

FLORENCIO F. PORTOCARRERO

Tel 1.917.498.5541

florencio.p@columbia.edu

ACADEMIC APPOINTMENTS

- 2022 – present Postdoctoral Research Scholar in Management. Columbia University in the City of New York, NY
2022 Visiting Scholar. Albert P. Viragh Institute for Ethics in Business, Duquesne University, PA

EDUCATION

- 2018 – 2022 Ph.D. in Organization and Management. University of California, Irvine, CA
▪ Committee: Jone L. Pearce (chair), Gerardo Okhuysen, Maia Young.
2011 – 2013 M.S. in Organization Development. University of San Francisco, San Francisco, CA
2009 Licensee in Economics, Universidad del Pacifico, Lima, Peru
2002 – 2007 Bachelor of Science in Economics, Universidad del Pacifico, Lima, Peru

RESEARCH INTERESTS

Social and environmental sustainability. Corporate social responsibility. Corporate volunteering. Inequality. Organizational change. Emotions in work life. Prosociality. Employee well-being.

TEACHING INTERESTS

Fundamentals of management. Organizational behavior. Organization development and change. Group dynamics for teams. Corporate social responsibility. Business ethics.

PEER-REVIEWED PUBLICATIONS

Portocarrero, F. & Burbano, V. The Effects of a Short-term Corporate Social Impact Activity on Employee Turnover: Field Experimental Evidence. Forthcoming at *Management Science*

Gonzalez, K., & **Portocarrero, F.**, & Ekema-Agbaw, M. Disposition activation during organizational change: A meta-analysis. *Personnel Psychology*. <https://doi.org/10.1111/peps.12513>

Portocarrero, F., Winkler, A-L., & Pearce, J. L. (2023) Broadening Our Understanding of Human Resource Management for Improved Environmental Performance. *Business & Society*, 62(1), 14-53. <https://doi.org/10.1177%2F00076503211053250>

Portocarrero, F., Gonzalez, K., Ekema-Agbaw, M. (2020) The Grateful Disposition and Well-Being: A Meta-Analytic Review. *Personality and Individual Differences*, 164. <https://doi.org/10.1016/j.paid.2020.110101>

WORKING PAPERS

- [1] **Portocarrero, F.** & Jazaieri, H. Grateful Exchange Process: The Emergence and Consequences of Gratitude in Interpersonal Relations. Revise and Resubmit - *Academy of Management Review*
- [2] **Portocarrero, F.** The Emotional and Behavioral Effects of Employee Participation in a Corporate Social Responsibility Intervention: Field Experimental Evidence from Latin-America. In preparation for submission - *Journal of Applied Psychology*
- [3] **Portocarrero, F.** Corporate Volunteering: A Systematic and Meta-analytic Review.
- [4] **Portocarrero, F.** Organizational-level Consequences of Corporate Volunteering.

WORK IN PROGRESS

- [5] **Portocarrero, F.**, Newbert, S., Zhu, L. & Young, M. Clarifying the role of emotions in entrepreneurship: A systematic review.
- [6] **Portocarrero, F.**, Newbert, S., Corbett, A. & Burbano, V. Empowering Necessity-based Entrepreneurs in Latin America: An Exploratory Field Quasi-experiment of the Relationship Between Learning and Psychological Capital.
- [7] **Portocarrero, F.**, & Burbano, V., White, M. Pro-environmental Training for Necessity-based Entrepreneurs: Field Experimental Evidence.
- [8] **Portocarrero, F.**, & Burbano, V. White, M. Communication Frames and Beneficiary Engagement: Field Experimental Evidence.

- [9] **Portocarrero, F.** Is passion the key? Examining the Role of Entrepreneurial Passion in Necessity-based Entrepreneurs' Success.
- [10] **Portocarrero, F.** Portocarrero, S. & Weber, J. A Scalable Alternative to One-on-one Mentoring to Promote Inclusion: Quasi-experimental Evidence From the Field.

BOOK CHAPTERS

Winkler, A. & **Portocarrero, F.** (2017) People Management in Social Enterprises: B-Corporations. In Brewster, C. & Cerdin, J. (eds.) *HRM in Mission Driven Organizations: Managing People in the Not for Profit Sector*. Palgrave Macmillan. New York, NY

OTHER PUBLICATIONS

Portocarrero, F. (2019) RSE y las Brechas Educativas en Peru (Corporate social responsibility and the Educational Gaps in Peru.) *Stakeholders Magazine*. Lima, Peru

Portocarrero, F. (2014) Responsabilidad Social Corporativa y la Educación en el Perú (Corporate Social Responsibility and the Education Sector in Peru.) *Mujeres Batalla*. Lima, Peru

PEER-REVIEWED CONFERENCE PRESENTATIONS

- 2023 **Portocarrero, F.** The Emotional Consequences of Employee Corporate Volunteering. Paper to be presented as part of a scholarly symposium on employee volunteering at the annual meeting of the *Academy of Management (AOM – OB/SIM/HR)*, Boston, MA
- 2023 **Portocarrero, F.** The Grateful Exchange Process: Identifying How, When, and Why Gratitude Does and Does Not Occur in Organizations. Paper to be presented at the annual meeting of the *Academy of Management*, Boston, MA
- 2023 **Portocarrero, F.** Organizational-level Consequences of Corporate Volunteering. Paper to be presented as part of a scholarly symposium on employee volunteering at the annual meeting of the *Academy of Management (AOM – OB/SIM/HR)*, Boston, MA
- 2022 **Portocarrero, F.** & Burbano, V. Doing Well by Requiring Employees to Do Good: Field Experimental Evidence of the Effects of a One-time, Mandatory Corporate Social Intervention on Employees. Paper presented at *Wharton's People and Organizations Conference*, Philadelphia, PA
- 2022 **Portocarrero, F.** The Emotional Consequences of Employee Corporate Volunteering. Paper presented at the annual meeting of the *Academy of Management*, Seattle, WA
- 2021 **Portocarrero, F.** The Emotional Consequences of Employee Corporate Volunteering. Paper presented as part of a scholarly symposium on Emotions at Work at the annual meeting of the *Academy of Management*
- 2021 **Portocarrero, F.**, Winkler, A-L. The effects of responsible people management practices on environmental performance. Paper presented at the annual meeting of the *Academy of Management*
- 2021 **Portocarrero, F.** The Emotional Consequences of Employee Participation in Corporate Social Initiatives. Paper presented at the annual *Ph.D. Project – Baruch College Research Symposium*, New York, NY
- 2020 **Portocarrero, F.** Examining a Causal Effect of Employee Participation in Corporate Volunteering on Employee Outcomes: Field Experimental Evidence. Paper presented at the annual conference of the *Academy of Management*
- 2019 **Portocarrero, F.** & Burbano, V. Examining a Causal Effect of CSR on Employee Outcomes: Field Experimental Evidence. Paper presented as part of an academic symposium on micro CSR at the annual conference of the *Academy of Management*, Boston, MA
- 2019 **Portocarrero, F.**, Newbert, S., Young, M. & Zhou, L. Affective Revolution in Entrepreneurship. Paper presented at the annual conference of the *Academy of Management*, Boston, MA
- 2019 **Portocarrero, F.** Grateful Exchange Process: The Emergence and Consequences of Gratitude in Interpersonal Relations. Paper presented at the annual conference of the *Academy of Management* Boston, MA
- 2019 **Portocarrero, F.**, Gonzalez, K. & Valenzuela, A. No gratitude no gain: How do (unexpected) employee benefits influence pro-social and pro-organization intentions and attitudes? Paper to be presented at the annual conference of the *International Association for Business and Society*, San Diego, CA
- 2019 Gonzalez, K., **Portocarrero, F.**, Rothstein, H., & Ekema-Agbaw, M. A meta-analysis of organizational change predictors: Psychological resources and dispositions. Paper presented at the annual meeting of the *Southern Management Association*, Norfolk, Virginia

- 2019 **Portocarrero, F.** & Burbano, V. Examining a Causal Effect of CSR on Employee Outcomes: Field Experimental Evidence from a Latin American Bank. Paper presented at the annual conference of the *International Association for Business and Society*, San Diego, CA
- 2018 **Portocarrero, F.** Gratitude Spiral: The Emergence and Consequences of Gratitude in Interpersonal Relations. Paper presented at the annual conference of *EMONET - Emotions Network*, Chicago, IL
- 2018 **Portocarrero, F.**, Gonzalez, K., Ekema-Agbaw, M. & Rothstein, H. The Grateful Disposition and Psychological Well-Being: A Meta-Analytic Review. Paper presented as part of a scholarly symposium on gratitude at the annual meeting of the *Academy of Management (AOM – OB)*, Chicago, IL
- 2018 Gonzalez, K., **Portocarrero, F.**, Rothstein, H., & Ekema-Agbaw, M. A meta-analysis of organizational change predictors: Psychological resources and dispositions. Paper presented at the annual meeting of the *Academy of Management*, Chicago, IL
- 2018 Winkler, A., **Portocarrero, F.** & Montiel, I. The effects of responsible people management practices on environmental performance. Paper presented at the annual conference of the *International Association for Business and Society*, Hong Kong
- 2018 **Portocarrero, F.**, Ekema-Agbaw, M. L., & Gonzalez, K. The Grateful Disposition and Psychological Well-Being: A Meta-Analytic Review. Poster presented at the annual meeting of the *Society for Industrial and Organizational Psychology*, Chicago, IL
- 2018 **Portocarrero, F.** The Grateful Exchange Process: The Role of Gratitude in Social Interactions and Bonds. Paper presented at the annual meeting of the *Eastern Sociological Society*, Baltimore, MD
- 2017 Winkler, A., **Portocarrero, F.** & Montiel, I. The effects of responsible people management practices on environmental performance. Paper presented at the *Global B Corp Academic Community Roundtable*, Toronto, Canada
- 2017 **Portocarrero, F.** Gratitude Spiral: The Emergence and Consequences of Gratitude in Interpersonal Relations. Paper presented at the annual conference of the *Academy of Management*, Atlanta, GA
- 2017 **Portocarrero, F.** The Grateful Response: Granting Gratitude a Central Role in Workplace Exchanges. Paper presented at the annual conference of the *International Association for Business and Society*, Amsterdam, Holland
- 2017 Kurland, N., Bishara, N., Clark, W., Cochran, P., Litzky, B., Macfarlane, I., **Portocarrero, F.**, Smith, W., Steingard, D., Winkler, A. *Research and Teaching on Benefit Corporation*. Symposium presented at the annual conference of the *International Association for Business and Society*, Amsterdam, Holland
- 2016 Tillman, J., Whitman, M., Kacmar, K.M. & **Portocarrero, F.** Unethical Behavior and Negative Emotions: A Theory Integration Approach. Paper presented at the annual conference of the *Academy of Management*, Anaheim, CA
- 2013 Takahashi, P., Milledge, V. & **Portocarrero, F.** Teamwork Skills: Important, Relevant and We Do Not Teach Them. Presented at the *World Forum/IAJBS-CJBE Joint Meeting*. St Louis

INVITED PRESENTATIONS

- 2023 Pro-environmental Training for Necessity-based Entrepreneurs: Field Experimental Evidence. *LEAP Annual Meeting*, New York, NY
- 2022 Doing Well by Requiring Employees to Do Good: Field Experimental Evidence of the Effects of a One-time, Mandatory Corporate Social Intervention on Employees. *Chicago Booth Rising Scholars Conference*, Chicago, IL
- 2022 The Emotional and Behavioral Effects of Employee Participation in a Corporate Social Responsibility Intervention: Field Experimental Evidence from Latin-America. *Wharton Non-market Strategy Workshop*, Philadelphia, PA
- 2021 The Grateful Exchange Process: A Theory of Gratitude in Interpersonal Workplace Exchanges. Paper presented at the annual *Harvard Rising Scholars Conference*, Palo Alto, CA
- 2021 Grateful Exchange Process: The Emergence and Consequences of Gratitude in Interpersonal Relations. Brownbag presentation. *Management Department, Santa Clara University*, Santa Clara, CA
- 2021 The Emotional Consequences of Employee Corporate Volunteering. Paper presented at the annual *Associated Graduate Students Annual Research Symposium*. *University of California Irvine*, Irvine, CA
- 2021 The Emotional Consequences of Employee Corporate Volunteering. Paper presented at the annual *East Coast Doctoral Conference*, New York, NY

- 2021 Causal Effects of Employee Participation in Corporate Social Responsibility Initiatives on Employee Outcomes: Field Experimental Evidence. *Center for the Study of Wealth and Inequality, Columbia University, New York, NY*
- 2020 The Emotional Consequences of Employee Corporate Volunteering. *Stanford GSB Rising Scholars Conference, Palo Alto, CA*
- 2019 The Grateful Disposition and Psychological Well-Being: A Meta-Analytic Review. *Associated Graduate Students Annual Research Symposium, University of California, Irvine, CA*
- 2018 The Grateful Exchange Process. *Competitive Edge Research Symposium, University of California, Irvine, CA*
- 2015 The Challenges of Modern Corporate Social Responsibility Initiatives. *Baruch College, New York, NY*

FELLOWSHIPS & GRANTS

- 2022 *Wayne Bian Fellowship, Paul Merage School of Business, University of California, Irvine*
- 2021 *Ivey/ARCS PhD Sustainability Academy Fellow, Ivey Business School, University of Western Ontario & Alliance for Research on Corporate Sustainability (ARCS)*
- 2021 *Ray Watson Fellowship, Paul Merage School of Business, University of California, Irvine*
- 2020 *PhD Project – Baruch College Research Fellow, Ph.D. Project & Baruch College, CUNY*
- 2020 *Faculty Mentor Program Honorable Mention Fellowship, University of California, Irvine*
- 2020 *Wayne Bian Fellowship, Paul Merage School of Business, University of California, Irvine*
- 2019 *Faculty Mentor Program Honorable Mention Fellowship, University of California, Irvine*
- 2019 *Wayne Bian Fellowship, Paul Merage School of Business University of California, Irvine*
- 2018-2022 *Eugene Cota-Robles Fellowship, University of California, Irvine*
- 2018 *Diversity Recruitment Fellowship, University of California, Irvine*
- 2017 *IABS Promising Scholar Grant, International Association for Business and Society*
- 2017 *Doctoral Student Research Grant, Graduate Center, CUNY*
- 2016 *Mills Tennenbaum Scholarship, The Baruch College Fund*
- 2016 *Dean Harrison Research & Travel Award, Graduate Center, CUNY*
- 2015-2018 *Graduate Fellowship, Graduate Center, CUNY*

HONORS & AWARDS

- 2022 *Outstanding Teaching Assistant Award, Selected by the graduating 2022 cohort of full-time MBA students, University of California, Irvine*
- 2021 *Most Supportive Peer Award, Ivey/ARCS PhD Sustainability Academy*
- 2021 *Latinx Excellence and Achievement Award, University of California, Irvine*
- 2019 *Best Poster Award (2nd place), Research Fest, Paul Merage School of Business, University of California, Irvine*
- 2019 *Best Conference Paper Award, International Association for Business and Society*
- 2018 *HSF Scholar, Hispanic Scholarship Fund*
- 2018 *Abraham Briloff Ethics Prize, Baruch College, CUNY*
- 2017 *Annual Award for Excellence - Research Frontiers of Management, Baruch College, CUNY*
- 2016 *Annual Award for Excellence - Research Frontiers of Management, Baruch College, CUNY*
- 2016 *HSF Scholar, Hispanic Scholarship Fund*
- 2013 *Beta Gamma Sigma*

TEACHING EXPERIENCE

- 2019 – 2022 Teaching Assistant, University of California, Irvine, CA
- Graduate courses: Organizational Behavior (MBA), Negotiations (MBA), Leadership (MBA).
 - Undergraduate course: Negotiations.
- 2015 – 2018 Instructor, Baruch College, CUNY, New York
- Undergraduate course: Fundamentals of Management.
- 2016 – 2017 Team Coach, Baruch College, CUNY, New York
- Co-designed and implemented the team coaching component of the Executive MBA program.
- 2017 Course Facilitator, Columbia University, New York

- 2013 – 2015
 - School of Professional Studies: Human Behavior in Organizations.
 - Adjunct Professor, Universidad del Pacifico, Lima, Peru
 - Graduate courses: Organization and Diversity (MBA); Organization Development (Master in Organization Development).
 - Thesis advisor for the Master in Organization Development program.
 - Undergraduate course: Strategic Management.
- 2013
 - Teaching Assistant, University of San Francisco, San Francisco, CA
 - Undergraduate course: Introduction to business.

PROFESSIONAL SERVICE

- 2023 *Member - Best Published Paper Award Committee.* International Association for Business and Society Annual Conference
- 2022 *Panelist Presenter and University Representative.* PhD Project Conference, Chicago, IL.
- 2012 *Presenter.* Management Doctoral Student Association (MDSA) annual conference, Seattle, WA.
- 2022 *Co-organizer* of Professional Development Workshop “Doing Latinx Research and Being Latinx Researchers” (with Gonzalez, C., Martinez, P., Rajunov, M., Gutierrez, L., Blancero, D. M., Gaviño, M., Gonzalez, J., Okhuysen, G., Unzueta, M.). Annual conference of the *Academy of Management*.
- 2022 *Co-organizer* of Professional Development Workshop “Resilience and Hermandad Among Latinx Scholars” (with Gonzalez, C., Gonzalez, J., Martinez, P., Gaviño, M., Unzueta, M., Erskine, S.). To be presented at the annual conference of the *Western Academy of Management*.
- 2021 *University Representative.* PhD Project Conference
- 2021 *Co-organizer* of Professional Development Workshop “Filling the Void: Researching Our Latinx Experience” (with Gonzalez, C., Martinez, P., Gaviño, M., Alsua, C., Pacheco, D.). Annual conference of the *Academy of Management*.
- 2020 *Panelist Presenter and University Representative.* PhD Project Conference, Chicago, IL.
- 2020 *Co-organizer* of Professional Development Workshop “Hermandad”: a Latinx Career Development Workshop (with Gonzalez, C., Martinez, P., Alsua, C.). Annual conference of the *Academy of Management*.
- 2019 *Panelist Presenter and University Representative.* PhD Project Conference, Chicago, IL.
- 2019 *Presenter.* Management Doctoral Student Association (MDSA) annual conference, Boston, MA.
- 2019 *PhD Project Representative.* 14th Annual Conference of the American Association of Hispanics (AAHHE), Costa Mesa, CA.
- 2018 *University Representative.* PhD Project Conference, Chicago, IL.
- 2017 *Co-organizer* of Professional Development Workshop “The Friction of Sociopolitical Change: Organizational Responsiveness with Inclusion Practices” (with Gonzalez, K., Minefee, I., Speights, S., Fuller, N., Hogan, T. & Jones, D.). Annual conference of the *Academy of Management*, Atlanta, GA.
- 2017 *Panelist Presenter.* PhD Project Regional Conference, Atlanta, GA.
- 2017 *Panelist Presenter.* PhD Project Regional Conference, New York, NY.
- 2015 *Panelist Presenter and University Representative.* PhD Project Conference, Chicago, IL
- 2015 – 2017 *Member,* PhD Project Service Committee, USA.

PROFESSIONAL MEMBERSHIP

- 2022 – Present *Member,* Management Faculty of Color Association
- 2021 – Present *Member,* International Society for Research on Emotion
- 2017 – Present *Member,* International Association for Business and Society
- 2016 – Present *Member,* Academy of Management
- 2015 – 2022 *Member,* PhD Project Management Doctoral Student Association (MDSA), USA.

TRAINING & DEVELOPMENT

- 2022 *The Tenure Project Conference.* Seattle, WA.
- 2021 *Organizational Behavior Doctoral Consortium.* Annual conference of the Academy of Management
- 2019 *Doctoral Consortium.* Annual conference of the International Association for Business and Society, San Diego, California.

- 2019 *Mentoring for Excellence Program*. University of California, Irvine, CA.
- 2018 *Competitive Edge Program*. University of California, Irvine, CA.
- 2017 *Doctoral Consortium*. Annual conference of the International Association for Business and Society, Amsterdam, Holland.
- 2016 *Teaching Seminar*. Baruch College, New York, NY.
- 2014 *Teaching Seminar*. Universidad del Pacifico, Lima, Peru.
- 2013 *Negotiations Seminar*. Stanford University, Palo Alto, CA.
- 2009 *Seminar in Applied Qualitative Research Methodology*. Applied Anthropology. Catholic University of Peru, Lima, Peru.

OTHER WORK EXPERIENCE

- 2021 – present *Research Consultant*, Ikigai Social Lab, Lima, Peru.
- 2020 – 2021 *Research Consultant*, Fundación Traso, Cartagena, Colombia.
- 2016 – 2017 *Research Consultant*, Peruvian Institute for Educational Development (IPFE), Lima, Peru.
- 2013 – 2015 *Corporate Social Responsibility Associate Manager*, BCP Bank, Lima, Peru.
- 2008 – 2015 *Board Member*, ALEA Desarrollo Personal, Lima, Peru.
- 2010 – 2012 *Personal Banker*, Wells Fargo Bank, Oakland, CA.
- 2010 *Consultant*, Inge's Inc, Berkeley, CA.
- 2007 – 2009 *Administration and Finance Manager*, Toronja Central de Comunicadores, Lima, Peru.
- 2007 *Financial Analyst*, Toronja Central de Comunicadores, Lima, Peru.
- 2007 *Jr. Financial Analyst*, Pacific Credit Rating, Lima, Peru.