

**ALEKSANDRA (OLENKA) KACPERCZYK**

London Business School  
Strategy and Entrepreneurship  
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**EMPLOYMENT**

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**London Business School**

Full Professor in Strategy and Entrepreneurship, January 2021-present

Associate Professor in Strategy and Entrepreneurship (with tenure), January 2017-2020

**MIT Sloan School of Management, Cambridge, MA**

Associate Professor, July 2014-2017

Fred Kayne (1960) Career Development Professor of Entrepreneurship

Assistant Professor, July 2010-June 2014

Alvin J. Siteman (1948) Career Development Professor of Entrepreneurship

Assistant Professor, July 2009-July 2010

Technological Innovation, Entrepreneurship, & Strategic Management

**EDUCATION**

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**University of Michigan, Ann Arbor, MI**

Ph.D. in Management & Organizations, 2009

Dissertation Title: "Inside or Outside? The Social Mechanisms of Entrepreneurship Choices: Evidence from the Mutual Fund Industry."

Committee: Gerald F. Davis (chair), Mark S. Mizruchi, Michael Jensen, Kathleen M. Sutcliffe

**Mount Holyoke College, South Hadley, MA**

B.A. *magna cum laude, honors*, 2004

**Institut d'Études Politiques de Paris, France**

One year study program, 2003

**Lester B. Pearson United World College of the Pacific, Canada**

International Baccalaureate, 2000

**RESEARCH INTERESTS**

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Entrepreneurship, Labor Markets, Strategic Human Capital, Inequality, CSR

**PUBLICATIONS**

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1. The Motherhood Wage Penalty and Female Entrepreneurship. (with Tiantian Yang and Lucia Naldi) *ORGANIZATION SCINECE* (2022): Forthcoming
2. Do Employees Work Less for Female Leaders? A Multi-Method Study of Entrepreneurial Firms (with Peter Younkin, Vera Rocha) *ORGANIZATION SCINECE* (2022): Forthcoming

3. Surplus Division between Labor and Capital: A Review and Research Agenda (with Victoria Sevcenko, Lynn Wu, and Sendil Ethiraj) *ACADEMY OF MANAGEMENT ANNALS* (2022):16(1): 334-390:
4. Experience as Dr. Jekyll and Mr. Hyde: performance outcome delays in the private equity context (with Francesco Castellaneta, Oliver Gottschalg, and Michael Wright) *JOURNAL OF MANAGEMENT* (2022): 59(6): 1359-1385
5. Institutional Protection of Minority Employees and Entrepreneurship: Evidence from the LGBT Employment Non-Discrimination Acts (with Raffaele Conti and Giovanni Valentini) *STRATEGIC MANAGEMENT JOURNAL* (2021): 43(4): 758–791
  - Best Entrepreneurship Paper Award Winner (Academy of Management, OMT), 2018
6. A Founding Penalty: Evidence from an audit study on gender, entrepreneurship, and future employment (with Peter Younkin). *ORGANIZATION SCIENCE* (2021): 33(2): 716-745
7. The (Un)intended Consequences of Lowering Entry Barriers: Evidence from Entry Deregulation Reform in Portugal (with Francesco Castellaneta and Raffaele Conti) *STRATEGIC MANAGEMENT JOURNAL* (2020): 41(7): 1274-1304.
8. Asymmetric gender homophily in the startup labor market (with Santiago Campero) *ADVANCES IN STRATEGIC MANAGEMENT* (2020) 41: 329-359
9. Experience and entrepreneurship: A career transition perspective (with Christopher Rider, Peter Thompson and Joacim Tag) *INDUSTRIAL AND LABOR RELATIONS REVIEW* (2019): 72(5): 1149-1181.
  - Labor and Employment Relations Association (LERA) Competitive Paper, 2017
10. Corporate social responsibility as a defense against knowledge spillovers: Evidence from the inevitable disclosure doctrine (with Caroline Flammer) *STRATEGIC MANAGEMENT JOURNAL* (2019): 40(8): 1243-1267.
  - Academy of Management Best Papers Proceedings, BPS Division, 2016
11. Gender Gap in Entrepreneurship (with Jorge Guzman) *RESEARCH POLICY* (2019) 48(7):1666-1680.
  - Academy of Management Showcase Symposium in ENT, OMT, and BPS Divisions –
  - 138 media mentions including Yahoo Finance, Seeking Alpha
12. Occupational licensure and entrepreneurs: The case of tax preparers in the U.S. (with Kyle Albert, and Roman Galperin) (2019) *INDUSTRIAL AND LABOR RELATIONS REVIEW* (2019) 72(5): 1149–1181.
  - Labor and Employment Relations Association (LERA) Competitive Paper, 2017
  - Industry Studies Association Best Conference Paper in the Innovation and Entrepreneurship Runner Up, 2019
13. Vertical and horizontal wage dispersion and mobility outcomes: Evidence from the Swedish microdata (with Chanchal Bachalandran) *ORGANIZATION SCIENCE* (2018): 29(1): 17-38.
14. The paradox of breadth: The tension between experience and legitimacy in the transition to entrepreneurship (with Peter Younkin). *ADMINISTRATIVE SCIENCE QUARTERLY* (2017) 62(4): 731-764.
  - Academy of Management Best Papers in Entrepreneurship Nominee, OMT, 2015

15. Money secrets: How do trade secrets affect firm value? Evidence from a quasi-natural experiment (with Francesco Castellaneta and Raffaele Conti) *STRATEGIC MANAGEMENT JOURNAL* (2016): 38(4): 834-853.
16. Revising the small firm effect on entrepreneurship: Evidence from dissolutions (with Matt Marx) *ORGANIZATION SCIENCE* (2016): 27(4): 893-910
17. Knowledge asymmetry and disintermediation in brokerage: Linking network perception to structural holes and performance (with Oliver Hahl and Jason P. Davis) *STRATEGIC ORGANIZATION* (2016) 14(2):118-143.
  - Academy of Management Best Papers Proceedings, OMT Division, 2013
18. The impact of stakeholder orientation on innovation: Evidence from a natural experiment (with Caroline Flammer) *MANAGEMENT SCIENCE* (2015): 62(7):1982-2001.
  - Winner of the BPS Division Glueck Best Paper Award (600+ submissions), Academy of Management, 2014
  - Academy of Management Best Papers Proceedings, BPS Division, 2014
19. Disentangling risk and change: Internal and external social comparison in the mutual fund industry (with Christine M. Beckman and Thomas Moliterno) *ADMINISTRATIVE SCIENCE QUARTERLY* (2015): 60(2):228-262.
  - Strategic Management Society Annual International Conference Best Conference Paper Nominee and Best Practice Implications Nominee; Interviewed by ASQ Blog
20. Social influence and entrepreneurship: The effect of university peers on entrepreneurial entry *ORGANIZATION SCIENCE* (2013): 24(3): 664-683.
  - Academy of Management Best Papers Proceedings, OMT Division, 2009
21. Opportunity structures in established firms: Entrepreneurship versus intrapreneurship in mutual funds. *ADMINISTRATIVE SCIENCE QUARTERLY* (2012): 57(3): 484-521.
  - Included in Editor's Choice Collection, Administrative Science Quarterly, one of 8 key articles on Mobility and Entrepreneurship; Interviewed by ASQ Blog
22. With greater power comes greater responsibility: Takeover protections and corporate attention to stakeholders. *STRATEGIC MANAGEMENT JOURNAL* (2009): 30(3): 261-285.

## **WORKING PAPERS OR PAPERS UNDER REVIEW**

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1. When does Entrepreneurship Increase Community Integration? (with Vera Rocha)
  - AOM Best Entrepreneurship Paper Award Winner (OMT), 2019
2. Entrepreneurial Hiring Strategies in Standalone and Portfolio Ventures (with Liinus Hietaniemi, Simone Santamaria, and Juhana Peltonen) (R&R requested)
3. Minority Entrepreneurship and Alternative Opportunities inside Established Organizations (with Tiantian Yang) (R&R requested)
4. Deceptive Self-Presentation in Job Search (with Santiago Campero) (R&R requested)
5. Entrepreneurship and Inequality: The Role of Incumbent Firms (with Francesco Castellaneta and Raffaele Conti) (R&R requested)

6. Kacperczyk A. The Extra-Organizational Determinants of Innovation: The Impact of Sunshine on Inventors' Performance. (with Chen, Y., Hsu, P-H., Podolski, E., Veeraraghavan, M.)

## **WORK IN PROGRESS**

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7. Female Employment in Startups (with Francesco Castellaneta and Raffaele Conti)
8. The Political Origins of Gender Inequality (with Sukhun Kang and Yongpaik Park)
9. Status Reversal and Transition into Entrepreneurship
10. Kacperczyk, A. "Female Entrepreneurship and Alternative Opportunities Inside an Established Firm." Academy of Management Best Papers Proceedings, OMT Division, 2013; Best Paper Award at Druid Conference Nominee, 2013; Best Paper out of Dissertation Nominee, Academy of Management, OMT, 2013

## **OTHER PUBLICATIONS**

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1. How VCs Can Help Startups Set (and Meet) ESG Goals. (with Luisa Alemany and Ioannis Ioannou) *HARVARD BUSIENSS REVIEW* (2022): Jan. 06
2. The Silver Lining for Female Founders. (with Peter Younkin) *HARVARD BUSIENSS REVIEW* (2021): 99(2): 22-24

## **HONORS AND GRANTS**

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2020 3 Million Swedish Krona Grant to study female entrepreneurship in Rwanda awarded by Formas (Research Council for Sustainable Development in Sweden). Project in collaboration with Chalmers University of Technology in Sweden.

2019 AOM Best Entrepreneurship Paper Award Winner (OMT)

2018 AOM Best Entrepreneurship Paper Award Winner (OMT)

2018 AOM Best Papers Proceedings, OMT Division

2016 AOM Best Papers Proceedings, BPS Division

2016 OMT, ENT, BPS Showcase Symposium of Gender Inequality in Entrepreneurship

2015 OMT Division Best Paper in Entrepreneurship Nominee, Academy of Management Annual Meetings

2014 Winner of the BPS Division Best Paper Award (1/+600 submissions), AOM

2014 Associate Professor (without tenure), MIT Sloan School

2013 Kauffman Foundation Junior Faculty Fellowship in Entrepreneurship Research (7 recipients)

2013 Administrative Science Quarterly Editor's Choice Collection: one of 8 key articles on Mobility and Entrepreneurship

2013 Academy of Management PONDY Best Paper Based on a Dissertation Finalist (4 finalists)

2013 DRUID Best Paper Finalist (4 finalists)

2013 AOM Best Papers Proceedings, OMT Division

2012 Strategic Management Society Annual International Conference Best Conference Paper Nominee

2012 Strategic Management Society Annual International Conference Best Practice Implications Nominee

2011-2012 MIT Sloan, Junior Faculty Research Grant

2011 AOM Best Papers Proceedings, OMT Division

2010-2012 Alvin J. Siteman (1948) Career Development Chair

2009 AOM Best Papers Proceedings, OMT Division

2008 Hicks Memorial Fellowship for academic achievement, Ross School of Business

2007 Stark Fellowship for academic excellence, Ross School of Business

2006 William Thomas Leabo Memorial Award for academic achievement, Ross School of Business  
2003-2004 Sigma Iota Rho, member of the National Honor Society of academic excellence  
1998-2000 Lester B. Pearson United World College Scholarship, Canada

## **INVITED SEMINAR PRESENTATIONS**

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**2023:** Singapore Management University; Columbia; IESE; ESADE, Utrecht University; Copenhagen Business School

**2022:** Aalborg University, Rotterdam School of Management, INSEAD (Strategy)

**2021:** ESSEC, HKUST (Strategy), Brigham Young University (Strategy), University of Southern Denmark

**2020:** University of Minnesota (Strategy), Washington University (Strategy), University of Maryland (Strategy), Imperial College (Management)

**2019:** University Carlos III of Madrid, Wharton (Entrepreneurship); SKEMA

**2018:** IESE (Strategy), Norwegian School of Management (Strategy), Bocconi (Strategy), HEC (Strategy), Cass Business School, Singapore Management School

**2017:** Duke, Berkeley (Organizational Behavior), INSEAD (Entrepreneurship), University of Frankfurt, Copenhagen Business School, University of Michigan (Strategy), University of Lugano, IE Madrid, RE-ASA Conference McGill University (Keynote speaker)

**2016:** Drexel University (Strategy), Hong Kong Polytechnic, Wharton (Entrepreneurship), University of North Carolina (Strategy), Berkeley (School of Engineering), Boston University (Strategy), London School of Economics (Management), London Business School (Strategy and Entrepreneurship), University College London (Strategy and Entrepreneurship), Imperial College (Strategy and Entrepreneurship)

**2015:** Boston University (Strategy), Columbia Business School, National University of Singapore (Strategy), Washington University (Strategy), National University of Singapore (Strategy)

**2013:** MIT TIES Seminar, MIT Economic Sociology, NBER Research Productivity Lunch, London Business School (Strategy and Entrepreneurship), McGill University (Organization Behavior)

**2012:** London Business School (Strategy and Entrepreneurship), Harvard, MIT Economic Sociology, Nova, University of Lisbon (Strategy), ESSEC, (Strategy), Bocconi University (Strategy), MIT Economic Sociology Working Group,

**2010:** MIT Sloan School of Management (Strategy & Entrepreneurship), INSEAD (Entrepreneurship), Harvard Business School (Entrepreneurship & Organizational Behavior), Washington University (Organizational Behavior), University of Chicago (Organizations and Markets), Wharton (Entrepreneurship), McGill University (Strategy), Dartmouth (Strategy), London Business School (Strategy), IESE (Entrepreneurship & Strategy), Lausanne (Strategy), RSM (Strategy and Innovation), University College London (Entrepreneurship and Innovation), UTSA (Strategy)

## **PROFESSIONAL SERVICE**

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### **Editorial Service:**

Associate Editor, *Administrative Science Quarterly*, 2021-present

Co-editor, *Organization Science Special Issue on Experiments in Organization Theory*, 2019-2022  
Associate Editor, *Management Science*, 2019-2021  
Associate Editor, *Organization Science*, 2017-2021  
Editorial Board Member, *Administrative Science Quarterly*, 2017-2021  
Editorial Board Member, *Academy of Management Review*, 2017-present  
Editorial Board Member, *Strategic Management Journal*, 2015-present

### **Conference Leadership & Invited Activities:**

- MIT Sloan Management Review: Invited Strategy Forum Panelist
- Elected Competitive Strategy Program Chair for Strategic Management Society (SMS), 3-year term, 2021-present
- Elected Representative-at-Large OMT Division AoM, 3-year term, 2018-2021
- Invited Faculty for INFORMS Organization Science Dissertation Competition: Dissertation Competition Judge, 2020
- Invited Faculty for STR Junior Paper Development Workshop Organizer, 2020, 2021, 2022
- Invited Faculty for TIM Junior Paper Development Workshop, 2018-2019
- Invited Faculty for STR Women Networking Event, 2022
- Facilitator for career and research advice for students and faculty at multiple conference consortia & workshops, including AOM and SMS.

### **Internal Service:**

Fourth Year Promotion Committee Head, 2022  
Wheeler Institute Representative, 2021-present  
Internal Conference Organizer, 2021  
Ethics Committee, LBS, 2021-present  
PhD Admission Committee, 2018-2020  
Internal Seminar Series Organizer, LBS, 2018-2021  
Sumantra Ghoshal Conference Organizer, LBS, 2018  
Second-Year Paper Committee Member, LBS, 2017-2021  
General Exam Committee Member, MIT Sloan 2014, 2016  
MIT Reappointment Committee, 2015  
TIES Faculty Search Committee, 2012, 2013  
CCC Doctoral Student Conference Discussant, 2012  
TIES Seminar Organizer, 2011-2012  
MIT ILP (Industrial Liaison Program) Speech, 2012  
HBS-MIT Strategy Conference Organizer, 2011  
MIT Reappointment Committee, 2010-2011  
Economic Sociology PhD Admissions Committee, 2009-2010  
UROP Research Program, 2009-present  
MIT Sloan PhD Student Selection, TIES, 2010  
Co-organized Academy of Management PDW, Negotiating Your First Job, Philadelphia, 2007  
Management & Organizations Ph.D. Admissions Committee, 2005

### **DOCTORAL ADVISING**

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Liinus Hietaniemi (LBS; Advisor & Chair, expected 2022)  
Divya Saxena (LBS; Committee Member, expected 2023)  
Keunwoo (Eric) Jeong (LBS, Advisor)  
Mimansa Bairathi (LBS, Committee Member: expected 2022)  
Sukhun Kang (LBS; Committee Member, placement: UC Santa Barbara)  
Kevin Chuah (LBS, Committee Member, placement: Northeastern University)  
Sayam Sarkar (LBS, Committee Member, placement: HKUST)  
Aldona Kapacinskaite (LBS, Committee Member, placement: Bocconi)

Kira Choi (LBS, Committee Member, placement: EM Lyon)  
Jorge Guzman (MIT, Committee Member, placement: Columbia)

## **SELECTED MEDIA MENTIONS AND PODCASTS**

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- Bloomberg: [Female Bosses Face a New Bias: Employees Refusing to Work Overtime](#)
- The Times: [Career Cost of Entrepreneurship for those seeking re-employment](#)
- Fortune: [VCs may not be as Biased as You Think](#)
- Forbes: [When do Artists Make Good Entrepreneurs?](#)
- NPR Podcast: [We Don't Hang out with Our Co-workers](#)
- OMT Podcast: [Olenka Kacperczyk: Her Gems of Advice for Early-Stage Academics](#)
- London Business School Podcast: [The Power of Purposeful Business](#)
- London Business School Think: [Why Female Entrepreneurs are Missing out on Funding?](#)
- London Business School Think: [The Founding Penalty](#)

## **TEACHING**

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### **MBA, Exec MBA and Masters Courses:**

Managing Growing Business (MBA Elective), London Business School

Strategic Agility (MBA Elective), London Business School

Strategic Management (EMBA Core), London Business School

Nominated for the Best EMBA Professor Award, 2020

Strategic Analysis (Masters of Management Core), London Business School, Imperial College

Enterprise Management (MBA elective), MIT Sloan School of Management

Competitive Strategy (MBA elective), MIT Sloan School of Management

Corporate Entrepreneurship Strategies for Technology-Based New Management

Business Development (MBA elective), MIT Sloan School of Management

### **Doctoral Courses:**

Advanced Topics in Strategy, Imperial College

Innovation and Entrepreneurship, London Business School

Research Design, London Business School

Organizations & Environments MIT Sloan School of Management

Corporate Sustainability, MIT Sloan School of Management

## **REFEREED CONFERENCE PRESENTATIONS**

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**2021:** Wharton People and Organizations Conference; Academy of Management, Lake Tahoe  
Entrepreneurship Conference

**2020:** Wharton People and Organizations Conference; Academy of Management

**2019:** Wharton People and Organizations Conference, Economic Sociology Conference (Emory),

Academy of Management (Boston)

**2018:** Wharton People and Organizations Conference, Doriot Entrepreneurship Conference at INSEAD, Economic Sociology Conference (Duke-UNC), Academy of Management, SMS Paris, EGOS Conference (Tallinn)

**2017:** RE-ASA Conference McGill University, Academy of Management, Wharton People and Organizations Conference, Entrepreneurship Doriot Conference at INSEAD, Work and Organizations Workshop IE Business School, Conference on Inequality at HEC, Georgetown Economic Sociology Conference

**2016:** Conference on Organizations with Purpose at LBS, SMS in Rome, Organization Ecology Workshop, Ghoshal Conference, LBS, Alliance for Research on Corporate Sustainability, Kauffman Emerging Scholars Conference, Academy of Management

**2015:** Darden/Cambridge Entrepreneurship Conference, Wharton People and Organizations Conference, Academy of Management, Harvard Business School Global Strategy and Innovation Conference

**2014:** Duke Strategy Conference, Yale Easy Conference, Wharton People and Organizations Conference, Academy of Management, West Coast Research Symposium in Seattle

**2013:** Wharton People and Organizations Conference, INFORMS Conference, DRUID Conference, Barcelona, Annual Meetings of the Academy of Management, NYU Economic Sociology Conference

**2012:** West Coast Research Symposium, Los Angeles, Organizational Learning Conference, Asilomar, CA., Annual Meetings of the Academy of Management, Boston

**2011:** Annual Meetings of the Strategic Management Society, Miami, HBS-MIT Strategy Conference, Cambridge, American Sociological Association Annual Meeting, Las Vegas, Annual Meetings of the Academy of Management, San Antonio

**2010:** INSEAD Conference on Network Evolution. Annual Meetings of the Academy of Management, Montreal, American Sociological Association Annual Meeting, Atlanta

**2009:** Annual Meetings of the Academy of Management, Chicago

**2008:** Annual Meetings of the Academy of Management, Anaheim

**2007:** Annual Meetings of the Academy of Management, Philadelphia