

Curriculum Vitae

ALESSANDRA MIGLIORE

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Links

[Personal Website](#)

[Google Scholar](#)

[Scopus](#)

[LinkedIn](#)

Areas of interest: Inequality and Organizations; Organizational Space; Place; Innovation; Entrepreneurship; Social Sustainability; Gender inequality.

EDUCATION

2023 - present	Researcher Polytechnic University of Milan School of Management
2019 – 2022	PhD in Management & Architecture (interdisciplinary program). <i>Defended with honors</i> . Polytechnic University of Milan (Italy). Supervisors Management side: Massimo G. Colombo; Cristina Rossi-Lamastra Supervisors Architecture side: Andrea Ciaramella; Chiara Tagliaro.
2016-2019	M.A. Management of Built Environment – Economic curriculum, 110/110 Polytechnic University of Milan (Italy)
2013-2016	B.A. Architecture, 107/110 Polytechnic University of Turin (Italy).

VISITING PERIODS

May 2025	Visiting Researcher at University Carlos III Madrid (Spain) Invited by prof. Magdalena Dobravska
Nov 2024 & Sep-Oct 2025	Visiting Researcher at Delft University of Technology (TU Delft), Delft (NL) Invited by prof. Alfons Van Marrewijk
April-October 2022	Visiting PhD Student at Delft University of Technology (TU Delft), Delft (NL)

AWARDS AND FELLOWSHIPS

2024	IDEA League Fellowship 2024-2025 Amount: 15.000 EUR for a three-month visiting period in one of the IDEA League institutions (i.e., TU Delft University). Website: https://idealeague.org/
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2023	ABCD (Above and Beyond the Call of Duty) Award – Academy of Management (Organization and Management Theory - OMT Division) Website: https://omt.aom.org/awards/abcdaward .
2023-2026	Elected member of the 2023-2026 RGCS Executive Committee " Research Group on Collaborative Spaces " (Role: International Development). President: Prof. Stefan Haefliger (SSE)
2022	Idea League Grant for joint research projects Amount: 3,000 EUR for a short visiting period at TU Delft University. Website: https://idealeague.org/

RESEARCH

PUBLISHED ARTICLES

- 1 Migliore, A. Rossi-Lamastra C., Tagliaro. C. (2025), "Home vs office: Does workspace design influence where academics conduct their research?", *Research Policy*, 54(7).
<https://doi.org/10.1016/j.respol.2025.105269>

ACCEPTED FOR PUBLICATION

- 2 Migliore A., Tagliaro C., "Back to the future". Making the future organizational space from experience to imagination and back", *She Ji: The Journal of Design, Economics, and Innovation*. (Special Issue: Future Making. Editors: Alice Comi; Michael Shamiyeh; Luigi Mosca)

UNDER REVIEW

- 3 Hesselbein C., Migliore A. [Title hidden to ensure blind review – a piece on metaphors of (im)materiality and sustainability reporting of fashion companies] Revise & Resubmit at **Organization** (The authors contributed equally to this manuscript)
- 4 Colombo M. Madii E., Migliore A., Rossi-Lamastra C. [Title hidden to ensure blind review – a piece on Inclusive Neighborhood Spaces and New Venture Creation] Revise & Resubmit at **Entrepreneurship Theory and Practice**. (The authors contributed equally to this manuscript)
- 5 Migliore A., Colombo M.G., Rossi-Lamastra C., Mancuso R. [Title hidden to ensure blind review – a piece on organizational space and work-from-home] Under review at **Organization Science [Job Market Paper]**

WORKING PAPERS

- 6 Migliore A., Van Marrewijk A. "Stretching and shrinking: the role of physical space for mobile knowledge workers" (manuscript finalization stage, working paper available). Target: **Organization Studies**
 - Accepted/Presented at *Academy of Management Conference, EGOS Colloquium, DRUID Conference*.
- 7 Madii E., Migliore A., Rossi-Lamastra C. "Where She Thrives: neighborhood effect on the survival of female-led ventures" (data analysis stage, extended abstract available. The authors are contributing equally to this manuscript). Target: **Urban Studies**
 - Accepted/Presented at Workshop for the *Urban Studies* S.I. "Organization and Urban Inequality"
- 8 Guerini M., Migliore A., "Who Can Afford to Join? Cost of Living and Startup Workforce" (data analysis stage, 2nd wave data collection planned, extended abstract available, The authors are contributing equally to this manuscript). Target: TBD.
 - Accepted/Presented at *EGOS Colloquium*
 - Accepted for presentation at the workshop "Startup Cities: Strategies, Stakeholders and Impact" (organizers: L. Gagliardi; M. Amore)
- 9 Dobravska M., Migliore A., Rossi-Lamastra C. "Women (in)visibility. The role of significant alters in a flexible workplace"

	(theory building and data analysis stage. The first two authors are contributing equally to this manuscript). Target: Organization Science
10	Migliore A., Zhu G., "Does 'hybrid work' work? A spatial perspective" (theory building and data analysis stage). Target: TBD

OTHER WORK-IN-PROGRESS PROJECTS

Special Issue Proposal for the journal **Organization Studies**. Tentative Title "Digitalized Space(s)? Researching and Theorizing Organizational Spaces and Places in a Digitalized World", with Martin Kornberger (WU Vienna); Tania Ulrike Räcker (Univ. of Zurich); Eric Knight (Macquarie Univ., Sidney); Kathleen Stephenson (VU Amsterdam)
Expected send: September. 30, 2025

OTHER PUBLISHED RESEARCH

PUBLICATIONS IN ARCHITECTURE JOURNALS

Migliore A. (2025) Here, there and everywhere: hybrid multilocal work and academics' outcomes. *Facilities*, 43 (7-8): 461–488. <https://doi.org/10.1108/F-03-2024-0047>

Tagliaro, C., Migliore, A., Mosca, E.I. and Capolongo, S. (2023), "Room for diversity: a review of research and industry approaches to inclusive workplaces", *Journal of Corporate Real Estate*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/JCRE-04-2023-0017>

- Featured on **Forbes** Oct. 9, 2024 "[79% Of CEOs Expect RTO—Here's How To Align Office Design With Strategy](#)"

Migliore A., Rossi-Lamastra C. & Tagliaro C. (2022). "Are workspaces gender neutral? A literature review and a research agenda", *Building Research & Information*, Vol. 50, No. 8, pp. 924-948 <https://doi.org/10.1080/09613218.2022.2087172>

Tagliaro C., and Migliore A., (2021). "'Covid-working': what to keep and what to leave? Evidence from an Italian company". *Journal of Corporate Real Estate*. Vol. 24 No. 2, pp. 76-92. <https://doi.org/10.1108/JCRE-10-2020-0053>

BOOK CHAPTERS

Migliore, A. (2025). Academics Working from Home: Spatial Relations Between Men and Women. In: Sedini, C. (eds) *Gender Perspectives for a Renewed Design Culture*. Springer Series in Design and Innovation, vol 54. Springer, Cham. https://doi.org/10.1007/978-3-031-88554-9_3

Migliore, A., Tagliaro, C., Schaumann, D., Hua, Y. (2024). University Hubs: Hybrid Spaces Between Campus, Work, and Social Spaces. In: Mariotti, I., Tomaz, E., Micek, G., Méndez-Ortega, C. (eds) *Evolution of New Working Spaces*. SpringerBriefs in Applied Sciences and Technology(). Springer, Cham. https://doi.org/10.1007/978-3-031-50868-4_5

Migliore A., Rossi-Lamastra C. (2023). "Cluster analysis. Grouping workers by work location choice" In Tagliaro C., Orel M., Hua Y. (Eds.) *Researching Physical and Virtual Workplaces: Methodological Approaches for Workplace Research*. Routledge. ISBN 9781032256153

Tagliaro, C., Migliore, A., Danivska, D. S. V., Poutanen, J., Pelsmakers, S., Kaasalainen, T., & Nenonen, S. (2022). "Home, university, and other spaces: Where Finnish and Italian academics did research prior to and during the COVID-19 pandemic". In P. Bednář, M. Di Marino, & I. Mariotti (Eds.), *The COVID-19 pandemic and the future of working spaces*. (pp. 213-225). Routledge. <https://doi.org/10.4324/9781003181163>

Migliore A., Ceinar I.M., Tagliaro C. (2021) "Beyond Coworking: From Flexible to Hybrid Spaces". In: Orel M., Dvouletý O., Ratten V. (eds) *The Flexible Workplace*. Human Resource Management. Springer, Cham. https://doi.org/10.1007/978-3-030-62167-4_1

FUNDED RESEARCH PROJECTS

FUNDED RESEARCH

Member of the national research project of relevant national interest (PRIN) - P20224FPTT "**The relation between workspaces and gender in academia: an interdisciplinary approach**". Co-funded by the Ministry of University and Research within the framework of the National Recovery and Resilience Plan. Duration 2023-2026. [Website](#)

Member of the national research project "**MUSA – Multilayered Urban Sustainability Action**", SPOKE 6 "Innovation for sustainable and inclusive society." Funded by the Ministry of University and Research within the framework of the National Recovery and Resilience Plan (PNRR, Mission 4, Component 2, Investment 1.5). Duration 2023-2026. [Website](#)

Member of the national research project "**MICS – Made in Italy Circolare e Sostenibile**" SPOKE 7 "7.07 Customer-based Marketing Strategies for the Sustainable and Circular Made in Italy". Funded by the Ministry of University and Research, thanks to funds made available by the European Union under the NextGenerationEU (PNRR) program. Duration 2023-2025. [Website](#)

Member of WG2 and WG4 of the EU-funded research project COST ACTION 18214 '**The Geography of New Working Spaces and the Impact on the Periphery**'. Duration 2019-2023. [Website](#)

Member of the research project "**CAREER – Care of women work**" Funded by the Ministry of University and Research (Grant FISIR2020 "FISIR - Fondo Integrativo Speciale per la Ricerca"). [Website](#)

WORK-IN-PROGRESS (waiting for results)

Submitted Research Grant Proposal – "Bando INEQUALITIES RESEARCH: Generating knowledge to reduce inequalities" (Funder: Cariplo Foundation). Project title: "**Gender Inequality in Academic Trajectories and Skill Polarization in the AI Economy (GAPS)**"

- Main Proposer: Università Cattolica del Sacro Cuore (Prof. Gabriele Pellegrino)
- Partner Institution: Politecnico di Milano (Alessandra Migliore)

INDUSTRY-FUNDED RESEARCH

I have extensive experience in applied research projects funded by leading companies and institutions, focusing on **workplace transformation** in response to **digitalization, hybrid work practices, sustainability goals, and organizational change**. Collaborations with companies have informed my research, and in turn, my research has influenced the activities of several organizations.

2024-ongoing	Title of the funded research: "Workspaces and Mobility" Company: FERROVIENORD S.p.A. (Italian Public Railway Company) Role: Researcher Objective: Development of a business concept for temporary workspaces within stations managed by Ferrovienord S.p.A..
2024-2025	Title of the funded research: "Palazzo Giò Ponti and the New Working Practices of Assolombarda – Guidelines for Workplace Transformation" Company: Assolombarda (Entrepreneurial Association in the Lombardy Region) Role: Researcher

	Objective: Development of strategic guidelines for the redesign of Assolombarda's headquarters to support innovation, collaboration, and flexible work practices.
2023	Title of the funded research: "Design Models for the Renovation of Pavilion 17 at ASST GOM Niguarda – Integration of Operational Rooms and Legal Headquarters of AREU". Company: AREU – Agenzia Regionale Emergenza e Urgenza (Regional Agency for Emergency and Urgent Care) Role: Researcher Objective: Study of architectural, functional, and organizational models to optimize emergency management spaces and improve coordination within healthcare services.
2022-2023	Title of the funded research: "New Ways and New Workspaces Between Home and Office". Company: Assolombarda (Entrepreneurial Association in the Lombardy Region) Role: Researcher Objective: Investigation of hybrid work models and the redesign of organizational spaces to balance flexibility, productivity, and employee engagement.
2021-2022	Title of the funded research: "Future of Work Strategy Study" Company: DHL Role: Researcher Objective: Definition of DHL's long-term workplace strategy, focusing on digital transformation, employee experience, and organizational resilience.

SERVICE

ORGANIZATION OF CONFERENCES/SYMPOSIA/PDW

Academy of Management Conference

- **PDW** at AOM 2025 (July 2025, Copenhagen): "Addressing the "spatial turn" in entrepreneurship research: new dimensions and emerging issues" with Richard Hunt (Virginia Tech); David Townsend (Virginia Tech). Panelists: Sunasir Dutta (Carlson); Eliana Crosina (Babson); Friederike Welter (Siegen); Boukje Cnossen (Leuphana); Stefan Haeffliger (SSE).
- **PDW** at AOM 2025 (July 2025, Copenhagen): "Space and Place in Organization and Management Research: Topics, Methods and Conceptual Perspectives" with Tania Raecker (U. of Zurich, Switzerland), Kathleen Stephenson (VU Amsterdam, NL), Jeannie Holstein, (Nottingham U. BS, UK), and Anniina Rantakari (U. of Oulu Business School, Finland). Panelists: David Seidl (U. of Zurich); Louise Nash (U. of Essex); Chris Steyaert (U. of St. Gallen); Massimo Maoret (IESE); Robin Holt (U. of Bristol)
- **PDW** at AOM 2024 (August 2024, Chicago): "Navigating spatial approaches to address grand challenges", with Tania Racker (U. of Zurich, SWITZERLAND), and Kathleen Stephenson (Vrije U. Amsterdam, NL). Panelists: Scott Taylor (U. Birmingham), Kim Elsbach (U. California Davis), David Seidl (U. Zurich), Linda Putnam (U. California, Santa Barbara), Gemma Irving (U. Queensland), and Andreas Diedrich (U. Gothenburg)

EGOS Conference

- Facilitator at the **PDW at EGOS 2025** (July 2025, Athens): "*PDW 01 – Meta-Organizing for Desirable Futures: The Potential of New Ways of Working and Cooperating*"
- Organizer of the **pre-Egos event** (off-program, EGOS 2024, Milan): "*Space and the ethics of care: new ways of working and new ways of caring*". Distinguished Speakers: Anne Laure Fayard

(Professor of Social Innovation at NOVA School of Business and Economics), Anne Antoni (Professor at Grenoble Ecole de Management), Carolina Pacchi (Professor of Urban Planning at Politecnico di Milano), Ilaria Mariotti (Professor of Urban Economics at Politecnico di Milano).

Research Group on Collaborative Spaces (RGCS)

- **Symposium 2025** "In-betweenness": spatial and temporal perspectives on working and organizing" held at Politecnico di Milano. January 23rd - 24th, 2025 ([Program](#))
- **Symposium 2020** "Collaborative practices, workspaces and communities in the wake of the Covid-19 crisis" – Online, December 14-16, 2020 ([Program](#))
- Website of the research group: <https://rgcs-owee.org/>

New European Bauhaus Festival 2024

- Satellite Event "Inclusion and well-being through design" held at Politecnico di Milano, April 15th, 2024. Distinguished speakers: Juriaan Van Meel (Centre of People and Buildings), Jeannine van der Linden (European Coworking Assembly), Federica Pedroni (CBRE), Sara Busnelli (ACPV ARCHITECTS Antonio Citterio Patricia Viel), Hassan Shaikh (Boehringer Ingelheim), Marco Gastoldi (Gensler UK), and Demetrio Scopelliti (Agenzia Mobilità, Ambiente e Territorio – AMAT). ([Website](#))

Transdisciplinary Workplace Research (TWR)

- **3rd Bi-annual Conference** held at Politecnico di Milano, September 7-9, 2022. Role: Organizer, Program Management, Proceedings editing. ([Program](#))
- Website of the network: <https://www.twrnetwork.org/>

REVIEWER

Journals: Organization Science; Technovation; Building Research and Information; Journal of Corporate Real Estate; Facilities; Journal of Sustainable Development

Conferences: Academy of Management Conference, DRUID Conference; TWR (Transdisciplinary Workplace Research) Conference; EURAM; R&D Management Conference.

OUTREACH

My research has been featured on several media outlets

International press: *Forbes*

Local press: *La Repubblica, Il Giorno, Il Giornale*

Online local press: *Adnkronos, Affaritaliani, Monitorimmobiliare*

I have presented my research at several conferences, including the Academy of Management Conference, EGOS Conference, DRUID Conference, Organization Science Winter Conference.

TEACHING

Appointed professor

- **'Business Economics and Organization'** held at the Bachelor's degree in Computer Engineering, Politecnico di Milano (A.Y. 2024/2025). Responsible for course delivery, exams, and student evaluation. Average evaluation received from the students: 3.4/4

Teaching Assistant

- **'Building Types and Real Estate Functions'** held at the Master's Degree in Management of Built Environment, Politecnico di Milano (A.Y. 2023/2024 & 2024/2025, with Prof. Chiara Tagliaro). Designed and delivered lectures on business modeling and business organization, coordinated classroom activities, and assisted students with applied research projects.
- **'Business Economics and Organization'** held at the Bachelor's degree in Computer Engineering, Politecnico di Milano (A.Y. 2022/2023 & 2023/2024, with Prof. Massimiliano Guerini;

A.Y. 2020/2021, with Prof. Cristina Rossi-Lamastra). Designed and delivered lectures on organization theory, accounting, and sustainability reporting, and guided students in exam preparation.

Postgraduate education

- Lecturer, Workplace Educational Trip (Zurich University of Applied Sciences – ZHAW). Designed and delivered the lecture on “**Inclusion: Best Practices for the Workplace.**”
- Lecturer, Facility Management Executive Course (Politecnico di Milano). Designed and delivered the module on “**New Spaces of Working.**”
- Lecturer, Summer School on Workplace Management (SSWM), Politecnico di Milano. Contributed to modules on “**Workplace transformation and organizational change**”.

MBA

Between 2024-2025, I supervised MBA final projects work for the POLIMI GSOM – Politecnico Graduate School of Management.

Master Thesis Supervisor

Between 2021 and 2025, I supervised several master’s theses for the degrees in Management Engineering, Management in the Built Environment, and Architecture based on applied research projects, also conducted in partnership with companies.

LANGUAGES

Italian	English	Spanish	French
Mother Tongue	Fluent (C1)	Good	Basic

TECHNICAL SKILLS

Quantitative data analysis (econometrics), Qualitative Interview Analysis
Software: STATA, MS Project, Photoshop/InDesign/Illustrator

REFERENCES

Kathleen Stephenson Vrije Universiteit Amsterdam k.a.stephenson@vu.nl	Santi Furnari Bayes Business School Santi.Furnari.1@citystgeorges.ac.uk
Magdalena Dobrąjska University Carlos III de Madrid mdobrajs@emp.uc3m.es	Richard A. Hunt Virginia Tech, Pamplin College of Business rickhunt@vt.edu