

MABEL ABRAHAM

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ACADEMIC APPOINTMENTS

Columbia Business School, *New York, NY*

Barbara and Meyer Feldberg Associate Professor of Business (*w/out tenure*) 2021 –
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

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, Gender, Labor Markets, Organization Theory, Social Networks, Stratification and Inequality

PUBLICATIONS

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*.

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 as one of top-ten papers on mechanisms of gender inequality
- 2018 Wharton People Analytics Research Paper Competition (third place winner)
- 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)

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)

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.

PAPERS UNDER REVIEW AND RESEARCH IN PROGRESS

Abraham, M., and Botelho, T. Status and Compensation (*reject and resubmit*)

Wald, K., Abraham, M., Pike, B., and Galinsky, A. Are there Gender Differences in Climbing up the Ladder? Why Experience Matters More for Women than Men. (*preparing for submission*)

Abraham, M., and Botelho, T, Carter, C. Downstream Effects of Evaluator Placement (*preparing for submission*)

Abraham, M., Weisshaar, K. From Self-Diagnoses to Change: Organizational Narratives and the Gender Pay Gap (*finalizing analyses and drafting manuscript*)

Abraham, M., Bailey, E., Mobasser, S. Workplace Sanctions and Inequality (*data collection*)

Abraham, M., Burbano, V., Carter, J. The Effect of Diversity Claims Decoupling (*analyzing data*)

Abraham, M., Linos, E., Mobasser, S. Formal and Informal Workplace Networks (*analyzing data*)

Abraham, M., Bond, B. Performance Evaluations in BioPharma (*drafting manuscript*)

Abraham, M., and Botelho, T. Understanding the Labor Market for Entrepreneurs (*data collection*)

OTHER PUBLICATIONS

Abraham, M., and Botelho, T. 2022. "[What it Takes to Reach the Top: An Analysis of Gender Differences in Status Benefits for Shaping Pay.](#)" *Proceedings of the 2022 Academy of Management Meeting.*

Abraham, Mabel. 2020. "[Uncovering the Drivers of Gender Inequality.](#)" *Columbia Business School Ideas at Work*

Botelho, Tristan L. and **Mabel Abraham.** 2017. "[Objective Performance Metrics Are Not Enough to Overcome Gender Bias.](#)" *Harvard Business Review.*

Botelho, Tristan L. and **Mabel Abraham.** 2017. "[To Overcome Gender Bias, Objective Performance Metrics are Not Enough.](#)" *London School of Economics Business Review.*

INVITED PRESENTATIONS

2023 University of British Columbia, Sauder 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; University of Maryland, Robert H. Smith School of Business, Entrepreneurship Conference (*presenter and invited panelist*)

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

2022 Berkeley Culture Conference; Academy of Management; Wharton People and Organizations Conference; Bernstein Research Symposium

- 2021** Academy of Management; Wharton People and Organizations Conference
- 2020** Academy of Management; Bernstein Research Symposium; 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; 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

- 2022** 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
- 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
- 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 Course, *Elective PhD seminar (Fall 2019; Spring 2022)*
- Organizational Theory PhD Course, *Core PhD seminar (Fall 2015; Fall 2018)*
- PhD Management Proseminar, *Core PhD seminar (Fall 2016; guest lecturer ongoing since 2017)*

PHD STUDENT ADVISING

James Carter (Management, Dissertation Committee Member)

Alessandro Piazza (Management, Dissertation Committee Member, Jones Graduate School of Business, Rice University)

UNIVERSITY AND PROFESSIONAL SERVICE

Columbia Business School, Columbia University

- 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
- PhD Committee Member, 2019 –
- Faculty Search Committee, OT Group, Management Division, 2019 – 20
- Faculty Liaison for Research Coordinator, 2017 – present
- Co-organizer, Management Division Seminar, 2017 – 2020
- Lecturer in Columbia-Harlem Small Business Development Center (various programs), 2018 – present
- Presenter, Bernstein Center, *Under The Tree Series: Using Power Ethically*, 2019
- Faculty Search Committee, OT Group, Management Division, 2016

Professional Service

- Committee Member, Administrative Science Quarterly Award for Scholarly Contribution, 2022
- Editorial Review Board Member, Administrative Science Quarterly, 2021 –
- 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*
- 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

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

Outside Activities – None