

# Daniele Mascia

## PERSONAL DETAILS

Name and Surname: Daniele Mascia  
Year of Birth: 1976  
Nationality: Italian

## CURRENT ACADEMIC POSITION

Full Professor of Organization Theory and HRM (SECS-P/10)  
Luiss University, Department of Business and Management Nov 2023 – present

## PAST ACADEMIC POSITIONS

Associate Professor of Organization Theory and HRM (SECS-P/10)  
Luiss University, Department of Business and Management 2019 – Oct 2023

Associate Professor of Organization Theory and HRM (SECS-P/10)  
University of Bologna, Department of Management 2016 – 2019

Assistant Professor of Organization and Management Theory (SECS-P/10)  
Università Cattolica de Sacro Cuore (UCSC),  
Department of Public Health and Health Management 2005 – 2015

## EDUCATION AND ACADEMIC TITLES

National scientific qualification as Full Professor  
("Abilitazione Scientifica Nazionale" for the Scientific Field 13/B3) December 2017

National scientific qualification as Associate Professor  
("Abilitazione Scientifica Nazionale" for the Scientific Field 13/B3) January 2013

PhD in Management (Specialization: Health Care Management)  
Università Cattolica del Sacro Cuore, Italy March 2004

BA Degree in Management (Cum Laude)  
Luiss University, Italy December 1999

## VISITING AND INTERNATIONAL RESEARCH FELLOWSHIPS

Bologna Business School (BBS)  
Bologna, Italy  
Visiting Professor 2020-present

University of Technology Sydney (UTS)  
Sydney, Australia  
Honorary Adjunct Professor, CBSI & Faculty of Health 2017-2020

Università della Svizzera italiana (USI)  
Lugano, Switzerland  
Visiting Scholar (short term), Centre for Organisational Research(CORe) 2015

The University of Sydney Business School

Sydney, Australia

Visiting Scholar (short term), Business of Health Research Network 2014

KTH - Royal Institute of Technology

Stockholm, Sweden

Visiting Researcher Fellow, Inst. for Management of Innov. &amp; Tech. 2013

The University of Sydney Business School

Sydney, Australia

Visiting Scholar (short term), Department of International Business 2013

KTH - Royal Institute of Technology

Stockholm, Sweden

Visiting Researcher Fellow, Inst. for Management of Innov. &amp; Tech. 2012

KTH - Royal Institute of Technology

Stockholm, Sweden

Visiting Researcher Fellow, Inst. for Management of Innov. &amp; Tech. 2010

Chalmers University of Technology

Gothenburg, SE

Visiting Scholar, Department of Innovation Engineering &amp; Management 2001

**INTERNATIONAL FELLOWSHIPS**Foundation IMIT (Institute for Management of Innovation and Technology)

Stockholm and Goteborg, Sweden

2017 - present

SONAR (Social Network Analysis Research) Center, Università della Svizzera italiana

Lugano, Switzerland

2016 - 2020

**MAIN RESEARCH AREAS**

- Organizational Networks and Social Network Analysis
- Organization Design and Change
- Organizational Behavior and Human Resource Management
- Technology and Innovation Management
- Health Care Management

**AWARDS AND HONORS**INTERNATIONAL

- Best Paper Proceedings, 83<sup>rd</sup> Annual Meeting of the Academy of Management, year 2023, “Communication, Digital Technology and Organization” Division, Boston (USA).
- Best Paper Proceedings, 83<sup>rd</sup> Annual Meeting of the Academy of Management, year 2023, “Organizational Development and Change” Division, Boston (USA).
- Best proposal Award, SMS (Strategy Management Society) 42<sup>nd</sup> Annual Conference, IG Cooperative Strategies, year 2022, London (UK).
- Research Method Paper Prize - Nomination, SMS (Strategy Management Society) 42<sup>nd</sup> Annual Conference, year 2022, London (UK).
- Responsible Research Paper Prize - Nomination, SMS (Strategy Management Society) 42<sup>nd</sup> Annual Conference, year 2022, London (UK).

- Best Global Paper Award, 80<sup>th</sup> Annual Meeting of the Academy of Management, year 2020, Health Care Management Division, Vancouver (Canada).
- Carolyn Dexter Award Nominee - FINALIST, 78<sup>th</sup> Annual Meeting of the Academy of Management, year 2018, Health Care Management Division, Chicago (USA).
- Best International Paper Award, 78<sup>th</sup> Annual Meeting of the Academy of Management, year 2018, Health Care Management Division, Chicago (USA).
- Best International Paper Award, 74<sup>th</sup> Annual Meeting of the Academy of Management, year 2014, Health Care Management Division, Philadelphia (USA).
- Carolyn Dexter Award Nominee - FINALIST, 74<sup>th</sup> Annual Meeting of the Academy of Management, year 2014, Health Care Management Division, Philadelphia (USA).
- Best International Paper Award, 73<sup>rd</sup> Annual Meeting of the Academy of Management, year 2013, Health Care Management Division, Orlando (USA).
- Best Theory to Practice Paper Award, 73<sup>rd</sup> Annual Meeting of the Academy of Management, year 2013, Health Care Management Division, Orlando (USA).
- Best Paper Proceedings, 73<sup>rd</sup> Annual Meeting of the Academy of Management, year 2013, Health Care Management Division, Orlando (USA).
- Carolyn Dexter Award Nominee - FINALIST, 73<sup>rd</sup> Annual Meeting of the Academy of Management, year 2013, Health Care Management Division, Orlando (USA).
- Best International Paper Award, 71<sup>st</sup> Annual Meeting of the Academy of Management, year 2011, Health Care Management Division, San Antonio (USA).
- Carolyn Dexter Award Nominee, 71<sup>st</sup> Annual Meeting of the Academy of Management, year 2011, Health Care Management Division, San Antonio (USA).
- Best Paper Proceedings, 71<sup>st</sup> Annual Meeting of the Academy of Management, year 2011, Health Care Management Division, San Antonio (USA).
- Best Paper Proceedings, 70<sup>th</sup> Annual Meeting of the Academy of Management, year 2010, Health Care Management Division, Montreal (Canada).

#### NATIONAL

- Best Paper Award (Track “Organization”), 19<sup>th</sup> “Workshop di Organizzazione Aziendale” (WOA), 2018, Rome (Italy).
- Farmafactoring Best Paper Award, 19<sup>th</sup> Italian Health Economics Association (AIES) Conference, 2014, Venice (Italy).
- Farmafactoring Best Paper Award, 17<sup>th</sup> Italian Health Economics Association (AIES) Conference, 2012, Rome (Italy).
- Best Paper Award, 11<sup>th</sup> “Workshop di Organizzazione Aziendale” (WOA), 2010, Bologna (Italy).
- Best Paper Award, 10<sup>th</sup> “Workshop di Organizzazione Aziendale” (WOA), 2009, Cagliari (Italy).

<b>PUBLICATIONS</b>
---------------------

#### **ARTICLES IN INTERNATIONAL PEER-REVIEWED JOURNALS**

- Pallotti, F., **Mascia, D.**, Giorgio, L. 2023. “A Multilevel Study of Social Networks and Collective Reactions to Organizational Change”. *Journal of Organizational Behavior*, 44(7): 1109-1128. (*Journal ranked 4 in AJG-ABS2021*).
- Ahmad Pour, L., Fini, R., Leardini, A. **Mascia D.** 2023. “Hierarchy within teams? Exploring how temporary teams learn to use 3D printing technology” *Technovation*, 123(5): 102723. (*Journal ranked 3 in AJG-ABS2021*).

- Cifalinò, A., **Mascia, D.**, Morandin, G., Vendramini, E. 2023. “Perceived Goal Importance, Knowledge and Accessibility of Performance Information: Testing Mediation and Moderation Effects on Medical Professionals’ Achievement of Performance Targets”. *Financial, Accountability & Management*, 39(1): 81-102. (Journal ranked 3 in AJG-CABS2021).
- Giorgio, L., **Mascia, D.**, Cicchetti, A. 2021. “Hospital reorganization and its effects on physicians’ network churn: The role of past ties”. *Social Science & Medicine*, 286: 113885 (Journal ranked 4 in AJG-CABS2021).
- Di Vincenzo, F., **Mascia, D.**, Bjork, J., Magnusson, M. 2021. “Attention to Ideas? Exploring Idea Survival in Internal Crowdsourcing”. *European Journal of Innovation Management*, 24(2): 213-234. (Journal ranked 1 in AJG-CABS2021).
- Amati, V., Lomi, A. **Mascia, D.**, Pallotti, F. 2021. “The co-evolution of organizational and network structure: The role of multilevel mixing and closure mechanisms”. *Organizational Research Methods*, 24(2): 285-318. (Journal ranked 4 in AJG-CABS2021).
- **Mascia D.**, Rinninella E., Pennacchio W., Cerrito L., Gasbarrini A. 2021. “It’s how we communicate! Exploring face-to-face versus electronic communication networks in multidisciplinary teams”. *Health Care Management Review*, 46(2): 145-152. (Journal ranked 2 in AJG-CABS2021)
- **Mascia, D.** Iacopino, V., Frisciale, M.E., Iacovelli, A, Boccia, S., Poscia, A. 2020. “The Impact of School and After-School Friendship Networks on Adolescent Vaccination Behavior”. *Vaccines*: 1-14.
- Cifalinò A., **Mascia D.**, Vendramini E. 2020. “Goal understanding, use of performance measures, and knowledge exchange: An Empirical Study on GPs’ performance”. *Health Care Management Review*, 45(2): 117-129. (Journal ranked 2 in AJG-CABS2021).
- Profili S., Sammarra A., Dandi R., **Mascia D.** 2019. “Clinicians’ ability, motivation and opportunity to acquire and transfer knowledge: An age-driven perspective”. *Health Care Management Review*, 44(3): 216-223 (Journal ranked 2 in AJG-CABS2021)
- Amati V., Lomi A., **Mascia D.** 2019. “Some days are better than others: Examining time-specific variations in the structuring of interorganizational networks”. *Social Networks*, 57: 18-33 (Journal ranked 2 in AJG-CABS2021)
- Dello Russo S., **Mascia D.**, Morandi F. 2018. “Individual perceptions of HR practices, HRM strength, and quality of care: A meso, multi-level approach”. *International Journal of Human Resource Management*, 29(2): 286-310. (Journal ranked 3 in AJG-CABS2021)
- Iacopino V., **Mascia D.**, Cicchetti A. 2018. “Professional Networks and the Alignment of Individual Perceptions about Medical Innovation”. *Health Care Management Review*, 43(2): 92-103. (Journal ranked 2 in AJG-CABS2021)
- **Mascia D.**, Pallotti F., Dandi R. 2018. “Determinants of Knowledge-sharing Networks in Primary Care”. *Health Care Management Review*, 43(2): 104-114. (Journal ranked 2 in AJG-CABS2021)
- Kitts J., Lomi A., **Mascia D.**, Pallotti F., Quintane E. 2017. “Investigating the Temporal Dynamics of Interorganizational Exchange: Patient Transfers Among Italian Hospitals”. *American Journal of Sociology*, 123(3): 850-910. (Journal ranked 4\* in AJG-CABS2021)
- Vu D.Q., Lomi A., **Mascia D.**, Pallotti F., 2017. “Relational event models for longitudinal network data with an application to interhospital patient transfers”. *Statistics in Medicine*, 36(14): 2265-2287.

- Gabutti I, **Mascia D.**, Cicchetti A. 2017. “Exploring “Patient-Centered” Hospitals: A Systematic Review to Understand Change”. *BMC Health Services Research*, 17: 364. (Impact Factor 2017: 1.843)
- **Mascia D.**, Pallotti F., Angeli F. 2017. “Don’t Stand So Close to Me: Competitive Pressures, Proximity and Interorganizational Collaboration”. *Regional Studies*, 51(9): 1348-1361. (Journal ranked 4 in AJG-CABS2021)
- Di Vincenzo F., **Mascia D.** 2017. “Knowledge Development and Advice Networks in Professional Organizations”. *Knowledge Management Research & Practice*, 15(2): 201–213. (Journal ranked 1 in AJG-CABS2021)
  - Paper awarded with The Operational Research Society’s Cook Medal for the best paper published in Knowledge Management Research and Practice (KMRP) in 2016-17.
- Eisenbart B., Garbuio M., **Mascia D.**, Morandi F. 2016. “Does Scheduling Matter? When Unscheduled Decision Making Result in More Effective Meetings”. *Journal of Strategy and Management*, 9(1): 15-38. (Journal ranked 1 in AJG-CABS2021)
- Stadtfeld C., **Mascia D.**, Pallotti F., Lomi A. 2016. “Assimilation and Differentiation: A Multilevel Model on Organizational and Network Change”. *Social Networks*, 44(1): 363–374. (Journal ranked 2 in AJG-CABS2021)
- **Mascia D.**, Dello Russo S., Morandi F. 2015. “Exploring Professionals’ Motivation to Lead: A Cross-level Study in the Healthcare Sector”. *International Journal of Human Resource Management*, 26(12): 1622-1644. (Journal ranked 3 in AJG-CABS2021)
- Ruggeri M., Manca A., Coretti S., Codella P., Iacopino V., Romano F., Orlando V., **Mascia D.**, Cicchetti A. 2015. “Investigating the generalizability of Economic Evaluations conducted in Italy: a critical review”. *Value in Health*, 18: 709-720.
- **Mascia D.**, Angeli F., Di Vincenzo F. 2015. “Effect of Hospital Referral Networks on Patient Readmissions”. *Social Science & Medicine*, 132: 113-121. (Journal ranked 4 in AJG-CABS2021)
- **Mascia D.**, Di Vincenzo F., Iacopino V., Fantini M.P., Cicchetti A. 2015. “Unfolding Similarity in Interphysician Networks: The role of Professional and Institutional Homophily”. *BMC Health Services Research*, 15: 92.
- **Mascia D.**, Magnusson M., Bjork J. 2015. “The role of Social Networks in organizing Ideation, Creativity and Innovation”. *Creativity and Innovation Management*, 24(1): 102-108. (Journal ranked 2 in AJG-CABS2021)
- **Mascia D.**, Dandi R., Di Vincenzo F. 2014. “Professional Networks and EBM use: A study of inter-physician interaction across levels of care”. *Health Policy*, 118(1): 24-36. (Journal ranked 2 in AJG-CABS2021)
- Lomi A., **Mascia D.**, Vu D.Q., Pallotti F., Conaldi G., Iwashyna T.J. 2014. “Quality of Care and Interhospital Collaboration: A Study of Patient Transfers in Italy”. *Medical Care*, 54(2): 407-413.
- **Mascia D.**, Morandi F., Cicchetti A. 2014. “Looking Good or Doing Better? Patterns of Decoupling in the Implementation of Clinical Directorates”. *Health Care Management Review*, 39(2): 111-123. (Journal ranked 2 in AJG-CABS2021)
- **Mascia D.**, Morandi F., Cicchetti A. 2014. “Hospital Restructuring and Physician Job Satisfaction: An Empirical Study”. *Health Policy*, 114(2-3): 118-127. (Journal ranked 2 in AJG-CABS2021)
- **Mascia D.**, Cicchetti A., Damiani G. 2013. ““Us and Them”: A social network analysis of physicians' professional Networks and their attitudes towards EBM”. *BMC Health Services Research*, 13: 429.

- Pallotti F., Lomi A., **Mascia D.** 2013. “From Network Ties to Network Structures: Exponential Random Graph Models of Interorganizational Relations”. *Quality & Quantity*, 47(3): 1665-1685.
- **Mascia D.**, Di Vincenzo F. 2013. “Dynamics of Hospital Competition: Social Network Analysis in the Italian NHS”. *Health Care Management Review*, 38(3): 234-247. (Journal ranked 2 in AJG-CABS2021)
- **Mascia D.**, Piconi I. 2013. “Career Histories and Managerial Performance of Hospital CEOs: An Empirical Study in the Italian National Health Service”. *Health Care Management Review*, 38(1): 71-80. (Journal ranked 2 in AJG-CABS2021)
- Hemphälä J., Di Vincenzo F., Magnusson M.G., **Mascia D.** 2012. “Exploring the role of structural holes in learning – an empirical study of Swedish pharmacies”. *Journal of Knowledge Management*, 16(4): 576-591. (Journal ranked 2 in AJG-CABS2021)
- **Mascia D.**, Di Vincenzo F., Cicchetti A. 2012. “Dynamic analysis of interhospital collaboration and competition: Empirical evidence from an Italian regional health system”. *Health Policy*, 105(1-2): 273-281. (Journal ranked 2 in AJG-CABS2021)
- Di Vincenzo F., **Mascia D.** 2012. “Social capital in project-based organizations: its role, structure, and impact on project performance”. *International Journal of Project Management*, 30(1): 5-14. (Journal ranked 2 in AJG-CABS2021)
- Björk J., Di Vincenzo F., Magnusson M.G., **Mascia D.** 2011. “The Impact of Social Capital on Ideation”. *Industry & Innovation*, 18(6): 611-627. (Journal ranked 3 in AJG-CABS2021)
- **Mascia D.**, Cicchetti A., Fantini M.P., Damiani G., Ricciardi W. 2011. “Physicians' propensity to collaborate and their attitude towards Evidence-Based Medicine: A cross-sectional study”. *BMC Health Services Research*, 11: 172.
- **Mascia D.**, Di Vincenzo F. 2011. “Understanding Hospital Performance: The Role of Network Ties and Patterns of Competition”. *Health Care Management Review*, 36(4): 327-337. (Journal ranked 2 in AJG-CABS2021)
- **Mascia D.**, Cicchetti A. 2011. “Physician Social Capital and the Reported Adoption of EBM: Exploring the role of Structural Holes”. *Social Science & Medicine*, 72: 798-805. (Journal ranked 4 in AJG-CABS2021)
- **Mascia D.**, Magnusson M.G., Cicchetti A. 2005. “Network Prominence and Innovation: an empirical analysis in corporate biotech spin offs”. *Innovation: Organization & Management*, 7(1): 7-22. (Journal ranked 2 in AJG-CABS2021)

## RESEARCH MONOGRAPHS AND EDITED BOOKS

- Wilden R., Garbuio M., Angeli F., **Mascia D.** 2018. “Entrepreneurship in Healthcare”. Routledge. London.
- Baraldi S., Cicchetti A., Cifalinò A., **Mascia D.** (Eds.) 2015. “Innovazione Organizzativa e Ruoli Emergenti in Sanità”. McGraw Hill Education, Milano (in Italian).
- **Mascia D.** 2009. “L’Organizzazione delle reti in sanità. Teoria, tecniche e strumenti di social network analysis”. FrancoAngeli, Milano (in Italian).
- Cicchetti A., Leone F.E., **Mascia D.** (Eds.) 2007. “Ricerca scientifica e trasferimento tecnologico: generazione, valorizzazione e sfruttamento della conoscenza nel settore biomedico”. FrancoAngeli, Milano (in Italian).

## ARTICLES IN NATIONAL JOURNALS

### PEER-REVIEWED JOURNALS

- Giorgio L., **Mascia D.**, Pallotti F. 2021. “Dimmi con chi lavori e ti dirò come cambi: un’analisi del cambiamento organizzativo nella aziende ospedaliere”. *Prospettive in Organizzazione*, 14: 1-4.
- **Mascia D.**, Iacopino V., Cicchetti A. 2018. “When the time comes”: Exploring temporal differences in the adoption of medical innovation”. *Studi Organizzativi*, 2: 62-87.
- Di Vincenzo F., **Mascia D.** 2017. “Dalle Guidelines alle Mindlines: Gestione della conoscenza e progettazione organizzativa nelle organizzazioni sanitarie”. *Prospettive in Organizzazione*.
- Gabutti I. **Mascia D.** 2016. “Approcci innovativi per la valutazione dei Direttori Generali: evidenze preliminari per il SSN”. *Mecosan*, 96: 59-79.
- Di Vincenzo F., Mascia D., Numerato D., Salvatore D. 2014. “Le Reti Sociali e i Professionisti in Sanità: Una Review della Letteratura”. *Mecosan*, 89: 71-84.
- Dandi R., D’Alise C., **Mascia D.** 2013. “Network professionali e uso delle linee guida: il caso della pediatria di libera scelta”. *Mecosan*, 87: 9-28.
- Morandi F., **Mascia D.**, Cicchetti A. 2012. “(Ri)progettazione organizzativa in sanità: il caso dei dipartimenti ospedalieri”. *Mecosan*, 84: 9-25.
- Morandi F., **Mascia D.**, Cicchetti A. 2011. “Il decoupling nelle organizzazioni sanitarie: Il caso dei dipartimenti ospedalieri italiani”. *Mecosan*, 79: 35-50.
- **Mascia D.**, Di Vincenzo F. 2011. “Co-opetition e performance organizzativa: un’analisi empirica nel settore sanitario”. *Studi Organizzativi*, 1, 56-86.
- **Mascia D.**, Fantini M.P., Pieroni G., Longanesi A., Montella MT, Raggi F., Annicchiarico M., Cicchetti A. 2011. “Network Professionali e Evidence-Based Medicine: Un’Analisi Empirica”. *Mecosan*, 77: 143-156.
- **Mascia D.**, Mucciconi A.F., Di Vincenzo F., Di Candia V. 2010. “Collaborazione e Competizione nel Servizio sanitario nazionale: evidenze empiriche nella regione Abruzzo”. *Politiche Sanitarie*, 11(4): 235-247.
- Piconi I., **Mascia D.** 2010. “L’analisi delle migrazioni manageriali nel Ssn: Il caso dei direttori generali”. *Mecosan*, 73: 41-54.
- **Mascia D.**, Pallotti F., Cicchetti A., Lomi A. 2009. “Cooperazione, Competizione, o Co-opetizione? Un’Analisi Empirica nel Settore della Sanità”. *Studi Organizzativi*, 1: 5-29.
- Cicchetti A., Ghirardini A., **Mascia D.**, Morandi F. et al. 2009. “Il modello organizzativo dipartimentale nel Ssn: risultati dell’indagine nazionale”. *Politiche Sanitarie*, 10(3): 153-168.
- **Mascia D.**, Di Vincenzo F. 2008. “Misurare la competizione ospedaliera nel Ssn”. *Mecosan*, 68: 41-58.
- Palmieri A., **Mascia D.** 2008. “Un’analisi organizzativa dei modelli istituzionali per l’integrazione socio-sanitaria”. *Politiche Sanitarie*, 2: 1-17.
- **Mascia D.**, Cicchetti A. 2008. “Un’analisi dei modelli organizzativi per la cura delle malattie croniche: Il caso del Diabete tipo 2”. *Politiche Sanitarie*, 1: 32-41.
- Cicchetti A., **Mascia D.** 2007. “Organizzare le reti in sanità: teorie, strumenti, e applicazioni di social network analysis”. *Mecosan*, 61: 9-32.
- Cicchetti A., Papini P., Ruggeri M., De Luca A., **Mascia D.**, Cipolloni E. 2006. “L’analisi dei network organizzativi nei sistemi sanitari: il caso della rete di emergenza nella Regione Lazio”. *Politiche Sanitarie*, 7(2): 1-14.
- **Mascia D.**, Cicchetti A. 2005. “Comunità della conoscenza e Innovazione Tecnologica: uno Studio Empirico sui processi di cooperazione università-industria”. *Sviluppo & Organizzazione*, 209: 103-112.

JOURNALS WITHOUT BLIND PEER-REVIEW

- Dandi R., Sammarra A., Profili S., **Mascia D.** 2016. Le sfide della gestione della conoscenza del personale a fine carriera in sanità. *Organizzazione Sanitaria*, 3: 43-59.
- Dandi R., Vittori G., Basiglini A., Giustiniano L., **Mascia D.** 2014. “L’Organizzazione del Dipartimento Materno-Infantile”. *Organizzazione Sanitaria*, 2: 7-23.
- Dandi R., Basiglini A., Vittori G., **Mascia D.** 2014. “Indicatori per il monitoraggio dei dipartimenti materno-infantili”. *Organizzazione Sanitaria*, 2: 24-42.
- **Mascia D.** 2003. “Linee Evolutive della R&S nel Settore delle Biotecnologie: il Ruolo dei Centri di Eccellenza”. *Tendenze Nuove*, n.4-5: 395-427.
- Boccardelli P., **Mascia D.** 2002. “Innovazione Tecnologica ed Attività di R&S: un’interpretazione Knowledge e Competence-based”. *Rivista Italiana di Ragioneria e di Economia Aziendale*, n. 9-10:466 – 482.
- Cicchetti A., Fontana F., Lorenzoni G., **Mascia D.** 2002. “La cooperazione tra ricerca ed industria nel settore biomedico: evidenze dal Servizio sanitario nazionale”. *Organizzazione Sanitaria*, 1: 5-15.
- Cicchetti A., Fontana F., Lorenzoni G., Grandi A., **Mascia D.**, et alii 2002. “La diffusione delle collaborazioni di ricerca tra istituzioni del Ssn e industria in Italia: risultati da una indagine nazionale”. *Organizzazione Sanitaria*, 1: 16-24.
- **Mascia D.** 2002. “Assetti organizzativi e modalità gestionali per la valorizzazione delle conoscenze nel campo biomedico: l’esperienza del Novum Research Park”. *Organizzazione Sanitaria*, 1: 25-42.

**BOOK CHAPTERS**

- Barbini F., D’Ubaldo L., Giuri P., **Mascia D.**, 2022. “Welfare aziendale nelle imprese della provincia di Rimini e Ravenna associate a Confindustria Romagna”. In Giuri P. (Ed.) “Innovazione, internazionalizzazione e capitale umano nelle imprese della provincia di Rimini”, (pp. 74 – 127), Bologna, Università di Bologna.
- Iacopino V., **Mascia D.**, Monti A., Cicchetti A. 2018. “Professional Networks and the Diffusion of Medical Technologies: An Empirical Study on Robotic Surgery”. In Boccardelli, P., Magnusson, M., Annosi, M.C., Brunetta, F. (Eds). “Learning and Innovation in hybrids and “new” organizations”, Emerald Publisher.
- Magnusson M., **Mascia D.**, Di Vincenzo F. 2018. “Project social capital in biotech R&D: Its configuration and impact on knowledge development”. In Boccardelli, P., Magnusson, M., Annosi, M.C., Brunetta, F. (Eds). “Learning and Innovation in hybrids and “new” organizations”, Emerald Publisher.
- **Mascia D.**, Giustiniano L., Di Vincenzo F. 2018. “I pay with my feet”: The hidden power of freedom of choice in regulated healthcare systems. In Consiglio, S., Mangia, G., Martinez, M., Mercurio, R. Moschera, L. (Eds) “Organizing in the shadow of power: voices from the Italian community of organization studies”, Studi Moa Publisher, Rome.
- Morandi F., Cardone R., **Mascia D.**, Ghirardini A., Cicchetti A. 2012. “La diffusione del modello organizzativo dipartimentale. Risultati e interpretazioni delle evidenze emergenti dalla survey nazionale del 2005”. In Cicchetti A. (Ed) “I Dipartimenti ospedalieri nel Servizio Sanitario Nazionale: origini, evoluzione e prospettive.” FrancoAngeli Editore, Milano.
- Cicchetti A., Gabutti I., **Mascia D.**, Morandi F. 2012. “I modelli organizzativi dipartimentali nel Ssn: risultati dell’indagine 2008-2010”. In Cicchetti A. (Ed). “I

- Dipartimenti ospedalieri nel Servizio Sanitario Nazionale: origini, evoluzione e prospettive.” FrancoAngeli Editore, Milano.
- Cicchetti A., Piconi I., Morandi F., **Mascia D.** 2012. “Soddisfazione lavorativa e modelli dipartimentali: risultati dell'indagine empirica 2008-2010”. In Cicchetti A. (Ed) “I Dipartimenti ospedalieri nel Servizio Sanitario. Nazionale: origini, evoluzione e prospettive.” FrancoAngeli Editore, Milano.
  - Morandi F, Cicchetti A, Gabutti I, Lenzi F, **Mascia D.** 2012. “L’impatto dei criteri di progettazione organizzativa sulle performance dipartimentali”. In Cicchetti A. (Ed). I Dipartimenti ospedalieri nel Servizio Sanitario. Nazionale: origini, evoluzione e prospettive. FrancoAngeli Editore, Milano.
  - Di Vincenzo F., **Mascia D.** 2009. “Temporary organizations, Social capital and performance: An Empirical Study”. In Di Guardo M.C., Pinna R., Zaru D. (Eds) “Per lo sviluppo, la competitività e l'innovazione del sistema economico. Il contributo degli studi di Organizzazione Aziendale”. FrancoAngeli Editore, Milano.
  - Cicchetti A., **Mascia D.**, 2008. “Organizzare le reti in sanità: teoria, metodi e strumenti di social network analysis”. In Biocca M., Grilli R., Riboldi B. (Eds) “La governance nelle organizzazioni sanitarie.” FrancoAngeli Editore.
  - De Belvis A., **Mascia D.**, Nicolini F., Pelone F., Volpe M. 2008. “Cosa Misurare?” In De Belvis G., Volpe M. (Eds) “La relazione sullo stato di salute. Guida pratica per le aziende sanitarie”. Il Pensiero Scientifico Editore.
  - De Belvis A., **Mascia D.**, Nicolini F., Pelone F., Volpe M. 2008. “Come Misurare?” In De Belvis G., Volpe M. (Eds) “La relazione sullo stato di salute. Guida pratica per le aziende sanitarie”. Il Pensiero Scientifico Editore, Milano.
  - **Mascia D.**, Raggi A., Notarnicola B., Puig R., Tarabella A., 2007. “Interorganizational networks in slaughtering and tanning industries: a comparative analysis across four regional districts”. In Puig R., Notarnicola B., Raggi A. (Eds) “Industrial Ecology in the Cattle-To-Leather Supply Chain.” Franco Angeli Editore, Milano.
  - Cicchetti A., **Mascia D.**, Fiorenza S., Damiani G., 2005. “Economia in Sanità: Significato ed Ambiti di Applicazione.” In Ricciardi W. (Ed) “Manuale di Igiene.” Idelson-Gnocchi Editore, Milano.
  - **Mascia D.** 2004. “Il Novum Science Park: punto di partenza o punto d’arrivo?” In F. Fontana, G. Lorenzoni (Eds), “Variazioni sul tema di Knowledge Management”. Luiss University Press, Rome.
  - **Mascia D.** 2004. “Le competenze interne: risorse tecnologiche e abilità nelle attività di R&S.” In Dringoli A., Boccardelli P. (Eds) “I fattori critici di successo negli Start Up ad alta innovazione”. Luiss University Press, Rome.
  - Cicchetti A., Leone F.E., **Mascia D.**, 2003. “Creazione di conoscenze e trasferimento tecnologico: uno studio empirico sulle relazioni di collaborazione scientifica nelle organizzazioni ospedaliere”. In “Knowledge Management e successo aziendale”, Atti 26° convegno AIDEA, Udine 14-15 novembre: 845-866.
  - **Mascia D.**, Pirolo L. 2001. “L’apprendimento quale fattore di sviluppo di risorse e competenze nei processi di internazionalizzazione delle PMI”. In Caroli M.G., Lipparini A. (Eds) “Piccole imprese oltre confine: competenze organizzative e processi di internazionalizzazione.” Carocci Editore, Rome.

## PAPERS UNDER REVIEW

- “Understanding multiple crises unfolding within Megaprojects: A processual perspective” (with Antonio Daoud, Serghei Floricel and Luca Giustiniano). *Re&R. Under third minor review. International Journal of Project Management (Journal ranked 2 in AJG-ABS2021).*

- “The partners of my partners: Collaborative experience overlap and team performance in robot-assisted surgery” (with Alessandro Lomi, Marco Tonellato and Valentina Iacopino). *Re&R. Under second review. Journal of Management. (Journal ranked 4\* in AJG-ABS2021).*
- “When Networks Trump Hierarchies: An Empirical Investigation of Leaders’ Social Influence on Individual and Collective Responses to Organizational Change” (with Francesca Pallotti and Neela Muhlemann). *Under Review. Personnel Psychology (Journal ranked 4\* in AJG-ABS2021).*
- “Artificial Intelligence in Healthcare Laboratories: A Routine Dynamics Perspective” (with Tiziano Volpentesta and Abhijeet Satwekar), *Re&R. Under review. Journal of Management Studies. (Journal ranked 4 in AJG-ABS2021).*
- “Dynamics of Interorganizational Tie Formation in Shared-governance Networks: An Empirical Study of Hospitals after L’Aquila Earthquakes” (with Federica Angeli, Valentina Iacopino, Fausto Di Vincenzo and Anna Piazza). *Under Review. Journal of Public Administration Research and Theory (Journal ranked 4\* in AJG-ABS2021).*
- “Interorganizational Networks in End-of-Life Health Services: An exploratory analysis” (With Massimiliano Marino, Roberto Grilli, Luca Giorgio et al.). *Under Review. Journal of Health Organizations and Management (Journal ranked 2 in AJG-ABS2021).*

### WORK IN PROGRESS

- “Boundary blurring and temporary teams’ performance: the case of 3D printing in surgical teams” (With Leila Ahmad Pour, Alberto Leardini and Riccardo Fini). Status: analyses completed, draft in progress. Target Journal: *Group & Organization Management (Journal ranked 3 in AJG-ABS2021).*
- “A multilevel investigation of work unit exposure to change and individual change implementation: The moderation effect of network centrality and collective efficacy” (with Francesca Pallotti and Luca Giorgio). Status: analyses completed, draft in progress. Target Journal: *Group & Organization Management (Journal ranked 3 in AJG-ABS2021).*
- “Assembling the team: An analysis of partner selection and performance in robot-assisted surgery” (with Alessandro Lomi, Jurgen Lerner, and Marco Tonellato). Status: analyses completed, draft in progress. Target Journal: *Academy of Management Discoveries (Journal ranked 3 in AJG-ABS2021).*
- “Time will Tell: A Mixed-Method Multilevel Study of Knowledge Diversity and Job Satisfaction After Organizational Change” (With Silvia Dello Russo). *Manuscript in preparation.* Target journal: *British Journal of Management (Journal ranked 4 in AJG-ABS2021).*
- “The long tail of big science: Collaborative innovation and organizational mechanisms in the formation of an hadrontherapy center” (With Brenda Benaglia, Americo Cicchetti and Gianni Lorenzoni). *Manuscript in preparation.* Target journal: *Research Policy (Journal ranked 4\* in AJG-ABS2021).*

### PROCEEDINGS IN INTERNATIONAL CONFERENCES

- Ahmad Pour L., Leardini A., Fini R., **Mascia D.** 2023. “Boundary blurring and temporary teams' performance: The case of 3D printing technology in surgical teams.” In Sonia Taneja (Ed.), Proceedings of the Eighty-third Annual Meeting of the Academy of Management.
- **Mascia D.**, Angeli F., Di Vincenzo F. 2013. “Effect of Hospital Referral Networks on of the Appropriateness of Hospitalization Decisions: A HLM analysis”. In Leslie

- A. Toombs (Ed.) Proceedings of the 20<sup>th</sup> Annual Meeting of the Academy of Management.
- **Mascia D.**, Morandi F., Cichetti A. 2011. “Looking Good or Doing Better? Patterns of Decoupling in the Implementation of Clinical Directorates”. In Leslie A. Toombs (Ed.) Proceedings of the 18<sup>th</sup> Annual Meeting of the Academy of Management.
  - **Mascia D.**, Di Vincenzo F. 2010. “Understanding Hospital Performance: The Role of Network Ties and Patterns of Competition”. In Leslie A. Toombs (Ed.) Proceedings of the 17<sup>th</sup> Annual Meeting of the Academy of Management.

### CASE STUDIES

- Dello Russo S., **Mascia D.** 2023. “Building and strengthening a global culture: The case of UNIQLO Europe”. Luiss University, Department of Business and Management, Brief Teaching Case series, 1-8. Luiss University Press (<https://luissuniversitypress.it/luiss-teaching-cases>).

<h3>CONFERENCE PRESENTATIONS with PEER REVIEW (2013-2023)</h3>
--

- Ahmad Pour L., Leardini A., Fini R., **Mascia D.** 2023. “Boundary blurring and temporary teams' performance: The case of 3D printing technology in surgical teams”. Paper accepted for presentation at the 83<sup>rd</sup> Annual Meeting of the Academy of Management, Communication, Digital Technology and Organization Division, Boston, USA, August 4-8.
- **Mascia D.**, Giorgio L., Pallotti F. 2023. “A multilevel investigation of structural change: adaptation, centrality and collective efficacy”, Paper accepted for presentation at the 83<sup>rd</sup> Annual Meeting of the Academy of Management, Organizational Development and Change Division, Boston, USA, August 4-8.
- Pallotti F., **Mascia D.**, Mühlemann, N. 2023. “Leadership, social identity and adjustment to organizational change: A multilevel study”, Paper accepted for presentation at the 39<sup>th</sup> EGOS Colloquium, Cagliari, Italy, July 6-8.
- Lomi A., Amati V., **Mascia D.**, Pallotti F. 2022. “Community resilience as a network process”. Royal Netherlands Institute Symposium, Rome, July 1-3.
- Angeli F., Di Vincenzo F., Iacopino V., **Mascia D.**, Piazza A. 2022. “Shared Governance Network Dynamics and Unexpected Shocks: An Empirical Study of Hospitals After L'Aquila Earthquake”. 42<sup>nd</sup> Strategic Management Society Annual Conference, London, September 17-20.
- Giorgio L., **Mascia D.**, Pallotti F. 2022. “A multilevel study of social networks and collective reactions to organizational change”. Paper accepted for presentation at the 82<sup>th</sup> Annual Meeting of the Academy of Management, Organizational Development and Change (ODC) Division, Seattle, USA, August 5-9.
- Di Vincenzo F., Giustiniano L., **Mascia D.**, Morandi F. 2021. “How do white and blue collars respond to a merger? An empirical analysis of exposure to change, perceived change information and job satisfaction”. WOA 2021, Genova, Italy, September 10-11.
- Giorgio L., **Mascia D.**, Pallotti F. 2020. “Organizational redesign, knowledge transfer, and the formation of new boundary-spanning ties”. Paper accepted for presentation at the 80<sup>th</sup> Annual Meeting of the Academy of Management, Organization and Management Theory (OMT) Division, Vancouver, Canada, August 9-11.
- Lomi A., Lerner J., **Mascia D.**, Tonellato M. 2020. “Assembling the team: An analysis of partner selection and performance in robot-assisted surgery”. Paper accepted for

- presentation at the 80<sup>th</sup> Annual Meeting of the Academy of Management, Health Care Management (HCM) Division, Vancouver, Canada, August 9-11.
- Giorgio L., **Mascia D.**, Cicchetti A. 2019. “Hospital reorganization and its effects on physicians' network churn: The role of past ties”. Paper accepted for presentation at the 79<sup>th</sup> Annual Meeting of the Academy of Management, Health Care Management (HCM) Division, Boston, USA, August 9-13.
  - Iacopino V., Tonellato M., **Mascia D.**, Lomi A. 2019. “Exploring team overlap and knowledge diversity in fluid teams: An empirical study in robotic surgery”. Paper accepted for presentation at the 79<sup>th</sup> Annual Meeting of the Academy of Management, Organization and Management Theory (OMT) Division, Boston, USA, August 9-13.
  - Angeli F., Di Vincenzo F., Iacopino V., **Mascia D.** 2019. “Organizational network resilience after unexpected shocks”. Paper accepted for presentation at the 79<sup>th</sup> Annual Meeting of the Academy of Management, Organization and Management Theory (OMT) Division, Boston, USA, August 9-13.
  - Giorgio L., **Mascia D.**, Pallotti F. 2019. “Organizational change and its effect on new and diverse tie formation: An examination of networks among physicians before and after the change”. Paper accepted for presentation at the 35th EGOS Colloquium, Edinburg, UK, July 4-6.
  - **Mascia D.** 2019. “What(i)s(h)App(ening) in our team? Exploring face-to-face vs. electronic communication networks in multidisciplinary teams”. WOA 2019, Palermo, Italy, February 6-7.
  - **Mascia D.**, Dello Russo S. 2018. “Structural change, knowledge diversity and change satisfaction: A mixed method study”. Paper accepted for presentation at the 78<sup>th</sup> Annual Meeting of the Academy of Management, Organization and Management Theory (OMT) Division, Chicago, USA, August 10-14.
  - Iacopino V., Lomi A., **Mascia D.**, Tonellato M. 2018. “Where does learning come from? An empirical study of performance in robot-assisted surgery teams”. Paper accepted for presentation at the 78<sup>th</sup> Annual Meeting of the Academy of Management, Health Care Management (HCM) Division, Chicago, USA, August 10-14.
  - Giorgio L., **Mascia D.**, Cicchetti A. 2018. “An empirical study of structural change and network churn in hospitals”. Paper accepted for presentation at the 34th EGOS Colloquium, Tallinn, Estonia, July 5-7.
  - Angeli F., Di Vincenzo F., Iacopino V., **Mascia D.** 2018. “Hospital network resilience after unexpected shocks: An empirical study of the 2009 L'Aquila earthquake in Abruzzo, Italy”. Paper accepted for presentation at the 34th EGOS Colloquium, Tallinn, Estonia, July 5-7.
  - Reis R.S., **Mascia D.**, Kakarika M. 2018. “Exploring the interplay of entrepreneurship and leadership in healthcare startups”. Paper accepted for presentation at the 34th EGOS Colloquium, Tallinn, Estonia, July 5-7.
  - Lomi A., Amati V., **Mascia D.**, Pallotti F. 2018. “The coevolution of interorganizational networks and organizational structure: The effect of multilevel mixing and closure mechanisms”. Paper accepted for presentation at the 34th EGOS Colloquium, Tallinn, Estonia, July 5-7.
  - Cifalinò A., **Mascia D.**, Vendramini E. 2017. “Goal Understanding, Use of Performance Measures and Knowledge Exchange: An Empirical Study on General Practitioners”. XXXVIII AIDEA Annual Conference, University of RomaTre, Rome, September 14-15.
  - Amati V., Lomi A., **Mascia D.** 2017. “Some days are better than others: Examining time-specific variation in the structuring of interorganizational networks”. 3<sup>rd</sup>

- European Conference on Social Networks (EUSN), Johannes Gutenberg University Mainz, Germany, September 26-29.
- Di Vincenzo V., **Mascia D.** 2017. “Knowledge development and advice networks in professional organizations”. 33rd EGOS Colloquium, Copenhagen, Denmark, July 6-8.
  - Iacopino V., **Mascia D.**, Cicchetti A. 2017. “Beliefs and values in the adoption of biomedical innovation: Exploring the impact of organizational identification and professional networks”. 33rd EGOS Colloquium, Copenhagen, Denmark, July 6-8.
  - Lomi A., **Mascia D.**, Iacopino V., Tonellato M. 2017. “Network embeddedness, knowledge diversity and performance in teams: The case of robotic surgery”. XXXVI Sunbelt Conference, Beijing, China, May 30-June 4.
  - Arandelovic A., **Mascia D.**, Damiani G.F. 2017. “Social Capital and Self-reported Health Status in Nursing Homes: An Empirical Study”. XXXVI Sunbelt Conference, Beijing, China, May 30-June 4.
  - Di Vincenzo F., Magnusson M., **Mascia D.**, Bjork J. 2017 “Exploring homophily in an innovation jam: An empirical analysis”. WOA 2017, Pisa, Italy, February 16-17.
  - Sammarra A., Profili, S., Dandi R., **Mascia D.** 2017. “Knowledge acquisition and transfer in health care organizations: the role of aging on individual ability and motivation”. WOA 2017, Pisa, Italy, February 16-17.
  - Dandi R., **Mascia D.**, Pallotti F. 2016. “Organizational and Social Determinant of Knowledge-sharing Networks among Primary Care Physicians”. 76<sup>th</sup> Annual Meeting of the Academy of Management, Health Care Management (HCM) Division, Anaheim, USA, August 5-9.
  - Di Vincenzo F., **Mascia D.**, Giustiniano L. 2016. “Patient mobility for private medical services in the Italian NHS: A social network analysis.” 32<sup>nd</sup> EGOS Conference, Naples, Italy, July 7-9.
  - Dandi R., Sammarra A., Profili S., **Mascia D.** 2016. “Managing knowledge with an aging and age diverse health care workforce: A systematic review.” 32<sup>nd</sup> EGOS Conference, Naples, Italy, July 7-9.
  - **Mascia D.**, Dello Russo S., Morandi F., 2016. “The Impact of Relational Demography and Subunit Diversity on Perceived Change Effectiveness: An Empirical Study in Knowledge-Based Organizations”. Workshop on Research Advances in Organizational Behavior and Human Resource Management, Université Paris Dauphine, Paris, France, May 18-19.
  - Dello Russo S., **Mascia D.**, Morandi F. 2015. “Individual perceptions of HR practices, HRM strength, and quality of care”. 75<sup>th</sup> Annual Meeting of the Academy of Management, Health Care Management (HCM) Division, Vancouver, Canada, August 7-11.
  - Iacopino V., **Mascia D.**, Cicchetti A. 2015. “Professional Networks and the Alignment of Individual Perceptions toward Medical Innovation”. 75<sup>th</sup> Annual Meeting of the Academy of Management, Health Care Management (HCM) Division, Vancouver, Canada, August 7-11.
  - Morandi F., **Mascia D.** 2015. “Exploring work value differences among hospital physicians”. WOA 2015, Padua, Italy, May 20-22.
  - Dandi R., **Mascia D.**, Pallotti F., Brunetta F. 2015. “Testing Multiple Theories on the Creation of Knowledge Networks Among Primary Care Physicians”. 31<sup>st</sup> EGOS Conference, Sub-theme-55: Reexamining the Organization of Healthcare, Athens, Greece, July 2-4.

- Garbuio M., **Mascia D.** 2014. “Doing the Same Thing: The Impact of CEOs’ Characteristics on Patterns of Company Strategies’ Similarities”. 34<sup>th</sup> Strategic Management Society Annual Conference, Madrid, Spain, September 20-23.
- Iacopino A., **Mascia D.**, Cicchetti A. 2014. “When the time comes”: Exploring temporal differences in the adoption of medical innovation”. WOA 2014, Udine, Italy, March 26-28.
- Di Vincenzo F., **Mascia D.**, Magnusson MG., Bjork J. 2014. “Idea Generation and Survival in an Organizational Innovation Jam”. 74<sup>th</sup> Annual Meeting of the Academy of Management, Technology and Innovation Management (TIM) Division, Philadelphia, USA, August 1-5.
- Lomi A., **Mascia D.**, Vu D., Pallotti F., Conaldi G., Iwashyna T.J. 2014. “Do patient sharing networks between hospitals afford access to better care?”. 74<sup>th</sup> Annual Meeting of the Academy of Management, Health Care Management (HCM) Division, Philadelphia, USA, August 1-5.
- Iacopino V., **Mascia D.**, Cicchetti A. 2014. “When the Time Comes”: Exploring Temporal Differences in the Adoption of Medical Innovation”. 30<sup>th</sup> EGOS Conference, Rotterdam, The Netherlands, July 3-5.
- **Mascia D.**, Iacopino V., Di Vincenzo F. 2014. “Institutional and professional homophily in the formation of inter-physician networks: an empirical study”. XXXIV Sunbelt Social Network Conference (Sunbelt), St. Pete Beach, USA, February 18-23.
- Stadtfeld C., **Mascia D.**, Pallotti F., Lomi A. 2014. “A Multilevel Model of Organization and Network Change”. XXXIV Sunbelt Social Network Conference, St. Pete Beach, USA, February 18-23.
- Lomi A., **Mascia D.**, Duy V., Pallotti F., Iwashyna T.J. 2014. “Social Structure and Competition in Interhospital Patient Handoff Relations”. XX Organization Science Winter Conference, Steamboat Springs, USA, February 6-9.
- **Mascia D.**, Angeli F., Di Vincenzo F. 2013. “Effect of Hospital Referral Networks on Appropriateness of Hospitalization Decisions: A HLM Analysis”. 73<sup>rd</sup> Annual Meeting of the Academy of Management, Health Care Management (HCM) Division, Orlando, USA, August 9-13.
- **Mascia D.**, Dandi R., Di Vincenzo F. 2013. “Inter-physician interaction across levels of care and EBM adoption in pediatric care”. 73<sup>rd</sup> Annual Meeting of the Academy of Management, Health Care Management (HCM) Division, Orlando, USA, August 9-13.
- Garbuio M., **Mascia D.**, Morandi F. 2013. “Does Scheduling Matter? When Unscheduled Meetings Result in Better Group Decision Making”. WOA 2013, Rome, Italy, May 30-31.
- Iacopino V., **Mascia D.** Cicchetti A. 2013. “Adopting medical technologies in organizations: The impact of professional networks and social capital on the alignment of individual perceptions”. 29<sup>th</sup> EGOS Colloquium, Montréal, Canada, July 4-6.

#### RESEARCH PROJECTS AND GRANT CONSULTATIONSHIPS

- Grant for the Research Project titled “Organizing for resilience: How do networks and firms face adversities?”, Ministry of University and Research, Progetti di ricerca di interesse nazionale, Project # 2022RPXNJB, year 2023 (Co-applicant, Euros 300,000, Principal Investigator: Martina Gianecchini, University of Padua).

- Grant for the Research Project titled “3d Printing in Orthopaedics for personalized Devices (3POD)”, Ministry of Health, Ordinary/Progetti ordinari di Ricerca Finalizzata 2021, RF-2021-12373962, year 2022 (Co-applicant, Euros 454.051, Principal Investigator: Alberto Leardini Rizzoli Research Hospital).
- Grant for the Research Project titled “Resilient and safe hospital organizations during crisis – what can we learn from Covid-19: A case study of a Danish and Italian Region”, Arhus University (International Research Team Member, Euros 67.000, Principal Investigator: Prof. Marianne Lisby, Arhus University Hospital, Research Center for Emergency Medicine).
- NRRP (National Recovery and Resilience Plan), Research Project titled “Strengthening of research structures and creation of R&D innovation ecosystems” funded from the European Union, Mission 4, Component 2 Investment 1.4, Next Generation EU, member of the scientific committee, year 2022 (Principal investigator Prof. Pino Italiano).
- FFABR Funding for Basic Research, ANVUR (National Agency for the Evaluation of Academic Research), year 2017, (Euro 3,000).
- Grant for the Research Project titled “L’inserimento nel lavoro: prospettive individuali, dinamiche organizzative e politiche del lavoro”, University of Bologna, ALMA Idea Grant, Linea Intervento Senior, year 2017 (Principal Investigator: Prof. Gabriele Morandin), (Euro 25,000).
- Grant for the Research Project titled “Team composition, competencies and performance under conditions of technological change: The case of robotic surgery”, Grant number: 100018\_165764, Swiss National Science Foundation, Switzerland, March 2016 (Principal Investigator: Prof. Alessandro Lomi; Co-applicant: Prof. Daniele Mascia), (CHF 260,000).
- Member of the Research Project titled “Dalla valutazione al procurement: aspetti istituzionali, organizzativi normativi e contrattuali del percorso di acquisizione di dispositivi medici cost-saving”, Italian Ministry of Health, years 2016-17 (Principal Investigator: Prof. Americo Cicchetti), (Euro 190,000).
- Grant for the Research Project titled “Relational event models for inter-hospital patient sharing data”, Grant number: IZK0Z1\_160627/1, Swiss National Science Foundation, Switzerland, year 2015 (Host researcher: Prof. Alessandro Lomi; Guest researcher: Prof. Daniele Mascia), (CHF 10,000).
- Member of the Research Project titled “Analisi dell’innovazione tecnologica prodotta dal Servizio Sanitario Nazionale secondo un approccio di HTA”, Italian Ministry of Health, years 2015-16 (Principal Investigator: Prof. Americo Cicchetti), (Euro 150,000).
- Grant for the Research Project titled “L’utilizzo della Social Network Analysis per l’adozione di strategie vaccinali efficaci nelle scuole: Un’analisi empirica”, Università Cattolica del Sacro Cuore, Faculty of Medicine & Surgery, year 2015 (Principal Investigator: Prof. Daniele Mascia) (Euro 8,000).
- Member of the Research Project titled “Sviluppo del Performance Management nelle Aziende Sanitarie: Analisi delle Condizioni di Ruolo e di Carriera dei Direttori Generali”, commissioned by the National Agency for Regional Health Services (AGENAS), years 2013-2014 (Principal Investigator: prof. Americo Cicchetti), (Euro 28,000).
- Analytical Consultant for the Research Project titled “Creazione di una struttura di monitoraggio per l’analisi organizzativa e gestionale del dipartimento ospedaliero nella prospettiva del governo clinico”, Italian Ministry of Health, SIVEAS (Sistema

nazionale di Verifica e controllo sull'Assistenza Sanitaria), years 2011-2014, (Principal Investigator: Prof. Americo Cicchetti), (Euro 200,000).

- Analytical Consultant for the Research Project titled “Hr&i Transfer: Analysis and development of a network for the integrated use of scientific evidence to introduce innovation in health services”, Italian Ministry of Health, Direzione Generale della Ricerca Scientifica e Tecnologica, year 2007 (Principal Investigator: Prof. Americo Cicchetti), (Euro 180,000).
- Grant for the Research Project (PRIN) titled “Network e Produzione di Conoscenze in una Comunità Professionale: i pediatri di libera scelta nel Servizio sanitario nazionale”, MIUR, Year 2007 (Principal Investigators: Prof. Franco Fontana, Prof. Americo Cicchetti, Prof. MariaPia Fantini), (Euro 120,000).
- Member of the Research Group Project titled “Studio sull’evoluzione dei modelli organizzativi dipartimentali nel Servizio sanitario nazionale”, Università Cattolica del Sacro Cuore, Faculty of Economics, year 2007 (Principal Investigator: Prof. Americo Cicchetti), (Euro 4,000).
- Analytical Consultant for the Research Project titled “Modelli organizzativi per la generazione della conoscenza e la valorizzazione economica e sociale della ricerca biomedica”, National Institute of Health (ISS), year 2006 (Principal Investigator: Prof. Americo Cicchetti), (Euro 50,000).
- Analytical Consultant for the Research Project “Integrazione e Continuità’ delle Conoscenze in campo Biomedico: la Realizzazione di una Piattaforma di Knowledge Management per la Valorizzazione della Pratica Clinica,” MIUR, Centro di ricerca e formazione ad alta tecnologia nelle scienze biomediche di Campobasso UCSC, year 2005-2007 (Project Leader: Prof. Americo Cicchetti), (Euro 80,000).

## TEACHING EXPERIENCE

### BACHELOR AND MASTER DEGREE PROGRAMS

- “ORGANIZATIONAL DESIGN AND CHANGE (6 CFU, 48 hrs.)
  - Role: Course Instructor
  - University: LUISS Guido Carli University (Master Degree Program in “Strategic Management – Fully Digital”)
  - Academic Years: 2022-2023
  - Language: English
  - Format: DIGITAL
- “ORGANIZATIONAL DESIGN (ADVANCED) / PROGETTAZIONE ORGANIZZATIVA” (6 CFU, 48 hrs.)
  - Role: Course Instructor
  - University: LUISS Guido Carli University (Master Degree Program in “Strategic Management”)
  - Academic Years: 2019/20; 2020/2; 2021/22; 2022/23
  - Language: Italian
  - Format: HYBRID
- “HEALTH CARE MANAGEMENT” (6 CFU, 48 hrs.)
  - Role: Course Instructor
  - University: LUISS Guido Carli University (Elective course)
  - Academic Years: 2020/21; 2021/22
  - Language: English
  - Format: HYBRID

- “ORGANIZATIONAL DESIGN / ORGANIZZAZIONE AZIENDALE” (8 CFU, 60 hrs.)
  - Role: Course Instructor
  - University: LUISS Guido Carli University (Bachelor Degree Program in “Economia e Management”)
  - Academic Years: 2019/20; 2020/21; 2021/22
  - Language: Italian
  - Format: In presence
- “ORGANIZATIONAL DESIGN / ORGANIZZAZIONE AZIENDALE” (6 CFU, 48 hrs.)
  - Role: Course Instructor
  - University: University of Bologna (Bachelor Degree Program in “Economia dell’Impresa”)
  - Academic Years: 2016/17; 2017/18; 2018/19
  - Language: Italian
  - Format: In presence
- “HUMAN RESOURCE MANAGEMENT” (6 CFU, 30 hrs.)
  - Role: Course Co-instructor
  - University: University of Bologna (Master Degree Program in “Service Management”)
  - Academic Years: 2016/17; 2017/18; 2018/19
  - Language: English
  - Format: In presence
- “PRINCIPLES OF MANAGEMENT AND ORGANIZATIONAL BEHAVIOR” (6 CFU, 30 hrs.)
  - Role: Course Co-instructor
  - University: University of Bologna (Bachelor Degree Program in “International Tourism and Leisure Industries”)
  - Academic Years: 2017/18; 2018/19
  - Language: English
  - Format: In presence
- “FUNDAMENTALS IN HEALTHCARE MANAGEMENT” (5 CFU, 30 hrs.)
  - Role: Course Instructor
  - University: University of Bologna (Master Degree Program in “Health Economics and Management”)
  - Academic Years: 2017/18
  - Language: English
  - Format: In presence
- “ORGANIZATIONAL BEHAVIOR / COMPORTAMENTO ORGANIZZATIVO” (8 CFU, 60 hrs.)
  - Role: Course Instructor
  - University: Università Cattolica Sacro Cuore (Master Degree Program in “Management dei Servizi”)
  - Academic Years: 2007/08; 2008/09; 2009/10; 2010/11, 2011/12; 2012/13; 2013/14; 2014/15; 2015/16.
  - Language: Italian
  - Format: In presence
- “MANAGEMENT OF HEALTH INNOVATION / GOVERNO DELL’INNOVAZIONE TECNOLOGICA IN SANITA” (8 CFU, 30 hrs.)
  - Role: Course Co-instructor

- University: Università Cattolica Sacro Cuore (Master Degree Program in “Management dei Servizi”)
- Academic Years: 2009/10; 2010/2011; 2011/12; 2012/13; 2013/14; 2014/15; 2015/16
- Language: Italian
- Format: In presence

## PHD PROGRAMS

- “SOCIAL NETWORK ANALYSIS” (4 CFU, 20 hrs.)
  - Role: Course Instructor
  - University: LUISS Guido Carli (PhD Program in “Management” – Department of Business and Management)
  - Academic Year: 2016/17; 2017/18; 2018/19; 2019/20; 2020/21; 2021/22; 2022/23
  - Language: English
  - Format: In presence
- “ORGANIZATIONAL BEHAVIOR” (4 CFU, 10 hrs.)
  - Role: Course Co-instructor
  - University: University of Bologna (PhD Program in “Management” – Department of Management)
  - Academic Year: 2016/17; 2017/18; 2018/19; 2019/20
  - Language: English
  - Format: In presence
- “SOCIAL NETWORK ANALYSIS” (3 CFU, 15 hrs.)
  - Role: Course Instructor
  - University: Università Cattolica Sacro Cuore (PhD Program in “Management & Innovation” - SEGESTA Department)
  - Academic Year: 2013/14; 2014/15
  - Language: Italian
  - Format: In presence

## EXECUTIVE PROGRAMS

- Organizational Design and Human Resource Management. Instructor. Executive Masters, Luiss Business School, Rome, Italy. Academy Years: from 2019/20 to 2022/23.
- Organizational Design and Human Resource Management. Instructor. Executive Master in “Public Management”, BBS - Bologna Business School, Bologna, Italy. Academy Year: 2018-2019.
- Knowledge Management and Human Resource Management. Instructor. Executive Master in “Human Resource Management”, BBS - Bologna Business School, Bologna, Italy. Academy Year: 2016-2017; 2017/18; 2018/19.
- Organization of Health Care Services. Instructor. Executive Master in “Health Care Management”, ALTEMS (Graduate School of Health Economics and Management), Rome, Italy. Academic Year: from 2008/9 to 2021/22.
- Human Resource Management in Health Care Organizations. Executive Master in “Health Economics and Management”, Ca’ Foscari Challenge School of Management, Venice, Italy. Academic Year: from 2008/09 to 2021/22.
- Strategic Management. Instructor. Executive Master in “Management of Biotech and Biomedical Companies”, ALTEMS (Graduate School of Health Economics and Management), Rome, Italy. Academic Year: from 2008/09 to 2021/22.

- *Organization Design in Health Care and Leadership*. Instructor. Executive Master Program in “Management of Public Organizations”, ALTIS (Graduate School of Business and Society), Milano (Italy). Academic Years: 2013/14; 2021/22.

In the last five academic years Daniele Mascia has supervised and supported students in the preparation of almost 60 master degree theses.

#### **PHD SUPERVISIONS AND COMMITTEES**

- Marco Cagianelli – Luiss (main supervisor, co-supervision), year 2023 (ongoing)
- Tiziano Volpintesta – Luiss (co-supervision), year 2022 (ongoing)
- Roberto Urbani – Luiss (co-supervision), year 2021 (ongoing)
- Leila Ahmad Pour – Unibo (main supervisor, co-supervision), year 2019 (completed)
- Luca Giorgio – UCSC (co-supervision), year 2018 (completed)
- Anđelija Arandelovic – UCSC (co-supervision), year 2018 (completed)
- Valentina Iacopino – UCSC (co-supervision), year 2012 (completed)
- Ilaria Piconi – UCSC (co-supervision), year 2011 (completed)
- Federica Morandi – UCSC (co-supervision), year 2009 (completed)
- Fausto Di Vincenzo – UCSC (co-supervision), year 2009 (completed)

#### EXTERNAL DISSERTATION COMMITTEES:

- Francesco Cappa (Luiss Guido Carli University, Italy), external examiner and chair.
- Qian Chen (KTH Royal Institute of Technology, Sweden), external examiner.
- Amy Nguyen (Macquarie University, Australia), external examiner.
- Anna Piazza (Greenwich University, UK), external examiner.
- Federica Silveri (University of Montpellier, France), external examiner.
- Cristina Trocin (Ca' Foscari University Venice, Italy), external examiner.

#### **INVITED TALKS AND SEMINARS**

- “A multilevel study of social networks and collective reactions to organizational change”, Tilburg University, Department of Organization Studies, Tilburg, The Netherlands, April 2022.
- “Health Management Competencies and Education for Value-Based Healthcare”, Università Cattolica Sacro Cuore, Graduate School of Health Economics and Management, Rome, Italy, June 2019.
- “Where does learning come from? An empirical study of performance in robot-assisted surgery teams”, ISG International Business School, Paris, France, April 2019.
- “Competencies models for new managerial positions in modern health organizations”, 27<sup>th</sup> EAHM (European Association of Hospital Managers) Congress, Cascais, Portugal, September 2018.
- “Regionalization in health care and access to care”, Centre for Business Network Analysis, University of Greenwich, London, UK, June 2018.
- “Structural Change, Knowledge Diversity and Change Satisfaction: A Mixed Method Study”, Department of Management, LUISS Guido Carli, Rome, Italy, May 2018.
- “Social network Analysis: Theories, Methods and Applications”, Istituto Universitário de Lisboa, Business Research Unit, Lisbon, Portugal, December 2017.

- “Don’t Stand So Close to Me: Niche Overlap, Geographical Proximity and the Organizations’ Propensity to Collaborate”, Istituto Universitário de Lisboa, Business Research Unit, Lisbon, Portugal, January 2015.
- “Exploring Professionals’ Motivation to Lead: A Cross-level Study in the Healthcare sector”, University of Hamburg, Hamburg Center for Health Economics and Management, Hamburg, Germany, November 2014.
- “Publishing in healthcare journals”, The University of Sydney Business School, Business of Health Research Network, Sydney, Australia, October 2014.
- “Social Network Analysis: Theories, Methods and Applications in Health Care”, The University of Sydney Business School, Business of Health Research Network, Sydney, Australia, October 2014.
- “Network forms of organizing in health care”, University of New South Wales, Australian Institute of Health Innovation, Sydney, Australia, February 2013.
- “Organizing networks in health care”, The University of Sydney Business School, International Management, Discipline of International Business Sydney, Australia, February 2013.
- “Effect of hospital referral networks on patient readmission”, ESSEC Business School, Department of Management, Paris, France, May 2013.

#### EDITORIAL EXPERIENCE

- |   |              |
|---|--------------|
| • <i>Health Services Management Research</i> (Associate Editor) | 2021-present |
| • <i>Journal of Management Studies</i> (Editorial Board Member) | 2021-present |
| • <i>Health Care Management Review</i> (Editorial Board Member) | 2015-2019    |

#### PROFESSIONAL SERVICES

##### SERVICE TO UNIVERSITY

- |  |                |
|--|----------------|
| • Program Director, MSc in “Strategic Management”<br>Department of Business and Management, Luiss University           | 2023 – present |
| • Program Director, MSc in “Strategic Management” (digital)<br>Department of Business and Management, Luiss University | 2021 – present |
| • Member of the task force for the development of<br>Fully digital “Master programs” al Luiss                          | 2020 – present |
| • PhD Program in “Heritage Sciences”<br>Board and Faculty Member, Luiss University                                     | 2022 – present |
| • PhD Program in “Management”<br>Board and Faculty Member, Luiss University  | 2020 – present |
| • Teaching Area Leader (Organization Studies)  | 2020 – 2022    |
| • Academic leader “commissione paritetica”,<br>Department of Business and Management, Luiss University                 | 2020 – 2021    |
| • Research Seminar Coordinator<br>Department of Business and Management, Luiss University                              | 2019 – 2020    |

##### SERVICE TO PROFESSION

##### **Roles and Mandates in professional organizations**

- Academy of Management, International Representative, Health Care Management Division (years 2017 and 2018)
- Academy of Management, Nomination for Academic-At-Large, Health Care Management Division (year 2017)
- Member of the Scientific Committee, PuntoOrg (Italy)
- Member of the Scientific Committee, WOA 2018, Rome (Italy)
- Member of the Editorial Board, *Prospettive in Organizzazione* (<http://prospettiveinorganizzazione.assioa.it/redazione>)

### Professional memberships

- Organizational Design Community (ODC), 2020-present
- Academy of Management (AOM), 2003-present
- International Network for Social Network Analysis (INSNA), 2003-present
- European Group for Organization Studies (EGOS), 2003-present
- ASSIOA, 2014-present (previously WOA, 2004-present)
- PuntoOrg, 2019-present

### Other professional activities

- Special issue guest co-editor (with Fausto Di Vincenzo), “Shock e network organizzativi: Modelli relazionali emergenti in contesti di cambiamento”, *Prospettive in Organizzazione*, n 19, 2022.
- Organizer (with Pallotti F., Jody Gittel, Kelly Vranas) of the track titled “Organizing for better health care”, in collaboration with the United Nations Refugee Agency (UNHCR) and the Organizational Design Community (ODC), October 2021.
- Organizer (with Balachandran L.) of the research workshop titled “How to Develop and Publish Mixed Methods Research in Management” Early Scholars Workshop”, in collaboration with the Society for the Advancement of Management Studies (SAMS), Luiss University, September 2021.
- Organizer (with Dello Russo S., Gabutti I.) of the symposium titled “Careers between fado and choices”, SIG 09 Organizational Behaviour (OB), at the 2019 EURAM conference to be held in Lisbon, Portugal, June 26-28.
- Organizer and Co-chair (with Angeli F., Barlow J.) of the sub-theme titled “Technological Innovation in Healthcare Organizations: Panacea or Pandora’s box?” at the 2019 EGOS colloquium to be held in Edinburgh, UK, July 4-6.
- Organizer and Co-chair (with Angeli F., Cicchetti A.) of the sub-theme titled “Shocks and Unexpected Change in Contemporary Health Care Organizations and Systems” at the 2018 EGOS colloquium, Tallinn, Finland, July 5-8.
- Organizer and Co-chair (with Angeli F., Cicchetti A.) of the sub-theme titled “The Art of Making Do and the Science of Organizing in Future Health Care” at the 2016 EGOS colloquium, Naples, Italy, July 7-9.
- Organizer and Co-chair (with Angeli F., Cicchetti A.) of the sub-theme titled “Re-examining the Organization of Healthcare: Institutional, Technological and Clinical Challenges” at the 2015 EGOS colloquium, Athens, Greece, July 2-4.
- Organizer and Panelist of the PDW titled “Managing Collaborative Innovation” at the 2012 Academy of Management Annual Meeting, Boston, USA, August 3-7.
- Organizer and Co-chair (with Magnusson M., Björk J.) of the track titled “Organizing ideation, creativity and innovation: the role of social networks” at the XIII WOA, May 28-29, Verona, Italy.

- Special issue guest co-editor (with Magnusson M., Björk J.), “Organizing ideation, creativity and innovation: the role of social networks”, *Creativity and Innovation Management Journal*, 2014.

### **Ad-hoc reviewer (Journals)**

*Journal of Management Studies, Organization Studies, International Journal of Management Reviews, Journal of Vocational Behavior, Journal of Organizational Behavior, Social Networks, International Journal of Human Resource Management, Journal of Product Innovation Management, Social Science & Medicine, Industry & Innovation, International Journal of Production Economics, European Management Review, Creativity and Innovation Management, Technology Analysis & Strategic Management, PLOS One, Review of Managerial Science, Health Policy, Health Care Management Review, BMC Health Services Research, Health Services Management Research, BMJ Open, Studi Organizzativi (Italian journal), Politiche Sanitarie (Italian journal), Organizzazione Sanitaria (Italian journal), Mecosan (Italian journal).*

### **Assessment and evaluation of research projects**

Evaluator of research projects and individual profiles on behalf of the Italian Ministry of Research and Education (MUR), the Swiss National Foundation for Scientific Research (SNSF), the Netherlands Organisation for Health Research and Development, and the Marsden Fund Council of the Royal Society Te Apārangi, New Zealand.

### **PAST APPOINTMENTS TO UNIVERSITY, DEPARTMENTS AND OTHER SCHOOL BODIES**

- Board and Faculty Member, PhD Program in “Healthcare & Technology”, University of Bologna, Academic Years 2017-18; 2018-19.
- University of Bologna’s Research Evaluation Committee (VRA) for Economics, Statistics and Management (“Area 13”) disciplines Panel Member, University of Bologna.
- Board Member of the PhD Program in Management, Department of Management, University of Bologna. Academic Year 2016/2017.
- Member of the Departmental Committee for the preparation of the project “Dipartimenti di Eccellenza”, Department of Management, University of Bologna. From May to October 2017.
- Scientific coordinator and responsible for the “Strategy and innovation” area of the Graduate School of Health Economics and Management (ALTEMS), Università Cattolica del Sacro Cuore, Rome. Academic Years 2012/2013; 2013/2014; 2014/2015; 2015/2016.
- Member of the University Committee for the assessment and evaluation of graduate students’ admission, Università Cattolica del Sacro Cuore. Academic Years 2009/2010; 2010/2011; 2012/2013.

### **THIRD MISSION ACTIVITIES**

In the context of the Third Mission, aiming at spreading knowledge and transferring research results outside the academic community, thus contributing to social and cultural growth, I wrote press articles and promoted a number of events:

- Co-organizer and moderator of the policy dialogue workshop on “Pharmaceutical development, therapeutical access, and strategic preparedness: New paths for public health. A multi-country high-level policy dialogue in the context of the State of Health

in the EU Voluntary Exchange”. Workshop organized by OECD, AIFA (“Agenzia Italiana del Farmaco”) and Luiss University, 25 November 2022;

- Participation to student orientation activities, Luiss University, Academic years 2020, 2021 and 2022;
- Participation to teaching for learning activities, Academic years 2021-2022;
- Co-organizer (with Antonella Santuccioni Chada) of the Master class titled “Medicina di precisione: prospettive e implicazioni nell’epoca post Covid”, Master classes series “Saperi Pandemici”, Luiss University, 9 July 2020.
- The following “press articles” and other publications have been published to generate knowledge outside academic environments:
  - **Mascia D.** “Cambiare le organizzazioni dentro e oltre la pandemia: il ruolo dei network professionali”, Luiss Open, Marzo 2022 <https://open.luiss.it/2022/03/03/cambiare-le-organizzazioni-sanitarie-dentro-e-oltre-la-pandemia-il-ruolo-dei-network-professionali/> .
  - **Mascia D.**, Piconi I. “ASL, il DG impara in Palestra”. Ilsole24Ore Sanità, 10-16 aprile 2012.
  - Dandi R. **Mascia D.** “Le linee guida funzionano se c’è collaborazione”. Ilsole24Ore Sanità, 2 novembre 2011.
  - Cicchetti A., Leone F.E., **Mascia D.** “Atenei veicoli di tecnologia. Il modello della “tripla elica” – la promozione aumenta i brevetti”. Ilsole24Ore Sanità, 3 giugno 2008.
  - Cicchetti A., **Mascia D.**, Papini P., Cipolloni E., De Luca A., Ruggeri M., Guasticchi C. “La Social Network Analysis va in rete nel Ssn con Minorel”. Ilsole24Ore Sanità, 17 gennaio 2006.
  - Ricciardi G., **Mascia D.** “Attenti al legame sempre più stretto tra spesa sanitaria e nuovi interventi medici”. Ilsole24Ore Sanità, Anno VII, n. 37, 28 settembre-4 ottobre 2004.
  - **Mascia D.**, Cicchetti A. “Eccellenza alla svedese con il patto ricerca-industria”. Ilsole24Ore Sanità, Anno VI, n. 46, 2-8 dicembre 2003.

## ANALYTICAL AND LANGUAGE SKILLS

- Statistical Analysis
  - Certified:
    - Data analysis: SPSS and STATA
    - Social network analysis: UCINET-Netdraw, Pajek, ORA
    - SAOMs (Stochastic Actor-Oriented Models): R-Siena, Visone
    - ERGMs (Exponential Random Graph Models): MP-net
    - Multilevel Modeling: Mplus
  - Non-certified:
    - Leximancer (basic knowledge)
    - N-Vivo vers. 10 (basic knowledge)
- Languages:
  - English (fluent)
  - French (conversational from time spent studying and living in Strasbourg)

Rome, November 2023

Daniele Mascia

