

**ALEKSANDRA (OLENKA) KACPERCZYK**

London Business School  
Strategy and Entrepreneurship  
<http://olenkak.com>  
E-mail: okacperczyk@london.edu

**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**

---

Inequality in Entrepreneurship & Startup Labor Markets; Strategic Human Capital, CSR

**PUBLICATIONS**

---

1. Gender Gap in Startup Employment: Evidence from Changes in Termination Costs (with Francesco Castellaneta and Raffaele Conti) *Management Science*, Forthcoming

2. Kacperczyk, A., 2025. Gender Gap in Entrepreneurship and Innovation. Forthcoming in the *De Gruyter Handbook of Sociology of Innovation and Entrepreneurship*, Olav Sorenson and Patricia H. Thornton, Editors.
3. Entrepreneurship and Inequality: The Role of Incumbent Firms. (with Francesco Castellaneta, Raffaele Conti and Samir Mamadehussene) *Organization Science* (2024): 36 (1): 452-476
4. The Racial Gap in Entrepreneurship and Alternative Opportunities Inside Established Firms (with Tiantian Yang) *Strategic Management Journal* (2024): 45(4): 745-774
  - Bradford-Osborne Research award finalist for research on minority entrepreneurship
  - (7 finalists selected across all disciplines)
5. The Motherhood Wage Penalty and Female Entrepreneurship (with Tiantian Yang and Lucia Naldi) *Organization Science* (2024): 35(1): 27-51
6. Network Referrals and the Self-Presentation in the Labor Market (with Santiago Campero) *Organization Science* (2024): 35(4): 1342-1362
7. Human Resource Redeployability and Entrepreneurial Hiring Strategy (with Liinus Hietaniemi, Simone Santamaria and Juhana Peltonen) *Strategic Management Journal* (2024): 45(2): 272-300
8. Kacperczyk A. Gender Gap in Entrepreneurship. In *The Palgrave Encyclopedia of Private Equity* (2023) Dec 22 (pp. 1-4). Cham: Springer International Publishing.
9. Primer for Experimental Methods in Organization Theory (with Sheen Levine, Oliver Schilke, and Lynn Zucker) *Organization Science* (2023): 34(6): 1997-2025
10. Do Employees Work Less for Female Leaders? A Multi-Method Study of Entrepreneurial Firms (with Peter Younkin and Vera Rocha) *Organization Science* (2023): 34 (3): 1111-1133
11. Surplus Division between Labor and Capital: A Review and Research Agenda (with Victoria Sevcenko, Lynn Wu and Sendil Ethiraj) *Academy of Management Annals* (2022): 16(1): 334-390
12. Experience as Dr. Jekyll and Mr. Hyde: performance outcome delays in the private equity context (with Francesco Castellaneta, Oliver Gottschlag and Mike Wright) *Journal of Management* (2022): 59(6): 1359-1385
13. Institutional Protection of Minority Employees and Entrepreneurship: Evidence from the LGBT Employment Non-Discrimination Acts (with Raffaele Conti and Giovanni Valentini) *Strategic Management Journal* (2021): 43(4): 758–791
  - Best Entrepreneurship Paper Award Winner (Academy of Management, OMT), 2018
14. Founding Penalty: Evidence from an audit study on gender, entrepreneurship, and future employment. (with Peter Younkin) *Organization Science* (2021): 33(2): 716-745
  - Runner-up for Best OMT Paper published in 2022 (5 papers nominated in total)
15. The (Un)intended Consequences of Lowering Entry Barriers: Evidence from Entry Deregulation Reform in Portugal (with Francesco Castellaneta and Raffaele Conti) *Strategic Management Journal* (2020): 41(7): 1274-1304
16. Asymmetric gender homophily in the startup labor market (with Santiago Campero). *Advances in Strategic Management* (2020): 41: 329-359

17. Experience and entrepreneurship: A career transition perspective (with Chris Rider, Peter Thompson, and Joachim Tag) ***Industrial and Labor Relations Review*** (2019): 72(5): 1149-1181
  - Labor and Employment Relations Association (LERA) Competitive Paper, 2017
18. 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
  - Academy of Management Best Papers Proceedings, BPS Division, 2016
19. Gender Gap in Entrepreneurship (with Jorge Guzman). ***Research Policy*** (2019): 48(7): 1666- 1680
  - Academy of Management Showcase Symposium in ENT, OMT, and BPS Divisions –
  - 138 media mentions including Yahoo Finance, Seeking Alpha
20. Occupational licensure and entrepreneurs: The case of tax preparers in the U.S (with Kris Albert and Roman Galperin) ***Industrial and Labor Relations Review*** (2019): 72(5): 1149–1181
  - Labor and Employment Relations Association (LERA) Competitive Paper, 2017
  - Industry Studies Association Best Conference Paper in the Innovation and Entrepreneurship Runner Up, 2019
21. Vertical and horizontal wage dispersion and mobility outcomes: Evidence from the Swedish microdata (with Chanchal Balachandran) ***Organization Science*** (2018): 29(1): 17-38
22. 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
  - Academy of Management Best Papers in Entrepreneurship Nominee, OMT, 2015
23. 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
24. Revising the small firm effect on entrepreneurship: Evidence from dissolutions (with Matt Marx) ***Organization Science*** (2016): 27(4): 893-910
25. Knowledge asymmetry and disintermediation in brokerage: Linking network perception to structural holes and performance (with Oliver Hahl and Jason Davis). ***Strategic Organization*** (2016): 14(2):118-143
  - Academy of Management Best Papers Proceedings, OMT Division, 2013
26. The impact of stakeholder orientation on innovation: Evidence from a natural experiment (with Caroline Flammer) ***Management Science*** (2015): 62(7): 1982-2001
  - Winner of the BPS Division Glueck Best Paper Award (600+ submissions), Academy of Management, 2014, Academy of Management Best Papers Proceedings, BPS Division, 2014
27. Disentangling risk and change: Internal and external social comparison in the mutual fund industry (with Christine Beckman and Thomas Moliterno) ***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
28. 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

29. 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
30. 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. Spousal Influence on Entrepreneurship Entry: Evidence from China and the United States (2<sup>nd</sup> R&R requested) (with Stephen Zhang, Wenping Ye)
2. Gender Premium in Entrepreneurship (R&R requested) (with Tiantian Yang and Lucia Naldi)
3. When do Advisors Help with Startup Fundraising? Evidence from a Field Experiment (R&R requested) (with Niloofar Abolfathi and Heli Wang)
4. When does Entrepreneurship Increase Community Integration? (R&R requested) (with Vera Rocha)
  - AOM Best Entrepreneurship Paper Award Winner (OMT), 2019
5. Entrepreneurial Strategy and Employee Attraction to Startup Jobs (R&R requested) (with Nina Teng and Nataliya Wright)
6. Muddying the Waters: The Threat of Human Capital Loss and Strategic Reduction of Employee Visibility (with Eric Jeong) (R&R requested)
  - Academy of Management Best Papers Proceedings, OMT Division, 2022
7. Borrowing from the Future: How Equity Compensation Unequally Benefits Elite Founders (with Abishek Bhatia)
8. On Demographic Diversity and Startup Hiring: Research Agenda (with Santiago Campero)
9. Do Employers Change their Recruitment Choices based on Interview Outcomes?: Evidence from Startups (with Santiago Campero)
10. Gender Gap in Returns to Startup Employment (with Liinus Hietaniemi)
11. Startup Misconduct (with Salem Alsanousi and Dana Kanze)
  - Academy of Management Responsible Research Best Paper Award, OMT,
  - Academy of Management Best Papers Proceedings, OMT, 2025
12. Green Innovation (with Raffaele Conti and Marcin Kacperczyk)

## **WORK IN PROGRESS**

---

1. The Hidden Contribution of Women to Science (with Michael Bikard, Ronak Mogra and Louis Luo)
2. Spousal Teams in New Ventures (with Susan Wang and Tiantian Yang)
3. When Institutions Shift, Do Women Enter? The Influence of Household Gender Roles on Entrepreneurship (with Stephen Zhang and Mingzhi Hu)

4. The Effect of a Female President on Women's Entrepreneurship (with Sukhun Kang and Yongwoo Paik)

## OTHER PUBLICATIONS

---

1. Employees Work Less for Women Founders. (with Peter Younkin and Vera Rocha) *Harvard Business Review*. *Forthcoming*
2. How VCs Can Help Startups Set (and Meet) ESG Goals. (with Luisa Alemany and Ioannis Ioannou) *Harvard Business Review* (2022): Jan. 06
3. The Silver Lining for Female Founders. (with Peter Younkin) *Harvard Business Review* (2021): 99(2): 22-24

## HONORS AND GRANTS

---

2025 Macro Organizational Behavior Society (MOBS), elected member (100 scholars overall)  
2024 Keynote Speech, ESADE SCOPES OT Conference  
2024 Keynote Speech, Innovation and Entrepreneurship Conference (Greece)  
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 Ponds 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

---

**2025:** Johns Hopkins University, Warwick Business School (Innovation and Entrepreneurship), National University of Singapore, BAIC, EGOS Conference Organizer, Ghoshal Conference, Academy of Management, Tilburg University

**2024:** Boston University (Strategy), McGill University, Stanford University, Kellogg Business School (Management); HKUST (Strategy); Cornell University; Wharton (Management); Rotterdam School of Management; EM Lyon, Doriot Conference: INSEAD, Academy of Management

**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); 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:

- Junior Faculty Mentorship Program (Mentor): Strategic Management Society
- EGOS 2025: Organizer of the Track on Entrepreneurship and Social Mobility (with Chris Rider and Ha Hoang)
- 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 and Public Engagements:**

- Board Advisor: RICH (Research Integrity Chain Startup)
- PhD Program Director, London Business School
- Ethics Committee: IRB, London Business School
- Guru Lectures: Strategy Lectures Delivered to High School Students from Marginalized Communities, 2021-present
- 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/DISSERTATION COMMITTEES**

---

- Stephanie Chan-Ahuja (LBS, OB, Dissertation Committee Member)
- Alexey Tyulyupo (ESSEC, Dissertation Committee Member)
- Nina Teng (LBS, Advisor)
- Keunwoo (Eric) Jeong (LBS, Advisor, placement post-doc University of Pennsylvania)
- Salem Alsanousi (LBS, Advisor)
- Cecily Liu (LBS, finance, Dissertation Transfer Committee)
- Luci He (LBS, Dissertation Transfer Committee)
- Ezgi Ozgumus (LBS, OB, Dissertation Committee Member, placement NYU)
- Abhishek Bhatia, (LBS, Dissertation Transfer Committee)
- Divya Saxena (LBS; Dissertation Transfer Committee, placement Erasmus University, Holland)
- Liinus Hietaniemi (LBS; Advisor & Chair, placement: IESE)



- Agnes Guenther (Copenhagen Business School, Dissertation Committee Member)
- Sukhun Kang (LBS; Dissertation Transfer Committee, placement: UC Santa Barbara)
- Kevin Chuah (LBS, Dissertation Transfer Committee, placement: Northeastern University)
- Sayan Sarkar (LBS, Dissertation Transfer Committee, placement: HKUST)
- Aldona Kapacinskaite (LBS, Dissertation Transfer Committee, placement: Bocconi)
- Kira Choi (LBS, Dissertation Transfer Committee placement: EM Lyon)
- Jorge Guzman (MIT, Dissertation Committee Member, placement: Columbia)

## TEACHING

---

### MBA, Exec MBA and Masters Courses:

- Digital Transformation & Entrepreneurship: Estonia and Finland Global Experience
- Building Scalable Business (MBA, EMBA, Master Elective)
- Managing the Growing Business: An Entrepreneurial Strategy Perspective (MBA, EMBA, Master Elective)
- Skin Analytics. *London Business School Case Publishing* (with Lisa Duke)
- Strategic Agility (MBA, EMBA, Master Elective), London Business School
- Strategic Management (EMBA Core), London Business School  
*Nominated for the Best EMBA Professor Award, 2020*
- Strategic Analysis (Masters in Management Core), London Business School  
*Runner-Up for the Best Masters in Management Professor Award, 2017*
- Strategic Analysis (Masters of Management Core), 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 Developed and Taught:

- 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

## SELECTED MEDIA MENTIONS AND PODCASTS

---

- London Business School Why Podcast: [Why is there gender gap in entrepreneurship?](#)
- London Business School Think: [Is Intrapreneurship an answer for black founders and firms?](#)
- “Problems in the growth pipeline? The female startup funding gap”  
<https://www.finder.com/uk/business-loans#smereport> (UK Report on Funding for Women Entrepreneurs)
- Think Ahead: Female entrepreneurs breaking barriers LBS Podcast:  
<https://www.london.edu/think/female-entrepreneurs-breaking-barriers>
- 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 Face: [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](#)