

## Ryan Federo

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### CURRENT ACADEMIC POSITION

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

### EDUCATION

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2014-2017 **PhD in Management Sciences (Strategy and Corporate Governance)**  
ESADE Business School, Universitat Ramon Llull, Barcelona, Spain  
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 **Master of Research in Management Sciences**  
ESADE Business School, Universitat Ramon Llull, Barcelona, Spain

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

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

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

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

### RESEARCH AND TEACHING INTERESTS

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- Organizational strategy; Corporate governance; International organizations (i.e., Multinationals and Intergovernmental organizations); LGBTQ+; Nonfinancial outcomes (e.g., CSR, gender-related issues, sustainability, and global public goods)

### RESEARCH

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#### Peer-reviewed academic journal publications

- Federo, R.** 2024. The rainbow glass ceiling: Breaking barriers for LGBTQ+ inclusion in board diversity. *Academy of Management Perspectives*, In press. doi: 10.5465/amp.2023.0186

16. Aguilera, R. V., **Federo, R.**, Justo, R., Merida, A., & Pascual-Fuster, B. 2024. Corporate governance of business groups around the world: A review and agenda for future research. *Corporate Governance: An International Review*, In press.
15. **Federo, R.** & Parente, T. 2023. Understanding governance designs in Latin America: Insights from Brazil, *Journal of Business Research*, 166, 114102. doi: 10.1016/j.busres.2023.114102
14. Freixanet, J. & **Federo, R.** 2023. Learning-by-exporting: A system-based review and research agenda. *International Journal of Management Reviews*, In press. doi: 10.1111/ijmr.12336
13. Aguilera, R. V., **Federo, R.**, Pascual-Fuster, B., & Crespi-Cladera, R. 2023. The corporate governance of business groups: What we know and what lies ahead. *Annals of Corporate Governance*, 70(3): 152-251. doi: 10.1561/109.00000040
12. **Federo, R.**, Saz-Carranza, A., Fernandez-i-Marin, X., & Losada, C. 2023. CEO selection in intergovernmental organizations: The clash between control and efficiency in governance. *Journal of Management and Governance*, 27: 155-180. doi: 10.1007/s10997-021-09605-6
11. Freixanet, J. & **Federo, R.** 2022. When born globals grow up: A review and agenda for research on the performance of early internationalizers. *Management and International Review*, 62: 817-857. doi: 10.1007/s.11575-022-00485-y
10. Bustamante, X., **Federo, R.**, & Fernandez-i-Marin, X. 2022. Riding the wave: Predicting the use of the bike-sharing system in Barcelona before and during COVID-19. *Sustainable Cities and Society*, 83: 1-16. doi: 10.1016/j.scs.2022.103929
9. **Federo, R.** & Bustamante, X. 2022. The ties that bind global governance: Using media-reported events to disentangle the global interorganizational network in a global pandemic. *Social Networks*, 70: 253-266. doi: 10.1016/j.socnet.2022.02.012
8. Freixanet, J. & **Federo, R.** 2022. The complex interplay of innovation, internationalization, and learning capability in driving firm performance: A configurational analysis. *Journal of Strategy and Management*, 15(4): 766-790. doi: 10.1108/JSMA-11-2021-0220
7. Ponomareva, Y., **Federo, R.**, Aguilera, R. V., & Collin, S-O. 2022. The cost of conformity to good governance: Board design and compensation. *Corporate Governance: An International Review*, 30(4): 399-420. doi: 10.1111/corg.12408
6. **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
5. 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
4. **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
3. 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
2. **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
1. **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

1. **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**

3. **Federo, R.** 2023. Qualitative comparative analysis. In F. Badache, L. Kimber, & L. Maertens (Eds.), *International organizations and research methods: An introduction* (pp. 292–300). Michigan: University of Michigan Press. doi: 10.3998/mpub.11685289. ISBN: 978-0-472-90354-2
2. 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. ISBN: 9780198840954
1. **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)**

- Freixanet, J. & Federo, R. A configurational analysis of learning-by-exporting (under review)
- Infantes, P., Pascual-Fuster, B., & Federo, R. Board gender diversity in business groups (under review)
- Federo, R. & Aguilera, R. V. LGBTQ+ and firm outcomes (under review)
- Albareda, A., Saz-Carranza, A., & Federo, R. Business interest associations (under review)
- Gabaldon, P., Pascual-Fuster, B., Federo, R., & Crespi-Cladera, R. Glass ceiling in Spanish firms (under review)
- Federo, R., Galang, R., & Lizares, R. Politicians on boards of Philippine firms (under review)
- Pascual-Fuster, B., Infantes, P., & Federo, R. Outsider directors in business groups (in preparation)\*
- Federo, R., Infantes, A., & Aguilera, R. V. Ownership-based networks (in preparation)\*
- Infantes, P., Federo, R., & Parra, M. I. Board composition of IBEX35 (in preparation)\*
- Aguilera, R., Berrone, P., Boulogne, R., Federo, R., & Zollo, M. Stakeholder governance (in preparation)\*

**Conference/workshop participation**

- 2024 Academy of Management Annual Meeting - Chicago, IL;  
European Academy of Management - Bath, UK  
International Corporate Governance Society Annual Conference - Tempe, AZ
- 2023 Academy of Management Annual Meeting - Boston, MA;  
AMJ Paper and Idea Development Workshop - ESADE, Barcelona, Spain;  
International Corporate Governance Society Annual Conference - Madrid, Spain
- 2022 Academy of Management Annual Meeting - Seattle, WA;  
International Corporate Governance Society Annual Conference - Miami, FL;  
Public Management Research Association Conference - Pheonix, AZ;  
21st Workshop on Corporate Governance and Investment - Copenhagen Business School, Copenhagen, Denmark
- 2021 Academy of International Business Annual Conference - Online;  
Academy of Management Annual Meeting - Online;  
International Corporate Governance Society Annual Conference - Groningen, The Netherlands;  
International Studies Association Annual Convention - Online;  
7<sup>th</sup> International Congress of the Bicycle | XVIII Iberian Congress “The Bicycle and the City” - Barcelona, Spain
- 2020 Academy of Management Annual Meeting - Online;  
Corporate Governance Summit 2020 - 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 - Lisbon, Portugal;

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

### **Invited presentations**

- 2024 Universitat Autònoma de Barcelona, Barcelona, Spain;  
Universidad Autónoma de Madrid, Spain
- 2022 Globe Webinar Series, KU Leuven, Belgium
- 2021 Universitat Autònoma de Barcelona, Barcelona, Spain
- 2020 EADA Business School, Barcelona, Spain;  
Universitat de les Illes Balears, Palma de Mallorca, Spain
- 2019 Alliance Manchester Business School-University of Manchester, Manchester, U.K.;  
EADA Business School, Barcelona, Spain
- 2018 ESCP Europe Business School, Madrid, Spain;  
LUISS Business School, Rome, Italy;  
University of Barcelona Business School, Barcelona, Spain
- 2017 D'Amore-McKim School of Business, Northeastern University, Boston-MA, USA

### **AWARDS/GRANTS/HONORS**

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- 2023 Best Reviewer Award, Corporate Governance: An International Review
- Nominated for the Best Paper Award, International Corporate Governance Society Annual Conference at Madrid, Spain, 2023
- 2022 Best Reviewer Award, Corporate Governance: An International Review
- 2022 Best Reviewer Award, International Business Review
- Finalist for the IM Division Best Paper in International Corporate Governance Award, Academy of Management Annual Conference, 2022
- Nominated for the Best Paper Award, International Corporate Governance Society Annual Conference at Groningen, The Netherlands, 2021
- Nominated for the Alan M. Rugman Young Scholar Award, Academy of International Business Annual Conference, 2021
- 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, U.K., 2020
- ESADE Doctoral Grant, 2014-2017
- ESADE Mobility Grant, 2017
- International Studies Association Travel Grant, 2017

- ESADE Talent Scholarship, 2013-2014

## RESEARCH PROJECTS

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- Universitat de les Illes Balears' Institute for Educational Research and Innovation (IRIE-UIB): PID232523, Principal researcher (2022-2024)
- Spanish Ministry of Science and Innovation (MICIN): PID2020-115982RB-C21, Research work team member (2021-2024)
- Agency for Management of University and Research Grants (AGAUR): 2017 SGR1556, Research work team member (2017-2020)
- ESADE-PWC Corporate Governance Research Project on Board of Directors: Researcher (2019-2020)

## WORKSHOPS/SEMINARS

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- Workshop on "Goal-directed networks: state of the art," Hosted by ESADE Business School and Tilburg University, Barcelona, Spain (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 (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 (2015)

## SERVICE TO THE PROFESSION

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### Editorial board member

- Corporate Governance: An International Review (2022 – Present)

### Ad-hoc journal reviewer

- Academy of Management Journal; Asia Pacific Journal of Human Resources; Baltic Journal of Management; BRQ Business Research Quarterly; Corporate Governance: An International Review; IEEE Transactions on Computational Social Systems; International Business Review; International Studies of Management and Organization; Journal of Business Ethics; Journal of General Management; Journal of Management; Journal of Management and Governance; Journal of Management Studies; Journal of Strategy and Management; Journal of World Business; Organization Studies; PLoS ONE; Public Administration; Public Management Review; RAUSP Management Journal; SN Business & Economics; Spanish Journal of Finance and Accounting

### 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/moderator

- Annals of Corporate Governance session - International Corporate Governance Society Annual Conference – Madrid, Spain (2023)
- New Theories for DEI (DEI) - Academy of Management Annual Meeting - Boston, MA (2023)

- 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 - Chicago, MA (2018)

#### **Membership in professional organizations**

- Academy of Management (AOM): Diversity, Equity, and Inclusion (DEI), International Management Division (IM), Strategic Management Division (STR)
- Academy of International Business (AIB)
- European Academy of Management (EURAM)
- International Corporate Governance Society (ICGS)
- Philippine Institute of Certified Public Accountants (PICPA)
- Strategic Management Society (SMS)

#### **Service in professional organizations**

- Social Media Manager of the International Corporate Governance Society (ICGS) (2022-)

#### **Membership in scientific committees**

- Research Review Panel member at Geneva Business School (2019-2022)

### **TEACHING**

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#### **Universitat de les Illes Balears - Palma de Mallorca**

- Master: Gestión de Recursos Humanos (Fall 2023, Fall 2022)
- Bachelor: Introduction to Business (Spring, 2024, Spring, 2023, Spring 2022, Spring 2021), Estrategia Empresarial (Fall 2020), Business Ethics and Social Responsibility (Fall 2020)

#### **ESADE Business School - Barcelona**

- PhD: Seminar on Qualitative Comparative Analysis (Spring 2023)
- 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)

#### **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)

**Doctoral thesis supervision**

- DBA: Amy Lee (GBS, Defended 2022)

**Independent study supervision**

- Master (6x)
- Bachelor (35x)

**Independent study examiner**

- Master (15x)
- Bachelor (24x)

**PRIVATE SECTOR WORK EXPERIENCE**

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- **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**

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- **Sexenio (Recognition of six-year research period covering 2015–2020)**, Spanish National Commission for Assessment of Research Quality-CNEAI (2023)
- **Research Accreditation (Profesor Agregat/Associate Professor)**, Catalan University Quality Assurance Agency-AQU Catalunya (2023)
- **Accredited Profesor Contratado Doctor/Profesor de Universidad Privada (Associate Professor)**, Spanish 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)**, Spanish 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**

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