

# MICHELA CARRARO

## CONTACT DETAILS

Department of Economics and Management,  
University of Padova  
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## RESEARCH INTERESTS

Organisational behaviour, micro-foundations of continuous improvement  
Problem solving and proactivity in the workplace  
Employees' mental models, perceptions, and understandings  
Organizational routines' dynamics and organizational learning

## EDUCATION

### University of Padova (Italy)

2019 – ONGOING

Ph. D. Candidate in Management

### University of Padova (Italy)

2017 – 2019

Master's Degree in Business Administration – 110 with honours

Thesis title: "Spinoffs, social capital and innovation: theoretical and empirical perspectives"

Thesis supervisor: FURLAN ANDREA

December 2018: winner of "Mille e una lode" Award at University of Padova, merit-based award assigned to excellent students

### University of Rosario, Bogotá (Colombia)

JAN 2018 – JUN 2018

Interchange Period

## **University of Padova (Italy)**

2014 – 2017

Bachelor's Degree in Economics, Accounting and Finance – 110 and honours

Thesis title: "Social reporting: Transparency in businesses not only through numbers".

Thesis supervisor: CERBIONI FABRIZIO

## **Karelia University of Applied Sciences, Joensuu (Finland)**

AUG 2016 – DEC 2016

Erasmus Exchange Period

## **University of Michigan, Dearborn (US)**

JUL 2016 – AUG 2016

ISPM US Summer School in International Financial Reporting

## **ITCS P. F. Calvi (Padova)**

2009 – 2014

Diploma in business studies and foreign languages – 100

## **SELECTED CONFERENCE PROCEEDINGS**

### **2021**

Carraro, M. & Furlan, A., 2021, "Shared or divergent mental models? The role of key employees in problem solving", Academy of Management Proceedings, 2021(1), <https://doi.org/10.5465/AMBPP.2021.11861abstract>

## **REFEREED CONFERENCE PRESENTATIONS**

[Excludes any articles already referred to in Conference Proceedings]

### **2022**

Carraro M., Furlan A., Netland T., 2022, "Are we proactive? Supporting proactivity in the shop floor by developing a shared mental model", Academy of Management Annual Meeting, Seattle, August 5th-9th.

Carraro M., Furlan A., 2022, "Behind worker perceptions accuracy: The role of work environment in operations", EurOMA Conference, Berlin, July 1st-6th.

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Carraro M., Galeazzo A., Furlan A., 2022, “The role of cross-understanding in routine interdependence: A conceptual model”, PROS Conference, Rhodes, June 25th-28th.

Galeazzo A., Carraro M., Furlan A., 2022, “Effortful and emergent accomplishments in organizational routines: How agents combine cognition and routinization”, PROS Conference, Rhodes, June 25th-28th.

## 2021

Carraro, M. & Furlan, A., Netland, T.H., “The root of continuous improvement: Employees proactivity and mental models”, Padua University Three Minute Thesis Competition final (16<sup>th</sup> March 2021); POMS 31<sup>st</sup> Annual Conference, online, 29<sup>th</sup> April – 5<sup>th</sup> May.

Carraro, M. & Furlan, A., “Behind worker perceptions accuracy: The role of work environment and cognitive-motivational states in operations”, POMS 31<sup>st</sup> Annual Conference, online, 29<sup>th</sup> April – 5<sup>th</sup> May.

## VISITING SCHOLAR POSITIONS

- Visiting Scholar, ETH Zürich (Chair of Production and Operations Management) (September 2021—January 2022)

## PROFESSIONAL MEMBERSHIPS AND ACTIVITIES

- Member of Academy of Management
- Member of Production and Operations Society
- Reviewer for European Operations Management Association
- Research Team Member of Smart Operating Model Laboratory (<https://somlab.cuoospace.it>)
- Research Team Member of Behavioral Operations Laboratory (<https://economia.unipd.it/ricerca/labs/behavioral-operations-lab-bol>)

## TEACHING AND RESEARCH EXPERIENCE

*Teaching Assistant*, University of Padova, March 2021 – ONGOING

Held exercise sessions in Advanced Operations Management course.

*Research Assistant*, University of Rosario (CO), April 2018 – February 2020

Assistant to prof. Iliana Laima Ona Paez Gabriunas and Dr. Mireia Guix Navarrete in the research project “Systematic literature review about the use of dilemmas, vignettes and scenarios in studying ethical decision-making for sustainability”.

## SUPERVISION

### Students' supervision (co-supervisor Prof. Andrea Furlan, University of Padova)

Giada Callegaro – Master's degree in Business Administration	April 2022 –
<i>The thesis' project aims at investigating how the network structure underpinning ambidextrous organisations evolves across springs in agile manufacturing projects</i>	Present
Alessandro Fario – Bachelor's degree in Economics and Management	April 2022 –
<i>The thesis' project is a review of the literature on digital technologies in operations management and their impact on shop floor employees' behaviours</i>	Present
Davide Bonfio – Master's degree in Business Administration	March 2021 –
<i>"The individual proactivity and team effectiveness. The moderating role of team homogeneity"</i>	December 2021
Alessia Lancerin – Master's degree in Business Administration	March 2021 –
<i>"Proactive employees: An empirical study measuring the impact of shared mental models and similar perceptions"</i>	October 2021
Nicola Porru – Master's degree in Business Administration	September 2020 –
<i>"Proactive behaviours and mental models as the root of continuous improvement"</i>	December 2020

## REFERENCES

### Andrea Furlan

Full Professor of Management  
Department of Economics and Management  
University of Padova (IT)  
Tel.: 0039 0498274235  
Email: andrea.furlan@unipd.it

### Andrea Vinelli

Full Professor of Operations, Supply Chain and  
Service Operations Management  
Department of Management & Engineering  
University of Padova (IT)  
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Padova, June 20, 2022



Michela Carraro

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