

**ALEKSANDRA (OLENKA) KACPERCZYK**

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

**EMPLOYMENT**

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**London Business School**

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

**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'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**

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

**PUBLICATIONS**

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- 1) Kacperczyk, A., Younkin, P. A Founding Penalty: Evidence from an audit study on gender, entrepreneurship, and future employment. *Organization Science*.
- 2) Castellaneta, F., Conti, R., Kacperczyk. (2020). The (Un)intended Consequences of Lowering Entry Barriers: Evidence from Entry Deregulation Reform in Portugal (Authors listed alphabetically) [Strategic Management Journal Vol \(41\):7. p. 1274-1304.](#)

- 3) Campero, S., Kacperczyk, A. (2020). Asymmetric Homophily in the Startup Labor Market. Advances in [Strategic Management, 41, p. pp. 329-359.](#)
- 4) Rider, C., Thompson, P., Kacperczyk, A. (2019). Tåg J. Experience and Entrepreneurship: A career transition perspective. [ILR Review 72\(5\): 1149-81.](#)
  - 2017 Labor and Employment Relations Association (LERA) Competitive Paper
- 5) Flammer, C., Kacperczyk, A. (2019). Corporate social responsibility as a defense against knowledge spillovers: Evidence from the inevitable disclosure doctrine (Authors listed alphabetically) [Strategic Management Journal \(available online March, 2019\)](#)
  - Academy of Management Best Papers Proceedings, BPS Division, 2016
- 6) Guzman, J., Kacperczyk, (2019). A. Gender Gap in Entrepreneurship. [Research Policy 48\(7\), 1666-1680.](#)
  - Academy of Management Showcase Symposium in ENT, OMT, and BPS Divisions
  - Generated 138 [media mentions](#) including Yahoo Finance, Seeking Alpha
- 7) Albert, K., Galperin, R., Kacperczyk, A. (2019). Occupational licensure and entrepreneurs: The case of tax preparers in the U.S. (Authors listed alphabetically), [ILR Review, 72\(5\): 1149-81.](#)
  - 2017 Labor and Employment Relations Association (LERA) Competitive Paper
  - 2019 Industry Studies Association Best Conference Paper in the Innovation and Entrepreneurship Runner Up
- 8) Kacperczyk, A., Bachalandran, C. (2018). Vertical and Horizontal Wage Dispersion and Mobility Outcomes: Evidence from the Swedish Microdata. [Organization Science, Vol 29:1 p 17-38](#)
- 9) Kacperczyk, A., Younkin, P. (2017). The Paradox of Breadth: The Tension between Experience and Legitimacy in the Transition to Entrepreneurship. [Administrative Science Quarterly Vol 62:4 p 731-764](#)
  - Academy of Management Best Papers in Entrepreneurship Nominee, OMT, 2015
  - Media mentions: [Forbes](#)
- 10) Castellaneta, F., Conti, R., Kacperczyk, A. (2016). Money Secrets: How do Trade Secrets Affect Firm Value? Evidence from a Quasi-Natural Experiment. (Authors listed alphabetically) [Strategic Management Journal, 38:4, 834-853](#)
- 11) Kacperczyk, A., Marx, M. (2016). Revising the Small Firm Effect on Entrepreneurship: Evidence from Dissolutions. (Authors listed alphabetically) [Organization Science Vol 27:4 p 893-910.](#)
- 12) Hahl, O., Kacperczyk, A., Davis, J. (2016). Knowledge Asymmetry and Disintermediation in Brokerage: Linking Network Perception to Structural Holes and Performance. [Strategic Organization, 14:2, 118-143](#)
  - Academy of Management Best Papers Proceedings, OMT Division, 2013
- 13) Flammer, C., Kacperczyk, A. (2015). The Impact of Stakeholder Orientation on Innovation: Evidence from the Natural Experiment. (Authors listed alphabetically) [Management Science Vol 62:7 p 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

- 14) Kacperczyk, A., Beckman C., Moliterno, T. (2015). Disentangling Risk and Change: Internal and External Social Comparison in the Mutual Fund Industry. [Administrative Science Quarterly 60\(2\):228-262.](#)
  - Strategic Management Society Annual International Conference Best Conference Paper Nominee and Best Practice Implications Nominee; Interviewed by [ASQ Blog](#)
- 15) Kacperczyk, A. (2013). Social Influence and Entrepreneurship: The Effect of University Peers on Entrepreneurial Entry. [Organization Science 24\(3\): 664-683.](#)
  - Academy of Management Best Papers Proceedings, OMT Division, 2009
- 16) Kacperczyk, A. (2012). Opportunity Structures in Established Firms: Entrepreneurship versus Intrapreneurship in Mutual Funds. [Administrative Science Quarterly 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](#)
- 17) Kacperczyk, A. (2009). With Greater Power Comes Greater Responsibility. Takeover Protections and Corporate Attention to Stakeholders. [Strategic Management Journal 30\(3\): 261-285.](#)

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

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- Yang T., Kacperczyk, A., Minority Entrepreneurship and Alternative Opportunities inside Established Organizations (R&R at *Organization Science* requested)
- Rocha, V., Kacperczyk, A. When does Entrepreneurship Increase Community Integration? (R&R at *Organization Science* requested)
- 2019 AOM Best Entrepreneurship Paper Award Winner (OMT)
- Castellaneta, F., Gottschlag, O., Kacperczyk, A., Wright, M. The Advantages of Complete and Negative Performance Feedback: Evidence from Private Equity Backed Buyouts. (Authors listed alphabetically) (R&R requested at *Journal of Management*)
- Castellaneta, F., Conti, R, and Kacperczyk. Entrepreneurship and Inequality: The Role of Incumbent Firms (under review)
- Conti, R., Kacperczyk, A., Valentini, G. Discrimination and Entrepreneurship: Evidence from the LGBT Rights Laws (Authors listed alphabetically) (under review)
- 2018 AOM Best Entrepreneurship Paper Award Winner (OMT)
- Kacperczyk, A., Younkin, P., Rocha, V. Employee Bias and Startup Performance. (under review)
- Yang, T., Kacperczyk, A., Naldi, L. The Career Antecedents of Female Entrepreneurship
- Hietaniemi, L., Santamaria, S., Kacperczyk A., and Peltonen, J. Entrepreneurial Hiring Strategies in Standalone and Portfolio Ventures.
- 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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- The Social Cost of Female Entrepreneurship (with Tiantian Yang and Liinus Hietaniemi)

The Political Origins of Gender Inequality (with Sukhun Kang and Yongpaik Park)

Status Reversal and Transition into Entrepreneurship

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

The impact of Entrepreneurship on Careers (with Matthew Bidwell and Ethan Mollick)

## **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 PRESENTATIONS**

**\* denotes papers presented by a co-author**

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**2021:** ESSEC (scheduled); HKUST (scheduled)

**2020:** University of Minnesota (Strategy), Washington University (Strategy), University of

Maryland (Strategy), Imperial College (Management)

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

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

**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:** University of Maryland, (Strategy)\*, 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,

**2011:** University of Michigan (Strategy)\*, University of Toronto (Strategy)\*, University of California, Riverside\*

**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)

## **REFEREED CONFERENCE PRESENTATIONS**

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**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 (Talinn)

**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

## TEACHING

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Managing Growing Venture (MBA Elective), London Business School

Strategic Agility (MBA Elective), London Business School

Strategic Management (EMBA Core), London Business School

Strategic Management (Masters of Management Core), London Business School

Research Design, PhD course, London Business School

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

15.369 Corporate Entrepreneurship Strategies for Technology-Based New Management

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

15.342 Organizations & Environments (PhD Seminar), MIT Sloan School of Management:

15.830 Enterprise Management (Strategy Consultant), 2013-present

15.S67 Corporate Sustainability (PhD Seminar), 2013

MO 300, Behavioral Theory in Management (required BBA course), Ross School of Business, 2007:

## PROFESSIONAL SERVICE

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Internal Seminar Series Organizer, LBS, 2018-present

INFORMS Organization Science Dissertation Competition (Judge), 2020  
Co-editor, *Organization Science Special Issue on Experiments in Organization Theory*, 2019-2020  
Associate Editor, *Management Science*, 2019-present  
Associate Editor, *Organization Science*, 2017-present  
Editorial Board Member, *Administrative Science Quarterly*, 2017-present  
Editorial Board Member, *Academy of Management Review*, 2017-present  
Editorial Board Member, *Strategic Management Journal*, 2015-present

Elected Associate Program Chair for the Competitive Strategy Interest Group (Strategic Management Society, 3-year term)  
Junior Faculty Consortium Organization, *Academy of Management*, 2019-present  
STR Junior Paper Development Workshop Organizer  
Representative-at-Large (3-year appointment), *Academy of Management*, 2018-present  
Sumantra Ghoshal Conference Organizer, LBS, 2018  
Second-Year Paper Committee Member, LBS, 2017-2020  
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

## DISSERTATION COMMITTEES

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**Not yet graduated:** Liinus Hietaniemi (Strategy and Entrepreneurship, LBS), Mimansa Bairathi (Marketing LBS)

**2020:** Sayan Sarkar (Strategy and Entrepreneurship, LBS; first job at HKUST);  
Aldona Kapacinskaite (Strategy and Entrepreneurship, LBS); Kira Choi (Strategy and Entrepreneurship, LBS)

**2016:** Jorge Guzman (MIT Sloan, first job at Columbia Business School)