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MAURIZIO CATINO, PHD

University of Milan– Bicocca, Department of Sociology and Social Research

Via Bicocca degli Arcimboldi 8 - 20126 Milan (Italy)

Email: maurizio.catino@unimib.it

ACADEMIC POSITIONS

University of Milan – Bicocca - Department of Sociology and Social Research

<i>Professor</i>	March 2015-present
<i>Associate Professor</i>	2006-2015
<i>Assistant Professor</i>	2005-06
<i>Adjunct Professor</i>	2001-05

OTHER AFFILIATIONS

Department of Sociology, New York University <i>Visiting Scholar</i>	2012 – present
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VISITING APPOINTMENTS

Nuffield College, University of Oxford (Trinity Term) <i>Jemolo Fellow</i>	2011
Department of Sociology, Princeton University <i>Visiting Scholar</i>	2010/11
Oxford (UK) Department of Sociology <i>Visiting Professor</i>	August 2007

EDUCATION

PhD in Sociology - University of Rome “La Sapienza”, (Italy)	2000
BA in Sociology (<i>Summa Cum Laude</i>) University of Rome “La Sapienza”	1991

RESEARCH INTERESTS

- Organization theory.
- Organizational failures.
- Organizational wrongdoing, deviance, and mafias.

TEACHING

- Complex organizations.
- Organized crime.
- Organizational change.

PUBLICATIONS

Books:

- 2022 *Di chi è la colpa? La costruzione del capro espiatorio nelle organizzazioni (Who is to blame? Organizational scapegoating in complex systems)*, Bologna, il Mulino, forthcoming.
- 2020 *Le organizzazioni mafiose. La mano visibile dell'impresa criminale*, Bologna, il Mulino.
- 2019 *Mafia organizations. The visible hand of criminal enterprise*, Cambridge, Cambridge University Press (translated in Japanese 2021).
- Reviewed in: *Administrative Science Quarterly*; *International Criminal Justice Review*; *Criminal Law and Criminal Justice Book Reviews*; *Trends in Organized Crime*.
- 2013 *Organizational Myopia. Problems of Rationality and Foresight in Organizations*, Cambridge, Cambridge University Press (2014 Paperback edition).
- Reviewed in *American Journal of Sociology* - Vol. 120 (5), 2015, pp. 1588-1590.
- 2012 *Capire le organizzazioni*, Bologna, il Mulino (En. title: *Understanding Organizations*).
- 2010 (with Gabrio Forti et. al.) *Il problema della medicina difensiva*, Pisa, Edizioni ETS (En. title: *The Problem of Defensive Medicine*).
- 2009 *Miopia organizzativa. Problemi di razionalità e previsione nelle organizzazioni*, Bologna, il Mulino (En. title: *Organizational Myopia*).
- 2006 *Da Chernobyl a Linate. Incidenti tecnologici o errori organizzativi?* Milano, Bruno Mondadori (2nd Ed.) (En. title: *From Chernobyl to Linate. Technological Accidents or Organizational Errors?*).
- 1999 (with Guido Baglioni), *Ingegneri e operai*, Bologna, il Mulino (En. title: *Engineers and workers*).
- 1998 (with Angelo M. Fasulo), *Organizzazione per l'innovazione: il caso del Centro Ricerche "G. Natta" Montell di Ferrara*, Milano, Franco Angeli (En. title: *Organization for innovation*).

REFEREED JOURNAL ARTICLES:

- 2022 (with S. Rocchi, and G. Vittucci), "The network of interfamily marriages in 'Ndrangheta", *Social Networks*, n. 68, pp. 318-329, forthcoming.
- 2021 "Le regole dell'apprendimento imperfetto. Norme e prassi informali nel Consiglio superiore della magistratura", *Stato e Mercato*, n. 122, pp. 199-233, forthcoming.
- 2020 "Italian Organized Crime since '1950", in *Organizing Crime: Mafias, Markets, and Networks*, a thematic volume of *Crime and Justice—A Review of Research*, eds. Peter Reuter and Michael Tonry, Vol. 49, pp. 69-140.
- 2018 "Fare luce sull'area grigia", *Criminalia. Annuario di scienze penalistiche*, pp. 65-103.
- 2018 "Colletti bianchi: le relazioni tra professionisti e mafie nell'economia del Nord Italia", *Stato & Mercato*, n. 1, pp. 149-187.
- 2016 (with F. Moro) "La protezione mafiosa nei mercati legali. Un framework analitico ed evidenze empiriche in Lombardia", *Stato & Mercato*, n. 108, pp. 311-352.
- 2016 "Persone finte, corporate actors e teoria dell'organizzazione", *Rassegna Italiana di Sociologia*, n. 1, gennaio-marzo, pp. 141-150.

- 2015 “Mafia rules. The role of criminal codes in mafia organizations”, *Scandinavian Journal of Management*, 31, pp. 536–548.
- 2014 “How do mafias organize? Conflict and violence in three mafia organizations”, *European Journal of Sociology*, n. 2, pp. 177-220.
- 2014 “Il segreto nelle organizzazioni mafiose”, *Rassegna Italiana di Sociologia*, n. 2, pp. 259-301.
- 2014 “Oltre l’errore umano. Per una teoria organizzativa degli incidenti”, *Rivista Italiana di Medicina Legale*, Fasc. 3, pp. 915-926.
- 2013 (with Gerardo Patriotta), “Learning from Errors: Cognition, Emotions and Safety Culture in the Italian Air Force”, *Organization Studies*, [Lead Article], 34(4), pp. 437–467.
- 2013 (con Alessia Bianco Dolino), “Teoria sull’eziologia degli incidenti nelle organizzazioni”, *Sociologia del Lavoro*, n. 130.
- 2012 (con M. Pesenti, C. Locatelli), “I ragionamenti inferenziali nella gestione delle emergenze”, *Rivista Italiana di Medicina Legale*, Anno XXXIV, 2, pp. 425-448.
- 2011 (con M. Pesenti Campagnoni, C. Locatelli), “La medicina difensiva: una ricerca sul Pronto soccorso in Italia”, *Pratica Medica & Aspetti Legali*, 5(1), pp. 35-43.
- 2011 “Why doctors practice defensive medicine? The side-effects of medical litigation”, *Safety Science Monitor*, Vol. 15, n. 1, pp. 1-12.
- 2010 “Gatekeepers miopi? Aspetti organizzativi nel fallimento dei controlli”, *Stato e Mercato*, N. 89, pp. 219-253.
- 2009 “Blame culture and defensive medicine”, *Cognition, Technology, and Work*, Volume 11, N. 4, pp. 245-253.
- 2009 “Apprendere dagli errori per migliorare sicurezza e affidabilità organizzativa: il contributo della sociologia dell’organizzazione”, *Sociologia del lavoro*, N. 114, pp. 96-110.
- 2008 (with Sara Albolino), “Colpa ed errore. Logiche d’analisi in aeronautica e in medicina”, *Studi Organizzativi*, N. 1, pp. 117-144.
- 2008 “A Review of Literature: Individual Blame vs. Organizational Function Logics in Accident Analysis”, *Journal of Contingencies and Crisis Management*, Vol. 16, N. 1, pp. 53-62.
- 2006 “Logiche dell’indagine: oltre la cultura della colpa”, *Rassegna Italiana di Sociologia*, N. 1, pp. 7-36.
- 2006 “Le trasformazioni delle associazioni imprenditoriali: verso l’attivazione della rete associativa”, *Diritto delle Relazioni Industriali*, N. 1, pp. 38-56.
- 2005 “Incidenti tecnologici nel trasporto ferroviario”, *Ergonomia*, N. 1, pp. 36-51.
- 2004 “Ma era davvero responsabile la cultura?”, *Sviluppo & Organizzazione*, Settembre-Ottobre.
- 2003 “4 minuti e 38 secondi. Il disastro di Linate come incidente organizzativo”, *Studi Organizzativi*, N. 3, pp. 129-157.
- 2001 “Fatti e Norme nell’organizzazione”, *Studi Organizzativi*, N. 2-3, pp.1-36.
- 2000 (with Giuseppe Foschi), “Organizzazione e partecipazione al Cer-Montell di Ferrara”, *L’impresa al Plurale. Quaderni della Partecipazione*, N. 5 Febbraio.

- 1999 “Apprendimento e conoscenza nelle comunità di pratica di lavoro: il caso degli impianti pilota di Cer-Montell”, *Studi Organizzativi*, N. 2.
- 1997 (with Paolo Perulli), "Le organizzazioni di rappresentanza imprenditoriale: verso uno sperimentalismo istituzionale", *Stato e Mercato*, N. 50, pp. 217-247.
- 1997 “La mafia come fenomeno organizzativo”, *Quaderni di Sociologia*, N. 10, pp. 83-98.

JOURNALS (SPECIAL ISSUES):

- 2012 (Edited with Antonio Mutti), “Crisi Finanziaria e Scienze Sociali. Mercati, Politica, Organizzazioni” (En. title: Financial Crisis and the Social Sciences. Markets, Politics, and Organizations), *Rassegna Italiana di Sociologia*, N. 1.

BOOK CHAPTERS:

- 2018 (with F. Moro) “High-profile mafia murders. Understanding targeted assassinations carried out by organized crime in Italy”, in M. Massari, V. Martone (Eds), *Mafia Violence. Political, Symbolic, and Economic Forms of Violence in the Camorra*, Routledge.
- 2015 (with A. Bianco Dolino) “Organizational Accidents Theories”, in *Disaster Research. Multisdisciplinary and International Perspectives*, Edited by Rasmus Dahlberg, Olivier Rubin and Morten Thanning Vendelø, Routledge, pp. 159-175.
- 2010 “A multilevel model of accident analysis: The Linate disaster”, in Patrick Alvintzi and Hannes Eder (Eds.), *Crisis Management*, Nova Science Publishers, Inc.
- 2010 (with G. Garzone et al.), “Communication failures in aviation accidents. Towards an integrated model”, in Arcibald, J. and Garzone, G. (Eds.), *Discourse and Identities in Specialized Communication*, Berna, Peter Lang.
- 2010 “Forme di miopia nelle organizzazioni”, in AA.VV. *L'analisi organizzativa dei sindacati*, Quaderni di Rassegna Sindacale, Anno XI, N. 3, pp. 157-176.
- 2010 “L'errore organizzativo”, in *Scritti in onore di Gianfranco Dioguardi*, Milano, Franco Angeli.
- 2009 (with Sara Celotti), “The problem of human error and defensive medicine: Two Italian survey”, in Beuscart, R., Hackl, W. and Nøhr, C. (Eds.), *Detection and Prevention of Adverse Drug Events: Information technologies and Human Factors*, Amsterdam, IOS Press.
- 2009 “Colpa e capro espiatorio: una questione organizzativa”, in *Il pensiero organizzativo in Italia. Studi in onore di Giuseppe Bonazzi*, Milano, FrancoAngeli.
- 2008 “Disastri”, voce del *Dizionario di Sociologia*, Roma, Gremese, 2008.
- 2005 “Effetti perversi della *Blame Culture* nelle organizzazioni”, in L. Lotto, R. Rumiati e L. Savadori (Eds.), *Il rischio e la comunicazione dei rischi*, Padova, CLEUP, pp. 149-167.
- 2002 (with S. Bagnara, R. Tartaglia e C. Tomassini), “La prevenzione degli errori umani in medicina”, in A. Baglioni e R. Tartaglia. (Eds.) *Ergonomia e ospedale*, Il Sole 24ore, Milano.
- 2001 “Tecnici al lavoro nella ricerca e sviluppo”, in G. Cella e G. Provasi (Eds.) *Lavoro, sindacato e partecipazione. Scritti in onore di Guido Baglioni*, Milano, FrancoAngeli. 395-413.

- 2001 “Il sistema delle professioni dell’area dei servizi per il mercato del lavoro”, in *Servizi all’impiego e decentramento: istruzioni per l’uso*, ISFOL, Franco Angeli.
- 2000 “Cognetex”, in M. Benassi A. Tunisini (Eds.), *Esperienze modulari nella produzione*, Padova Cedam.
- 1999 “Il Consorzio Sol.Co di Bergamo” e “La cultura e i valori di CGM”, in M. Carbognin (Eds.), *Il Campo di fragole. Reti di imprese e reti di persone nelle imprese sociali*, Milano, FrancoAngeli.
- 1995 (with P. Cinti) “Le professioni nei parchi scientifici e tecnologici: una prima analisi”, in F. Butera (Eds.), *Bachi, crisalidi e farfalle*, Milano, FrancoAngeli.

BOOK REVIEWS:

- 2015 *The Social Order of the Underworld. How Prison Gangs Govern the American Penal System*, by David Skarbek, Oxford, Oxford University Press, 2014, in *Newsletter of ECPR Standing Group on Organised Crime*.
- 2015 *Decoding Organization: Bletchley Park, Codebreaking and Organization Studies*, by Christopher Grey, Cambridge, Cambridge University Press, 2012, in *Public Administration*, March.
- 2014 *Le trasformazioni del lavoro*, by Serafino Negrelli, Bari, Laterza, 2013, in *Rassegna Italiana di Sociologia*, No. 3, pp. 603-605.
- 2011 *Mafie in Movimento, Come il crimine organizzato conquista nuovi territori*, by Federico Varese, Torino, Einaudi, 2011, in *Rassegna Italiana di Sociologia*, n. 4, pp. 715-718.
- 2008 *The Next Catastrophe: Reducing Our Vulnerabilities to Natural, Industrial, and Terrorist Disasters*, by Charles Perrow, Princeton, Princeton University Press, 2007, in *Sociologica*, n. 1, <http://www.sociologica.mulino.it/doi/10.2383/26587>

LECTURES, CONFERENCES AND SEMINARS

Invited seminars and conferences presentations:

- 2020 (with Sara Rocchi) “Scapegoating as a signaling strategy to manage scandals”, Paper presented at the 36th EGOS Conference, 1-4 July 2020.
- 2019 “Trust in blood(y) relationship. Recruitment in mafias”, - American Society of Criminology - Annual Meeting, San Francisco, - November 2019.
- 2017 “Recruitment in mafias: the organizational dilemma”, paper presented at session: *Mafia and Organized Crime: Leadership, Recruitment, and Facilitators* - American Society of Criminology - Annual Meeting, Philadelphia, - November 18, 2017
- 2016 “How does the mafia organize? Violence and murders in three mafia organizations”, Cornell University, November 22.
- 2016 “High-Profile Murders: Understanding Targeted Assassination Carried Out by Organized Crime in Italy”, paper presented at American Society of Criminology - Annual Meeting New Orleans, LA - November 16-19, 2016
- 2014 “How does the mafia organize?”, Department of Sociology, New York University, May 12th.
- 2013 “How does crime organize? The case of three mafia organizations”, paper presented at *American Sociological Association*, New York, August 11th.

- 2013 “Air Disasters as Organizational Errors: The case of the Linate air disaster”, *COPE Copenhagen Center for Disaster Research*, Copenhagen Business School, Copenhagen (Denmark), April 25th.
- 2012 “Air disasters as organizational errors: the case of Linate”, ALIAS Conference 14-15 June, European University Institute, Florence (Italy).
- 2010 “Managing Errors and Blame in Extreme Organizations. The Case of the Italian Air Force”, paper presented at *Royal Norwegian Air Force Academy*, Trondheim (Norway), 6 September.
- 2010 “Why do doctors practice defensive medicine?”, paper presented at *5th International Conference workingonsafety.net*, Røros (Norway), 7-10 September.
- 2009 (with Gerardo Patriotta), “Managing errors and blame in extreme organizations: The case of Italian Air Force”, Paper presented at the *25th Colloquium EGOS*, Barcelona (Spain), July, 2-4.
- 2009 (with Simona Celotti), “The problem of human error and defensive medicine: Two Italian survey”, Paper presented at the *Patient Safety Through Intelligent Procedures in Medication*, Belgirate, Italy, September, 24-25.
- 2008 “The Linate Air Disaster. A Multilevel Model of Accident Analysis”, Paper presented at the *24th Colloquium EGOS*, Amsterdam, July, 10-12.
- 2007 (with Sara Albolino), “Learning from Failures. The role of no Blame Culture”, Paper presented at the *23th Colloquium EGOS*, Vienna, July, 5-7.
- 2005 (with S. Albolino, A. Vannucci) “An organisational multi-level model for the analysis of failures in medicine - the case of a fortuitous connection” paper Paper presented at the *International Conference Healthcare Systems Ergonomics and Patient Safety*, Firenze, 30/03/05; 02/04/05.
- 2004 “The Linate Disaster as the Failure of Organizing”, Paper presented at the International Conference Risk, *Decision and Human Error*, Rovereto (Trento).
- 1999 “Learning and knowledge in the community of practice”, Paper presented at the *3rd International Conference, Lancaster University*, Lancaster (UK), 6-8 June; published on *Organizational Learning*, (eds) M. Esterby-Smith, L. Arujo and John Burgoyne, vol. 1, Lancaster University.

Invited Lectures:

- *International:* Cornell University - Department of Sociology; New York University - Department of Sociology European University Institute (Fiesole, Florence); Copenhagen Business School.
- *National:* University L. Bocconi – Milan (SDA Business School); Politecnico of Milan (Faculty of Engineering); Trento (Faculty of Sociology); Rome “La Sapienza” (Faculty of Sociology); Milan “La Statale” (Faculty of Political Science); Udine (Faculty of Law); Modena and Reggio Emilia (Faculty of Law); Lecce (Faculty of Law); Piemonte orientale (Faculty of Political Science); Macerata (Faculty of Political Science); Forlì (Faculty of Aerospace Engineering); Piacenza (Faculty of Law).

PROFESSIONAL SERVICE, AND EDITORIAL BOARDS

Director of the Undergraduate Program in *Organization Sciences* (University of Milan – Bicocca), 2012 – 2018.

Editorial Board, *Stato e Mercato*, 2013 – present.

Scientific Committee, *Diritto Penale e Uomo*, 2019 – present.

Editorial Board, *Rassegna Italiana di Sociologia*, 2010 – 2015.

Co-director, *Studi Organizzativi*, 2004-2010.

PUBLIC SOCIOLOGY: MAJOR CONSULTING ACTIVITIES FOR GOVERNMENTAL AND BUSINESS ORGANIZATIONS

- Senior policy advisor for the Italian Ministry of Justice - Committee for the investigation of the expansion of mafias in new areas (2017-).
- Senior policy advisor for the Italian Parliamentary Commission on Medical Errors (2008-2013).
- Scientific director of the research program on “Human error and organizational factors”, Italian Air Force and University of Milan – Bicocca (Italy).

MAJOR CLIENTS

Pfizer, Johnson & Johnson, Molnlycke, Telecom, Agip, Enel, Cer-Basell, Banca d’Italia, Ferrovie dello Stato (Italian Railway), Ministero delle Finanze, Ministero del Lavoro, Ministero della Pubblica Istruzione, Italian Flight Safety Committee; Regione (Lombardia Emilia-Romagna Sardegna), CGIL, CISL, Rai, Cna, Confartigianato, LegaCoop, Confcooperative, Abi, ISFOL, Comune (Pesaro, Verona, Mantova), Autostrade del Brennero, AUSL Aosta.

MEDIA COVERAGE

TV-Radio: National Geographic Channel, RAI, SKY24, La7, Radio24.

Newspapers and Magazines:

International: Financial Times, Newsday (NY), Die Press (Austria), LidovĚŠ noviny (Czech Republic).

National: Corriere della Sera, La Repubblica, Il Sole 24Ore, La Stampa, Il Foglio; Europa, Panorama, Il Tempo, Il Mondo, Mondoperario, L’Impresa, Newton, Doctor, Il Quotidiano, Safety & Security, Il Denaro, La Verità.