Columbia University, coordinated by professor Lorian Roberson
From 2014	Member of the European Group of Organization Studies (EGOS)
2013 – 2016	Member of the Research Center on " <i>Health, Innovation and Well-Being</i> ", Kedge Business School coordinated by professor Corinne Grenier.
2013 – 2015	Member of the Groupe d'Etudes Management et Langage (France)
from 2012	Member of the Work and Family Researcher Network
2012–2014	Mentor in the program "Adopt-a-Member Mentee Assignment" for the Academy of Management.
2009–2013	Member of the European Academy of Management (EURAM)

CONFERENCE & TRACK ORGANIZED

1. Organizer of the Pre-Conference Colloquium for Junior Faculty, Italian Workshop of Organization Studies, Genova (2021).
2. Member of the Scientific Committee of the Italian Workshop of Organization Studies (2020).
3. Discussant of the symposium: "Linking family supportive supervisor behaviors (FSSB) to employee context and outcomes" at the 19 EAWOP Congress, 2019. Turin, Italy.
4. Organizer of the symposium: "Improving work-family life through family-supportive behaviors", at the Academy of Management Annual Meeting, 2018, Chicago, USA.
5. Organizer of the workshop: "Teaching Work-Family: Best Practices from Experienced Work-Family Instructors", at the Work and Family Researcher Network Annual Conference, 2018, Washington, USA.
6. Organizer of the workshop: "Tips and challenges of teaching work-life concepts" at the 7th Community, Work and Family Conference, 2017, Milan, Italy.
7. Organizer (with Ollier-Malaterre) of a symposium: "Multilevel perspectives on contemporary work-life challenges", at the 7th Community, Work and Family Conference, 2017, Milan, Italy

8. Organizer (with Filomena Buonocore and Severine Le Loarne) of the sub-theme: "Shadowing diversity issues to exploit power dynamics and innovation processes in organizations", 32nd EGOS Colloquium, 2016, Naples, Italy.
9. Organizer (with Ollier-Malaterre and Greenhaus, J.) of a symposium: "New Perspectives on Work-Life Decision-Making", 6th International Community, Work and Family Conference, May 2015, Malmo, Sweden.
10. Organizer (with Loriann Roberson) of a symposium: "Language and linguistic diversity in the workplace: Does the way we speak really matter?", 2013's Annual Conference of Academy of Management, Orlando, Florida, USA.
11. Member of the Organizing Committee of the XII Workshop of Organization Studies (WOA), 2011, Naples, Italy.

TEACHING EXPERIENCE

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| 2021 – now | <p><i>Organizational Behavior</i>
 Ph.D. in Management
 Department of Management, University of Bologna</p> |
| 2017 – now | <p><i>Organization and Management Skills</i>
 <i>Organizational Behaviors</i>
 School of Economics and Management, University of Bologna</p> |
| 2018 – now | <p><i>Digital HR and People Analytics</i>
 Master in Human Resources and Organization, Bologna Business School,
 University of Bologna</p> |
| 2018 – now | <p>Executive Education on the following topics (English and Italian):
 <i>Leadership, Team Management, People Analytics, Onboarding</i>
 Bologna Business School, University of Bologna</p> |
| 2013 – now | <p><i>Positive Leading People and Organizational Excellence</i>
 Kedge Business School, France</p> |
| 2012 – 2013 | <p><i>International Human Resource Management</i>
 <i>Organizational Behaviors</i>
 <i>Leadership</i>
 Rouen Business School, France.</p> |

PROFESSIONAL SERVICES AND CONSULTING

- 2022 and 2020 **Ferrarelle**. *People Engagement Survey on Strategic Objectives*.
- 2020 – 2022. **MAST Foundation**. *Co-organizer of the Summer School (in-presence and online) and Winter School (online) dedicated to the topics of Internet of Things, Sustainability and Artificial Intelligence for Italian high-school students*.
- 2017 – now. **MAST Foundation**. *Sherpa (leading instructor) in several editions of Expeditions and Enterprise projects (school-job rotation project)*.

CONFERENCE PRESENTATIONS

2022

- Beham, B., Ollier-Malaterre, A., Allen, T,...**Russo, M.**, 2022. “Humane Orientation, Work-family Conflict, and Positive Spillover across Cultures?” Work and Family Researcher Network Conference (Nye York), June 23-25.
- Bergami, M., Bullini, L., Giuri, P., Lipparini, A., Manca, C., Poggioli, G., **Russo, M.**, & Viale, P. 2022. Navigating the Paradoxes of the Collective Response to Covid-19 Pandemic: The Case of Sant’Orsola University Hospital in Italy. Workshop of Organization Studies, Managing the Unexpected, Brescia, 26-27 May.

2021

- **Russo, M.**, Manca, C., Gaavar, R., & Leone L. 2021. “Covid-19: A turning point for managers’ professional identities?”. XXII Workshop of Organization Studies, Genova.
- **Russo, M.**, Bahoo Torodi A., Morandin G., Trau, R. 2021. “Signalign deviation from the work-devotion schema: what is the impact on newcomers’ socialization?” 9th International Conference of Work and Family. Barcelona (Spain), July 6 – 7

2020

- Bahoo Torodi A., Russo M., Morandin G. 2020. “The ideal worker myth: The consequences of self-disclosure for newcomers’ onboarding outcomes.” Academy of Management 80th Annual Meeting – Broadening our sight. Vancouver (Canada), August 7 – 11
- Morandin G., Russo M., Bahoo Torodi, A. 2020. “Fitting or not fitting the work-devotion scheme? What consequences for newcomers”. WFRN 5th Biennial Conference – Advancing equality at work and home: Strengthening science and collaboration. New Your City (USA), June 25 – 27.
- Beham B., Ollier-Malaterre A., Allen T., Eckner J., Alexandrova M., Artiawati, Baierl A.,Beauregard A., Carvalho V.S., Escribano P., Gudeta, K.H., Huang T.-P., Jaga A., Kurowska A., Leo E., Lewis S., Lu C.-Q., Martin A., Morandin G., Noboa F., Ohu E., Peters P., Rajadhyaksha U., Russo M., Sohn, Y. W., Straub C., Tammelin M., Van Engen M. 2020. “Humane orientation and work-family boundary management – Findings from the International Study of Work and Family (ISWAF).” WFRN 5th Biennial Conference Advancing equality at work and home: Strengthening science and collaboration. New Your City (USA), June 25 – 27.
- Bullini Orlando L, Morandin G., & **Russo M.** Alive at work performing low stimulating jobs: Evidence from caschier’s job.” 21° WOA Italian Workshop of Organization Studies, 2020, Milan, Italy, 6–7 February.

2019

- Bergami, M., Morandin, G., & **Russo, M.**, Does Showing Interest in Achieving Work-Life Balance Harms You? An analysis among Newcomers, 19 EAWOP Congress, Turin, Italy, 29 May – 01 June.
- Beham, B., Ollier-Malaterre, A., Allen, T., Morandin, G.,..... **Russo, M.** The International Study of Work and Family (ISWAF): Preliminary Findings from 28 Countries, CFW Conference, Malta, 23-25 May, 2019

- Morandin, G.; **Russo, M.**, & Torodi, B. Disclosing preferences about work-life balance and organizational socialization process. An analysis among male and female newcomers. WOA Italian Workshop of Organization Studies, 2019, Palermo, Italy.

2018

- Shaun, P., **Russo, M.**, & Yu, A. Evaluations of family-supportive supervisors and gender attitudes: A moderated mediation model. Academy of Management Annual Meeting, 2018, Chicago, USA.
- **Russo, M.**, Morandin, G., & Cutolo, D. Future work and family self: What impact on WLB? Work and Family Researcher Network Annual Conference, 2018, Washington, USA.
- **Russo, M.** Reconceptualizing work-life balance: A relational perspective. Work and Family Researcher Network Annual Conference, 2018, Washington, USA.

2017

- Buonocore, F., De Gennaro, D., **Russo, M.**, & Salvatore, D. Individual Responses to Job Insecurity and Declining Professional Prestige: The Role of Job Crafting. Paper to be presented at the 77th Academy of Management Annual Conference, August 2017, Atlanta, USA.
- Buonocore, F., De Gennaro, D., **Russo, M.**, & Salvatore, D. Individual responses to changes affecting the profession: The role of job insecurity and perceived external prestige for job crafting. Paper to be presented at 33rd EGOS Colloquium, July 2017, Copenhagen.
- **Russo, M.**, Guo, L., & Baruch, Y. Work resources and civic engagement: How they benefit employees' physical and mental health. Paper presented at 7th Community, Work and Family Conference, May 2017, Milan, Italy.
- Morandin, G., **Russo, M.**, & Bergami, M. The importance of the future work self for newcomers' integration and performance. Paper presented at XVIII Italian Workshop of Organization Studies, February 2017, Pisa, Italy.

2016

- Buonocore, F., De Gennaro, D., **Russo, M.**, & Salvatore, D., An explorative study on the antecedents of job crafting among self-employed and employed accountants. Presented at the 32nd EGOS Colloquium, July 2016, Naples, Italy.
- **Russo, M.** & Ollier-Malaterre, A. Putting that phone down: Teasing out motivations to regulate the use of mobile technologies. Presented at the Biannual Conference of the Work and Family Researchers Network, June 2016, Washington, USA.
- Riva, E., Lucchini, M., & **Russo, M.** Work-life balance and multidimensional well-being in 34 European countries. Presented at the Biannual Conference of the Work and Family Researchers Network, June 2016, Washington, USA.

2015

- Baruch, Y., Guo, L., & **Russo, M.** Work resources and non-work activities: How they benefit employees' well-being and health. Presented at the Annual Meeting of the British Academy of Management, 8–10 September 2015, Portsmouth, UK.
- Sune, A., Haar, J., **Russo M.**, & Ollier-Malaterre, A. Antecedents of work-life balance: A cross-national study. Presented at the VI International Conference of Work and Family, July 2015, Barcelona, Spain.

- Buonocore, F., **Russo, M.**, & Roberson, L. Consequences of gender identity threat in healthcare: an analysis of error reporting behavior in a dynamic network system . Presented at the 31st EGOS Colloquium, July 2015, Athens, Greece.
- Shefer, N., **Russo, M.**, & Carmeli, A. Positive regard as a source of salespersons' in- and extra-role performance at work: The mediating role of organization-based self-esteem and vitality. Presented at the Fourth World Congress on Positive Psychology, June, 2015, Lake Buena Vista, Florida, USA.
- Buonocore, F., **Russo, M.**, & Carmeli, A. The role of family supportive leadership in promoting thriving at work. A perspective based on resources. Paper presented at the WOA Annual Meeting, May 2015, Padova, Italy.

2014

- Koyuncu, B. & **Russo, M.** Non-native accent and career advancement: How does a stigmatizing attribute create a self-fulfilling prophecy? Paper presented at 30th Colloquio Annuale dell'EGOS, July, 2014, Rotterdam.
- Sune, A., Haar, J., **Russo M.**, & Ollier-Malaterre, A. Effects of Work-Life Balance on Job and Life Satisfaction, Stress and Anxiety across Cultures. Paper presented at the International Network of Business and Management Journals (INBAM), July 2014, Barcelona, Spain.
- **Russo, M.** & Carmeli, A. Positive regard as a source of work family enrichment: Implications for thriving at work. Paper presented at the Biannual Conference of the Work and Family Researchers Network, June 2014, New York, USA.
- **Russo, M.**, Ollier-Malaterre, A. & Kossek, E. The Effects of connectivity behaviors on work and family outcomes: The importance of the fit between the focal employee's and the partner's work-home boundary management style. Paper presented at the Biannual Conference of the Work and Family Researchers Network, June 2014, New York, USA.
- **Russo, M.**, & Koyuncu, B. Non-native accent and career advancement: When does a non-native accent stigmatize foreign talent? Paper presented at the 8th Colloque International du GEM&L, March 2014, Toulouse, France.

2013

- **Russo, M.**, Roberson, L. & Briganti, P. The impact of stereotype threat on self-presentation and outcomes for non-native speakers. Paper presented at the Annual Annual Meeting of the Academy of Management, August 2013, Orlando, Florida, USA.
- **Russo, M.**, Haar, J., Albert, S. & Ollier-Malaterre, A. Outcomes of work-life balance: An international study across individualistic and collectivistic cultures. Paper presented at the V International Conference of Work and Family, July 2013, Barcelona, Spain.
- Buonocore F., **Russo M.**, & Roberson, L. La minaccia da stereotipo per gli operatori sanitari: Un'analisi degli effetti sui comportamenti organizzativi. Paper presentato al XIV Workshop dei Docenti e dei Ricercatori di Organizzazione Aziendale, 2013, Roma, Italia.
- **Russo, M.**, Roberson, L. & Briganti, P. An exploration of the impact of accent diversity for non-native speakers in France and Italy. Paper presented at the 7th Colloque International du GEM&L, March 2013, Marseille, France.

2012

- **Russo, M.**, Work-Family Interface: A Review and Research Agenda. Paper presented at the Annual Annual Meeting of the Academy of Management, August 2012, Boston, USA.

- **Russo, M.**, Buonocore, F., & Ferrara, M. Error reporting in the workplace. A behavioral reasoning theory analysis. Paper presented at the 12th Annual Conference European Academy of Management, July 2012, Rotterdam, Netherlands.
- **Russo, M.** & Buonocore, F. Error reporting in the healthcare. Paper presented at the XIII Annual Italian Workshop of Organization Studies, May 2012, Verona, Italy.

2011

- **Russo, M.** Diversity in goal orientation, team performance, and internal team environment. Paper presented at the Annual Meeting of the Academy of Management, August 2011, San Antonio, Texas, USA.
- **Russo, M.**, Buonocore, F., & Ferrara, M. Reducing professional turnover intentions: The importance of work-family enrichment. Paper presented at the Annual Meeting of the Academy of Management, August 2011, San Antonio, Texas, USA.
- **Russo, M.**, Buonocore, F., & Ferrara, M. Generations at work. An analysis of differences in work attitudes. Paper presented at the XII Italian Workshop of Organization Studies, June 2011, Naples, Italy.

2010

- **Russo, M.**, Buonocore, F., & Ferrara, M. Reducing the effects of work-family conflict on job satisfaction: the kind of commitment matters. Paper presented at the Annual Meeting of the Academy of Management, August 2010, Montreal, Canada.
- Buonocore, F., Cozza, V., **Russo, M.**, & Ferrara, M. Understanding uncertainty in employment relations: a model of how job insecurity affects organizational attitudes of contingent versus regular workers. Paper presented at the XI Italian Workshop of Organization Studies, May 2010, Bologna, Italy.
- Pisano, S. & **Russo, M.** The determinants of Italian board composition and the effects on firm performance. Paper presented at the X EURAM Annual Conference, May 2010, Rome, Italy.

2009

- **Russo, M.** & Pisano, S. Ownership structure, board diversity and firm performance. Evidence from Italy. Paper presented at the VI Workshop on Corporate Governance, EIASM, November 2009, Bruxelles, Belgium.
- Ferrara, M., Varriale, L., Buonocore, F., & **Russo, M.** Integrazione nelle organizzazioni: gli effetti degli stereotipi nei luoghi di lavoro ed il diversity management. Paper presented at the Workshop: Fusion and con-fusion: migrating cultures and the dynamic of exchange”, April 2009, Naples, Italy.
- **Russo, M.** & Buonocore, F. Work-family conflict and organizational attitudes in the nursing profession. Paper presented at the IX Euram Annual Conference, May 2009, Liverpool, UK.
- **Russo, M.** Il work-family conflict e le attitudini sul lavoro nel settore infermieristico. Paper presented at the X Italian Workshop of Organization Studies, May 2009, Cagliari, Italy.

