

# MABEL ABRAHAM

665 West 130th Street  
953 Kravis Hall  
New York, New York 10027

mabel.abraham@columbia.edu  
401.742.4756  
[mabelabraham.com](http://mabelabraham.com)

## ACADEMIC APPOINTMENTS

---

### Columbia Business School, New York, NY

Barbara and Meyer Feldberg Associate Professor of Business 2021 –  
Faculty Co-Director, Equity by Design Lab  
Faculty Leader, The Sanford C. Bernstein & Co. Center for Leadership and Ethics  
Academic Advisory Council Member, ERA Project, Columbia Law School

Assistant Professor of Management 2015 – 2021

*Tenure Clock Adjustments: Clock was stopped three times for maternity and medical leaves (2018, 2020, 2023)*

## EDUCATION

---

### Massachusetts Institute of Technology, Sloan School of Management, Cambridge, MA

PhD, Management 2015  
SM, Management Research 2013

### Providence College, Providence, RI

BA, Mathematics (*magna cum laude*) 2003

## RESEARCH INTERESTS

---

Economic Sociology, Entrepreneurship, Evaluations, Gender, Labor Markets, Organization Theory, Race, Social Networks, Stratification and Inequality

## PUBLICATIONS

---

1. **Abraham, M.**, Botelho, T., and Carter, J. 2025. [\(Not\) Getting What You Deserve: How Misrecognized Evaluators Reproduce Misrecognition in Peer Evaluations](#). *American Sociological Review* 90(3): 387–426.  
– 2024 *Best Paper Proceedings Academy of Management*
2. **Abraham, M.**, Botelho, T., and Lamont-Dobbin, G. 2024. [The \(Re\)Production of Inequality in Evaluations: A Unifying Framework Outlining the Drivers of Gender and Racial Differences in Evaluative Outcomes](#). *Research in Organizational Behavior* 44(2024):100207.
3. Wald, K., **Abraham, M.**, Pike, B., and Galinsky, A. 2024. [Gender Differences in Climbing up the Ladder: Why Experience Closes the Ambition Gender Gap](#). *Psychological Science* 35(11): 1287-1307.
4. **Abraham, M.**, and Burbano, V. 2022. [Congruence between Leadership Gender and Organizational Claims Affects the Gender Composition of the Applicant Pool: Field Experimental Evidence](#). *Organization Science* 33(1): 393-413.  
– 2022 *ONE and Network for Business Sustainability Research Impact on Practice Award, Finalist*
5. **Abraham, M.** 2020. [Gender Role Incongruity and Audience-based Gender Bias: The Case of Resource Exchange among Entrepreneurs](#). *Administrative Science Quarterly* 65(1): 151-180.  
– 2021 *Mark Granovetter Award for Best Article in Economic Sociology, Runner-up*  
– 2021 *ASQ virtual special issue recognizing best papers on mechanisms of gender inequality*  
– 2018 *Wharton People Analytics Research Paper Competition, Third-place Winner*  
– 2015 *Best Paper Proceedings Academy of Management*

- 2015 Louis R. Pondy Best Dissertation Paper, Organization and Management Theory Division of the Academy of Management, Winner
  - William H. Newman Award for Best Paper Based on a Dissertation, Academy of Management, Nominee
6. Botelho, T., and **Abraham, M.** 2017. [Pursuing Quality: How Uncertainty Magnifies Double Standards in a Multistage Evaluation Process](#). *Administrative Science Quarterly* 62(4): 698-730.
    - 2018 Mark Granovetter Award for Best Article in Economic Sociology, Runner-up
  7. **Abraham, M.** 2017. [Pay Formalization Revisited: Considering the Effects of Manager Gender and Discretion on Closing the Wage Gap](#). *Academy of Management Journal*. 60: 29-54.

#### INVITED REVISIONS AND PAPERS UNDER REVIEW

---

8. White, M., **Abraham, M.**, and Matz, S. Inclusivity and Psychologically (Un)Safe Teams: The Risks of Non-Inclusive Team Members and the Power of Organizational DEI Claims. (*revise and resubmit, Organization Science*)
9. **Abraham, M.**, Linos, E, and Mobasserri, S. Intraorganizational Networks: Evidence from a Large Organization. (*equal authorship; revise and resubmit, Administrative Science Quarterly*)
  - 2025 Wharton People Analytics Research Paper Competition, Finalist
10. **Abraham, M.**, and Botelho, T. Status and Compensation (*reject and resubmit, Strategic Management Journal*)
  - 2022 [Best Paper Proceedings Academy of Management](#)

#### WORKING PAPERS AND WORK IN PROGRESS

---

11. **Abraham, M.** and Botelho, T. What it Takes to Reach the Top: An Analysis of Gender Differences in Status Benefits for Shaping Pay. *Working Paper*.
  - *Best Paper Proceedings Academy of Management (2022)*
12. Bond, B. and **Abraham, M.** Performance Evaluations in BioPharma. *Working Paper*.
13. **Abraham, M.**, Bailey, E., and Mobasserri, S. Responses to Workplace Misconduct Accusations. (*revising manuscript*)
14. Lamont-Dobbin, G. and **Abraham, M.** Adjudication Timing and Inequality: Gender Gaps in Workers' Compensation Outcomes. (*revising manuscript*)
15. **Abraham, M.** and Brown, D. Evaluations of Remote Work: Field Experimental Evidence. (*field experiment in progress*)
  - Russell Sage Foundation Presidential Research Grant (2024)
16. **Abraham, M.** and Weisshaar, K. Organizational Narratives and the Gender Pay Gap. (*data analysis in progress*)
17. Gregorich, G., **Abraham, M.**, Wang, S., and Bhatia, N. Corporate RetrActivism. A Study of Diversity, Equity, and Inclusion Rollbacks. (*data collection in progress*)
18. Carter, J., **Abraham, M.**, Burbano, V., and McMahon, C. The Effect of Diversity Claims Decoupling. (*design/development stage*)
19. **Abraham, M.**, Botelho, T., Carter, J. Misrecognition and Demographic Characteristics. (*design/development stage*)

#### OTHER PUBLICATIONS

---

1. **Abraham, M.** and Botelho, T. 2025. [Why Being Misrecognized Can Affect How You Evaluate Others](#). *Work in Progress: Sociology on the economy, work and inequality*. American Sociological Association.
2. **Abraham, M.**, Botelho, T., and James Carter. 2024. [Paying & Punishing it Forward: Misrecognized Evaluators Reproduce Unmeritocratic Peer Evaluations](#). *Academy of Management Best Paper Proceedings*.
3. **Abraham, M.** and Botelho, T. 2022. [What it Takes to Reach the Top: An Analysis of Gender Differences in Status Benefits for Shaping Pay](#). *Academy of Management Best Paper Proceedings*.

4. **Abraham, M.** 2020. [Uncovering the Drivers of Gender Inequality](#). *Columbia Business School Ideas at Work*.
5. Botelho, T. and **M. Abraham**. 2017. [Objective Performance Metrics Are Not Enough to Overcome Gender Bias](#). *Harvard Business Review*.
6. Botelho, T. and **M. Abraham**. 2017. [To Overcome Gender Bias, Objective Performance Metrics are Not Enough](#). *London School of Economics Business Review*.
7. **Abraham, M.** 2015. [Explaining Unequal Returns to Social Capital among Entrepreneurs](#). *Academy of Management Best Paper Proceedings*.

## INVITED PRESENTATIONS

---

- 2025** Harvard Business School, Organizational Behavior Unit; Michigan State University, School of Human Resources and Labor Relations; Rutgers University, School of Management and Labor Relations
- 2024** Brown University, Mathematics Department; Boston University, Questrom School of Business; Northeastern University, D'Amore-McKim School of Business
- 2023** Cornell University, Management and Organizations Research Day (keynote presentation); University of British Columbia, Sauder School of Business; Dartmouth University, Tuck School of Business
- 2022** University of Maryland, Robert H. Smith School of Business; Washington University in St. Louis, Olin School of Business; Harvard Business School, Strategy Unit
- 2021** Northwestern University, Kellogg School of Management; University of California – Berkeley, Haas School of Business; University of Michigan, Ross School of Management
- 2019** Carnegie Mellon University, Tepper School of Business, Organizational Behavior and Theory Seminar; Yale University, School of Management, Organizational Behavior Seminar
- 2018** University of Toronto, Rotman School of Management, Strategy Department; MIT, Sloan School of Management, Economic Sociology Seminar
- 2017** University of Pennsylvania, Wharton School, Management Department
- 2016** New York University, Stern School of Business, Complex Organizations Workshop; Princeton University, Sociology Department, Center for Study of Social Organization; Columbia University, Columbia Business School, Eugene Lang Entrepreneurship Center, Entrepreneurial Research Showcase
- 2015** University of Chicago, Booth School of Business, Organizations and Markets Group; Harvard Business School, Entrepreneurship Unit
- 2014** Harvard University, Economic Sociology Seminar; Kauffman Emerging Scholars Conference; Rutgers Business School, Management & Global Business Area; Columbia University, Graduate School of Business, Management Division; Stanford University, Graduate School of Business, Organizational Behavior Area; Washington University, Olin Business School, Organizational Behavior Area; Northwestern University, Kellogg School of Management, Management and Organizations Department; University of Maryland, Robert H. Smith School of Business, Management and Organization Department

*(includes scheduled)*

## CONFERENCE PRESENTATIONS & INVITED SESSIONS

---

- 2025** Winter Strategy Conference (invited discussant), Brigham Young University; Race and Gender Conference, Harvard Business School; Equitable Opportunities Conference, MIT Sloan School of Management; Academy of Management; American Sociological Association Annual Meeting; Economic Sociology Conference, Yale School of Management; Wharton People and Organizations Conference
- 2024** Economic Sociology Conference, Rice University; Bernstein Research Symposium, Columbia Business School; Wharton People and Organizations Conference; Smith Entrepreneurship Research Conference (invited)

- discussant and panelist), University of Maryland; Sociological Science Conference, Duke University; Academy of Management; American Sociological Association Annual Meeting
- 2023** Madrid Work and Organizations Conference (invited keynote speaker), IESE Business School; Academy of Management; Harvard Business School, Gender Conference; International Network of Analytical Sociologists Annual Conference
- 2022** Berkeley Culture Conference; Academy of Management; Wharton People and Organizations Conference; Bernstein Research Symposium, Columbia Business School
- 2021** Academy of Management; Wharton People and Organizations Conference
- 2020** Academy of Management; Bernstein Research Symposium, Columbia Business School; Wharton People and Organizations Conference
- 2019** INFORMS College of Organization Science Program, Seattle, WA; Academy of Management, Boston, MA; Economic Sociology Conference, Emory University, Atlanta, GA; Society for the Advancement of Socio-Economics Conference, New York, NY; New York Times: New Rules Summit, Brooklyn, NY; Financial Times Women at the Top Conference, New York, NY; United Nations Commission on the Status of Women, New York, NY; Strategy Science Conference, Salt Lake City, UT; Alliance for Research on Corporate Sustainability, Chapel Hill, NC; Strategic Management Society Conference, Minneapolis, MN
- 2018** Stanford University, Graduate School of Business, Hiring Conference; INFORMS College of Organization Science Program, Phoenix, AZ; Wharton People and Organizations Conference, Philadelphia, PA; Smith Entrepreneurship Research Conference (*presenter and invited panelist*), University of Maryland; American Sociological Association Annual Meeting, Philadelphia, PA; Junior Faculty Organization Theory Conference, Columbia University, New York, NY
- 2016** Junior Faculty Organization Theory Conference, Carnegie Mellon University, Pittsburgh, PA; Academy of Management, Anaheim CA
- 2015** INFORMS Annual Meeting, Philadelphia PA; Wharton People and Organizations Conference, Philadelphia PA; Academy of Management, Vancouver Canada; American Sociological Association, Chicago IL
- 2014** American Sociological Association, San Francisco CA; Academy of Management, Philadelphia PA; American Economic Association, Philadelphia PA
- 2013** INFORMS Annual Meeting, Minneapolis MN; Academy of Management, Orlando FL
- 2012** Academy of Management, Boston MA
- 2011** American Sociological Association, Las Vegas NV
- 2010** Annual meetings of the European Group for Organization Studies, Lisbon, Portugal; American Sociological Association, Atlanta GA; Eastern Sociological Society, Boston MA

*(includes scheduled)*

## **AWARDS AND GRANTS**

---

- 2025** [Thinkers50 Radar List of 30 Thinkers to Watch](#)  
Finalist, Wharton People Analytics Research Paper Competition
- 2024** [Russell Sage Foundation Presidential Research Grant, \\$50,000](#)  
AOM Best Paper Proceedings
- 2023** Best Symposium Award, Organization and Management Theory Section, Academy of Management
- 2022** Finalist, ONE and Network for Business Sustainability Research Impact on Practice Award  
The Sanford C. Bernstein & Co. Center for Leadership and Ethics Grant, Columbia Business School, \$10,000  
The Jerome A. Chazen Institute for Global Business Research Grant, Columbia Business School, \$9,750  
AOM Best Paper Proceedings

*Updated August 2025*

- Best Reviewer Award, Academy of Management Discoveries
- 2021** Runner-up, Mark Granovetter Award for Best Article in Economic Sociology
- 2019** The Sanford C. Bernstein & Co. Center for Leadership and Ethics Grant, Columbia Business School, \$10,000
- 2018** Runner-up, Mark Granovetter Award for Best Article in Economic Sociology  
Third Place, Wharton People Analytics Research Paper Competition
- 2015** Provost's Small Grants Program for Junior Faculty, Columbia Business School (\$25,000)  
Winner, Louis R. Pondy Best Dissertation Paper, OMT Division, Academy of Management  
Nominee, William H. Newman Award for Best Paper Based on a Dissertation, Academy of Management  
Runner-up, MIT Sloan School of Management Doctoral Thesis Prize  
AOM Best Paper Proceedings
- 2014** Winner, Dissertation Proposal Competition, INFORMS/Organization Science  
American Association of University Women American Fellowship, \$20,000
- 2013** OMT Doctoral Consortium Dissertation Workshop, Academy of Management
- 2012** Kauffman Dissertation Fellowship (\$20,000)  
MOC/OMT Doctoral Student Consortium, Academy of Management

## TEACHING

---

### Columbia Business School, Columbia University

- Power, Influence, and Networks, *MBA elective course (since 2016)*
- Special Topics in Organizational Theory, *PhD seminar (Fall 2019; Spring 2022; Fall 2024)*
- Organizational Theory PhD Course, *PhD seminar (Fall 2015; Fall 2018)*
- PhD Management Proseminar, *PhD seminar (Fall 2016; guest lecturer ongoing since 2017)*

## PHD STUDENT ADVISING

---

- Genevive Gregorich (Management, Dissertation Committee Member, ABD)
- Michael White (Management, Dissertation Committee Member, ABD)
- James Carter (Management, Dissertation Committee Member, ILR School, Cornell University)
- Alessandro Piazza (Management, Dissertation Committee Member, Jones Graduate School of Business, Rice University)

## UNIVERSITY AND PROFESSIONAL SERVICE

---

### Columbia Business School, Columbia University

- Faculty Co-Director, [Equity by Design Lab](#) 2024 –
- PhD Committee Member, 2019 –
- Academic Advisory Council Member, ERA Project, Columbia Law School, 2020 –
- Faculty Search Committee, Strategy Group, Management Division, 2022 – 23
- Board of Faculty Leaders, The Sanford C. Bernstein & Co. Center for Leadership and Ethics, 2021 – present
- Faculty Search Committee, OT Group, Management Division, 2019 – 20
- Faculty Liaison for Research Coordinator, 2017 – 2024
- Co-organizer, Management Division Seminar, 2017 – 2020
- Lecturer in Columbia-Harlem Small Business Development Center (various programs), 2018 – 2020

Presenter, Bernstein Center, *Under The Tree Series: Using Power Ethically*, 2019  
Faculty Search Committee, OT Group, Management Division, 2016

**Professional Service**

Editorial Review Board Member, *American Sociological Review*, 2026 –  
Editorial Review Board Member, *Organization Science*, 2024 –  
Editorial Review Board Member, *Administrative Science Quarterly*, 2021 –  
Committee Member, *Administrative Science Quarterly Award for Scholarly Contribution*, 2022  
Executive Committee of the INFORMS Organization Science Section, 2017-2020  
Member Independent Task Force on Workplace Gender Discrimination and Harassment, UNICEF, 2018-2019  
Ad Hoc Reviewer

*Academy of Management Journal, Administrative Science Quarterly, American Journal of Sociology, American Sociological Review, Journal of Management Studies, Management Science, Organization Science, Organizational Behavior and Human Decision Processes, Strategic Management Journal*

Conference Reviewer & Service: *Academy of Management Annual Meetings*

Organizer, MIT Sloan School of Management Organizations Studies Group Seminar, 2010-2011

**PRIOR PROFESSIONAL EXPERIENCE**

---

**Fidelity Investments**

Project Manager, Providence, RI	2006 - 2008
Senior Risk Analyst, Jersey City, NJ	2005 - 2006
Actuarial Analyst, Marlborough, MA	2003 - 2005

*Outside Activities – None*