

Ryan Federo

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CURRENT ACADEMIC POSITION

2020-present **Associate Professor (Visiting)**, Universitat de les Illes Balears, Palma de Mallorca-Spain

2020-present **Member**, Corporate Governance and Finance Research Group, Universitat de les Illes Balears, Palma de Mallorca-Spain

PREVIOUS ACADEMIC POSITIONS

2019-2020 **Adjunct Professor**, EADA Business School, Barcelona-Spain

2019-2020 **Research Fellow**, Center for Corporate Governance and ESADEgov, ESADE Business School, Universitat Ramon Llull, Barcelona-Spain

2017-2020 **Lecturer**, Geneva Business School, Barcelona-Spain

2013-2017 **Pre-doctoral Researcher**, ESADE Business School, Universitat Ramon Llull, Barcelona-Spain

EDUCATION

2014-2017 ESADE Business School, Universitat Ramon Llull, Barcelona, Spain
PhD in Management Sciences (Strategy and Corporate Governance)
Doctoral Thesis: *Governing those who govern: Essays on the governance of intergovernmental organizations*
Advisor: Angel Saz-Carranza
Committee: Ruth V. Aguilera, Axel Marx, Barbara Koremenos

2013-2014 ESADE Business School, Universitat Ramon Llull, Barcelona, Spain
Master of Research in Management Sciences

2011-2012 World Maritime University, Malmö, Sweden
Master of Science in Maritime Affairs specializing in Maritime Law and Policy

1997-2001 Lyceum Northwestern University, Dagupan city, Philippines
Bachelor of Science in Accountancy

2017 John F. Kennedy School of Government, Harvard University, Cambridge, MA, U.S.A.
Executive Education - Strategic Management of Regulatory and Enforcement Agencies

2017 D'Amore-McKim School of Business, Northeastern University, Boston, MA, U.S.A.
Visiting Scholar

RESEARCH AND TEACHING INTERESTS

- Competitive and nonmarket strategies, Corporate governance, Global governance, International organizations

RESEARCH

Academic journal publications

- **Federo, R.**, Ponomareva, Y., Aguilera, R. V., Saz-Carranza, A. & Losada, C. 2020. Bringing owners back on board: A review of the role of ownership in board governance. *Corporate Governance: An International Review*, 28(6): 348-371. doi: 10.1111/cgir.12346
- Saz-Carranza, A., Albareda, A., & **Federo, R.** 2020. Network tasks and accountability: A configurational analysis of EU regulatory networks. *Public Administration*, 98(2): 480-497. doi: 10.1111/padm.12631
- **Federo, R.**, & Saz-Carranza, A. 2020. A typology of board design for highly effective monitoring in intergovernmental organizations under the United Nations system. *Regulation & Governance*, 14(2): 344-361. doi: 10.1111/rego.12216
- Parente, T., & **Federo, R.** 2019. Qualitative comparative analysis: Justifying a neo-configurational approach in management research. *RAUSP Management Journal*, 54(4): 399-412. doi: 10.1108/RAUSP-05-2019-0089
- **Federo, R.**, & Saz-Carranza, A. 2018. A configurational analysis of board involvement in intergovernmental organizations. *Corporate Governance: An International Review*, 26(6): 414-428. doi: 10.1111/corg.12241
- **Federo, R.** & Saz-Carranza, A. 2017. Devising strategic plans to improve organizational performance of intergovernmental organizations. *Global Policy*, 8(2): 202-212. doi: 10.1111/1758-5899.12380

Book

- **Federo, R.**, Saz-Carranza, A., & Esteve, M. 2020. Management and governance of intergovernmental organizations. *Elements in Public and Nonprofit Administration*. Cambridge: Cambridge University Press. doi: 10.1017/9781108908283. ISBN: 9781108908283.

Book chapters

- Aguilera, R. V., **Federo, R.**, & Ponomareva, Y. 2021. Gone global: The international diffusion of hedge fund activism. In D. Cumming, S. Johan, & G. Wood. (Eds.), *Oxford handbook of hedge funds*. Oxford: Oxford University Press.
- **Federo, R.** Forthcoming. Qualitative comparative analysis. In F. Badache, L. Kimber, & L. Maertens (Eds.), *Introduction to International Organization Research Methods*. Michigan: The University of Michigan Press.
- **Federo, R.** & Saz-Carranza, A. 2015. A research approach to international governmental organizations: Examining executive boards and strategy. In J. Solana J. & A. Saz-Carranza (Eds), *The Global Context: How Politics, Investment, and Institutions Impact European Business*. Barcelona, Spain: ESADEgeo, ESADE Business School

Work in progress at different stages of development (*working paper available)

- Ponomareva, Y., Federo, R., Aguilera, R. V., & Collin, S-O. The cost of conformity to good governance (revised and resubmitted [2nd round])
- Federo, R. & Bustamante, X. The interactive dynamics of international actors before and during a global pandemic (revised and resubmitted [2nd round])
- Freixanet, J. & Federo, R. Born globals: A review and research agenda (under review)
- Saz-Carranza, A., Federo, R., Fernandez-i-Marin, X., & Losada, C. CEO selection in intergovernmental organizations (revised and resubmitted)
- Freixanet, J. & Federo, R. The complex interplay of innovation, internationalization, and learning capability (under review)
- Chueke, G. V., Federo, R., & Aguilera, R. V. A configurational approach on south-to-south international establishment mode choice (under review)

- Freixanet, J. & Federo, R. Learning-by-exporting: A review and research agenda (finalizing manuscript) *
- Federo, R. & Bustamante, X. Intergovernmental advantage of firms (finalizing manuscript) *
- Federo, R. & Parente, T. Barriers for effective monitoring in Brazilian firms (finalizing manuscript) *

Conference participation

- 2021 Academy of Management Annual Meeting - Online;
Academy of International Business Annual Conference - Online;
International Studies Association Annual Conference - Online
- 2020 Academy of Management Annual Meeting - Online;
Corporate Governance Summit 2020 at Centre for Business Organisations and Society at the School of Management-University of Bath, UK;
International Corporate Governance Society Annual Conference – Online
- 2019 AMJ/AMR Lisbon Paper and Idea Development Workshop at Lisbon, Portugal;
Corporate Governance and European Union Integration (CGEUI) Workshop at Barcelona, Spain;
International Corporate Governance Society Annual Conference at University of Essex, UK
- 2018 Academy of Management Annual Meeting at Chicago, IL;
Strategic Management Society Annual Conference at Paris, France;
XLII Encontro de ANPAD at Curitiba, Brazil
- 2017 Academy of Management Annual Meeting at Atlanta, GA;
International Studies Association Annual Conference at Baltimore, MD
- 2016 Academy of Management Annual Meeting at Anaheim, CA;
European Group for Organizational Studies Annual Conference at Naples, Italy;
International Research Society for Public Management Annual Conference at Hong Kong;
Political Economy of International Organizations Annual Conference at University of Utah, Salt Lake City, Utah;
Public Management Research Association Conference at Aarhus University, Denmark
- 2015 Barcelona Workshop on Global Governance at ESADE Business School and IBEI, Barcelona, Spain;
Business and Public Policy Workshop at ESMT Berlin, Germany;
ECPR Joint Sessions of Workshops at the University of Warsaw, Warsaw, Poland;
Public Management Research Association Conference at the Hubert H. Humphrey School of Public Affairs, University of Minnesota, Minneapolis, Minnesota

Invited presentations

- Universitat Autònoma de Barcelona, Barcelona, Spain (2021)
- Universitat de les Illes Balears, Palma de Mallorca, Spain (2020)
- EADA Business School, Barcelona, Spain (2020, 2019)
- LUISS Business School, Rome, Italy (2018)
- ESCP Europe Business School, Madrid, Spain (2018)
- University of Barcelona Business School, Barcelona, Spain (2018)
- D'Amore-McKim School of Business, Northeastern University, Boston-MA, USA (2017)

AWARDS/GRANTS

- Best Reviewer Award, Academy of Management Annual Conference - International Management Division (IM), 2020
- Best Paper Award, Corporate Governance Summit 2020 at Centre for Business Organisations and Society at the School of Management-University of Bath, UK, 2020
- ESADE Doctoral Grant, 2014-2017
- ESADE Mobility Grant, 2017

- International Studies Association Travel Grant, 2017
- ESADE Talent Scholarship, 2013-2014

WORKSHOPS/SEMINARS

- Workshop on “Goal-directed networks: state of the art,” Hosted by ESADE Business School and Tilburg University, Barcelona, Spain (June 2016)
- PMRA Doctoral Student Research Development Workshop, Public Management Research Association Annual Conference at the Hubert H. Humphrey School of Public Affairs, University of Minnesota, Minneapolis, Minnesota (June 2015)
- Comparative Research Design Seminar and QCA (conducted by Professor Benoît Rihoux), European Consortium for Political Research (ECPR) Winter School of Methods and Techniques, University of Bamberg, Germany (February 2015)

SERVICE TO THE PROFESSION

Ad-hoc journal reviewer

- Baltic Journal of Management
- Corporate Governance: An International Review
- International Studies of Management and Organization
- Journal of Business Ethics
- Journal of Management Studies
- Journal of World Business
- Organization Studies
- Public Administration
- Public Management Review
- RAUSP Management Journal
- SN Business & Economics

Conference reviewer

- Academy of Management Annual Conference, 2015 – Present: International Management Division (IM), Strategic Management Division (STR), Public and Nonprofit Division (PNP)
- Academy of International Business, 2021 – Present
- International Corporate Governance Society Annual Conference, 2020 – Present
- Strategic Management Society Annual and Special Conferences, 2016 – Present

Conference session chair

- The Dynamism of International Organizations in Global Health - International Studies Association Annual Conference, Online (2021)
- Institutions and Emerging Markets (IM) - Academy of Management Annual Meeting at Chicago, U.S.A. (2018)

Membership in professional organizations

- Academy of Management (AOM): International Management Division (IM), Strategic Management Division (STR), Public and Nonprofit Division (PNP)
- Academy of International Business (AIB)
- International Corporate Governance Society (ICGS)
- International Studies Association (ISA)
- Philippine Institute for Certified Public Accountants (PICPA)
- Strategic Management Society (SMS)

Membership in scientific committees

- Research Review Panel member at Geneva Business School

TEACHING

Universitat de les Illes Balears - Palma de Mallorca

- Bachelor: Introduction to Business (Spring 2021), Estrategia Empresarial (Fall 2020), Business Ethics and Social Responsibility (Fall 2020), Thesis Supervision

EADA Business School - Barcelona

- MIM: Strategy Implementation (Spring 2020)

Geneva Business School - Barcelona campus

- DBA: Qualitative Research Course (Spring 2020), Management Research Perspectives (Fall 2019)
- MBA: Business Research (Spring 2020; Fall 2019; Spring 2019; Spring 2018), Globalization and Geopolitics (Fall 2019; Fall 2018)
- BBA: Corporate Governance (Spring 2020; Fall 2019; Spring 2019; Spring 2018), Fundamentals of Management (Spring 2020; Fall 2019), The Learning Organization (Spring 2020), Intergovernmental Organizations (Fall 2018), Geopolitics (Fall 2018), Business Research (Spring, 2019; Fall 2018; Spring 2018), Microeconomics (Fall 2017)

Geneva Business School - Astana campus

- DBA: Qualitative Research Course (Fall 2018), Management Research Perspectives (Spring 2018)

ESEI International Business School - Barcelona

- Master in IR and IB: The Geopolitical Environment (Fall 2019)

EU Business School - Barcelona campus

- MBA: Strategic Management (Spring 2018)

ESADE Business School - Barcelona

- MSc: Guest lecturer for the session on Managing Development in Asia course - Focus on the Philippines, an emerging economy (Spring 2015)
- BBA: Guest lecturer for the session on Intergovernmental Organizations for the Public Sector course (Spring 2015)
- MIM: Teaching assistant for the Geopolitics course (Fall 2014 - Fall 2016)

Doctoral thesis supervision

- DBA: Amy Lee (GBS, Expected 2022)

Independent study supervision

- Master: Mehrdad Kamandlou (GBS, Fall 2020), Ming Lim (GBS, Spring 2020), Andrea Gutiérrez (GBS, Spring 2020), Viktoria Klavensparr (GBS, Fall 2019), Lara Zibari (GBS, Spring 2019), Andrew Asaff (EUBS, Fall 2018)
- Bachelor: Tiara Whitford (GBS, Fall 2020), Youssef Fathallah (GBS, Fall 2020), Nicola Bordogna (GBS, Spring 2020), Amanda Nadell (GBS, Spring 2020), Luisa Fuentes (GBS, Spring 2020), Naga Venkata (GBS, Spring 2020), Seif Omran (GBS, Spring 2020), Paulius Auryla (GBS, Fall 2019), Melanie Diaz (GBS, Spring 2019), Andrea Gutiérrez (GBS, Spring 2019)

Independent study examiner

- Master: Sumeet Pathak (GBS, Fall 2019), Vladimir Adamovic (GBS, Fall 2019), Konstantin Andreevich (GBS, Fall 2019), Darius Kasiulynas (GBS, Fall 2019), Chih-han Tai (GBS, Fall 2019), Gokulesh Killer (GBS, Fall 2019), Gabriele Sangregorio (GBS, Spring 2019), Kristina Ibragimova (GBS, Spring 2019), Nijat Mammadli (GBS, Spring 2019), Laurent Holt (GBS, Fall 2018), Rami Alayli (GBS, Fall 2018), Nursultan Batyrbek (GBS, Spring 2018)
- Bachelor: Taymour Abdellatif (GBS, Spring 2020), Mauro Borrás (GBS, Fall 2019), Artem Polischuk (GBS, Fall 2019), Nariman Khalil (GBS, Fall 2019), Felisa Harryson (GBS, Fall 2019), Mohamed El Tabei (GBS, Fall 2019), Lydia Ntatsopoulou (GBS, Fall 2019), Tarek Salame (GBS, Fall 2019), Ahmed Hassan (GBS, Spring 2019), Almansur Abdullahi (GBS, Spring 2019), Amal Ibrahim (GBS, Spring 2019), Chantal Walid Aki (GBS, Spring 2019), Hussein Abdel Ghaffar (GBS, Spring 2019), Omar Abaza (GBS, Spring 2019), Tiernan Cloud (GBS, Spring 2019), Deneesha Williams (GBS, Fall 2018), Mohamad Elsarrag (GBS, Fall 2018), Dmitri Karlov (GBS, Fall 2018), Mohamed Elsharty (GBS, Fall 2018), Hana Abdelmonem (GBS, Fall 2018), Hassan El Kersh (GBS, Fall 2018), Habiba El Molla (GBS, Fall 2018), Maria Konovalova (GBS, Spring 2018), Pietro Tansini Petrali (GBS, Spring 2018)

PRIVATE SECTOR WORK EXPERIENCE

- **Steerial S.L.**, Barcelona, Spain: co-founder (2021-Present)
- **RJ Realty Corporation**, Manila, Philippines: Board Member (2014-2019)
- **Federo and Pascual FZ LLC**, Dubai, United Arab Emirates: Managing Partner/Board Member (2013-2015)
- **Philtex Corporation**, Dubai, United Arab Emirates: CFO (2007-2011); Corporate Accountant (2004-2007)
- **Punongbayan & Araullo (Grant Thornton Firm)**, Manila, Philippines: Junior Associate (2003-2004)
- **Ernst & Young Philippines (Formerly SGV & Co.)**, Manila, Philippines: Staff (2002-2003)
- **Bank of the Philippine Islands**, Dagupan City, Philippines: Intern (2001)

CERTIFICATION

- **Accredited Profesor Contratado Doctor (Associate Professor)**, Spain's National Agency for Quality Assessment and Accreditation—ANECA (2021)
- **Accredited Profesor Contratado Doctor (Associate Professor)**, Agència Qualitat de Universitària de les Illes Balears—AQUIB (2021)
- **Accredited Profesor Ayudante Doctor (Assistant Professor)**, Spain's National Agency for Quality Assessment and Accreditation—ANECA (2019)
- **Accredited Lecturer**, Catalan University Quality Assurance Agency—AQU Catalunya (2019)
- **Certified Public Accountant (CPA)**, Board of Accountancy, Professional Regulation Commission, Republic of the Philippines (2002)

LANGUAGES

- English (Full proficiency), Filipino (Native), Tagalog (Native), Ilocano (Native), Pangasinan (Native), Spanish (Working proficiency)