

Isabel Fernandez-Mateo

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Positions

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

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

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

Frankort, H., Fernandez-Mateo, I., & Brands, R. (2026). "Unequal in the Spotlight: Gender Differences in How Serving on Prominent Firms Affects Directors' New Board Appointments". *Administrative Science Quarterly*.

Fernandez-Mateo, I. (2025). "How AI is transforming hiring in organizations: Key issues and research questions". *Journal of Organization Design*.

Bikard, M. Fernandez-Mateo, I., & Mogra, R. (2025) "Standing on the shoulders of (male) giants: Gender inequality and science-based invention." *Administrative Science Quarterly*.

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]

Invited pieces and book chapters

Fernandez-Mateo, I., Frankort, H., & Brands, R. (2026). "For Women on Boards, Prestige Can Be a

Bottleneck." *Harvard Business Reviews*, digital article.

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

"When do women opt out? Gender differences across the board application process" (with Stephanie Chan-Ahuja). Working paper.

"Equal pay, different yardsticks: Gender differences in CEO performance criteria configuration" (with Uzay Sezer and Cédric Gutierrez). Working paper.

"The effect of LLMs on evaluations" (with Hans Frankort, Francisco Morales, and Bart Vanneste). Data analysis in progress.

"Understanding the career challenges and successes of first-generation MBA students" (with Minseo Baek). Data analysis in progress.

"Gender effects of remote working on career choices: Field experiment in India" (with Stephanie Chan-Ahuja). Data analysis in progress.

Teaching

2021-2025	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
2014-2025	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 research seminars

2025	ESADE, Entrepreneurship Institute
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

Conference presentations

2026	DRUID Keynote Speech, Copenhagen
2026	Madrid Work & Organizations Workshop, IESE Madrid
2025	Equitable Opportunity Conference, MIT Sloan School of Management
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

- 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 2024 Sub-theme on “The Impact of Organizational Practices on Career Outcomes” (Milan, Italy)
- 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

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

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