

# MABEL ABRAHAM

Columbia Business School  
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New York, New York 10027

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## ACADEMIC APPOINTMENTS

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### **Columbia Business School, New York, NY**

Barbara and Meyer Feldberg Associate Professor of Business (*w/out tenure*) 2021 -  
Assistant Professor of Management 2015 - 2021

## EDUCATION

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### **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

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

## PUBLICATIONS

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

**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.

- 2021 Mark Granovetter Award for Best Article in Economic Sociology (Runner-up)
- 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.

- 2018 Mark Granovetter Award for Best Article in Economic Sociology (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

## **PAPERS UNDER REVIEW AND RESEARCH IN PROGRESS**

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

**Abraham, M.**, and Botelho, T. Status and Compensation (*working paper - preparing for submission*)

**Abraham, M.**, Weisshaar, K. From Self-Diagnoses to Change: Organizational Narratives and the Gender Pay Gap (*finalizing analysis*)

**Abraham, M.**, Burbano, V., Carter, J. The Effect of Diversity Claims Decoupling (*finalizing analysis*)

**Abraham, M.**, Mobasser, S., Linos, E. Formal and Informal Workplace Networks (*data analysis*)

**Abraham, M.**, and Botelho, T, Carter, C. Downstream Effects of Evaluator Placement (*data collection*)

**Abraham, M.**, and Botelho, T. Understanding the Labor Market for Entrepreneurs (*data collection*)

**Abraham, M.**, Mobasser, S. Workplace Sanctions and Inequality (*data collection*)

## **OTHER PUBLICATIONS**

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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**

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- 2021** Northwestern University, Kellogg School of Management; University of California – Berkeley, Haas School of Business; University of Michigan, Ross School of Management
- 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

(† denotes scheduled presentations)

## **CONFERENCE PRESENTATIONS**

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- 2021** Academy of Management; Wharton People and Organizations Conference
- 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**

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- 2021 Runner-up**, Mark Granovetter Award for Best Article in Economic Sociology
- 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**

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### **Power, Influence, and Networks, Columbia GSB**

MBA elective course *(2016 – 2021)*

### **Organizational Theory PhD Elective, Columbia GSB**

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

### **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**

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

## **UNIVERSITY AND PROFESSIONAL SERVICE**

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### **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

### **Professional Service**

Executive Committee of the INFORMS Organization Science Section, 2017-2020

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*

Conference Reviewer & Service: *Academy of Management Annual Meetings*

Organizer, MIT Sloan School of Management Organizations Studies Group Seminar, 2010-2011

### **PRIOR PROFESSIONAL EXPERIENCE**

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#### **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*