

**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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- Raffaele Conti, Aleksandra Kacperczyk, Giovanni Valentini (2021), Institutional Protection of Minority Employees and Entrepreneurship: Evidence from the LGBT Employment Non-Discrimination Acts. Strategic Management Journal. Forthcoming.
  - Best Entrepreneurship Paper Award Winner (Academy of Management, OMT), 2018

- Aleksandra Kacperczyk, Peter Younkin (2021), A Founding Penalty: Evidence from an audit study on gender, entrepreneurship, and future employment. Organization Science. DOI: orsc.2021.1456.
- Francesco Castellaneta, Raffaele Conti, Aleksandra Kacperczyk (2020), The (Un)intended Consequences of Lowering Entry Barriers: Evidence from Entry Deregulation Reform in Portugal. Strategic Management Journal 41(7): 1274-1304.
- Santiago Campero, Aleksandra Kacperczyk (2020), Asymmetric gender homophily in the startup labor market. In D. Tzabbar and B. Cirillo (Eds.), Employee Inter- and Intra-Firm Mobility: Taking stock of what we know, identifying novel insights and setting a theoretical and empirical agenda. Advances in Strategic Management vol. 41, pp. 329-359. Emerald Publishing Limited
- Christopher Rider, Peter Thompson, Aleksandra Kacperczyk (2019), Experience and entrepreneurship: A career transition perspective. Industrial and Labor Relations Review 72(5): 1149-1181.
  - Labor and Employment Relations Association (LERA) Competitive Paper, 2017
- Caroline Flammer, Aleksandra Kacperczyk (2019), Corporate social responsibility as a defense against knowledge spillovers: Evidence from the inevitable disclosure doctrine. Strategic Management Journal 40(8): 1243-1267.
  - Academy of Management Best Papers Proceedings, BPS Division, 2016
- Jorge Guzman, Aleksandra Kacperczyk (2019), Gender Gap in Entrepreneurship. Research Policy 48(7), 1666-1680.
  - Academy of Management Showcase Symposium in ENT, OMT, and BPS Divisions –
  - 138 media mentions including Yahoo Finance, Seeking Alpha
- Kyle W. Albert, Roman V. Galperin, Aleksandra Kacperczyk (2019), Occupational licensure and entrepreneurs: The case of tax preparers in the U.S. Industrial and Labor Relations Review 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
- Aleksandra Kacperczyk, Chanchal Bachalandran (2018), Vertical and horizontal wage dispersion and mobility outcomes: Evidence from the Swedish microdata. Organization Science, 29(1): 17-38.
- Aleksandra Kacperczyk, Peter Younkin (2017), The paradox of breadth: The tension between experience and legitimacy in the transition to entrepreneurship. Administrative Science Quarterly 62(4): 731-764.
  - Academy of Management Best Papers in Entrepreneurship Nominee, OMT, 2015
  - Media mentions: Forbes
- Francesco Castellaneta, Raffaele Conti, Aleksandra Kacperczyk (2016), Money secrets: How do trade secrets affect firm value? Evidence from a quasi-natural experiment. Strategic Management Journal 38(4): 834-853.
- Aleksandra Kacperczyk, Matt Marx (2016), Revising the small firm effect on entrepreneurship: Evidence from dissolutions. Organization Science 27(4): 893- 910
- Oliver Hahl, Aleksandra Kacperczyk, Jason P. Davis (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
- Caroline Flammer, Aleksandra Kacperczyk (2015), The impact of stakeholder orientation on innovation: Evidence from a natural experiment. Management Science 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
- Aleksandra Kacperczyk, Christine M. Beckman, Thomas P. Moliterno (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
- Aleksandra Kacperczyk (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
- Aleksandra Kacperczyk (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
- Aleksandra Kacperczyk (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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- Vera Rocha, Aleksandra Kacperczyk, When does Entrepreneurship Increase Community Integration? (R&R at Organization Science requested)
  - AOM Best Entrepreneurship Paper Award Winner (OMT), 2019
- Aleksandra Kacperczyk, Peter Younkin, Vera Rocha, Female Leaders and Employee Effort: A Multi-method Study of Entrepreneurial Firms. (R&R at Organization Science requested)
- Liinus Hietaniemi, Simone Santamaria, Aleksandra Kacperczyk, Juhana Peltonen. Entrepreneurial Hiring Strategies in Standalone and Portfolio Ventures (R&R at Strategic Management Journal requested)
- Francesco Castellaneta, Oliver Gottschlag, Aleksandra Kacperczyk, Michael Wright. The Advantages of Complete and Negative Performance Feedback: Evidence from Private Equity Backed Buyouts. (R&R requested at Journal of Management)
- Campero S., Kacperczyk A. Deceptive Self-Presentation in Job Search.
- Francesco Castellaneta, Raffaele Conti, Aleksandra Kacperczyk. Entrepreneurship and Inequality: The Role of Incumbent Firms
- Tiantian Yang, Aleksandra Kacperczyk, A, Minority Entrepreneurship and Alternative Opportunities inside Established Organizations
- Tiantian Yang, Aleksandra Kacperczyk, Lucia Naldi, L. The Career Antecedents of Female Entrepreneurship

- 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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- Francesco Castellaneta, Raffaele Conti, Aleksandra Kacperczyk. Female Employment in Startups
- 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

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

**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, 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*, 2019-2021
- 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:**

INFORMS Organization Science Dissertation Competition:

- Dissertation Competition Judge, 2020

Strategic Management Society (SMS):

- Associate Program Chair for the Competitive Strategy Interest Group, 2021-present
- Academy of Management (AoM):
- Representative-at-Large, Organized Junior Faculty Consortium, 2018-2021
  - STR Junior Paper Development Workshop Organizer, 2020
  - Facilitator for career and research advice for students and faculty at multiple conference consortia & workshops, including AOM and SMS.

### **Internal Service:**

- 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)
- Sukhun Kang (LBS; Committee Member, expected 2023)
- Divya Saxena (LBS; Committee Member, expected 2023)
- Mimansa Bairathi (LBS, Committee Member: expected 2022)
- Kevin Chuah (LBS, Committee Member: expected 2021)
- 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)

### **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
  - Nominated for the Best EMBA Professor Award, 2020
  - 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:

## **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