

CLEO SILVESTRI

Research Associate (Postdoctoral Researcher)

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ACADEMIC EMPLOYMENT

01/2020 – Present Imperial College London **Research Associate (Postdoctoral Researcher)**
Management & Entrepreneurship Department
Tasks: Individual research and teaching support

EDUCATION

10/2014 – 10/2019 Imperial College London **PhD**
Innovation & Entrepreneurship Department
Supervisors: Markus Perkmann & Paola Criscuolo
Committee: Mark Kennedy, Nelson Phillips, Rhonda Reger

09/2017 – 03/2018 Northwestern University **Visiting Scholar**
Management & Organizations Department
Academic Host: Klaus Weber

09/2011 – 02/2014 Università Alma Mater
Studiorum di Bologna **Master's Degree in Industrial Engineering**
Grade: 110/110 cum laude (First class honours)
Thesis: "Is there a University "Brain Gain" from Hybrid
Academic Entrepreneurship?"

09/2007 – 04/2011 Università degli Studi di
Firenze **Bachelor's Degree in Industrial Engineering**
Thesis: "Feasibility Study for the Realization of a Logistic
Platform of a Regional Healthcare Service"

RESEARCH INTERESTS

- Impression management, symbolic management, reputation, status (individual and organizational level)
- Novelty evaluation and social (e)valuation
- Multiple institutional logics, dual identities, hybrid organizations
- Individual and organizational identities, images, and organizational identification

PUBLICATIONS AND WORKS IN PROGRESS

- Perkmann, M., Fini, R., Ross, J-M., Salter, A., **Silvestri, C.**, Tartari, V., 2015, Accounting for Universities' Impact: Using Augmented Data to Measure Academic Engagement and Commercialization by Academic Scientists, *Research Evaluation*, Vol: 24, Pages: 380-391, ISSN: 0958-2029
- Perkmann, M., Fini, R., Ross, J-M., Salter, A., **Silvestri, C.**, Tartari, V., 2015, Accounting for Impact at Imperial College London: A Report on the Activities and Outputs by Imperial Academics Relevant for Economic and Social Impact, *Technical Report – Imperial College London*

Working papers:

- **Silvestri, C.**, Perkmann, M., Criscuolo, P., & Weber, K., "When Behavior Does Not Conform: The Role of Status in Professionals' Image Conformity". Target journal: *Academy of Management Journal*
- **Silvestri, C.**, Perkmann, M., & Criscuolo, P. "Organizational Identification in Hybrid Organizations". Target journal: *Organization Studies*
- Yu, M., **Silvestri, C.**, Dong L., & Mishina, Y. "Safety in Numbers? How Reputation and Salience of Misconduct Change the Effect of Group Size on Punishment" – *Nominated for SMS Best Paper 2020*
- Jourdan, J., **Silvestri, C.**, & Perkmann, M. "Singing a Different Tune: Distinction Dynamics among Film Critics". *In progress*
- Bacco, F., **Silvestri, C.**, Cattani, G., & Ferriani, S. "Generalists vs. Specialists: The Role of Selectors' Knowledge Structures in Novelty Evaluation". *In progress*

CONFERENCE PRESENTATIONS

- Jourdan, J., **Silvestri, C.**, & Perkmann, M. “Singing a Different Tune: Distinction Dynamics among Film Critics”.
 - Mallen Virtual Conference, November 2020
- Bacco, F., **Silvestri, C.**, Cattani, G., & Ferriani, S. “Generalists vs. Specialists: The Role of Selectors’ Knowledge Structures in Novelty Evaluation”
 - EGOS Virtual Colloquium, July 2020
 - In: AOM Annual Virtual Meeting, OMT Division, Symposium: “Microfoundations of Novelty Evaluation: The Interplay between Novel Ideas and their Audiences”, August 2020 (Presenter and organizer with Francesca Bacco)
- Yu, M., **Silvestri, C.**, Dong L., & Mishina, Y. “Safety in Numbers? How Reputation and Salience of Misconduct Change the Effect of Group Size on Punishment”
 - Virtual Paper and Idea Development Workshop, April 2020
 - SMS Annual Virtual Meeting, October 2020
- **Silvestri, C.**, Perkmann, M., Criscuolo, P., & Weber, K.,. “Careers Embedded in Multiple Institutional Logics: the Construction of a Professional Image”.
 - In: AOM Annual Meeting, OMT, STR, OB Divisions. Symposium: “Impression and Symbolic Management at the Intersection of Multiple Levels of Analysis”. August 2018, Chicago, IL, USA. (Presenter and organizer)
 - SMS Annual Meeting, 22-25 September 2018, Paris, France.
- **Silvestri, C.**, & Perkmann, M. “The Role of Dominant and Peripheral Organizational Identities”
 - In: AOM Annual Virtual Meeting, MOC Division, Symposium: “Organizational Identity Comparison, Organizational Identification and Organizational Commitment: Differences across Contexts and Measurements”, August 2020. (Presenter and organizer with Peter Foreman)
- **Silvestri, C.**, Perkmann, M., & Criscuolo, P. “Organizational Identification in Hybrid Organizations”
 - EGOS Colloquium, July 2016, Naples, Italy.
 - The 1st IESE-LUISS Conference on Responsibility, Sustainability and Social Entrepreneurship, April 2017, Rome, Italy.
 - EGOS Colloquium, July 2017, Copenhagen, Denmark.
 - In: AOM Annual Meeting, OMT Division, Symposium: “Organizational Values: Developing a Dormant Concept in Organization Studies”, August 2017, Atlanta, GA, USA.
 - AOM Annual Meeting, August 2018, Chicago, IL, USA.

INVITED PRESENTATIONS

- Jourdan, J., **Silvestri, C.**, & Perkmann, M. “Singing a Different Tune: Distinction Dynamics among Film Critics”. Creative Industries Conference, February 2021
- **Silvestri, C.**, Perkmann, M., Criscuolo, P., & Weber, K. “Actors’ Construction of a Pure Professional Image: Revisiting Middle Status Conformity”. School of Management, University of Bath, December 2020
- **Silvestri, C.**, Perkmann, M., Criscuolo, P., & Weber, K. “The Strategic Construction of a Broad Professional Image”. Reputation Symposium, Saïd Business School, University of Oxford, August 2019

TEACHING EXPERIENCE

Tutor (Teaching & Coaching)

- **Global Online MBA:** Corporate Innovation, Imperial College London (2019 – 2020) – *average rating 4.3/5.0*
- **Global Online MBA:** Digital Business, Imperial College London (2016 – 2020) – *average rating 4.7/5.0*
- **Summer School:** Entrepreneurial Smart Camp, Imperial College London (2015) – *rating 4.7/5.0*
- **MSc Strategic Marketing:** Business Simulation with Markstrat (2017)

Teaching Assistant

- **MSc International Management:** Innovation & Technology Strategy; Competitive & Corporate Strategy (2019 – 2020)
- **Business for Professionals of Engineering and Science:** Managing Innovation (2018 – 2020)
- **MSc Economics & Strategy for Business:** Corporate Strategy & Leadership; Corporate Strategy; Global Strategy; Strategy Implementation (2015 – 2020)
- **MSc Innovation, Entrepreneurship and Management:** Business Models and Intellectual Property; Managing Innovation (2017 – 2020)

GRANTS AWARDED

Together with Maxine Yu, Lin Dong and Yuri Mishina:

- Lille Economics Management (LEM) research laboratory grant (2020)
- Management & Entrepreneurship Department, Imperial College Business School grant (2021)

EXTERNAL WORKSHOPS AND TRAININGS

- Virtual Paper and Idea Development Workshop, “Advancing Management Theory with Sports Data” (2020)
- Reputation Symposium Paper Development Workshop, Saïd Business School, University of Oxford (2019)
- Medici Summer School, “Organizations as Vehicles and Settings for Social Change” – Bologna (2018)
- Alberta Institutions Conference PhD Workshop (2018)
- OMT Doctoral Consortium (2017)
- Edinburgh Writing Workshop (2017)
- Essex Summer School – Survival Analysis and Event History Modelling (two-week course - July 2017)
- SCANCOR PhD Workshop on Institutional Analysis - Stockholm (2016)

SERVICE TO THE ACADEMIC COMMUNITY

- Student representative (Doctoral Program at Imperial College Business School)
- Organizer of “Academic speed-dating events” across Imperial College Business School, Cass Business School, Kings College, University College London, London Business School, and London School of Economics
- Organizer of “PhD Reading Group in OB/OT” at Imperial College Business School
- Ad hoc reviewer for Journal of Business Ethics and the Academy of Management Meetings
- Active member of Academy of Management Meetings (AOM), European Group for Organizational Studies (EGOS), Strategic Management Society (SMS)

REFERENCES

Prof. Markus Perkmann

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Prof. Klaus Weber

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