

## PEDRO MONTEIRO

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Copenhagen Business School  
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### ACADEMIC POSITIONS

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2020-Present 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

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#### Ph.D. Business & Management

The University of Warwick, Warwick Business School, 2017  
Supervisors: Davide Nicolini and Hari Tsoukas  
*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

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2023 Stanford University, SCANCOR Center, Visiting Scholar, Winter and Spring  
2016 NYU Stern Business School, Department of Management & Organizations, Visiting PhD, Spring

### PUBLICATIONS

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#### Papers

Monteiro, P. (2025). "[Hiding in Plain Sight: Expertise \(In\)Visibilities and \(Mis\)matches in Modern Organizational Structures](#)". *Research in the Sociology of Organization*, special issue on expertise.

Monteiro, P. (2024). "[Generating, Grading, and Ghosting: How Organizational Structures Shape Expertise](#)." *Journal of Management Studies*. Published ahead of print. DOI: 10.1111/joms.13056  
*Best Paper Proceedings AOM 2021*

Monteiro, P. (2024). "[How Not to Organize In-House Experts: Lessons From Boeing](#)." MIT Sloan Management Review.

Monteiro, P., Nicolini, D., Erickson, I. Cohen, L., Dokko, G., Corporaal, G., Karunakaran, A., Bechky, B., O'Mahony, S. (2024). "[Beyond the Buzz: Scholarly Approaches to the Study of Work](#)." *Journal of Management Inquiry*. Published ahead of print. DOI: 10.1177/10564926241261259

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.  
*Winner Best Article Academy of Management Annals 2023*

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* (pp. 194-226). Oxford: Oxford University Press.

Nicolini, D., & Monteiro, P. (2016). "[The Practice Approach: For a Praxeology of Organisational and Management Studies.](#)" In *The SAGE Handbook of Process Organization Studies* (pp. 110-126). SAGE.

### **WORKING PAPERS (titles withheld to preserve the anonymity of peer review)**

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Monteiro, P. Empirical paper on collaboration across expertise domains in bureaucratic organizations. Re-writing manuscript for re-submission to *Administrative Science Quarterly* after "reject and resubmit."

Monteiro, P. Empirical paper on peripheral experts is translating management invocations into practice. Empirical manuscript. Currently being re-written to be submitted to the *Organization Science*.

Monteiro, P. & Lee, M. Empirical paper on the emergence of formalization in bureaucratic and holacratic organizations data. Data analysis stage, to be submitted to *Organization Science*.

Monteiro, P. & Kim, A. Methodological paper on conducting fieldwork respectfully in the global south. Early stage, to be submitted to the *Academy of Management Journal*

Monteiro, P. & Huising, R. Empirical paper on peripheral experts translating pro-social ideas into practice. Early stage, to be submitted to the *Academy of Management Journal*.

### **AWARDS AND HONORS**

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2024 Poets and Quants 50 Best Undergraduate Business Professors (Selected)

2023 DSEB Education Award (Finalist)

2023 Best Article Academy of Management Annals Award (Winner)

2022 DSEB Research Dissemination Award (Finalist)

2022 Best Paper Davis Conference on Qualitative Research (Winner)

2021 ABCD Award, OMT Division (Recipient)

2020 ABCD Award, OMT Division (Recipient)

2019 Annual Award in Honour of Max Boisot (Winner)

2018 OMT ABCD Award, OMT Division (Recipient)

2018 Grigor McClelland Best Dissertation Award (Winner)

2018 William H. Newman Award (Finalist)

2018 Louis Pondy Best Paper Award, OMT Division (Winner)

### **GRANTS AND FELLOWSHIPS**

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2024 Malmsten Early Career Scholar Fellowship (SEK 300,000) [≈USD 27,300]

2024 CBS HoD Development Fund (co-applicant w/ Oddný Helgadóttir) (DKK 43,000) [≈USD 6,050]

2022 Otto Mønsted Research Stay Grant (DKK 56,240) [≈USD 7,910]

2020 CBS HoD Fund (DKK 20,000) [≈USD 2,813]

2017 SAMS Developing the Management Community Grant (£2,300) [≈USD 2,909]

2014 ESRC Overseas Institutional Visit Grant (£2,840) [≈USD 3,592]

2013 ESRC Overseas Fieldwork Grant (£4,800) [≈USD 6,071]

2012 Warwick Chancellor's Scholarship (£40,770) [≈USD 51,567]

2012 European Youth Forum Research Grant (co-applicant with Tina Miedtank) (≈USD 2,100)

2010 Warwick Business School Bursary for Master Degree (£6,500) [≈USD 8,220]

## **TEACHING EXPERIENCE**

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*Average teaching score: 4.5/5*

Organization Behaviour, Fall 2020-Present

BSc in International Business. Copenhagen Business School  
Coordinator & Lecturer

Business Projects, Spring 2021-Present

Coordinator & Lecturer  
MSc Strategy, Organization & Leadership. Copenhagen Business School.

Supervision of Internships, Bachelor & Master Thesis, Spring 2021-Present

Topics include organization design, technology change, strategic management, and leadership.  
Multiple program degrees. Copenhagen Business School

Know your Classics, Fall 2019

Lecturer, Ph.D. Program. EM Lyon Business School.

## **CONFERENCES AND INVITED PRESENTATIONS**

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“Sustaining Complex Collaboration.”

Gothenburg University, 2024  
Saïd Business School, Oxford University, 2024  
Academy of Management Meeting, OMT Division, Boston, 2023  
Southern Denmark University, November 2022  
Danish Junior Faculty Consortium, August 2022  
IOA-Sciences Po Workshop, Paris, May 2022  
Ethnography Atelier Seminar, online, May 2022  
IESEG Seminars, online, 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, Stanford University, March 2023  
Academy of Management Meeting, OMT Division, August 2022  
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), Bayes Business School, June 2019  
EM Lyon 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, August 2021  
OCE, EM Lyon Business School, 2019

“The Contribution of Organization Studies to Cyber Security”

Warwick Manufacturing Group, Cyber Security Global Research Priorities, 2019



Officer Academic Associations	Member OMT Research Committee, AOM, 2022-Present Elected Representative-at-Large OMT, AOM, 2022-2025 Social Media Officer EGOS, Ex-Officio 2019-2022
Co-Organizer Academic Networks	<a href="#">Ethnography Atelier</a> , 2018-Present  <a href="#">EGOS SWG on Expertise in &amp; around Organizations</a> , 2025-2028
Co-Organizer Academic Events	Member Committee for Seminars, Department of Organization Copenhagen Business School, 2022-2023  PDW on Classics of Management and Organization Theory Academy of Management, 2018, 2019, 2021, 2022  EGOS Sub-theme "Formal Organization Today," 2019  Summer School on Practice Theory, Warwick University, 2018  The Ethnography Circle, Warwick University, 2016-2018

## PROFESSIONAL MEMBERSHIP

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Academy of Management (OMT, BH, RM, PNP), 2016-Present  
European Group for Organization Studies, 2013-Present  
Organizational Design Community, 2023-Present  
American Sociological Association, 2023-Present

## LANGUAGES

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

## HOBBIES/INTERESTS

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

## ACADEMIC REFERENCES (For letters of reference, please contact the referees marked with \*)

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

\* Prof. Ruthanne Huisin, Professor of Management ([huisin@essec.edu](mailto:huisin@essec.edu))  
ESSEC Business School, 3 Avenue Bernard Hirsch, 95000 Cergy, France

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

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