

PEDRO MONTEIRO

Copenhagen Business School
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Frederiksberg, Denmark

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RESEARCH INTERESTS

Bureaucracy; organizational structure; expertise; collaboration across knowledge domains; meso-level organization theory; qualitative methods; ethnography; product development; cyber security.

ACADEMIC POSITIONS

2020-current Assistant Professor, Department of Organization (IOA), 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, SCANCOR Center, Visiting Scholar, Winter and Spring 2023

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

Rutgers University, Visiting Student, Fall 2009

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. *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. Matching organizational structures and expertise domains. Proposal accepted at *Research in the Sociology of Organizations*, special issue on Expertise Within & Around Organizations.

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

Monteiro, P. Paper on proposing a research agenda for the study of bureaucracy. Proposal sent to *Organization Studies* as a perspective for a virtual special issue.

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 peripheral experts translating administrative ideas to core operations. 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.

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 Thesis, Master Thesis, and Internship Reports, Spring 2021, 2022, 2023
Copenhagen Business School

Business Project, Spring 2022, 2023

Course Coordinator and lecturer, MSc Strategy, Leadership, and Organization, CBS

Organization Behaviour, Fall 2020, 2021, 2022, 2023

Course Coordinator and lecturer, BSc International Business, CBS

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 Seminar, March 2023

Academy of Management Annual Meeting, August 2022

Imagine... Research Centre at Department of Organization, CBS. November 2021

European Group of Organization Studies Colloquium, Amsterdam, July 2021

“Matching organizational structures and expertise domains. “

Expertise In and Around Organizations Workshop, Alborg University, March 2023

“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, August 2021

OCE, emlyon business school, 2019

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

Technology and Organization Research Seminars, Santa Barbara, May 2023

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

- “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
- “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

- 2023 CASBS Summer Institute, Stanford University
- 2022 Danish Consortium for Assistant Professors, Aarhus Universitu
- 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)

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|--------------------------|--|
| Editorial Review Board | <i>Organization Science</i> , 2023-
<i>Organization Studies</i> , 2022- |
| Reviewer Journals Ad-hoc | <i>Strategic Organization</i>
<i>Information and Organization</i> |

Research in the Sociology of Organization
Strategic Entrepreneurship Journal

Reviewer Grants *European Research Council, 2022-*

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

ACADEMIC SERVICE (ALL)

Professional 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

Research Dissemination Talking About Organizations Podcast (talkingaboutorganizations.com)
Co-founder and host, 2015-

Ethnography Atelier Podcast (ethnographyatelier.org)
Co-founder with Ruthanne Huising, 2018-

Event Chairing Panel on Research Impact, IFSAM 2023
Co-chair with Silvyia Svejenova

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