

# Isabel Fernandez-Mateo

London Business School  
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## Positions

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Jan 2017-	Adecco Chair Professor Strategy and Entrepreneurship, <b>London Business School</b>
2011-2016	Adecco Chair Associate Professor Strategy and Entrepreneurship, <b>London Business School</b>
2004-2011	Assistant Professor Strategic and International Management. <b>London Business School</b>

## Visits

March-June 2023	Visiting Professor Harvard Business School
January-Apr 2018	Visiting Professor University of New South Wales Business School, Sydney.
Apr-June 2010	Visiting Assistant Professor OB Department. <i>INSEAD</i>
March-June 2008	Visiting Assistant Professor Organizations & Markets. <i>University of Chicago Graduate School of Business</i>

## Education

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2004	<i>Massachusetts Institute of Technology</i> , Sloan School of Management Ph.D. in Management.
1998	<i>Universitat Pompeu Fabra</i> , Barcelona, Spain. Master of Science in Business Economics (with honors)
1997	<i>Spanish Institute of Financial Analysts</i> . Madrid, Spain. Graduate Degree in Financial Management (CFA)
1996	University Carlos III of Madrid. Madrid, Spain. <i>Licenciatura</i> (Bachelor degree) in Business Administration
1995	University of Limburg, Maastricht, The Netherlands. Undergraduate studies in Business Administration

## Publications

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- Capponi, G., Bidwell, M., Fernandez-Mateo, I., Haas, M. (2023) "Global Careers and Compensation: From Initial Penalties to a Superglobal Premium." *Academy of Management Discoveries*.
- Bidwell, M., Choi, K., & Fernandez-Mateo, I. (2023). "Brokered Careers: The Role of Search Firms in Managerial Career mobility." *Industrial and Labor Relations Review*.
- Fernandez-Mateo, I., Rubineau, B., & Kuppaswamy, V. (2022) "Reject and resubmit: A formal analysis of gender differences in reapplication and their contribution to women's presence in talent pipelines." *Organization Science*.
- Ody-Brasier, A. & Fernandez-Mateo, I. (2017). "When Being in the Minority Pays off: Relationships Among Sellers and Price Setting in the Champagne Industry." *American Sociological Review*.

Brands, R. & Fernandez-Mateo, I. (2017). "Leaning Out: How Negative Recruitment Experiences Shape Women's Decisions to Compete for Executive Roles." *Administrative Science Quarterly*.

. Featured in the 2021 ASQ Virtual Special Issue on Gender Inequality: "Documenting Novel Mechanisms of Gender Inequality: A Decade of Exemplary Research on Gender."

. Winner of the 2020 Sucheta Nadkarni Award for Outstanding Publication on Women Executive Leadership, Strategic Management Society.

. Winner of the 2020 W. Richard Scott Award for Distinguished Scholarship, American Sociological Association, Organizations, Occupations and Work Division.

. Winner of the 2018 Best Published Paper Award, Academy of Management, Organization & Management Theory Division.

. Winner of the 2018 Outstanding Publication Award, Academy of Management, Organizational Behavior Division.

Fernandez-Mateo, I. & Fernandez, R. (2016). "Bending the pipeline? Executive Search and Gender Inequality in Top Management Jobs." *Management Science*.

Fernandez-Mateo, I. & Coh, M. (2015). "Coming with Baggage: Past Rejections and the Evolution of Market Relationships." *Organization Science*.

Bidwell, M., Briscoe, F., Fernandez-Mateo, I. and Sterling, A. (2013). "The Employment Relationship and Inequality: How and Why Changes in Employment Practices are Shaping Rewards in Organizations." *The Academy of Management Annals*.

Fernandez-Mateo, I. & King, Z. (2011). "Anticipatory Sorting and Gender Segregation in Temporary Employment." *Management Science*.

. Winner of the 2013 Richard Scott Award for Distinguished Scholarship, American Sociological Association, Organizations, Occupations, and Work Division.

. Winner of the 2012 Industry Studies Association – INFORMS "Best Industry Studies Paper" Award.

Bidwell, M. & Fernandez-Mateo (2010). "Relationship Duration and Returns to Brokerage in the Staffing Sector." *Organization Science*.

Fernandez-Mateo, I. (2009). "Cumulative Gender Disadvantage in Contract Employment." *American Journal of Sociology*.

Fernandez-Mateo, I. (2007). "Who Pays the Price of Brokerage? Transferring Constraint through Price-Setting in the Staffing Sector." *American Sociological Review*.

. Winner of the 2004 James D. Thompson Award for outstanding graduate student paper, American Sociological Association, Organizations, Occupations, and Work Division.

Fernandez, R. & Fernandez-Mateo, I. (2006) "Networks, Race and Hiring." *American Sociological Review*.

Modified versions reprinted in: Grusky, D. (Ed.). *Social Stratification: Class, Race, and Gender in Sociological Perspective*, Third Edition. Westview Press, 2008, and Koput, K. & J. Broschak (Eds.). *Social Capital in Business*. Edward Elgar Publishing, 2011.

Fernandez-Mateo, I. (2005) "Beyond Organizational Careers. Information, Learning and Trust in Mediated Employment Arrangements." *Academy of Management Best Papers Proceedings*. [Academy of Management, Careers Division Best Paper Award]

### **Book chapters and invited pieces**

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Haas, M, Fernandez-Mateo, I., Bidwell, M., & Capponi, G. (2023). "Is Moving Internationally for a Job a Smart Move?" *Harvard Business Review*, digital article.

Fernandez-Mateo, I. & Kaplan, S. (2018). "Gender and Organization Science." Introduction to the Virtual Special Issue on Gender and Organizations. *Organization Science*.

Ody-Brasier, A. & Fernandez-Mateo, I. (2017). "A Study of the Champagne Industry Shows that Women have Stronger Networks, and Profit from them." *Harvard Business Review*, digital article.

Brands, R., & Fernandez-Mateo (2017). "Women are Less Likely to Apply for Executive Roles if They've Been

Rejected Before." *Harvard Business Review*, digital article.

Fernandez-Mateo, I. (2010). "The Permanence of Temporary Workers." *Business Strategy Review*.

Bidwell, M., & Fernandez-Mateo, I. (2008). "Three is a Crowd? Understanding Triadic Employment Relationships." In Cappelli, P. (Ed). *Employment Relationships: New Models of White-Collar Work*. Cambridge University Press.

Muñoz-Bullón, F., & Fernandez-Mateo, I. (2005) "Temporary Workers and Temporary Help Agencies: An Exploration of Labor Market Outcomes." In Cabrera, A. & Bonache, J. (Eds.). *Dirección Estratégica de Personas*, 2nd Edition. Prentice Hall-Financial Times.

Fernandez-Mateo, I. (2002). "Career Management." In Cabrera, A. & Bonache, J. (Eds.). *Dirección Estratégica de Personas*. Prentice Hall-Financial Times.

### **Research in progress**

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"Standing on the shoulders of (male) giants: Gender inequality and science-based invention" (with Michaël Bikard and Ronak Mogra). Revise and resubmit at *Administrative Science Quarterly*.

"Under the spotlight: How prominent directorships shape gender differences in gaining new board appointments" (with Raina Brands and Hans Frankort). Revise and resubmit at *Administrative Science Quarterly*.

"Gender differences in perceptions of meritocracy: Evidence from a Large-Scale Study of Global Multinationals" (with Shoshana Schwartz, Dana Kanze, and Herminia Ibarra). Data analysis in progress.

"Decomposing gender disparity in application rates: Starting, dropping, and submitting" (with Stephanie Chan-Ahuja). Data analysis in progress.

"Gender Effects of Remote Working on Career Choices: Field Experiment in India" (with Stephanie Chan-Ahuja). Data collection in progress.

### **Teaching**

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2021-2024	London Business School, People Analytics (Elective MBA course)
2017	Teaching case: Duke, L., & Fernandez-Mateo, I. "To start-up or not to start-up: The Career Choices of Lucy Jackson." <i>London Business School Case</i> , CS-17/017.
2016-2022	London Business School, PhD Seminar – Sociological Foundations of Strategy
2014-2023	London Business School, Building your Career Strategy (Elective MBA course)
2015	VII Medici Summer PhD School, Bologna (Italy)
2012-2020	London Business School, Executive MBA Capstone course.
2011-2014	London Business School, Executive MBA Strategic Management (Core course)
2004-2009	London Business School, MBA Strategy (Core course)
2006-2008, 2014	London Business School, PhD Seminar – Basic Readings in Business
2005, 2006	London Business School, PhD Seminar - Strategy Process
2007	London Business School, Emerging Leaders Programme
2009	Teaching case: Piskorski, M.J., Fernandez-Mateo, I., & David Chen. "Zopa: The power of peer-to-peer lending." <i>Harvard Business School Case</i> , 709-469.

### **Invited academic presentations**

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2024	UCLA, Strategy department
2024	UC Berkeley, MORS department
2023	USI Lugano, Economics

2023 Columbia University, Management department  
2023 Harvard Business School, Strategy unit  
2023 Rotman School of Management, University of Toronto, Strategy  
2023 University of Hong Kong, Strategy (virtual)  
2022 HEC Paris, Organizational Behavior Department.  
2022 INSEAD, Organizational Behavior Department.  
2022 BYU Marriott School of Business, Management Department (virtual)  
2022 Wharton School Management Department, University of Pennsylvania (virtual)  
2021 Harvard University, Economic Sociology seminar (virtual)  
2021 Johns Hopkins Carey Business School (virtual)  
2021 Desautels Faculty of Management, McGill University (virtual)  
2021 Bocconi University, Department of Management and Technology (virtual)  
2020 Robert H. Smith School of Business, University of Maryland (virtual)  
2020 Carlson School of Management, University of Minnesota, Strategy (virtual)  
2020 Robert H. Smith School of Business, University of Maryland, Cross-disciplinary seminar  
2019 Kellogg School of Management, Management and Organizations Department  
2019 Copenhagen Business School, Strategy and Innovation  
2019 E-M Lyon Business School  
2019 Imperial College Business School  
2018 Duke University, Fuqua School, Strategy Department  
2018 UNSW Business School Sydney, Management  
2018 Melbourne Business School, Strategy  
2016 Rotman School of Management, University of Toronto, Strategy  
2016 Washington University, Olin School of Business, Strategy/OB  
2016 HEC Paris, Strategy  
2015 NYU Stern School of Business, Management  
2015 MIT Sloan School of Management, IWER  
2015 Lugano Conference on Organizations  
2014 Economy and Society @ Yale SOM Workshop  
2014 Keynote speech. Copenhagen Business School  
2014 Yale School of Management, OB  
2013 USI Lugano, Faculty of Economics  
2013 University Of Cambridge, Judge Business School  
2013 New Directions in Leadership Research Conference, INSEAD  
2013 MIT Sloan School of Management, IWER  
2013 Singapore Management University, Strategy  
2013 National University of Singapore, OB  
2012 ION 5 Conference, University of Kentucky  
2012 Washington University, Olin School of Business, Strategy  
2012 Columbia University, Management  
2012 IESE, Barcelona  
2011 ESMT, Berlin  
2010 Bocconi University  
2010 University of Michigan, Strategy  
2010 Universidad Carlos III de Madrid  
2010 INSEAD, OB  
2010 Yale School of Management, OB  
2010 Rotman School of Management, University of Toronto, OB  
2010 London School of Economics, Management  
2009 Harvard, ASQ Conference on Race, Gender and Inequality  
2008 Rotterdam School of Management  
2008 University of Illinois at Urbana-Champaign, OB

2008 MIT Sloan School of Management, IWER  
2008 University of Michigan, ICOS Seminar  
2008 King's College London  
2007 Stanford University, OB  
2007 University of Chicago, Organizations & Markets  
2006 INSEAD, OB  
2005 IESE, Barcelona  
2006 University of Chicago, Organizations & Markets  
2005 Queen Mary, University of London  
2004 Columbia University, Management  
2004 University of California, Berkeley  
2004 Wharton School of Management  
2004 Cornell University  
2004 Bocconi University  
2003 E.M-Lyon  
2003 Universitat Pompeu Fabra  
2003 Instituto de Empresa, Madrid  
2003 Universidad Carlos III de Madrid  
2003 ESSEC, Paris  
2003 HEC, Paris

#### **Refereed conference presentations**

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2021 Academy of Management Meetings, Virtual  
2018 People and Organizations Conference, Wharton School of Management  
2018 Strategic Management Society, Paris  
2018 Academy of Management Meetings, Chicago  
2017 People and Organizations Conference, Wharton School of Management  
2016 Strategic Management Society, Berlin  
2015 Academy of Management Meetings, Vancouver  
2014 INSEAD Network Evolution Conference  
2014 People and Organizations Conference, Wharton School of Management  
2014 Academy of Management Meetings, Philadelphia  
2013 American Sociological Association Meetings, New York City  
2012 Academy of Management Meetings, Boston  
2011 People and Organizations Conference, Wharton School of Management  
2011 American Sociological Association Meetings, Las Vegas  
2010 Academy of Management Meetings, Montreal  
2009 Academy of Management Meetings, Chicago  
2009 People and Organizations Conference, Wharton School of Management  
2008 INSEAD Network Evolution Conference  
2008 American Sociological Association Meetings, Boston  
2008 European Group of Organization Studies, Amsterdam, the Netherlands  
2007 Macro-HR conference, Wharton School of Management  
2007 Academy of Management Meetings, Philadelphia  
2006 American Sociological Association Meetings, Montreal  
2006 Labor and Employment Relations Association Meetings, Boston  
2005 Academy of Management Meetings, Honolulu  
2005 European Group of Organization Studies, Berlin  
2005 Industrial Relations Research Association Meetings, Philadelphia  
2004 European Group of Organization Studies, Ljubljana  
2003 Academy of Management Meetings, Seattle

- 2003 European Group of Organization Studies, Copenhagen
- 2003 Industrial Relations Research Association Meetings, Washington D.C.
- 2003 European Group of Organization Studies, Copenhagen
- 2002 European Group of Organization Studies, Barcelona

### **Professional Service**

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- Department Chair, Strategy and Entrepreneurship area, London Business School (2020-2023)
- Chair of the London Business School PhD Programme (2018-2020)
- Department Editor, *Management Science*, Organizations Section (2019 onwards)
- Associate Editor for *Management Science*, Organizations Section (2012-2019)
- Consulting Editor for *Sociological Science* (since 2013)
- Consulting Editor for *American Journal of Sociology* (2010-2012)
- Member of the Editorial Boards of *Administrative Science Quarterly* (2012-2014; 2017-2020); *American Sociological Review* (2018-2020); *Organization Science* (2008-2016), and *Academy of Management Review* (2005-2008)
- *Ad hoc* reviewer for *Academy of Management Journal*, *Administrative Science Quarterly*, *Social Forces*, *Social Networks*, *Strategic Management Journal*, *Work and Occupations*, and *The Sociological Quarterly*
- Co-Organizer of EGOS 2022 Sub-theme on “The Impact of Organizational Practices on Career Outcomes” (Berlin, Germany)
- Co-Organizer of EGOS 2020 Sub-theme on “The Impact of Organizational Practices on Career Outcomes” (virtual)
- Co-Organizer of EGOS 2018 Sub-theme on “The Impact of Organizational Practices on Career Outcomes” (Tallinn, Estonia)
- American Sociological Association. Organizations, Occupations and Work Nominations Committee, 2017/2018.
- American Sociological Association, Granovetter Award Committee, 2017.
- Co-Organizer of EGOS 2016 Sub-theme on “Powering Inequality: The Impact of Organizational Practices on Individual Employment Outcomes” (Naples, Italy)
- Co-organizer of AOM PDW on “Teaching Social Networks” (2014-2020)
- Faculty facilitator at 2014 AOM OMT PhD Consortium (Philadelphia, USA)
- Co-Organizer of EGOS 2014 Sub-theme on “The Impact of Organizational Practices on Individual Employment Outcomes” (Rotterdam, The Netherlands)
- American Sociological Association, W. Richard Scott Award Committee, 2014.
- Co-Organizer of EGOS 2012 Sub-theme on “The Impact of Organizational Practices on Individual Employment Outcomes” (Helsinki, Finland)
- Faculty presenter at 2012 AOM OMT Junior Faculty Consortium (Boston, USA)
- Member of the *Strategy Research Initiative* (since 2011)
- 2011 Industry Studies Association Dissertation Award, Committee member
- Faculty participant at 2011 AOM OMT/MOC Doctoral Consortium (San Antonio, USA)
- Co-Organizer of EGOS 2010 Sub-theme on “Organizations and Inequality” (Lisbon, Portugal)
- Best Paper Award Committee for the Academy of Management Careers Division, 2006

- American Sociological Association, James D. Thompson Award Committee 2005 and 2012.
- PhD Program Coordinator, London Business School Strategy Department (2006-2009; 2016-2017)

### **Awards and Fellowships**

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2020	Sucheta Nadkarni Award for Outstanding Publication on Women Executive Leadership, Strategic Management Society
2020	American Sociological Association's W. Richard Scott Award for Distinguished Scholarship. Organizations, Occupations and Work Section (for "Leaning Out: How Negative Recruitment Experiences Shape Women's Decisions to Compete for Executive Roles")
2018	Finalist for the Strategic Human Capital Interest Group <i>Best Conference Paper</i> and <i>Best Interdisciplinary Paper</i> (Strategic Management Society Conference)
2018	<i>Best OMT Published paper of 2017</i> Award by the OMT Division of the Academy of Management (for "Leaning Out: How Negative Recruitment Experiences Shape Women's Decisions to Compete for Executive Roles")
2018	<i>Outstanding Publication in OB</i> Award by the OB Division of the Academy of Management (for "Leaning Out: How Negative Recruitment Experiences Shape Women's Decisions to Compete for Executive Roles," published in 2017)
2013	Meritorious Service as Associate Editor Award, <i>Management Science</i> .
2013	American Sociological Association's W. Richard Scott Award for Distinguished Scholarship. Organizations, Occupations and Work Section (for "Anticipatory Sorting and Gender Segregation in Temporary Employment")
2012	<i>INFORMS-Industry Studies Association Best Paper Prize</i> (for "Anticipatory Sorting and Gender Segregation in Temporary Employment," published in 2011.)
2007	Outstanding Reviewer Award, the Editorial Board of the <i>Academy of Management Review</i>
2005	Academy of Management, Careers Division Best Paper Award (for "Beyond Organizational Careers. Information, Learning and Trust in Mediated Employment Arrangements.")
2004	Industrial Relations Research Association, Best Dissertation Award – Honorable mention.
2004	American Sociological Association's James D. Thompson Award for Best Graduate Student Paper. Organizations, Occupations and Work Section.
2002	Research Fellowship, MIT Sloan Center for e-Business
2001, 2004	Research Fellowship, MIT Workplace Center
1998-2000	Full funding of graduate studies, La Caixa Fellowship (Spain)
1997-1998	Research Fellowship, Catalan Government
1996	Research fellowship, Spanish Institute for Iberoamerican Cooperation
1995	European Union Erasmus Fellowship

### **Other Professional Experience**

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1996 – 1997	<b>Ahorro Corporación Financiera, S.V.B.</b> , Madrid, Spain Risk Controller, Options and Futures.
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