

ORSOLA GAROFALO
Copenhagen Business School
Department of Strategy and Innovation
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ACADEMIC POSITIONS

Associate Professor. Department of Strategy and Innovation. Copenhagen Business School, (December 2018 - present).

Assistant Professor. Department of Strategy and Innovation. Copenhagen Business School, (September 2014 - November 2018).

OTHER AFFILIATIONS

Center of Economic Policy Research (CEPR)
Research Affiliate

EDUCATION

Universitat Autònoma de Barcelona.

PhD in Business Economics, June 2014.

MPhil in Management, Organization and Business Economics, September 2010.

University of California San Diego, Rady School of Management.

Visiting PhD student, September 2011 – December 2011

Bocconi University.

MSc in Business Administration: Organization and IT Systems March 2008.

BSc in Business Administration, May 2005.

RESEARCH INTERESTS

Decision-making; Entrepreneurship; Gender; Organizational Economics; Lab/Field Experiments

PUBLICATIONS

Papers in refereed journals

Failing to learn from failure: how optimism impedes entrepreneurial innovation (with Mario Daniele Amore and Victor Martin-Sanchez), *Organization Science*, Forthcoming

Shifting blame? Experimental evidence of delegating communication (with Christina Rott), *Management Science*, 64(8): 3469-3970 (2018)

Executive gender, competitive pressure, and corporate performance (with Mario Daniele Amore), *Journal of Economic Behavior and Organization*, 131: 308-327 (2016)

Gender interactions within the family firm (with Mario Daniele Amore), *Management Science*, 60(5): 1083-1097 (2014)

Gender pairings and accountability effects (with Jordi Brandts), *Journal of Economic Behavior and Organization*, 83(1): 92-117 (2012)

Book chapters

Does sharing payoffs affect gender differences in accountability? (with Jordi Brandts), In *Neuroscience and the Economics of Decision-Making*, Routledge (2012)

WORKING PAPERS

Pay inequality and gender dynamics at the top (with Mario Daniele Amore). **Conditionally Accepted at *Corporate Governance: An International Review*.**

Organizational identity and performance: An inquiry into outlandish company names (with Mario Daniele Amore and Mircea Epure). **R&R at *Long Range Planning*.**

The dual role of leadership in shaping organizational transparency (with Mario Daniele Amore and Alice Guerra). **Under review at *Journal of Economic Psychology*.**

The relationship between dispositional optimism and business recovery during the Covid-19 pandemic (with Mario Daniele Amore and Victor Martin-Sanchez).

Motivation for Crowdfunding Small Businesses in East Africa: Evidence from field data and experiments (with Lars Bo Jeppesen, Hadar Gafni, and Diego Zunino).

Is female entrepreneur's attitude toward rejection driving their underrepresentation in the VC-backed venture pool? (with Manar Alnamlah, Ali Mohammadi, and Christina Rott).

Are business plans still relevant? How accurate cost information impacts on entrepreneur's negotiation behavior (with Toke Reichstein and Giulio Zichella).

Cognition and perception of risk and ambiguity among entrepreneurs: An event-related fMRI experiment (with Toke Reichstein, Valentina Tartari, Giulio Zichella, Gitte Moos, Johannes Björkstrand and Dea Stenbaek).

Necessity entrepreneurship: experimental evidence (with Mario Daniele Amore, Joan Lluís Capelleras, and Victor Martin-Sanchez).

Talking about quotas: An experiment on gender diversity and communication (with Mario Daniele Amore).

Testosterone and nepotism (with Mario Daniele Amore, Jordi Brandts, and Giorgio Coricelli).

Training for youth entrepreneurship: a field experiment in Tanzania (with Lars Bo Jeppesen, Hadar Gafni, Nsubili Isaga, Daudi Pascal Ndaki, and Diego Zunino).

Effort in decision-making, audience gender effect, and incentives (with Jordi Brandts).

MEDIA MENTIONS

Se il manager è ottimista l'azienda è più competitiva perché investe e innova. La Repubblica (February 2021)

In the company of women. Harvard Business Review (March, 2014)

Imprese, con le donne al vertice I profitti schizzano del 18%. Una 28enne al capo dell'impero Buffett. Sole 24 Ore - Main Italian Financial Newspaper (June, 2013)

Quote rosa, Italia indietro. La Stampa (September, 2013)

Der Bote als Sündenbock. Harvard Business Manager (March, 2018)

JOURNAL EDITORIAL SERVICE

Editorial review board and Advisory board

Small Business Economics

Journal of Industrial and Business Economics

Ad-hoc reviewer

Management Science, Strategic Management Journal, Journal of Management Studies, Journal of Business Venturing, Journal of Economic Behavior and Organization, Experimental Economics, Journal of Behavioral and Experimental Economics, Industrial and Corporate Change, Journal of Industrial and Business Economics, Small Business Economics, Industry and Innovation.

PRESENTATIONS *(included scheduled events)*

Invited seminars

- 2021 Copenhagen Business School
- 2020 MPI for Innovation and Competition, Munich *(To be rescheduled due to COVID-19)*
Ludwig-Maximilians University-LMU, Munich *(To be rescheduled due to COVID-19)*
- 2019 Department of Food and Resource Economics, University of Copenhagen
- 2018 Department of Business, Universitat de Barcelona
- 2015 Department of Economics and Business, Aarhus University
Department of Economics, Gothenburg University
Department of Food and Resource Economics, University of Copenhagen
Universidad Popular Autónoma del Estado de Puebla
- 2014 Royal Institute of Technology, Stockholm
Norwegian School of Economics and Business Administration
University of Kiel (Germany); Pontificia Catolica de Chile
University of Sussex (United Kingdom); Copenhagen Business School
- 2013 Max Planck Institute (MPI) for Research on Collective Goods, Bonn

Conferences and workshops

- 2021 5th Collier Conference on Behavioral Economics, Tel Aviv
- 2019 Society for the Advancement of Behavioral Economics Annual Conference, San Francisco
- 2018 3rd Collier Conference on Behavioral Economics, Tel Aviv
Second Workshop on Experimental Economics and Entrepreneurship, Copenhagen
ESA North American Conference, Antigua Guatemala
- 2017 ESA International Meeting, San Diego
Society for the Advancement of Behavioral Economics Annual Conference, San Diego
- 2016 3rd Workshop on Incentives and Economic Behavior, Amsterdam
- 2015 2nd Conference on Experimental Methods in Policy, Cancun
- 2014 9th Alhambra Experimental Workshop, Barcelona
1st Workshop on Incentives and Behavior Change, Amsterdam
- 2013 ESA North American Conference, Santa Cruz
8th International Business Economics Workshop, Palma de Mallorca
ASFEE - 4th Annual Meeting of the French Experimental Economics Association, Lyon

Workshop on Behavioral and Experimental Economics, Florence
 IMEBE - International Meeting of Experimental and Behavioral Economics, Barcelona Spring
 School in Behavioral Economics, San Diego

- 2012 7th International Business Economics Workshop, Palma de Mallorca
 7th Alhambra Experimental Workshop, Granada
- 2011 2nd Annual Meeting of the French Experimental Economics Association, Martinique
 EEA- European Economic Association Annual Conference, Oslo
- 2010 LabSi Conference on Neuroscience and Decision-Making, Siena
 5th International Business Economics Workshop, Palma de Mallorca
 5th Alhambra Experimental Workshop, Granada

PhD STUDENT SUPERVISION

Doctoral dissertation (co)supervision

Vivek Pratap Pundir (Copenhagen Business School). Joint supervision with Lars Bo Jeppesen. 2020-Current.

Manar Alnamlah (Copenhagen Business School). Joint supervision with Mirjam van Praag and Ali Mohammadi. 2017-Current (*Expected Thesis defense June 21st, 2021*)

Ahmad Barirani (Copenhagen Business School). Joint supervision with Thomas Rønde. Thesis defended on April 13th, 2018.

External Examiner

Giulio Zichella (Copenhagen Business School). Fall 2016.

TEACHING EXPERIENCE (*included scheduled events*)

Undergraduate level

Copenhagen Business School

Microeconomics (September 2014 – Present)

Macroeconomics tutorials (Spring 2015)

Universitat Autònoma de Barcelona

Business Economics (Teaching Assistant) (January 2012 - June 2014)

Graduate level

Copenhagen Business School

Incentives in Organizations: Theory and Experimental Evidence (Fall 2018; Fall 2019)

Negotiation: Theory and Practice (Fall 2017- Fall 2018)

Business Negotiation (only course coordinator, Fall 2017)

PhD level

Copenhagen Business School

Research Foundations in Economics of Entrepreneurship (December 2017)

Introduction to Experiments in Economics and Management (September 2020)

Baruch College's, Zicklin School of Business

Introduction to Experiments in Economics and Management (2021)

RESEARCH GRANTS

- 2020 Co-Author on SKEMA Research Grant for the project “Green Coin against Inequality and for Sustainability”, DKK 273,159 (about 36,730€). Principal investigator: Diego Zunino. Co-author: Lars Bo Jeppesen.
- 2018 Co-Author on DANIDA Research Grant for the project “Crowdfunding for Youth Entrepreneurship in Tanzania”, DKK 12,000,000 (about 1,600,000€), Principal Investigators: Lars Bo Jeppesen and Nsubili Isaga. Co-authors: Hadar Gafni, Daudi Pascal Ndaki and Diego Zunino.
- 2017 Principal investigator. Carlsberg Grant- Field Work. “Leadership and Corporate Honesty”, DKK 90,000. Principal investigator: Orsola Garofalo. Co-authors: Mario Daniele Amore and Alice Guerra

Co-Author on Danish Council for Independent Research – Social Science, “Cognition and Perception of Risk and Ambiguity among Entrepreneurs – An Event – related fMRI Quasi-Experiment”, DKK 3,329,464 (about 450,000€). Principal investigator: Toke Reichstein. Co-authors: Valentina Tartari, Giulio Zichella, Gitte Moos, Johannes Björkstrand, and Dea Stenbaek

HONORS, AWARDS AND SCHOLARSHIPS

- 2018 Allowance for Special Effort in 2017 – Copenhagen Business School
- 2017 Best PhD thesis of the academic year 2013-14. Department of Business Economics – Universitat Autònoma de Barcelona
- 2014 Runner-up award at the Auckland Finance Conference
- 2012 PhD scholarship: Universitat Autònoma de Barcelona (January 2012- June 2014)
- 2011 Student travel grant to present at the EEA – European Economic Association Annual Conference
- Antoni-Serra Ramoneda Caixa Catalunya Research Chair, Universitat Autònoma de Barcelona (March 2011- December 2011)
- 2010 Movilidad de estudiantes en programa de doctorado con mencion de calidad, Spanish Minister of Education
- PhD scholarship: Universitat de les Illes Balears

ORGANIZATION OF SCIENTIFIC MEETINGS

- Workshop on Experimental Economics and Entrepreneurship, Copenhagen (2018)
- Workshop on Incentives and Behavior Change, Modica (2015, 2017)
- Workshop of Copenhagen Network for Experimental Economics, Copenhagen (2016)

SERVICE

- Strategy and Innovation Department Representative (April 2021-Present)
- Representative of Associate Professors at Strategy and Innovation Department (SI) - Copenhagen Business School (December 2018-Present)

Representative of Assistant Professors at Innovation and Organizational Economics Department (INO) - Copenhagen Business School (January 2015-November 2018)

Member of hiring committee at Academy of Management (2018)

Member of Cand. Soc. Study Board at Copenhagen Business School (January 2017 – Present)

Coordinator of the Seminar Series at Innovation and Organizational Economics Department (INO) - Copenhagen Business School (Fall 2015)

SUMMER SCHOOLS

2013 Summer School in Experiments and Economics of Organization, East Anglia. Spring School in Behavioral Economics, University of California San Diego

2011 Behavioral Economics Summer Institute, National University of Singapore

2010 Summer School in Neuroeconomics, University of Heidelberg

ADDITIONAL PAST EXPERIENCE

Experimental Lab Manager, Universitat Autònoma de Barcelona (March 2011- September 2011)

Research Assistant for a project in experimental economics and organizational behavior, IESE Business School (November 2010 – September 2011)

Research Assistant at the Development and Market Analysis Department, Bocconi University (April 2008- July 2008)

Internship at the Development and Market Analysis Department, Bocconi University (October 2006 – April 2007)

FOREIGN LANGUAGE PROFICIENCY

Italian (mother tongue), English, Spanish, Catalan