

# MABEL ABRAHAM

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## EMPLOYMENT

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2015 **Columbia University, Columbia Business School**  
Assistant Professor of Management  
Management Division

## EDUCATION

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2015 **Massachusetts Institute of Technology, Sloan School of Management**  
PhD, Management  
Dissertation: *Understanding the role of evaluators for gender inequality: Essays on how gender influences assessments of men and women across three empirical contexts*  
Committee: Emilio Castilla, Roberto Fernandez (chair), Ray Reagans, Susan Silbey

2013 **Massachusetts Institute of Technology, Sloan School of Management**  
SM, Management Research  
Thesis: *Does having women in positions of power reduce gender inequality in organizations? A direct test*

2003 **Providence College**  
BA, Mathematics (*magna cum laude*)

## RESEARCH

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### Publications

**Abraham, M.** Pay Formalization Revisited: Considering the Effects of Manager Gender and Discretion on Closing the Wage Gap.  
*Stage: Forthcoming, Academy of Management Journal*

Botelho, T., and **Abraham, M.** Pursuing Quality: How Uncertainty Magnifies Double Standards in a Multistage Evaluation Process.  
*Stage: Forthcoming, Administrative Science Quarterly*

## Papers Under Review

**Abraham, M.** Explaining unequal returns to social capital among entrepreneurs.

*Stage: Revise and Resubmit, Administrative Science Quarterly*

- *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)*

## Working Papers

**Abraham, M.,** and Botelho, T. Network Sources of Disadvantage among Entrepreneurs.

*Stage: Preparing manuscript*

**Abraham, M.** Seeing Dollar Signs: How accurate are entrepreneurs in assessing the value of their social ties and does it matter?

*Stage: Data Analysis*

**Abraham, M.** and Botelho, T. Network Goals and Accessing Resources.\*

*Stage: Data Analysis*

*\*denotes equal authorship*

## Refereed Presentations

2016 **Abraham, M.** and Tristan Botelho. Network Sources of Gender Differences in Entrepreneurial Outcomes. Academy of Management, Anaheim CA.

2015 Botelho, T. and **Abraham, M.** Pursuing Quality: How Uncertainty Magnifies Double Standards in a Multistage Evaluation Process. INFORMS, Philadelphia PA. \*

**Abraham, M.** and Tristan Botelho. Understanding resource exchange within entrepreneur networks: Generalized versus reciprocal exchange. Wharton People and Organizations Conference, Philadelphia PA.

**Abraham, M.** Explaining unequal returns to social capital among entrepreneurs. Academy of Management, Vancouver Canada.

- *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)*

**Abraham, M.** The Role of Evaluators for Gender Inequality in Networks and Markets. In symposium: Modern Sexism at the Top: Gender Discrimination in High Echelon Roles (Chairs Jennifer A. Chatman and Laura Kray). Academy of Management, Vancouver Canada.

Botelho, T. and **Abraham, M.** Naming your daughter Jack: The effect of gender in the evaluation process within a competitive market. American Sociological Association, Chicago IL. \*

- 2014 Botelho, T. and **Abraham, M.** Lack of Information or Bias? Unpacking the role of gender in evaluation. American Sociological Association, San Francisco CA. \*
- Abraham, M.** Preferring John over Jane: Explaining unequal returns to social capital among entrepreneurs. American Sociological Association, San Francisco CA.
- Botelho, T. and **Abraham, M.** Lack of Information or Bias? Unpacking the role of gender in evaluation. Academy of Management, Philadelphia PA. \*
- Abraham, M.** The importance of female managerial discretion for closing the gender pay gap. American Economic Association, Philadelphia PA.
- 2013 **Abraham, M.** You Get What You Give, or Do You? A Comparison of Resource Sharing among Male and Female Entrepreneurs. INFORMS, Minneapolis MN.
- Abraham, M.** You Get What You Give, or Do You? A Comparison of Resource Sharing among Male and Female Entrepreneurs. Academy of Management, Orlando FL.
- 2012 **Abraham, M.** Women in Charge: The Impact of Female Managers on Gender Inequality. Academy of Management, Boston MA.
- 2011 **Abraham, M.** Women in Charge: Female Managers and Gender Inequality. American Sociological Association, Las Vegas NV.
- Fernandez, R. and **Abraham, M.** Glass Ceilings and Glass Doors: Internal and External Hiring in an Organizational Hierarchy. American Sociological Association, Las Vegas NV.
- 2010 Fernandez, R. and **Abraham, M.** Gender Sorting Into an Organizational Hierarchy. Annual meetings of the European Group for Organization Studies, Lisbon, Portugal.\*
- Fernandez, R. and **Abraham, M.** From Metaphors to Mechanisms: Gender Sorting Into an Organizational Hierarchy. American Sociological Association, Atlanta GA.\*
- Abraham, M.** Women Helping Other Women? Female Managers and Gender Inequality. Eastern Sociological Society, Boston MA.

*\*denotes work presented by a coauthor*

### **Invited Talks**

- 2014-15 **Abraham, M.** Explaining unequal returns to social capital among entrepreneurs.
- Harvard-MIT Economic Sociology Seminar, October
  - Kauffman Emerging Scholars Conference, October
  - Rutgers Business School, Management & Global Business Area, November
  - Columbia Business School, Management Division, November
  - Stanford University, Graduate School of Business, Organizational Behavior Area, November
  - Washington University, Olin Business School, Organizational Behavior Area, November

Northwestern University, Kellogg School of Management, Management and Organizations Department, December

University of Maryland, Robert H. Smith School of Business, Management and Organization Department, December

University of Chicago, Booth School of Business, Organizations and Markets Group, January

Harvard Business School, Entrepreneurship Unit, January

2011 **Abraham, M.** Women in Charge: The Impact of Female Managers on Gender Inequality. Harvard-MIT Economic Sociology Seminar, Cambridge MA.

2010 Fernandez, R. and **Abraham, M.** From Metaphors to Mechanisms: Gender Sorting Into an Organizational Hierarchy. Department of Economics, University of Utrecht, Netherlands.\*

**Abraham, M.** Women Helping Other Women: Female Managers and Gender Inequality. MIT Organization Studies Seminar, Cambridge MA.

*\*denotes work presented by a coauthor*

#### **HONORS, AWARDS AND GRANTS**

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2015 Provost's Small Grants Program for Junior Faculty, Columbia Business School \$25,000

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*

MIT Sloan School of Management Doctoral Thesis Prize, *2nd place*

2014 Dissertation Proposal Competition, INFORMS/Organization Science, *Winner*  
American Association of University Women American Fellowship, \$20,000

2013 OMT Doctoral Consortium Dissertation Workshop, Academy of Management *Accepted Participant*

2012 Kauffman Dissertation Fellowship \$20,000

MOC/OMT Doctoral Student Consortium, Academy of Management *Accepted Participant*

2009 – present MIT Sloan Doctoral Fellowship

2008 MIT Presidential Fellowship Award

## TEACHING

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### **PhD Management Proseminar**

PhD seminar introducing students to the research conducted by Columbia GSB faculty.  
Fall 2016

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

MBA elective course providing students with a set of tools for understanding and managing power and political dynamics within and across organizations.  
Spring 2016, 4.7/5

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

PhD seminar in organizational theory offered to first-year PhD students.  
Fall 2015

### **Managerial Psychology, MIT Sloan School of Management**

Graduate and undergraduate case-method course in organizational behavior for graduate students  
*Responsible for developing syllabus, planning lecture, delivering case-method lecture in weekly section, grading and advising graduate and undergraduate students from departments across MIT.*

Fall 2011  
Fall 2012  
Fall 2013  
Fall 2014  
Spring 2015

### **Research Methods, Sloan School of Management**

PhD course in research design  
*Responsible for assisting in planning lecture, contributing to class discussion, grading and advising PhD students on their research proposals and designs.*  
Fall 2013

### **Choicepoints, Sloan School of Management**

MBA course in leadership and decision making  
*Responsible for contributing to class discussion, grading and advising Sloan Fellows MBA students.*  
Spring 2012  
Spring 2013

## SERVICE AND PROFESSIONAL MEMBERSHIPS

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### **Ad hoc Reviewer**

*Administrative Science Quarterly, American Journal of Sociology*

### **Conference Reviewer & Service**

*Academy of Management Annual Meetings, OMT and GDO*

### **Professional Memberships**

*Academy of Management, American Sociological Association*

**Other**

*MIT Sloan School of Management Organizations Studies Group Seminar Organizer (2010 -11)*

**OTHER PROFESSIONAL EXPERIENCE**

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2006 - 2008	Fidelity Investments <i>Project Manager</i>	Providence, RI
2005 - 2006	Fidelity Investments <i>Sr. Risk Analyst</i>	Jersey City, NJ
2003 - 2005	Fidelity Investments <i>Actuarial Analyst</i>	Marlborough, MA