

ALEKSANDRA (OLENKA) KACPERCZYK

London Business School
Strategy and Entrepreneurship
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EMPLOYMENT

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-present

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) Castellaneta, F., Conti, R., Kacperczyk. The (Un)intended Consequences of Lowering Entry Barriers: Evidence from Entry Deregulation Reform in Portugal (Authors listed alphabetically) *Strategic Management Journal*
- 2) Campero, S., Kacperczyk, A. Asymmetric Homophily in the Startup Labor Market. *Advances in Strategic Management*, (forthcoming)

- 3) Rider, C., Thompson, P., Kacperczyk, A., Tåg J. Experience and Entrepreneurship: A career transition perspective. **ILR Review** (*forthcoming*)
 - 2017 Labor and Employment Relations Association (LERA) Competitive Paper
- 4) Flammer, C., Kacperczyk, A. 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
- 5) Guzman, J., Kacperczyk, A. Gender Gap in Entrepreneurship. **Research Policy** (*forthcoming*)
 - Academy of Management Showcase Symposium in ENT, OMT, and BPS Divisions
 - Generated 138 [media mentions](#) including Yahoo Finance, Seeking Alpha
- 6) Albert, K., Galperin, R., Kacperczyk, A. Occupational licensure and entrepreneurs: The case of tax preparers in the U.S. (Authors listed alphabetically), **ILR Review** (*forthcoming*)
 - 2017 Labor and Employment Relations Association (LERA) Competitive Paper
 - 2019 Industry Studies Association Best Conference Paper in the Innovation and Entrepreneurship Runner Up
- 7) 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](#)
- 8) 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](#)
- 9) 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](#)
- 10) 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](#).
- 11) 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
- 12) 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
- 13) 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](#)

- 14) 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
- 15) 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](#)
- 16) 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 (UNDER REVIEW)

Yang T., Kacperczyk, A., Minority Entrepreneurship and Alternative Opportunities inside Established Organizations (R&R at *Organization Science* requested)

Kacperczyk, A., Younkin, P. The Illegitimacy Premium. The effect of entrepreneurship on the future employment of women (R&R at *Organization Science* requested)

Conti, R., Kacperczyk, A., Valentini, G. Discrimination and Entrepreneurship: Evidence from the LGBT Rights Laws (Authors listed alphabetically) (R&R at *Organization Science* requested, 1st round; revision resubmitted)

- 2018 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 *Academy of Management Journal*, 1st round)

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.)

WORKING PAPERS (IN PROGRESS)

Yang, T., Kacperczyk, A., Naldi, L. The Career Antecedents of Female Entrepreneurship

The Social Consequences of Female Entrepreneurship (with Tiantian Yang and Lucia Naldi)

Kacperczyk, A., Younkin, P., Rocha, V. Employee Bias and Startup Performance.

Kacperczyk, A., Rocha V., The Impact of Entrepreneurship on Community Integration: Evidence from a Quasi-Natural Experiment.

- 2019 AOM Best Entrepreneurship Paper Award Winner (OMT)

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

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**

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

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 Reserach 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

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

Associate Editor, *Organization Science Special Issue on Experiments in Organization Theory*, 2019

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

Junior Faculty Consortium Organization, *Academy of Management*, 2019-present

STR Junior Paper Development Workshop Organizer

Elected OMT Representative-at-Large, *Academy of Management*, 2018-present

Sumantra Ghoshal Conference Organizer

General Exam Committee Member, 2014, 2016
MIT Reappointment Committee, 2015
TIES Recruiting 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, 2009-2010
UROB 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
