

MABEL ABRAHAM

Columbia Business School
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EMPLOYMENT

Columbia Business School, New York, NY

Assistant Professor of Management, Management Division July 2015 - present

EDUCATION

Massachusetts Institute of Technology, Sloan School of Management, Cambridge, MA

PhD, Management 2015

SM, Management Research 2013

Providence College

BA, Mathematics (*magna cum laude*) 2003

RESEARCH INTERESTS

Economic Sociology, Entrepreneurship, Gender, Labor Markets, Social Networks, Stratification and Inequality

PUBLICATIONS

Abraham, M., and Burbano, V. Congruence between Leadership Gender and Organizational Claims Affects the Gender Composition of the Applicant Pool: Field Experimental Evidence. (*Conditionally Accepted*)

Abraham, M. 2020. Gender Role Incongruity and Audience-based Gender Bias: The Case of Resource Exchange among Entrepreneurs. *Administrative Science Quarterly* 65(1): 151-180.

- 2018 Wharton People Analytics Research Paper Competition (*third place winner*)
- 2015 Louis R. Pondy Best Dissertation Paper, Organization and Management Theory Division of the Academy of Management (*winner*)
- William H. Newman Award for Best Paper Based on a Dissertation, Academy of Management (*nominee*)

Botelho, T., and **Abraham, M.** 2017. Pursuing Quality: How Uncertainty Magnifies Double Standards in a Multistage Evaluation Process. *Administrative Science Quarterly* 62(4): 698-730.

- *Mark Granovetter Award for Best Article in Economic Sociology, 2018 (Runner-up)*
- *Select Media Coverage: Bloomberg, New York Post, Quartz, Rotman Institute for Gender + the Economy, Yale Insights*

Abraham, M. 2017. Pay Formalization Revisited: Considering the Effects of Manager Gender and Discretion on Closing the Wage Gap. *Academy of Management Journal*. 60: 29-54.

- *Select Media Coverage: Wall Street Journal, Forbes, Society for Human Resource Management*

RESEARCH IN PROGRESS

Pike, B., Wald, K., **Abraham, M.**, Galinsky, A. Gender Parity in Running for Office: Female and Male Elected Officials Run for Higher Office at Equivalent Rates. Working Paper.

Abraham, M., Burbano, V., Carter, J. The Effect of Diversity Claims Decoupling. Working Paper.

Abraham, M., Song, J. From Self-Diagnoses to Change: Organizational Narratives and the Gender Pay Gap. Preparing Manuscript.

Abraham, M., and Botelho, T. Inequality and Compensation. Preparing Manuscript.

Abraham, M., and Botelho, T. Understanding the Labor Market for Entrepreneurs. Data Analysis.

Abraham, M., De Vaan, M., and Wang, D. Social comparison in tie-formation: Which reference groups are relevant? Data Collection.

OTHER PUBLICATIONS

Botelho, Tristan L. and **Mabel Abraham.** 2017. "Objective Performance Metrics Are Not Enough to Overcome Gender Bias." *Harvard Business Review*.

Botelho, Tristan L. and **Mabel Abraham.** 2017. "To Overcome Gender Bias, Objective Performance Metrics are Not Enough." *London School of Economics Business Review*.

INVITED PRESENTATIONS

- 2019** Carnegie Mellon University, Tepper School of Business, Organizational Behavior and Theory Seminar; Yale University, School of Management, Organizational Behavior Seminar
- 2018** University of Toronto, Rotman School of Management, Strategy Department; MIT, Sloan School of Management, Economic Sociology Seminar; University of Maryland, Robert H. Smith School of Business, Entrepreneurship Conference (*presenter and invited panelist*)
- 2017** University of Pennsylvania, Wharton School, Management Department
- 2016** New York University, Stern School of Business, Complex Organizations Workshop; Princeton University, Sociology Department, Center for Study of Social Organization; Columbia University, Columbia Business School, Eugene Lang Entrepreneurship Center, Entrepreneurial Research Showcase
- 2015** University of Chicago, Booth School of Business, Organizations and Markets Group; Harvard Business School, Entrepreneurship Unit
- 2014** Harvard University, Economic Sociology Seminar; Kauffman Emerging Scholars Conference; Rutgers Business School, Management & Global Business Area; Columbia University, Graduate School of Business, Management Division; Stanford University, Graduate School of Business, Organizational Behavior Area; Washington University, Olin Business School, Organizational Behavior Area; Northwestern University, Kellogg School of Management, Management and Organizations Department; University of Maryland, Robert H. Smith School of Business, Management and Organization Department

CONFERENCE PRESENTATIONS

- 2020** Academy of Management*; Bernstein Research Symposium*; Wharton People and Organizations Conference*
- 2019** INFORMS College of Organization Science Program, Seattle, WA; Academy of Management, Boston, MA; Economic Sociology Conference, Emory University, Atlanta, GA; Society for the Advancement of Socio-Economics Conference, New York, NY; New York Times: New Rules Summit, Brooklyn, NY; Financial Times Women at the Top Conference, New York, NY; United Nations Commission on the Status of Women, New York, NY; Strategy Science Conference*, Salt Lake City, UT; Alliance for Research on Corporate Sustainability*, Chapel Hill, NC; Strategic Management Society Conference*, Minneapolis, MN

- 2018** Stanford University, Graduate School of Business, Hiring Conference; INFORMS College of Organization Science Program, Phoenix, AZ; Wharton People and Organizations Conference, Philadelphia, PA; American Sociological Association Annual Meeting, Philadelphia, PA; Junior Faculty Organization Theory Conference, Columbia University, New York, NY
- 2016** Junior Faculty Organization Theory Conference, Carnegie Mellon University, Pittsburgh, PA; Academy of Management, Anaheim CA
- 2015** INFORMS Annual Meeting, Philadelphia PA; Wharton People and Organizations Conference, Philadelphia PA; Academy of Management, Vancouver Canada; American Sociological Association, Chicago IL
- 2014** American Sociological Association, San Francisco CA; Academy of Management, Philadelphia PA; American Economic Association, Philadelphia PA
- 2013** INFORMS Annual Meeting, Minneapolis MN; Academy of Management, Orlando FL
- 2012** Academy of Management, Boston MA
- 2011** American Sociological Association, Las Vegas NV
- 2010** Annual meetings of the European Group for Organization Studies, Lisbon, Portugal; American Sociological Association, Atlanta GA; Eastern Sociological Society, Boston MA

**denotes presentations by collaborators*

AWARDS AND GRANTS

- 2019** Sanford C. Bernstein Center for Ethics and leadership Grant, Columbia Business School, \$10,000
- 2018** **Runner-up**, Mark Granovetter Award for Best Article in Economic Sociology
Third Place, Wharton People Analytics Research Paper Competition
- 2015** Provost's Small Grants Program for Junior Faculty, Columbia Business School \$25,000
- Winner**, Louis R. Pondy Best Dissertation Paper, OMT Division, Academy of Management
- Nominee**, William H. Newman Award for Best Paper Based on a Dissertation, Academy of Management
- Runner-up**, MIT Sloan School of Management Doctoral Thesis Prize

- 2014 Winner**, Dissertation Proposal Competition, INFORMS/Organization Science
American Association of University Women American Fellowship, \$20,000
- 2013** OMT Doctoral Consortium Dissertation Workshop, Academy of Management
- 2012** Kauffman Dissertation Fellowship, \$20,000
MOC/OMT Doctoral Student Consortium, Academy of Management

TEACHING

Organizational Theory PhD Elective, Columbia GSB

Elective PhD seminar in organizational theory (*Fall 2019*)

Power, Influence, and Networks, Columbia GSB

MBA elective course (*Fall 2019 4.8/5; Spring 2018 4.7/5; Spring 2017 4.4/5; Spring 2016, 4.7/5*)

Organizational Theory PhD Course, Columbia GSB

PhD seminar in organizational theory (*Fall 2015; Fall 2018*)

PhD Management Proseminar

PhD seminar (*Fall 2016*)

PHD STUDENT ADVISING

Jenna Song (Management, Dissertation Committee Member)

Alessandro Piazza (Management, Dissertation Committee Member, Jones Graduate School of Business, Rice University)

UNIVERSITY AND PROFESSIONAL SERVICE

Columbia Business School, Columbia University

PhD Committee Member, 2019-present

Faculty Search Committee, OT Group, Management Division, 2019-20

Faculty Liaison for Research Coordinator, 2017-present

Co-organizer, Management Division Seminar, 2017-present

Lecturer in Columbia-Harlem Small Business Development Center (various programs), 2018-present

Presenter, Bernstein Center, *Under The Tree Series: Using Power Ethically with Professor Mabel Abraham*

Faculty Search Committee, OT Group, Management Division, 2016

Ad Hoc Reviewer

Academy of Management Journal, Administrative Science Quarterly, American Journal of Sociology, American Sociological Review, Journal of Management Studies, Management Science, Organization Science, Organizational Behavior and Human Decision Processes

Other

Executive Committee of the INFORMS Organization Science Section, 2017-present
Conference Reviewer & Service: *Academy of Management Annual Meetings*
Organizer, MIT Sloan School of Management Organizations Studies Group Seminar, 2010-2011

PRIOR PROFESSIONAL EXPERIENCE

Fidelity Investments

Project Manager, Providence, RI	2006 - 2008
Senior Risk Analyst, Jersey City, NJ	2005 - 2006
Actuarial Analyst, Marlborough, MA	2003 - 2005

Outside Activities – None