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EDUCATION

- 1999 Ph.D., Organization Science and Sociology, Carnegie Mellon University
1997 M.S. in Organization Science, Carnegie Mellon University
1991 Laurea, Summa Cum Laude, Business Administration, Bocconi University, Milan, Italy

ACADEMIC APPOINTMENTS

- 2007 - Assistant Professor of Organizational Behavior, University of Toronto
1999 - 2007 Assistant Professor of Business Administration, Harvard Business School
1997 - 1998 Lecturer, Graduate School of Industrial Administration, Carnegie Mellon University
1991 - 1993 Research and Teaching Fellow, Department of Business Administration, Bocconi University (Milan, Italy)

RESEARCH AND PUBLICATIONS

Articles published in referred journals

- [1] Casciaro, T. & Lobo, M.S. (2008), "When competence is irrelevant: The role of interpersonal affect in task-related ties," *Administrative Science Quarterly*, 53: 655-684
- [2] Piskorski, M.J. & Casciaro, T. (2006), "When more power makes actors worse off: Turning a profit in the American economy," *Social Forces*, 85 (2), 1011-1036.
- [3] Casciaro, T. & Piskorski, M.J. (2005), "Power imbalance, mutual dependence and constraint absorption: A closer look at resource dependence theory," *Administrative Science Quarterly*, 50: 167-199.
- [4] Casciaro, T. (2003), Determinants of government structure in alliances: The role of strategic, task, and partner uncertainties," *Industrial and Corporate Change*, 12, 1223-1251.
 - a. *Glueck Best Paper Award* of the Business Policy and Strategy Division, Academy of Management, 2001: Winner.
 - b. *William H. Newman Award* for outstanding paper based on a recent dissertation, Academy of Management, 2001: Finalist.
- [5] Casciaro, T., Carley, K.M. & Krackhardt, D. (1999), "Positive affectivity and accuracy in social network perception," *Motivation and Emotion*, 23 (4), 285-306.
- [6] Casciaro, T. (1998), "Seeing things clearly: Social structure, personality, and accuracy in social network perception," *Social Networks*, 20: 331-51.

Articles published in practitioner journals

- [7] Casciaro, T. & Lobo, M.S. (2005), "Competent jerks, lovable fools and the formation of social networks," *Harvard Business Review*, June: 92-99.
- a. Reprinted: National Post's Financial Post FP Investing (Canada), September 23, 2006
 - b. Featured: Financial Times, May 30, 2005; Cox News Service, May 30, 2005; Atlanta Journal and Constitution, May 31, 2005; The Times (London), June 27, 2005; The Economist, June 4, 2005; The Australian Financial Review, June 7, 2005; CBS MarketWatch, July 27, 2005; The Record (Bergen County, NJ), August 3, 2005; Chicago Tribune, October 13, 2005; The Boston Globe, September 03, 2006; The Toronto Star, November 17, 2007; The Boston Globe, November 13, 2005; The Globe and Mail (Canada), September 11, 2006; Business Day (South Africa), September 26, 2005; USA TODAY, December 28, 2005; The Washington Post, March 5, 2006; The Toronto Star, March 25, 2006; The Toronto Star, June 12, 2005; Newsday (New York), November 11, 2007; Borsen, June 30, 2006; Sunday Telegraph (Australia), January 21, 2007; The Times (London), November 2, 2006; The Associated Press, November 5, 2007; CNN.com, July 18, 2007; The Economist, March 31, 2007; Monster Blog, September 17, 2007; Providence Journal, January 6, 2008; Wisconsin State Journal, January 30, 2008; Seattle Times, June 8, 2008; WirtschaftsWoche, October 25, 2008.

Articles published in referred proceedings

- [8] Casciaro, T. & Lobo, M.S. (2007), "When competence is irrelevant: The role of interpersonal affect in task-related ties," *Academy of Management Best Paper Proceedings*.
- [9] Piskorski, M.J. & Casciaro, T. (2003), "When more power makes actors worse off: Turning a profit in the American economy," *Academy of Management Best Paper Proceedings*.

Working papers

- [10] Battilana, J. & Casciaro, T. "The network structure of change implementation in organizations"

Work in progress

- [11] Casciaro, T. & Lobo, M.S., "The co-evolution of instrumental and affective content in task-related organizational networks"
- [12] Casciaro, T., "Affect-seeking and competence-seeking in task-related ties: Gender differences and performance effects"
- [13] Lobo, M.S. & Casciaro, T., "The Quadratic Assignment Procedure (QAP) and Bayesian estimates of social networks with autocorrelation structure"
- [14] Casciaro, T., "Accuracy in social network perception: Holistic versus tie-based cognitive processing"

Case studies

- [1] Casciaro, Tiziana E., Kathleen L. McGinn, and Massimiliano Belingheri. "Abelli and Saviotti at Banca Commerciale Italiana (A)." Harvard Business School Case 402-043.

- [2] Casciaro, Tiziana E., and Kathleen L. McGinn. "Abelli and Saviotti at Banca Commerciale Italiana (A) and (B) (TN)." Harvard Business School Teaching Note 403-170.
- [3] Casciaro, Tiziana E., Kathleen L. Valley, and Massimiliano Belingheri. "Abelli and Saviotti at Banca Commerciale Italiana (B)." Harvard Business School Case 402-044.
- [4] Casciaro, Tiziana E., Wickham Skinner, and David Krackhardt. "Elizabeth Parker (A)." Harvard Business School Case 404-043.
- [5] Casciaro, Tiziana E., Wickham Skinner, and David Krackhardt. "Elizabeth Parker (B)." Harvard Business School Case 404-044.
- [6] Casciaro, Tiziana E., Wickham Skinner, and David Krackhardt. "Elizabeth Parker (C)." Harvard Business School Supplement 404-045.
- [7] Casciaro, Tiziana E. "The HP-Cisco Alliance (A) and (B) TN." Harvard Business School Teaching Note 404-115.
- [8] Casciaro, Tiziana E., and Christina Darwall. "HP-Cisco Alliance (A), The." Harvard Business School Case 403-120.
- [9] Casciaro, Tiziana E., and Christina Darwall. "HP-Cisco Alliance, The (B)." Harvard Business School Supplement 404-040.
- [10] Casciaro, Tiziana E., Amy C. Edmondson, Stacy McManus, and Kate Roloff. "Leading Change at Simmons (A)." Harvard Business School Case 406-046.
- [11] Casciaro, Tiziana E., Amy C. Edmondson, Stacy McManus, and Kate Roloff. "Leading Change at Simmons (B)." Harvard Business School Supplement 406-047.
- [12] Edmondson, Amy C., Tiziana E. Casciaro, and Kate Roloff. "Leading Change at Simmons (C)." Harvard Business School Supplement 408-062.
- [13] Edmondson, Amy C., Tiziana E. Casciaro, and Kate Roloff. "Leading Change at Simmons (D)." Harvard Business School Supplement 408-063.
- [14] Edmondson, Amy C., and Tiziana E. Casciaro. "Leading Change at Simmons Case Series (TN)." Harvard Business School Teaching Note 607-144.
- [15] Casciaro, Tiziana E., and Victoria W. Winston. "Michelle Levene (A)." Harvard Business School Case 405-064.
- [16] Casciaro, Tiziana E., and Victoria W. Winston. "Michelle Levene (B)." Harvard Business School Case 405-085.
- [17] Casciaro, Tiziana E., and Victoria W. Winston. "Michelle Levene (C)." Harvard Business School Case 405-086.
- [18] Casciaro, Tiziana E., Vincent Dessain, and Elena Corsi. "Moët Hennessy España." Harvard Business School Case 408-108.

INVITED TALKS AND CONFERENCE PRESENTATIONS

"The network structure of change implementation in organizations" *Academy of Management Annual Meeting*, Chicago (August 2009).

"Networks and change implementation in organizations" *EGOS Colloquium*, Barcelona, Spain (July 2009).

"Networks and change implementation in organizations" *Sunbelt XXIX International Social Networks Conference*, San Diego (March 2009).

"Relational affect and task interaction: An analysis of causality" *Academy of Management Annual Meeting*, Anaheim (August 2008).

"Relational affect and task interaction: An analysis of causality" Anderson School of Management, UCLA (May 2008).

"Relational affect and task interaction: An analysis of causality" Darden School of Business and McIntire School of Commerce, University of Virginia (February 2008).

"When competence is irrelevant: psychological foundations of task-related relationships" *McLuhan Program in Culture & Technology*, University of Toronto (November 2007).

"When competence is irrelevant: psychological foundations of task-related relationships" *Social Network/ing Week*, University of Toronto (October 2007).

"When task competence is irrelevant: The role of interpersonal affect in instrumental ties" *Academy of Management Annual Meeting*, Philadelphia (August 2007).

"Taking a hit for the team: Differential effects of citizenship behavior on performance" *Academy of Management Annual Meeting*, Atlanta (August 2006).

"Interpersonal affect and instrumental ties: An analysis of causality", *Sunbelt XXVII International Social Networks Conference*, Corfù, Greece (May 2007).

"Interpersonal affect, competence and task interaction: An analysis of causality" *Intra-Organizational Networks Conference*, University of Kentucky (April 2007)

"Affective micro-foundations of instrumental ties in organizations" *Academy of Management Annual Meeting*, Atlanta (August 2006).

"Affective micro-foundations of instrumental ties in organizations" Graduate School of Business, *Chicago University* (October 2005).

"Affective micro-foundations of instrumental ties in organizations" *Rotman-Wharton-NYU Interdisciplinary Conference on Emotions*, Toronto, Canada (May 2005).

"Affective micro-foundations of instrumental ties in organizations" Kellogg School of Management, *Northwestern University* (May 2005).

"Affective micro-foundations of instrumental ties in organizations" *INSEAD*, Fontainebleau, France (April 2005).

"Affective micro-foundations of instrumental ties in organizations" Carroll School of Management, *Boston College* (March 2005).

"Power imbalance and interorganizational relations: Resource dependence theory revisited" *Academy of Management Annual Meeting*, New Orleans (August 2004).

"Interpersonal affect and instrumental work ties" *Sunbelt XXIV International Social Networks Conference*, Portoroz, Slovenia (May 2004).

"Structure and performance of instrumental work networks: The paradox of affect" (Invited talk), Cambridge Colloquium on Complexity and Social Networks, *Harvard University Kennedy School of Government*, Cambridge, MA (April 2004).

"Power imbalance and interdependence in the formation of interindustry mergers" (Invited talk), *MIT Sloan School of Management*, Cambridge, MA, (November 2003).

"Bad things that happen to you if you don't take the phenomenon seriously: Power theories revisited," *Harvard Business School* (October 2003).

"Interpersonal affect and joint production networks," *Academy of Management Annual Meeting*, Seattle, (August 2003).

"Power imbalance and interdependence in the formation of interindustry mergers," *Academy of Management Annual Meeting*, M.J. Seattle, (August 2003).

"When more power makes one worse off: Turning a profit in the American economy," *Academy of Management Annual Meeting*, Seattle (August 2003).

"Interpersonal affect and knowledge search," *Sunbelt XXIII International Social Networks Conference*, Cancun, Mexico, (February 2003).

"Structure and perception of affective ties, and the origins of cooperation networks" (Invited talk), *Yale School of Management*, New Haven, CT, (March 2002).

"Determinants of governance structure in alliances: The role of strategic, task, and partner uncertainties," *Academy of Management Annual Meeting*, Washington D.C., (August 2001).

"Determinants of governance structure in alliances: The role of strategic, task, and partner uncertainties," *EGOS Colloquium*, Lyon, France (July 2001).

"Structure and perception of affective ties, and the origins of cooperation networks," *Sunbelt XXI International Social Networks Conference*, Budapest, (April 2001).

"Determinants of governance structure in alliances: The role of strategic, task, and partner uncertainties" (Invited talk), *MIT Sloan School of Management*, Cambridge, MA, (February 2001).

"The evolution of inter-firm relationships". *Sunbelt XX International Social Networks Conference*, Vancouver (April 2000).

"Depression, positive affect and on accuracy in social network perception," *Academy of Management Annual Meeting*, Chicago (August 1999).

"Affect and social cognition: The impact of depression and positive affect on accuracy in social network perception," *Society of Industrial and Organizational Psychology Conference*, Dallas (April 1998).

"Seeing things clearly: Social structure, personality, and accuracy in social network perception," *Academy of Management Annual Meeting*, Boston (August 1997).

“Seeing things clearly: Structure, personality, and cognitive accuracy in social network perception,” *Sunbelt XVII International Social Networks Conference*, San Diego (February 1997).

TEACHING

Rotman School of Management

MBA Courses	First-year required <i>Leadership</i> (Average instructor evaluation: 6.3 out of 7)
Executive Education	<i>Advanced Health Leadership Program</i> <i>Bank of Montreal Advanced Leadership Program</i> <i>Business Leadership for Women Lawyers</i> <i>Emerging Leaders Program</i> (Academic Director) <i>The Judy Project: An Enlightened Leadership Forum for Executive Women</i> (Average instructor evaluation: 6.7 out of 7).

Harvard Business School

MBA Courses	First-year required <i>Leadership and Organizational Behavior</i> (Average instructor evaluation: 6.2 out of 7) Second-year elective <i>Power and Influence</i> (Average instructor evaluation: 6.0 out of 7).
Executive Education	<i>Leadership Best Practices</i> <i>Leading Change and Organizational Renewal</i> <i>Merrill Lynch Human Resource Management Program</i> <i>Program for Global Leadership</i> <i>Program for Leadership Development</i> (Faculty Chair) <i>Public Education Leadership Project</i> <i>World Bank New Managers' Leadership Program</i> (Average instructor evaluation: 4.7 out of 5).

ACADEMIC ADVISING

Dissertation co-chair	Colleen Stuart, University of Toronto (Winner of <i>INFORMS/OS Dissertation Proposal Competition</i> , 2008)
Dissertation committee	Inna Galperin, University of Toronto Sara Guilcher, University of Toronto, Faculty of Medicine Qingxia Tong, Harvard University Mikołaj Jan Piskorski, Harvard University (Reader)
Qualifying paper committee	Xiao Chen, University of Toronto Eric Lamm, Boston College Alexandra Marin, Harvard University Christopher Wheat, Harvard University Freda Lynn, Harvard University

PROFESSIONAL ACTIVITIES

Editorial board	Organization Science (2006-present)
Ad hoc reviewer	Academy of Management Journal, Administrative Science Quarterly, American Journal of Sociology, Computational and Mathematical Organization Theory, Human Relations, Journal of Social Structure, Personality and Social Psychology Bulletin, Social Networks, Social Psychology Quarterly, Sociology of Education, Strategic Management Journal.
Membership	Academy of Management, Institute for Operations Research and the Management Sciences, International Network for Social Network Analysis

AWARDS

2008-09	Rotman Excellence in Teaching Award
2007-08	Rotman Excellence in Teaching Award
2001	<i>Glueck Best Paper Award</i> of the Business Policy and Strategy Division, Academy of Management: Winner with "Determinants of governance structure in alliances: The role of strategic, task, and partner uncertainties"
2001	<i>William H. Newman Award</i> for outstanding paper based on a recent dissertation, Academy of Management: Finalist with "Determinants of governance structure in alliances: The role of strategic, task, and partner uncertainties"
1999	<i>Three Rivers Network Meritorious Achievement</i> in Social and Organizational Networks