

ALEKSANDRA (OLENKA) KACPERCZYK

London Business School
Strategy and Entrepreneurship
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EMPLOYMENT

London Business School

Full Professor in Strategy and Entrepreneurship, January 2021-present

On leave from LBS to Imperial College, September 2022-2023

Associate Professor in Strategy and Entrepreneurship (with tenure), January 2017-2020

MIT Sloan School of Management, Cambridge, MA

Associate Professor, July 2014-2017

Fred Kayne (1960) Career Development Professor of Entrepreneurship

Assistant Professor, July 2010-June 2014

Alvin J. Siteman (1948) Career Development Professor of Entrepreneurship

Assistant Professor, July 2009-July 2010

Technological Innovation, Entrepreneurship, & Strategic Management

EDUCATION

University of Michigan, Ann Arbor, MI

Ph.D. in Management & Organizations, 2009

Dissertation Title: "Inside or Outside? The Social Mechanisms of Entrepreneurship Choices: Evidence from the Mutual Fund Industry."

Committee: Gerald F. Davis (chair), Mark S. Mizruchi, Michael Jensen, Kathleen M. Sutcliffe

Mount Holyoke College, South Hadley, MA

B.A. *magna cum laude, honors*, 2004

Institut d'Etudes Politiques de Paris, France

One year study program, 2003

Lester B. Pearson United World College of the Pacific, Canada

International Baccalaureate, 2000

RESEARCH INTERESTS

Entrepreneurship, Labor Markets, Strategic Human Capital, Inequality, CSR

PUBLICATIONS

1. Yang, T., **Kacperczyk, A.** Racial Gap in Entrepreneurship and Alternative Opportunities Inside Established Organizations. *STRATEGIC MANAGEMENT JOURNAL*: Forthcoming

2. Campero, S., **Kacperczyk, A.** Network Referrals and the Self-Presentation in the Labor Market. *ORGANIZATION SCIENCE*: Forthcoming
3. Hietaniemi, L., Santamaria, S., **Kacperczyk, A.**, Peltonen, J. Human Resource Redeployability and Entrepreneurial Hiring Strategy (2023). *STRATEGIC MANAGEMENT JOURNAL*: Forthcoming
4. Yang, T., **Kacperczyk, A.**, Naldi, L. The Motherhood Wage Penalty and Female Entrepreneurship. *ORGANIZATION SCIENCE* (2023): Forthcoming
5. **Kacperczyk, A.**, Younkin, P., Rocha, V., Do Employees Work Less for Female Leaders? A Multi-Method Study of Entrepreneurial Firms *ORGANIZATION SCIENCE* (2023): Forthcoming
6. Sevcenko, V., Wu, L., **Kacperczyk, A.**, Ethiraj, S., Surplus Division between Labor and Capital: A Review and Research Agenda *ACADEMY OF MANAGEMENT ANNALS* (2022):16(1): 334-390:
7. Castellaneta, F., Gottschalg, O., **Kacperczyk, A.**, Wright., M. Experience as Dr. Jekyll and Mr. Hyde: performance outcome delays in the private equity context *JOURNAL OF MANAGEMENT* (2022): 59(6): 1359-1385 (authors contributed equally)
8. Conti, R., **Kacperczyk, A.**, Valentini, G., Institutional Protection of Minority Employees and Entrepreneurship: Evidence from the LGBT Employment Non-Discrimination Acts *STRATEGIC MANAGEMENT JOURNAL* (2021): 43(4): 758–791 (authors contributed equally)
 - Best Entrepreneurship Paper Award Winner (Academy of Management, OMT), 2018
9. **Kacperczyk, A.**, Younkin, P. A Founding Penalty: Evidence from an audit study on gender, entrepreneurship, and future employment *ORGANIZATION SCIENCE* (2021): 33(2): 716-745 (authors contributed equally)
 - Runner-up for Best OMT Paper published in 2022 (5 papers nominated in total)
10. Castellaneta, F., Conti R., **Kacperczyk, A.** The (Un)intended Consequences of Lowering Entry Barriers: Evidence from Entry Deregulation Reform in Portugal *STRATEGIC MANAGEMENT JOURNAL* (2020): 41(7): 1274-1304 (authors contributed equally)
11. Campero, A., **Kacperczyk, A.** Asymmetric gender homophily in the startup labor market *ADVANCES IN STRATEGIC MANAGEMENT* (2020) 41: 329-359
12. Rider, C., Thompson, P., **Kacperczyk, A.**, Tag, J., Experience and entrepreneurship: A career transition perspective *INDUSTRIAL AND LABOR RELATIONS REVIEW* (2019): 72(5): 1149-1181.
 - Labor and Employment Relations Association (LERA) Competitive Paper, 2017
13. Flammer, C., **Kacperczyk, A.** Corporate social responsibility as a defense against knowledge spillovers: Evidence from the inevitable disclosure doctrine (with Caroline Flammer) *STRATEGIC MANAGEMENT JOURNAL* (2019): 40(8): 1243-1267 (authors contributed equally)
 - Academy of Management Best Papers Proceedings, BPS Division, 2016
14. Guzman, J., **Kacperczyk, A.**, Gender Gap in Entrepreneurship (with Jorge Guzman) *RESEARCH POLICY* (2019) 48(7):1666-1680 (authors contributed equally)
 - Academy of Management Showcase Symposium in ENT, OMT, and BPS Divisions –
 - 138 media mentions including Yahoo Finance, Seeking Alpha
15. Albert, K., Galperin R., **Kacperczyk, A.** Occupational licensure and entrepreneurs: The case of tax preparers in the U.S. (with Kyle Albert, and Roman Galperin) (2019) *INDUSTRIAL AND LABOR RELATIONS REVIEW* (2019) 72(5): 1149–1181 (authors contributed equally)

- Labor and Employment Relations Association (LERA) Competitive Paper, 2017
 - Industry Studies Association Best Conference Paper in the Innovation and Entrepreneurship Runner Up, 2019
16. **Kacperczyk, A.**, Balachandran, C., Vertical and horizontal wage dispersion and mobility outcomes: Evidence from the Swedish microdata *ORGANIZATION SCIENCE* (2018): 29(1): 17-38 (authors contributed equally)
 17. **Kacperczyk, A.**, Younkin P., The paradox of breadth: The tension between experience and legitimacy in the transition to entrepreneurship (with Peter Younkin). *ADMINISTRATIVE SCIENCE QUARTERLY* (2017) 62(4): 731-764 (authors contributed equally)
 - Academy of Management Best Papers in Entrepreneurship Nominee, OMT, 2015
 18. Castellaneta, F., Conti, R., **Kacperczyk, A.** Money secrets: How do trade secrets affect firm value? Evidence from a quasi-natural experiment (with Francesco Castellaneta and Raffaele Conti) *STRATEGIC MANAGEMENT JOURNAL* (2016): 38(4): 834-853 (authors contributed equally)
 19. **Kacperczyk, A.**, Marx, M. Revising the small firm effect on entrepreneurship: Evidence from dissolutions *ORGANIZATION SCIENCE* (2016): 27(4): 893-910 (authors contributed equally)
 20. Hahl, O., **Kacperczyk, A.**, Davis, J. Knowledge asymmetry and disintermediation in brokerage: Linking network perception to structural holes and performance *STRATEGIC ORGANIZATION* (2016) 14(2):118-143.
 - Academy of Management Best Papers Proceedings, OMT Division, 2013
 21. Flammer, C., **Kacperczyk, A.** The impact of stakeholder orientation on innovation: Evidence from a natural experiment *MANAGEMENT SCIENCE* (2015): 62(7):1982-2001 (authors contributed equally)
 - Winner of the BPS Division Glueck Best Paper Award (600+ submissions), Academy of Management, 2014
 - Academy of Management Best Papers Proceedings, BPS Division, 2014
 22. **Kacperczyk, A.**, Beckman, C., Moliterno, T. Disentangling risk and change: Internal and external social comparison in the mutual fund industry *ADMINISTRATIVE SCIENCE QUARTERLY* (2015): 60(2):228-262.
 - Strategic Management Society Annual International Conference Best Conference Paper Nominee and Best Practice Implications Nominee; Interviewed by ASQ Blog
 23. **Kacperczyk, A.** Social influence and entrepreneurship: The effect of university peers on entrepreneurial entry *ORGANIZATION SCIENCE* (2013): 24(3): 664-683.
 - Academy of Management Best Papers Proceedings, OMT Division, 2009
 24. **Kacperczyk, A.** Opportunity structures in established firms: Entrepreneurship versus intrapreneurship in mutual funds. *ADMINISTRATIVE SCIENCE QUARTERLY* (2012): 57(3): 484-521.
 - Included in Editor's Choice Collection, Administrative Science Quarterly, one of 8 key articles on Mobility and Entrepreneurship; Interviewed by ASQ Blog
 25. **Kacperczyk, A.** With greater power comes greater responsibility: Takeover protections and corporate attention to stakeholders. *STRATEGIC MANAGEMENT JOURNAL* (2009): 30(3): 261-285.

WORKING PAPERS OR PAPERS UNDER REVIEW

1. When does Entrepreneurship Increase Community Integration? (with Vera Rocha)

- AOM Best Entrepreneurship Paper Award Winner (OMT), 2019
- 2. Entrepreneurship and Inequality: The Role of Incumbent Firms (with Francesco Castellaneta and Raffaele Conti) (R&R requested)
- 3. Gender Gap in Startup Hiring (with Francesco Castellaneta and Raffaele Conti) (R&R requested)
- 4. Muddying the Waters: The Threat of Human Capital Loss and Strategic Reduction of Employee Visibility (with Eric Jeong)
 - Academy of Management Best Papers Proceedings, OMT Division, 2022
- 5. Kacperczyk, A. "Female Entrepreneurship and Alternative Opportunities Inside an Established Firm." Academy of Management Best Papers Proceedings, OMT Division, 2013; Best Paper Award at Druid Conference Nominee, 2013; Best Paper out of Dissertation Nominee, Academy of Management, OMT, 2013

OTHER PUBLICATIONS

1. Kacperczyk, A., 2023. Gender Gap in Entrepreneurship. *Palgrave Encyclopaedia of Private Equity*.
2. How VCs Can Help Startups Set (and Meet) ESG Goals. (with Luisa Alemany and Ioannis Ioannou) *HARVARD BUSIENSS REVIEW* (2022): Jan. 06
3. The Silver Lining for Female Founders. (with Peter Younkin) *HARVARD BUSIENSS REVIEW* (2021): 99(2): 22-24

HONORS AND GRANTS

2023 Best OMT Paper published in 2022, Runner-Up (5 papers nominated in total)

2020 3 Million Swedish Krona Grant to study female entrepreneurship in Rwanda awarded by Formas (Research Council for Sustainable Development in Sweden). Project in collaboration with Chalmers University of Technology in Sweden.

2019 AOM Best Entrepreneurship Paper Award Winner (OMT)

2018 AOM Best Entrepreneurship Paper Award Winner (OMT)

2018 AOM Best Papers Proceedings, OMT Division

2016 AOM Best Papers Proceedings, BPS Division

2016 OMT, ENT, BPS Showcase Symposium of Gender Inequality in Entrepreneurship

2015 OMT Division Best Paper in Entrepreneurship Nominee, Academy of Management Annual Meetings

2014 Winner of the BPS Division Best Paper Award (1/+600 submissions), AOM

2014 Associate Professor (without tenure), MIT Sloan School

2013 Kauffman Foundation Junior Faculty Fellowship in Entrepreneurship Research (7 recipients)

2013 Administrative Science Quarterly Editor's Choice Collection: one of 8 key articles on Mobility and Entrepreneurship

2013 Academy of Management Pondy Best Paper Based on a Dissertation Finalist (4 finalists)

2013 DRUID Best Paper Finalist (4 finalists)

2013 AOM Best Papers Proceedings, OMT Division

2012 Strategic Management Society Annual International Conference Best Conference Paper Nominee

2012 Strategic Management Society Annual International Conference Best Practice Implications Nominee

2011-2012 MIT Sloan, Junior Faculty Research Grant

2011 AOM Best Papers Proceedings, OMT Division

2010-2012 Alvin J. Siteman (1948) Career Development Chair

2009 AOM Best Papers Proceedings, OMT Division
2008 Hicks Memorial Fellowship for academic achievement, Ross School of Business
2007 Stark Fellowship for academic excellence, Ross School of Business
2006 William Thomas Leabo Memorial Award for academic achievement, Ross School of Business
2003-2004 Sigma Iota Rho, member of the National Honor Society of academic excellence
1998-2000 Lester B. Pearson United World College Scholarship, Canada

INVITED SEMINAR PRESENTATIONS AND CONFERENCES

2024: Kellogg Business School (Management); HKUST (Strategy); Cornell University; Wharton (Management); Rotterdam School of Management; EM Lyon

2023: Columbia Business School (Management); IESE (Entrepreneurship); Singapore Management University; Utrecht University; Copenhagen Business School, HEC Paris (Organizational Behavior); ESADE (Strategy & Entrepreneurship); SKEMA Mobility Conference, AOM, SMS; Aalborg University Conference, Wharton People and Organizations Conference; Imperial College Strategy and Entrepreneurship Conference, CCC, Responsible Research Network (INSEAD), Experiments in Organization Theory Organization Science Conference (Organizer)

2022: Aalborg University, INSEAD (Strategy); BAIC Bocconi Conference, Experiments in Organization Theory Pre-Conference (Organizer), AoM, SMS

2021: ESSEC (Strategy), HKUST (Strategy), Brigham Young University (Strategy), University of Southern Denmark; Wharton People and Organizations Conference; Academy of Management, Lake Tahoe Entrepreneurship Conference

2020: University of Minnesota (Strategy), Washington University (Strategy), University of Maryland (Strategy), Imperial College (Management); Strategy, Innovation and Entrepreneurship seminar (virtual), Wharton People and Organizations Conference; Academy of Management

2019: University Carlos III of Madrid, Wharton (Entrepreneurship); Wharton People and Organizations Conference, Economic Sociology Conference (Emory), Academy of Management, BAIC Bocconi Conference

2018: IESE (Strategy), Norwegian School of Management (Strategy), Bocconi (Strategy), HEC (Strategy), Cass Business School; Wharton People and Organizations Conference, Doriot Entrepreneurship Conference at INSEAD, Economic Sociology Conference (Duke-UNC), Academy of Management, SMS Paris, EGOS Conference (Tallinn)

2017: Duke, Berkeley (Organizational Behavior), INSEAD (Entrepreneurship), University of Frankfurt, Copenhagen Business School, University of Michigan (Strategy), University of Lugano, IE Madrid, RE-ASA Conference McGill University (Keynote speaker); RE-ASA Conference McGill University, Academy of Management, Wharton People and Organizations Conference, Entrepreneurship Doriot Conference at INSEAD, Work and Organizations Workshop IE Business School, Conference on Inequality at HEC, Georgetown Economic Sociology Conference

2016: Drexel University (Strategy), Hong Kong Polytechnic, Wharton (Entrepreneurship), University of North Carolina (Strategy), Berkeley (School of Engineering), Boston University (Strategy), London School of Economics (Management), London Business School (Strategy and Entrepreneurship), University College London (Strategy and Entrepreneurship), Imperial College (Strategy and Entrepreneurship); Conference on Organizations with Purpose at LBS, SMS in Rome, Organization Ecology Workshop, Ghoshal Conference, LBS, Alliance for Research on Corporate Sustainability, Kauffman Emerging Scholars Conference, Academy of Management

2015: Boston University (Strategy), Columbia Business School, National University of Singapore (Strategy), Washington University (Strategy), National University of Singapore (Strategy), Darden/Cambridge Entrepreneurship Conference, Wharton People and Organizations Conference, Academy of Management, Harvard Business School Global Strategy and Innovation Conference

2014: Duke Strategy Conference, Yale Easy Conference, Wharton People and Organizations Conference, Academy of Management, West Coast Research Symposium in Seattle

2013: MIT TIES Seminar, MIT Economic Sociology, NBER Research Productivity Lunch, London Business School (Strategy and Entrepreneurship), McGill University (Organization Behavior); Wharton People and Organizations Conference, INFORMS Conference, DRUID Conference

2012: London Business School (Strategy and Entrepreneurship), Harvard, MIT Economic Sociology, Nova, University of Lisbon (Strategy), ESSEC, (Strategy), Bocconi University (Strategy), MIT Economic Sociology Working Group, West Coast Research Symposium, Los Angeles, Organizational Learning Conference, Asilomar, CA., Annual Meetings of the Academy of Management, Boston

2011: Annual Meetings of the Strategic Management Society, Miami, HBS-MIT Strategy Conference, Cambridge, American Sociological Association Annual Meeting, Las Vegas, Annual Meetings of the Academy of Management, San Antonio

2010: MIT Sloan School of Management (Strategy & Entrepreneurship), INSEAD (Entrepreneurship), Harvard Business School (Entrepreneurship & Organizational Behavior), Washington University (Organizational Behavior), University of Chicago (Organizations and Markets), Wharton (Entrepreneurship), McGill University (Strategy), Dartmouth (Strategy), London Business School (Strategy), IESE (Entrepreneurship & Strategy), Lausanne (Strategy), RSM (Strategy and Innovation), University College London (Entrepreneurship and Innovation), UTSA (Strategy), INSEAD Conference on Network Evolution. Annual Meetings of the Academy of Management, Montreal, American Sociological Association Annual Meeting, Atlanta

2009: Annual Meetings of the Academy of Management, Chicago

2008: Annual Meetings of the Academy of Management, Anaheim

2007: Annual Meetings of the Academy of Management, Philadelphia

PROFESSIONAL SERVICE

Editorial Service:

Associate Editor, *Administrative Science Quarterly*, 2021-present

Co-editor, *Organization Science Special Issue on Experiments in Organization Theory*, 2019-2022

Associate Editor, *Management Science*, 2019-2021

Associate Editor, *Organization Science*, 2017-2021

Editorial Board Member, *Administrative Science Quarterly*, 2017-2021

Editorial Board Member, *Academy of Management Review*, 2017-present

Editorial Board Member, *Strategic Management Journal*, 2015-present

Conference Leadership & Invited Activities:

- MIT Sloan Management Review: Invited Strategy Forum Panelist
- Elected Competitive Strategy Program Chair for Strategic Management Society (SMS), 3-year term, 2021-present

- Elected Representative-at-Large OMT Division AoM, 3-year term, 2018-2021
- Invited Faculty for INFORMS Organization Science Dissertation Competition: Dissertation Competition Judge, 2020
- Invited Faculty for STR Junior Paper Development Workshop Organizer, 2020, 2021, 2022
- Invited Faculty for TIM Junior Paper Development Workshop, 2018-2019
- Invited Faculty for STR Women Networking Event, 2022
- Facilitator for career and research advice for students and faculty at multiple conference consortia & workshops, including AOM and SMS.

Internal Service:

Ethics Committee: IRB, London Business School
 PhD Student Recruitment Committee, 2023
 Fourth Year Promotion Committee Head, 2022
 Wheeler Institute Representative, 2021-present
 Internal Conference Organizer, 2021
 Ethics Committee, LBS, 2021-present
 PhD Admission Committee, 2018-2020
 Internal Seminar Series Organizer, LBS, 2018-2021
 Sumantra Ghoshal Conference Organizer, LBS, 2018
 Second-Year Paper Committee Member, LBS, 2017-2021
 General Exam Committee Member, MIT Sloan 2014, 2016
 MIT Reappointment Committee, 2015
 TIES Faculty Search Committee, 2012, 2013
 CCC Doctoral Student Conference Discussant, 2012
 TIES Seminar Organizer, 2011-2012
 MIT ILP (Industrial Liaison Program) Speech, 2012
 HBS-MIT Strategy Conference Organizer, 2011
 MIT Reappointment Committee, 2010-2011
 Economic Sociology PhD Admissions Committee, 2009-2010
 UROP Research Program, 2009-present
 MIT Sloan PhD Student Selection, TIES, 2010
 Co-organized Academy of Management PDW, Negotiating Your First Job, Philadelphia, 2007
 Management & Organizations Ph.D. Admissions Committee, 2005

DOCTORAL ADVISING

Divya Saxena (LBS; Dissertation Committee Member, expected 2023)
 Keunwoo (Eric) Jeong (LBS, Advisor)
 Luci He (LBS, Dissertation Committee Member)
 Wei Wei (Imperial College, Dissertation Committee Member)
 Salem Alsanousi (LBS, Advisor)
 Abishek Bhatia, (LBS, Dissertation Committee Member)
 Liinus Hietaniemi (LBS; Advisor & Chair, placement: IESE)
 Sukhun Kang (LBS; Dissertation Committee Member, placement: UC Santa Barbara)
 Kevin Chuah (LBS, Dissertation Committee Member, placement: Northeastern University)
 Sayan Sarkar (LBS, Dissertation Committee Member, placement: HKUST)
 Aldona Kapacinskaite (LBS, Dissertation Committee Member, placement: Bocconi)
 Kira Choi (LBS, Dissertation Committee Member, placement: EM Lyon)
 Jorge Guzman (MIT, Dissertation Committee Member, placement: Columbia)

SELECTED MEDIA MENTIONS AND PODCASTS

- Brains for Business Podcast: [Why don't people work as hard for female entrepreneurs?](#)

- Bloomberg: [Female Bosses Face a New Bias: Employees Refusing to Work Overtime](#)
- Work in Progress Sociology Blog: [Why do startup employees say no to female bosses more frequently?](#)
- PRN Newswire Faace: [Why More Female Founders Are Turning to Crowdfunding](#)
- The Times: [Career Cost of Entrepreneurship for those seeking re-employment](#)
- Fortune: [VCs may not be as Biased as You Think](#)
- Forbes: [When do Artists Make Good Entrepreneurs?](#)
- NPR Podcast: [We Don't Hang out with Our Co-workers](#)
- OMT Academy of Management Podcast: [Olenka Kacperczyk: Her Gems of Advice for Early-Stage Academics](#)
- London Business School Podcast: [The Power of Purposeful Business](#)
- London Business School Think: [Why Female Entrepreneurs are Missing out on Funding?](#)
- London Business School Think: [The Founding Penalty](#)

TEACHING

MBA, Exec MBA and Masters Courses:

Managing the Growing Business: An Entrepreneurial Strategy Perspective (MBA Elective)

Strategic Agility (MBA Elective), London Business School

Strategic Management (EMBA Core), London Business School

Nominated for the Best EMBA Professor Award, 2020

Strategic Analysis (Masters of Management Core), London Business School, Imperial College

Enterprise Management (MBA elective), MIT Sloan School of Management

Competitive Strategy (MBA elective), MIT Sloan School of Management

Corporate Entrepreneurship Strategies for Technology-Based New Management

Business Development (MBA elective), MIT Sloan School of Management

Doctoral Courses:

Advanced Topics in Strategy, Imperial College

Innovation and Entrepreneurship, London Business School

Research Design, London Business School

Organizations & Environments MIT Sloan School of Management

Corporate Sustainability, MIT Sloan School of Management