

# MABEL ABRAHAM

Columbia Business School  
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## EMPLOYMENT

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

Assistant Professor of Management, Management Division July 2015 - present

## 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, Social Networks, Stratification and Inequality

## PUBLICATIONS

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

- 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. *Forthcoming, 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**

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**Abraham, M.**, and Burbano, V. The Importance of Gender Congruence in Corporate Social Responsibility: Field Experimental Evidence of Applicant Interest. Working Paper.

Pike, B., Wald, K., **Abraham, M.**, Galinsky, A. Women Don't Run? Gender and Experience Interact to Predict Political Candidate Emergence. Working Paper.

**Abraham, M.**, and Botelho, T. Unpacking the Boundary Conditions and Heterogeneous Effects of Homophily. Working Paper.

**Abraham, M.**, Botelho, T., Oh, J. Human Capital and Entrepreneurship. Data Collection.

**Abraham, M.**, Song, J. Understanding Gender Pay Inequity. Data Collection.

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

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- 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
- 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

## **AWARDS AND GRANTS**

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- 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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### **Organizational Theory PhD Course, Columbia GSB**

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

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

MBA elective course (*Spring 2016, 4.7/5; Spring 2017 4.4/5; Spring 2018 4.8/5 & 4.6/5*)

### **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**

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 Theory 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

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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*