

ALEKSANDRA (OLENKA) KACPERCZYK

London Business School
Strategy and Entrepreneurship
<http://olenkak.com>
E-mail: okacperczyk@london.edu

EMPLOYMENT

London Business School

On leave from LBS to Imperial College, September 2022-present
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

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'Etudes Politiques de Paris, France

One year study program, 2003

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

International Baccalaureate, 2000

RESEARCH INTERESTS

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

PUBLICATIONS

1. Yang, T., **Kacperczyk, A.**, Naldi, L. The Motherhood Wage Penalty and Female Entrepreneurship. *ORGANIZATION SCIENCE* (2022): Forthcoming
2. **Kacperczyk, A.**, Younkin, P., Rocha, V., Do Employees Work Less for Female Leaders? A Multi-Method Study of Entrepreneurial Firms *ORGANIZATION SCIENCE* (2022): Forthcoming

3. Sevcenko, V., Wu, L., **Kacperczyk, A.**, Ethiraj, S., Surplus Division between Labor and Capital: A Review and Research Agenda *ACADEMY OF MANAGEMENT ANNALS* (2022):16(1): 334-390:
4. Castellaneta, F., Gottschalg, O., **Kacperczyk, A.**, Wright., M. Experience as Dr. Jekyll and Mr. Hyde: performance outcome delays in the private equity context *JOURNAL OF MANAGEMENT* (2022): 59(6): 1359-1385 (authors contributed equally)
5. Conti, R., **Kacperczyk, A.**, Valentini, G., Institutional Protection of Minority Employees and Entrepreneurship: Evidence from the LGBT Employment Non-Discrimination Acts *STRATEGIC MANAGEMENT JOURNAL* (2021): 43(4): 758–791 (authors contributed equally)
 - Best Entrepreneurship Paper Award Winner (Academy of Management, OMT), 2018
6. **Kacperczyk, A.**, Younkin, P. A Founding Penalty: Evidence from an audit study on gender, entrepreneurship, and future employment *ORGANIZATION SCIENCE* (2021): 33(2): 716-745 (authors contributed equally)
7. Castellaneta, F., Conti R., **Kacperczyk, A.** The (Un)intended Consequences of Lowering Entry Barriers: Evidence from Entry Deregulation Reform in Portugal *STRATEGIC MANAGEMENT JOURNAL* (2020): 41(7): 1274-1304 (authors contributed equally)
8. Campero, A., **Kacperczyk, A.** Asymmetric gender homophily in the startup labor market *ADVANCES IN STRATEGIC MANAGEMENT* (2020) 41: 329-359
9. Rider, C., Thompson, P., **Kacperczyk, A.**, Tag, J., Experience and entrepreneurship: A career transition perspective *INDUSTRIAL AND LABOR RELATIONS REVIEW* (2019): 72(5): 1149-1181.
 - Labor and Employment Relations Association (LERA) Competitive Paper, 2017
10. Flammer, C., **Kacperczyk, A.** 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 (authors contributed equally)
 - Academy of Management Best Papers Proceedings, BPS Division, 2016
11. Guzman, J., **Kacperczyk, A.**, Gender Gap in Entrepreneurship (with Jorge Guzman) *RESEARCH POLICY* (2019) 48(7):1666-1680 (authors contributed equally)
 - Academy of Management Showcase Symposium in ENT, OMT, and BPS Divisions –
 - 138 media mentions including Yahoo Finance, Seeking Alpha
12. Albert, K., Galperin R., **Kacperczyk, A.** 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 (authors contributed equally)
 - Labor and Employment Relations Association (LERA) Competitive Paper, 2017
 - Industry Studies Association Best Conference Paper in the Innovation and Entrepreneurship Runner Up, 2019
13. **Kacperczyk, A.**, Balachandran, C., Vertical and horizontal wage dispersion and mobility outcomes: Evidence from the Swedish microdata *ORGANIZATION SCIENCE* (2018): 29(1): 17-38 (authors contributed equally)
14. **Kacperczyk, A.**, Younkin P., 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 (authors contributed equally)
 - Academy of Management Best Papers in Entrepreneurship Nominee, OMT, 2015

15. Castellaneta, F., Conti, R., **Kacperczyk, A.** 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 (authors contributed equally)
16. **Kacperczyk, A.**, Marx, M. Revising the small firm effect on entrepreneurship: Evidence from dissolutions *ORGANIZATION SCIENCE* (2016): 27(4): 893-910 (authors contributed equally)
17. Hahl, O., **Kacperczyk, A.**, Davis, J. Knowledge asymmetry and disintermediation in brokerage: Linking network perception to structural holes and performance *STRATEGIC ORGANIZATION* (2016) 14(2):118-143.
 - Academy of Management Best Papers Proceedings, OMT Division, 2013
18. Flammer, C., **Kacperczyk, A.** The impact of stakeholder orientation on innovation: Evidence from a natural experiment *MANAGEMENT SCIENCE* (2015): 62(7):1982-2001 (authors contributed equally)
 - 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. **Kacperczyk, A.**, Beckman, C., Moliterno, T. Disentangling risk and change: Internal and external social comparison in the mutual fund industry *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. **Kacperczyk, A.** 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. **Kacperczyk, A.** 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. **Kacperczyk, A.** 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

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

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. Startup Misconduct (with Salem Alsanousi)
10. Status Reversal and Transition into Entrepreneurship
11. 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

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

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 Pandy 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

2023: Singapore Management University; Columbia Business School; IESE (Entrepreneurship); Utrecht University; Copenhagen Business School, HEC Paris; ESADE; University of Liverpool

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

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

Divya Saxena (LBS; Committee Member, expected 2023)
Keunwoo (Eric) Jeong (LBS, Advisor)
Salem Alsanousi (LBS, Advisor)

Alicia Rolino (LBS Advisor)
Liinus Hietaniemi (LBS; Advisor & Chair, placement: IESE)
Mimansa Bairathi (LBS, Committee Member: expected 2022)
Sukhun Kang (LBS; Committee Member, placement: UC Santa Barbara)
Kevin Chuah (LBS, Committee Member, placement: Northeastern University)
Sayan 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

- Bloomberg: [Female Bosses Face a New Bias: Employees Refusing to Work Overtime](#)
- PRN Newswire Faace: [Why More Female Founders Are Turning to Crowdfunding](#)
- 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 Academy of Management 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

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

REFEREED CONFERENCE PRESENTATIONS

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