

Isabel Fernandez-Mateo

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Positions

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| 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

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| 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

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]

Book chapters and invited pieces

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

"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*.

"How AI is transforming hiring in organizations Key issues and research questions". Under review at *Journal of Organization Design*.

"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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| 2021-2025 | 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 |
| 2014-2024 | 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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| 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

Refereed conference presentations

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

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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

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