

Ryan Federo

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CURRENT ACADEMIC POSITION

2020-present **Associate Professor**, 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 - International Business and Strategy Group

RESEARCH AND TEACHING INTERESTS

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

RESEARCH

Academic journal publications

12. Freixanet, J. & **Federo, R.** 2022. When born globals grow up: A review and agenda for research on the post-entry performance of early internationalizers. *Management and International Review*, 62: 817-857. doi: 10.1007/s.11575-022-00485-y
11. 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
10. **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
9. 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
8. 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
7. **Federo, R.**, Saz-Carranza, A., Fernandez-i-Marin, X., & Losada, C. 2021. CEO selection in intergovernmental organizations: The clash between control and efficiency in governance. *Journal of Management and Governance*, In press. doi: 10.1007/s10997-021-09605-6.
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.** Forthcoming. Qualitative comparative analysis. In F. Badache, L. Kimber, & L. Maertens (Eds.), *Introduction to International Organization Research Methods*. Michigan: The University of Michigan Press.

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. Learning-by-exporting: A review and research agenda (under review)
- Federo, R. & Parente, T. Barriers of board monitoring in Brazil (under review)
- Pascual-Fuster, B., Crespi-Cladera, R., & Federo, R. Glass ceiling in Spanish firms (under review)
- Infantes, P., Pascual-Fuster, B., & Federo, R. Board gender diversity in business groups (under review)
- Freixanet, J. & Federo, R. A configurational analysis of learning-by-exporting (under review)
- Federo, R. Reconceptualizing board gender diversity (under review)
- Aguilera, R. V. & Federo, R. A review on institutional investors (proposal submitted)
- Aguilera, R. V., Federo, R., Crespi-Cladera, R., & Pascual-Fuster, B. Corporate governance of business groups (finalizing manuscript) *
- Aguilera, R. V., Federo, R., Justo, R., Merida, A., & Pascual-Fuster, B. A review on international business groups (in preparation)

Conference participation

- 2022 Academy of Management Annual Meeting - Seattle, WA;
International Corporate Governance Society Annual Conference - Miami, FL;
Public Management Research Association Conference at Pheonix, AZ;
21st Workshop on Corporate Governance and Investment at 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 a-Groningen, The Netherlands;
International Studies Association Annual Convention - Online;
7th International Congress of the Bicycle | XVIII Iberian Congress “The Bicycle and the City” - Barcelona
- 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 IBEI, 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

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 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

- Finalist for the IM Division Best Paper in International Corporate Governance Award, Academy of Management Annual Conference, 2022
- Top cited article in Regulation & Governance for 2020-2021
- Top cited article in Corporate Governance: An International Review for 2020-2021
- 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

- 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

- 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

Editorial board member

- Corporate Governance: An International Review (2022-)

Ad-hoc journal reviewer

- Asia Pacific Journal of Human Resources
- Baltic Journal of Management
- Corporate Governance: An International Review
- International Business Review
- International Studies of Management and Organization
- Journal of Business Ethics
- Journal of General 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

- 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), Gender & Diversity in Organizations (GDO)
- Academy of International Business (AIB)
- International Corporate Governance Society (ICGS)
- International Studies Association (ISA)
- 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

Universitat de les Illes Balears - Palma de Mallorca

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

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, Defended 2022)

Independent study supervision

- Master: Mehrdad Kamandlou (GBS, 2020), Ming Lim (GBS, 2020), Andrea Gutiérrez (GBS, 2020), Viktoria Klavensparr (GBS, 2019), Lara Zibari (GBS, 2019), Andrew Asaff (EUBS, 2018)
- Bachelor: Jorge Simonet (UIB, 2021); Ariana Nikolava (UIB, 2021); Irene Vidal (UIB, 2021); Maria Jover (UIB, 2021); Alejandro Mañas (UIB, 2021); Denise Mollons (UIB, 2021); Rafel Andreu Thomas (UIB, 2021); Maria Méndez Hugué (UIB, 2021); Sonia Cheng (UIB, 2021); Chloe del Santo Strillak (UIB, 2021), Dennis Ricardo Lig-Long Jorge (UIB, 2021), Tiara Whitford (GBS, 2020), Youssef Fathallah (GBS, 2020), Nicola Bordogna (GBS, 2020), Amanda Nadell (GBS,

2020), Luisa Fuentes (GBS, 2020), Naga Venkata (GBS, 2020), Seif Omran (GBS, 2020), Paulius Auryla (GBS, 2019), Melanie Diaz (GBS, 2019), Andrea Gutiérrez (GBS, 2019)

Independent study examiner

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