

MABEL ABRAHAM

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ACADEMIC APPOINTMENTS

Columbia Business School, New York, NY

Barbara and Meyer Feldberg Associate Professor of Business	2021 –
Faculty Leader, The Sanford C. Bernstein & Co. Center for Leadership and Ethics	
Academic Advisory Council Member, ERA Project, Columbia Law School	
Assistant Professor of Management	2015 – 2021
<i>(Clock stopped three times for parental and medical leaves)</i>	

EDUCATION

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

PhD, Management	2015
SM, Management Research	2013

Providence College, Providence, RI

BA, Mathematics (<i>magna cum laude</i>)	2003
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RESEARCH INTERESTS

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

PUBLICATIONS

1. **Abraham, M.**, Botelho, T., Carter, J. 2025. [\(Not\) Getting What You Deserve: How Misrecognized Evaluators Reproduce Misrecognition in Peer Evaluations](#). *American Sociological Review*.
– 2024 [Best Paper Proceedings Academy of Management](#)
2. **Abraham, M.**, Botelho, T., Lamont-Dobbin, G. 2024. [The \(Re\)Production of Inequality in Evaluations: A Unifying Framework Outlining the Drivers of Gender and Racial Differences in Evaluative Outcomes](#). *Research in Organizational Behavior*.
3. Wald, K., **Abraham, M.**, Pike, B., and Galinsky, A. 2024. [Gender Differences in Climbing up the Ladder: Why Experience Closes the Ambition Gender Gap](#). *Psychological Science*.
– 2019 [Best Paper Proceedings Academy of Management](#)
4. **Abraham, M.**, and Burbano, V. 2022. [Congruence between Leadership Gender and Organizational Claims Affects the Gender Composition of the Applicant Pool: Field Experimental Evidence](#). *Organization Science* 33(1): 393-413.
– 2022 *ONE and Network for Business Sustainability Research Impact on Practice Award, Finalist*
– 2019 [Best Paper Proceedings Academy of Management](#)
5. **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*
– 2021 *ASQ virtual special issue recognizing best papers on mechanisms of gender inequality*
– 2018 *Wharton People Analytics Research Paper Competition, Third-place Winner*
– 2015 *Best Paper Proceedings Academy of Management*
– 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*

6. 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
 - 2015 Best Paper Proceedings Academy of Management
7. **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.

PAPERS UNDER REVIEW AND WORKING PAPERS

8. White, M., **Abraham, M.**, Matz, S. Inclusivity and Psychologically (Un)Safe Teams: The Risks of Non-Inclusive Team Members and the Power of Organizational DEI Claims. (*revise and resubmit, Organization Science*)
 - 2024 [Best Paper Proceedings Academy of Management](#)
9. **Abraham, M.**, and Botelho, T. Status and Compensation (*reject and resubmit, Strategic Management Journal*)
 - 2022 [Best Paper Proceedings Academy of Management](#)
10. Mobasser, S., **Abraham, M.**, and Linos, E. Intraorganizational Networks: Evidence from a Large Organization. (*equal authorship; under review, Administrative Science Quarterly*)
 - 2025 Wharton People Analytics Research Paper Competition, Finalist
11. **Abraham, M.**, Bond, B. Performance Evaluations in BioPharma. (*preparing for submission, American Sociological Review*)
12. **Abraham, M.**, Bailey, E., Mobasser, S. Responses to Workplace Misconduct Accusations. (*revising manuscript*)
13. Carter, J., **Abraham, M.**, Burbano, V., McMahon, C. The Effect of Diversity Claims Decoupling. (*revising manuscript*)

WORK IN PROGRESS

14. **Abraham, M.**, Botelho, T., Carter, J. Misrecognition and Demographic Characteristics
15. **Abraham, M.**, Weisshaar, K. Organizational Narratives and the Gender Pay Gap.
16. **Abraham, M.**, Brown, D. Evaluations of Remote Work: Field Experimental Evidence
 - 2024 RSF Presidential Research Grant

OTHER PUBLICATIONS

Abraham, Mabel. 2020. [“Uncovering the Drivers of Gender Inequality.”](#) *Columbia Business School Ideas at Work*

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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| 2025 | Harvard Business School, Organizational Behavior Unit; Michigan State University, School of Human Resources and Labor Relations |
| 2024 | Brown University, Mathematics Department; Boston University, Questrom School of Business; Northeastern University, D'Amore-McKim School of Business |
| 2023 | Cornell University, Management and Organizations Research Day (keynote presentation); University of British Columbia, Sauder School of Business; Dartmouth University, Tuck School of Business |
| 2022 | University of Maryland, Robert H. Smith School of Business; Washington University in St. Louis, Olin School of Business; Harvard Business School, Strategy Unit |
| 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
- 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

(includes scheduled)

CONFERENCE PRESENTATIONS & INVITED SESSIONS

- 2025** Winter Strategy Conference (invited discussant), Brigham Young University; Gender Conference, Harvard Business School; Gender and Business Conference (invited panelist and presenter), Indiana University; Academy of Management; American Sociological Association Annual Meeting
- 2024** Economic Sociology Conference, Rice University; Bernstein Research Symposium, Columbia Business School; Wharton People and Organizations Conference; Smith Entrepreneurship Research Conference (invited discussant and panelist), University of Maryland; Sociological Science Conference, Duke University; Academy of Management; American Sociological Association Annual Meeting
- 2023** Madrid Work and Organizations Conference (keynote), IESE Business School, Keynote Speaker; Academy of Management; Harvard Business School, Gender Conference; International Network of Analytical Sociologists Annual Conference
- 2022** Berkeley Culture Conference; Academy of Management; Wharton People and Organizations Conference; Bernstein Research Symposium, Columbia Business School
- 2021** Academy of Management; Wharton People and Organizations Conference
- 2020** Academy of Management; Bernstein Research Symposium, Columbia Business School; 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; Smith Entrepreneurship Research Conference (*presenter and invited panelist*), University of Maryland; 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

Updated April 2025

- 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

(includes scheduled)

AWARDS AND GRANTS

- 2025** [Thinkers50 Radar List of 30 Thinkers to Watch](#)
Finalist, Wharton People Analytics Research Paper Competition
- 2024** [Russell Sage Foundation Presidential Research Grant, \\$50,000](#)
AOM Best Paper Proceedings (x2)
- 2023** Best Symposium Award, Organization and Management Theory Section, Academy of Management
- 2022** Finalist, ONE and Network for Business Sustainability Research Impact on Practice Award
The Sanford C. Bernstein & Co. Center for Leadership and Ethics Grant, Columbia Business School, \$10,000
The Jerome A. Chazen Institute for Global Business Research Grant, Columbia Business School, \$9,750
AOM Best Paper Proceedings
Best Reviewer Award, Academy of Management Discoveries
- 2021** Runner-up, Mark Granovetter Award for Best Article in Economic Sociology
- 2019** The Sanford C. Bernstein & Co. Center for Leadership and Ethics Grant, Columbia Business School, \$10,000
AOM Best Paper Proceedings (x2)
- 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
AOM Best Paper Proceedings (x2)
- 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

Columbia Business School, Columbia University

Power, Influence, and Networks, *MBA elective course (since 2016)*

Updated April 2025

Special Topics in Organizational Theory, *PhD seminar (Fall 2019; Spring 2022; Fall 2024)*
Organizational Theory PhD Course, *PhD seminar (Fall 2015; Fall 2018)*
PhD Management Proseminar, *PhD seminar (Fall 2016; guest lecturer ongoing since 2017)*

PHD STUDENT ADVISING

Michael White (Management, Dissertation Committee Member, ABD)
James Carter (Management, Dissertation Committee Member, ILR School, Cornell University)
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 –
Academic Advisory Council Member, ERA Project, Columbia Law School, 2020 –
Faculty Search Committee, Strategy Group, Management Division, 2022 – 23
Board of Faculty Leaders, The Sanford C. Bernstein & Co. Center for Leadership and Ethics, 2021 – present
Faculty Search Committee, OT Group, Management Division, 2019 – 20
Faculty Liaison for Research Coordinator, 2017 – 2024
Co-organizer, Management Division Seminar, 2017 – 2020
Lecturer in Columbia-Harlem Small Business Development Center (various programs), 2018 – present
Presenter, Bernstein Center, *Under The Tree Series: Using Power Ethically*, 2019
Faculty Search Committee, OT Group, Management Division, 2016

Professional Service

Editorial Review Board Member, Organization Science, 2024 –
Editorial Review Board Member, Administrative Science Quarterly, 2021 –
Committee Member, Administrative Science Quarterly Award for Scholarly Contribution, 2022
Executive Committee of the INFORMS Organization Science Section, 2017-2020
Member Independent Task Force on Workplace Gender Discrimination and Harassment, UNICEF, 2018-2019
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, Strategic Management Journal
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