

VALERIA CAVOTTA

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RESEARCH INTERESTS

Social entrepreneurship, entrepreneurship, organization theories, qualitative research

ACADEMIC POSITIONS

Since August 2023	Assistant Professor in Entrepreneurship , (tenure track), Zicklin School of Business - Baruch College
May 2018-August 2023	Assistant Professor in Management and Entrepreneurship (non-tenure track), Free University of Bozen-Bolzano

EDUCATION

2015	Ph.D., Management. Ecole des Hautes Etudes Commerciales, University of Lausanne
2008	Master degree in Innovation and Organization of Culture and the Arts. Faculty of Economics, University of Bologna
2007	Exchange program with the Master of Arts Management - H. John Heinz III, School of Public Policy and Management - Carnegie Mellon University, Pittsburgh
2005	Bachelor degree in Business Administration. Faculty of Economics, University of Bologna

ACADEMIC EXPERIENCE

2017-2018	Teaching Associate at Queen Mary University, London
2016-2018	Visiting Fellow at Imperial College Business School, London
2017	Teaching Assistant at Imperial College Business School, London
2014	Visiting scholar , IESE Business School, Barcelona
2009-2015	Teaching & Research Assistant at Ecole des Hautes Etudes Commerciales, Lausanne

Journal articles

- 2023 **Cavotta, V., & Dalpiaz, E.** Good apples in spoiled barrels: A temporal model of firm formalization in a field characterized by widespread informality. **Journal of Business Venturing** (<https://doi.org/10.1016/j.jbusvent.2021.106188>)
Cavotta, V. & Mena, S. Prosocial organizing and the distance between core and community work. **Organization Studies** (<https://doi.org/10.1177/01708406221099696>)
Cavotta, V., Palazzo, G., & Vaccaro, A. Mobilizing after corporate environmental irresponsibility in a community of place: A framing microprocess perspective. **Journal of Business Ethics** (<https://doi.org/10.1007/s10551-021-04983-1>)

- 2022 **Cavotta, V., & Phillips, N.** All that glitters: A call for more research on corrupt entrepreneurship. **Innovation: Organization & Management** (doi: <https://doi.org/10.1080/14479338.2022.2026225>)

- 2019 Dalpiaz, E. & **Cavotta, V.** A double-edged sword: cultural entrepreneurship and the mobilisation of morally tainted cultural resources. **Innovation: Organization & Management** (doi: <https://doi.org/10.1080/14479338.2018.1479188>)

Book Chapters

- 2022 Mena, S., & **Cavotta, V.** Towards a relational understanding of the impact of organizational prosocial activities. In **Exploring the societal and environmental impacts of corporate social responsibility**. Routledge Taylor & Francis Group.
2021 Mena, S., **Cavotta, V.**, & Tirapani, A. From explanation to outcome: The use of institutional theory in corporate responsibility research. In the **Routledge Companion to Corporate Social Responsibility**. Routledge Taylor & Francis Group.

Best paper proceedings
2015

- Cavotta, V., Ramus, T., & Vaccaro, A.** How multiple embeddedness can facilitate the implementation of institutional change. **Academy of Management Best Papers Proceedings (OMT division)** (doi: <https://doi.org/10.5465/ambpp.2015.94>)

Selected working papers

- Cavotta, V., Mair, J., Hehenberger, L.** An organizational learning perspective to monitoring and evaluation in the philanthropic sector.
Cavotta, V. “How do you change the story? You change the storyteller”. How women, black, indigenous, and people of color explorers are contributing to the National Geographic's mission.
Kaufmann, L. **Cavotta, V. & Vontrese Pamphile.** Impact experts and aggregative challenges.

CONFERENCE PRESENTATIONS & PROCEEDINGS

- 2022 Cavotta, V., & Mair, J. Examining monitoring and evaluation in social entrepreneurship. 19th Conference in Social Entrepreneurship. Marshall School of Business, Los Angeles (USA)
- 2020 Cavotta, V., Villani, E., & Mair, J. Reconcilable differences? On the relation between social and economic goals and the importance of process goals. EGOS, 2020 (online conference)
- 2018 Tracey, P., Cavotta, V., & Phillips, N. Creating social value through digital transformation. Academy of Management Global Proceedings, 2018
- 2017 Cavotta, V., Phillips, N., Lawrence, T., & Dalpiaz, E. Recovering trees from bad orchards: Rehabilitation and reintegration in corrupted fields. Academy of Management Proceedings, 2017
- 2016 Cavotta, V. & Vaccaro, A. Institutional silence as mechanism of institutional maintenance. Academy of Management Proceedings, 2016
- 2013 Cavotta, V. Sensemaking of corporate intervention in social issues: Implications for institutional change. Academy of Management Proceedings, 2013

INVITED TALKS (Presenter indicated by *)

- Cavotta, V.*, Palazzo, G., & Vaccaro, A. School of Management, University of Bath, June 10th, 2020. Neither enduring contestation nor settlement. A case study on framing failures against industrial waste dumping in Italy.
- Cavotta, V.*, Palazzo, G., & Vaccaro, A. School of Business and Economics, Loughborough University, October 25th, 2017. Institutional silence as mechanism of institutional maintenance.
- Cavotta, V., Palazzo, G.*, & Vaccaro, A. Bocconi University, April 4th, 2017. Institutional silence as mechanism of institutional maintenance.
- Cavotta, V., Palazzo, G.*, & Vaccaro, A. HEC-Paris, March 14th, 2017. Institutional silence as mechanism of institutional maintenance.
- Cavotta, V.*, Ramus, T., & Vaccaro, A. ETH Zurich, October 3rd, 2014. How institutional entrepreneurs can leverage multiple embeddedness to introduce change.

OTHER SEMINARS & WORKSHOPS

- 2018 Workshop on Social Entrepreneurship, Strategic Management Conference: Paris
- 2014 PhD Seminar on Organization, Management and Theories of the Firm (OMTF). University of Geneva

2013	OMT Doctoral Consortium. Academy of Management Conference, Philadelphia PhD Seminar on Organization, Management and Theories of the Firm (OMTF). University of Lugano
2012	ECPR Winter School. Course: Advanced Qualitative Analysis. Wien 9th New Institutionalism Workshop. University of Warsaw PhD Seminar on Organization, Management and Theories of the Firm (OMTF). Hautes études commerciales, Lausanne

GRANTS

2020–2022	Project “Observatory on Social Innovation and Social Entrepreneurship” (co-investigator) (307.000 euro). Funding source: Province of Bozen-Bolzano.
2018 – 2020	Project “Social impact for the Alps Adriatic Region” (SIAA), (co-investigator) (105.000 euro). Funding source: “European Fund for Regional Development and Interreg V-A Italy - Austria 2014-2020”.
2018	Research grant (principal investigator) (10.000 euro). Funding source: Free University of Bolzano-Bozen.
2016	Early Postdoc.Mobility Fellowship (solo investigator) (75.150 Swiss francs). Funding source: Swiss National Science Foundation (SNSF).

AWARDS

2022	Best researcher under-40 for having published three articles included in the Financial Times list, by the Free University of Bozen-Bolzano
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MEMBERSHIPS

Academy of Management (AOM)
European Group for Organizational Studies (EGOS)
Società Italiana di Management (SIMA)

TEACHING EXPERIENCE

Fall 2023	Multicultural Entrepreneurial Experiences, undergraduate course in the Entrepreneurship BBA program, Zicklin School of Business - Baruch College
Spring 2022	Sustainability and Digitalization, lectures given within the Doctoral course in Management, Free University of Bozen-Bolzano “Craft papers and letters to reviewers”, lecture given within the Doctoral Program in Social Sciences and Economics, at the University of Klagenfurt
2019-2022	“Social Entrepreneurship” in the Master of Applied Business Administration (Entrepreneurship Track) at the University of Klagenfurt
2018-2023	“Social Entrepreneurship” in the Master of Entrepreneurship and Innovation of the Free University of Bolzano-Bozen

	“Business to Business Marketing and Sales Management”, in the Master of Entrepreneurship and Innovation of the Free University of Bolzano-Bozen
	Master and bachelor students’ thesis supervision, at the Free University of Bolzano-Bozen
2018	“Research Methods for Business and Management”, course in the School of Business and Management, Queen Mary University
2017	“Ethics and Business”, course in the School of Business and Management, Queen Mary University
2017	Accredited as Associate Fellowship of the Higher Education Academy (AFHEA)
2017	“Organizational Behavior”, teaching assistant in the executive education, Imperial College Business School
2009-2014	Teaching assistant for several courses at the Ecole des Hautes Etudes Commerciales, Lausanne

SERVICE

Ad-hoc reviewer for *Journal of Business Venturing, Journal of Management Studies, Journal of Business Ethics, Organization Studies, Business & Society, International Journal of Management Education, and Academy of Management Conference.*

Services at Zicklin School of Business, Baruch College

Since 2023 Counseling for the Small Business Development Center (SMDC)
Counseling for the Urban Poverty and Business Initiative (UPBI)

Previous services at the Free University of Bozen-Bolzano

2022 “Student & Company Sprint”, expert role in the innovation challenge on circular economy, NOI Teck Park

2020 Mentor representing the Free University of Bozen-Bolzano in the Pan European Hackathon and Matchathon for solutions to Covid-19

2020 – 2023 Co-director of the Observatory on Social Innovation and Social Entrepreneurship (OISIS) in South Tyrol

2019 – 2022 Assistant Professor Representative for the Faculty of Economics, Free University of Bozen-Bolzano

- 2018 – 2021 Co-director of the Social Impact lab (SIAA), program for aspiring social entrepreneurs and social innovators funded by “European Regional Development Fund and Interreg V-A Italy - Austria 2014-2020”
- Thanks to the SIAA program, several prototypes and projects were successfully undertaken. Among them, the students presenting the project “Lokall” (of which I also co-supervised the master thesis) was selected among the finalists of the New European Bauhaus (NEB) Award.
- 2018 Co-organizer (with Lechner C., & Villani, E.) of a workshop on “Social Entrepreneurship”, Free University of Bozen-Bolzano, 30 November –1 December
- 2018 – Present Member of the degree program “Entrepreneurship and Innovation”, Free University of Bozen-Bolzano.
- Member of the committee responsible for admission of graduate students to the degree program “Entrepreneurship and Innovation”, Free University of Bozen-Bolzano.

Outreach in local media

Newspapers

- 2022 **Cavotta, V.** Cooperative sociali e integrazione di soggetti svantaggiati attraverso un lavoro di comunità. Magazine “Alto Adige”, 28 April
- 2019 **Cavotta, V.** Il valore dell’impresa sociale. Magazine “Alto Adige”, 6 February

Radio

- 2021 Radio Rai Alto Adige, presentation of the Observatory OISIS, “Greenwich”, 17 July
- 2020 Radio Rai Alto Adige, presentation of the project SIAA, “Appunti dal Territorio”, 17 February

OTHER PROFESSIONAL EXPERIENCE

- 2021 **Lectures** given in the “BEST” program, workshop “Train the Trainers”, Friuli Innovazione Incubator (online)
Lectures given in two educational programs of the “Cottino Social Impact Lab”, funded by the Cottino Foundation (online)
- 2016 **CSR specialist**, UNICEF, “Child Rights and Business”, Geneva