

PEDRO MONTEIRO

Copenhagen Business School
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RESEARCH INTERESTS

Bureaucracy; organizational structure; collaboration across specialist domains; managing expert work; meso-level organization theory; qualitative methods; ethnography; product development; cyber security.

ACADEMIC POSITIONS

2020-current Assistant Professor, Department of Organization, Copenhagen Business School
2018-2020 Post-Doctoral Fellow, EM Lyon Business School
2017-2018 Early-Career Fellow, Institute of Advanced Study, Warwick University

EDUCATION

Ph.D. Business & Management

The University of Warwick, Warwick Business School, 2018

Dissertation: *Heavier Than Air. The Enabling Role of Bureaucracy in Cross-Expertise Collaboration*

Supervisors: Prof. Davide Nicolini and Prof. Hari Tsoukas

Examiners: Prof. Deborah Dougherty and Prof. Gerry McGivern

Winner of the Grigor McClelland Dissertation Award 2018

M.A. Management and Organizational Analysis, *with Distinction*

The University of Warwick, Warwick Business School, 2011

B.A. Sociology, awarded with maximum grade (110 out of 110), *Cum Laude*

University of Urbino Carlo Bo, 2010

VISITING POSITIONS

Stanford University, Visiting Scholar, Winter and Spring 2023
SCANCOR Center

NYU-Stern, Visiting Student, Spring 2016
Department of Management and Organizations

Rutgers University, Visiting Student, Fall 2009
Departments: Sociology; Labour Studies & Employment Relations.

PUBLICATIONS

Peer-Reviewed Articles

Monteiro, P., & Adler, P. S. (2022). "Bureaucracy for the 21st century: Clarifying and expanding our view of bureaucratic organization." *Academy of Management Annals*, 16(2), 427-475.

Reay, T., Zafar, A., Monteiro, P., & Glaser, V. (2019). "Presenting Findings from Qualitative Research: One Size Does Not Fit All!." In *Research in the Sociology of Organizations*. 59: 201-216.

Monteiro, P. & Nicolini, D. (2015). "Recovering Materiality in Institutional Work: Prizes as an Assemblage of Human and Material Entities." *Journal of Management Inquiry*, 24: 61-81

Book Chapters

Nicolini, D., Lippi, A., & Monteiro, P. (2019). "Systematic Heterogeneity in the Adaptation Process of Management Innovations." In Reay, T., Zilber, T., Langley, A., & Tsoukas, H. (Eds.). *Institutions and Organizations: A Process View*. Oxford University Press.

Nicolini, D. & Monteiro, P. (2017). "The Practice Approach: For a Praxeology of Organizational and Management Studies." In Tsoukas, H., & Langley, A. *The SAGE Handbook of Process Organization Studies*.

Reports

Monteiro, P., Nicolini, D., & Maple, C. (2019). *Learning from Digital Incidents: Insights from a UK scoping study*. Research report, University of Warwick.

WORK IN PROGRESS

Monteiro, P. Paper on expertise, knowledge specialization and organization structure Empirical manuscript, 3rd R&R review at *Journal of Management Studies*. [Best paper proceedings AOM 2021].

Monteiro, P. Paper on cross-domain collaboration in bureaucratic organizations. Empirical manuscript. Re-writing manuscript for re-submission to *Administrative Science Quarterly* after "reject and resubmit."

Monteiro, P. Paper on Formalization. Submitted to *Organization Theory*.

Monteiro, P. Paper on peripheral roles and organizational change. Empirical manuscript. Currently being re-written.

Monteiro, P. & Huising, R. Paper on the challenges of peripheral roles with social or environmental mandates in organizations. Currently being written.

Monteiro, P. & Lee, M. Paper on the emergence of formalization in flat organizations. Early-stage.

GRANTS AND FELLOWSHIPS

2023 CASBS Stanford Summer Institute Fellowship

2022 Otto Mønsted Research Stay Grant (DKK 56,240)

2020 CBS Head of Department Development Fund (DKK 20,000)

2017 SAMS Developing the Management Community Grant (£2,300)

2014 ESRC Overseas Institutional Visit Grant (£2,840)

2013 ESRC Overseas Fieldwork Grant (£4,800)

2012 Warwick Chancellor's Scholarship (£40,770)

AWARDS AND HONORS

2022 Finalist DSEB Research Dissemination Award, CBS

2022 Best Paper Davis Conference on Qualitative Research, UC Davis

2021 ABCD Award, OMT Division, AOM

2020 ABCD Award, OMT Division, AOM

2019 Annual Award in Honour of Max Boisot, EGOS

2018 OMT ABCD Award, OMT Division, AOM

2018 Grigor McClelland Best Dissertation Award, SAMS

2018 Finalist William H. Newman Award, AOM

2018 Louis Pondy Best Paper Award, OMT - AOM

TEACHING EXPERIENCE

Supervision of Bachelor and Master Thesis, Spring 2021, Spring 2022, Spring 2023
Copenhagen Business School

Organization Behaviour, Fall 2020, Fall 2021, Fall 2022
Lecturer, Undergraduate Level. Copenhagen Business School

Know your Classics, Fall 2019
Lecturer. Ph.D. Level. Emlyon Business School.

Organizational Analysis. Fall 2016
Seminar Tutor. Undergraduate Level. Warwick Business School.

Critical Issues in Law and Management, Spring 2013
Seminar Tutor. Undergraduate Level. Warwick Business School.

CONFERENCES AND INVITED PRESENTATIONS

“Sustaining Complex Collaboration.”

Southern Denmark University, November 2022.
Danish Junior Faculty Consortium, August 2022.
IOA-Sciences Po Workshop, Paris, May 2022.
Ethnography Atelier Seminar, May 2022.
IESEG Seminars, April 2022.
Davis Qualitative Research Conference, University of California Davis, March 2022.
European Group of Organization Studies Colloquium, Hamburg, July 2020.

“The Art of Form: Re-thinking Formalization in Organizations.”

SCANCOR, March 2023
AOM 2022
Imagine... Research Centre at CBS. November, 2021.
European Group of Organization Studies Colloquium, Amsterdam, July 2021.

“The Bureaucratic Infrastructure of Expert Knowledge.”

Academy of Management Meeting, OMT Division, 2021.
European Group of Organization Studies Colloquium, Edinburgh, July 2019.
European Theory Development Workshop (ETDW), Cass Business School, London, June 2019.
emlyon business school, QRSS seminar, March 2019.
Copenhagen Business School, VELUX & POVI Seminar, March 2019.

“Bureaucracy is Dead, Long Live Bureaucracy. Taking Stock and Moving Forward.”

AOM Academy of Management Meeting, AOM, OMT Division, 2021.
OCE, emlyon business school, 2019

“The Contribution of Organization Studies to Cyber Security.”

Warwick Manufacturing Group, Cyber Security Global Research Priorities Seminar, Feb 2019.

“Back to The Future? Unveiling the Enabling Roles of Bureaucracy in Collaborative Knowledge Work.”

Academy of Management Meeting, OMT Division, Chicago, August 2018.
European Group of Organization Studies Colloquium, Tallinn, July 2018.

“The Staff Within the Line: The Enabling-Yet-Unsung Work of Staff Employees in Product Development.”

Academy of Management Meeting, OMT Division, Anaheim, August 2016.

“Towards a Processual Understanding of Boundaries”

Academy of Management Meeting, OMT Division, Anaheim, 2016.

“How Organizations Adopt Management Ideas.”

Organizational, Learning, Knowledge, and Capabilities, Oslo, 2014.

“Interpretive Flexibility, Fields, and Management Ideas: Institutionally Embedded Meanings and Interests in the Process of Adoption and Variation.”

European Group of Organization Studies Colloquium, Montreal, 2013

Management Learning Conference, Lancaster, 2013.

“From Configuring Fields to The Promotion of Bandwagons: Prizes and the Circulation of Knowledge.”

8th New Institutionalism Workshop, Barcelona, 2012.

PARTICIPATION IN CONSORTIA

2022 Danish Consortium for Assistant Professors, August 2022

2021 Junior Faculty Consortium OMT Division, AoM Annual Meeting, online.

2019 OMT Doing Research Around the World Workshop, AoM Annual Meeting, Chicago

2019 12th EMLYON Ph.D. and Post-Doc Seminar in Chamonix, France.

2018 EGOS Post-Doc Workshop, EGOS Colloquium, Tallinn.

2018 10th Medici Summer School, Bologna Business School, Italy.

2013 OMT Paper Development Workshop, Sabanci University, Istanbul, Turkey.

MEDIA AND DISSEMINATION

Bureaucracy cannot curb Boris Johnson’s chaotic culture, *Financial Times*, 6 February 2022

<https://www.ft.com/content/83d9eb7f-9336-4885-931c-33f96a387ccb>

Bureaucracy: The Necessity We Love to Hate, *AOM Insights*, 23 February 2022

<https://journals.aom.org/doi/abs/10.5465/annals.2019.0059.summary>

Maslow’s pyramid” is based on an elitist misreading, *Quartz at Work*, 10 April 2019.

<https://qz.com/work/1588491/maslow-didnt-make-the-pyramid-that-changed-management-history/amp>

Talking about Organizations Podcast, since 2015. Monthly podcast on organization and management.

<https://www.talkingaboutorganizations.com/>

ACADEMIC SERVICE (REVIEWING)

Editorial Review Board *Organization Science*, 2023-
 Organization Studies, 2022-

Reviewer Journals Ad-hoc *Research in the Sociology of Organization*
 Information and Organization
 Strategic Organization
 Strategic Entrepreneurship Journal
 Revista de Administração de Empresas

Reviewer Grants *European Research Council*, 2022-

Reviewer Conferences *Academy of Management Annual Meeting*
 OMT division, 2016-

ACADEMIC SERVICE (ALL)

Membership	Academy of Management, 2016- European Group for Organization Studies, 2013- American Sociological Association, 2023- Organizational Design Community, 2023-
Professional Service Roles	OMT Paper Awards Committee, AOM, 2022- Elected Rep-at-large OMT, AOM, 2022-2015 Social media officer, EGOS, 2019-2022
Podcasting & Dissemination	Talking About Organizations Podcast (talkingaboutorganizations.com) Co-founder and host, 2015- Ethnography Atelier Podcast (ethnographyatelier.org) Co-founder with Ruthanne Huising, 2018-
Workshop Organization	AOM PDW on Classics of Management and Organization Theory. Founder and co-organizer 2018, 2019, 202, and 2022. EGOS Sub-theme "Formal Organization Today: The Light of the Classics". Co-organizer, 2019 Summer School on Practice-Based Studies, Warwick University. Co-organizer with Davide Nicolini, July 2018 The Ethnography Circle, Warwick University. Co-organizer 2016-2018

LANGUAGES

Portuguese: Native
English: Fluent
Italian: Fluent
Spanish: Writing (Basic), Speaking (Basic), Reading (Intermediate)
German & French: Writing (Basic), Speaking (Basic), Reading (Basic)

HOBBIES/INTERESTS

Piano; Contemporary dance; Modern and contemporary visual art; Baking.

ACADEMIC REFERENCES

Prof. Davide Nicolini, Professor of Organizational Studies (davide.nicolini@wbs.ac.uk)
University of Warwick, Warwick Business School, CV4 7AL, Coventry, UK

Prof. Ruthanne Huising, Professor of Management and Organizations (huising@em-lyon.com)
EM Lyon Business School, 23 Avenue Guy de Collongue, 69130, Écully, France

Prof. Paul Adler, Professor of Management and Organization (padler@marshall.usc.edu)
University of Southern California, Marshall School of Business, Hoffman Hall 516. CA, USA

Prof. Beth Bechky, Professor and Stephen G. Newberry Chair in Leadership (bbechky@ucdavis.edu)
UC Davis Graduate School of Management, 540 Alumni Ln, Davis, CA, USA