

MATTHEW JAMES BIDWELL
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Citizenship : British. Permanent Resident status in the US

EDUCATIONAL BACKGROUND

MIT Sloan School of Management, Cambridge MA

PhD in Management, 2004

Dissertation title: What Do Firm Boundaries Do? Understanding the Role of Governance and Employment Relationships in Shaping Internal and Outsourced IT Projects

Committee Chair: Thomas Kochan

MIT, Cambridge MA

S.M. in Political Science, 1997

Oxford University, Oxford, UK

M.Chem (Hons) in Chemistry, First Class, 1996

EMPLOYMENT HISTORY (POST – PHD)

Assistant Professor of Management, Wharton

2008 – Present

Visiting Assistant Professor of Management, Wharton

October 2007 – April 2008

Assistant Professor of Strategy and Management, INSEAD

2004 – 2008

PUBLICATIONS IN REFEREED JOURNALS (INCLUDING FORTHCOMING)

[1] Do Peripheral Workers Do Peripheral Work? Comparing the Use of Highly Skilled Contractors and Regular Employees. (2009) Bidwell, Matthew. *Industrial and Labor Relations Review* 62(2): 200-225

[2] Who Contracts? Determinants of the Decision to Work as an Independent Contractor among Information Technology Workers. (2009) Bidwell, Matthew J. and Briscoe, Forrest. *Academy of Management Journal*, 52(6): 1148-1168

[3] Problems Deciding: How the Structure of Make-or-Buy Decisions Leads to Transaction Misalignment. (2010) Bidwell, Matthew. *Organization Science*, 21(2): 362-379

(Selected for reprinting in “*The Economics of Outsourcing*” Edited by Leslie Willcocks and Mary Lacity, Edward Elgar, forthcoming.)

- [4] Relationship Duration and Returns to Brokerage in the Staffing Sector. (2010) Bidwell, Matthew J. and Fernandez-Mateo, Isabel. *Organization Science*, 21(6):1141-1158
- [5] The Dynamics of Interorganizational Careers. (2010) Bidwell, Matthew and Briscoe, Forrest. *Organization Science*, 21(5):1034-1053
- [6] Paying More to Get Less: Specific Skills, Matching, and the Effects of External Hiring versus Internal Promotion. (2011) Bidwell, Matthew. *Administrative Science Quarterly*, 56(3): 369-407
(Awarded Academy of Management HR Division “Scholarly Achievement Award” for best paper published in HR in 2011)
- [7] Politics and Firm Boundaries: How Organizational Structure, Group Interests, and Resources Affect Outsourcing. (2012) Bidwell, Matthew J. *Organization Science*, 23(6): 1622-1642
(Finalist, Industry Studies Association-INFORMS Best Paper Award)
- [8] Do Women Choose Different Jobs from Men? Mechanisms and Evidence for Application Segregation in the Market for Managerial Workers. (2013) Barbulescu, Roxana and Bidwell, Matthew. *Organization Science*, 24(3): 737-756
- [9] What happened to Long Term Employment? The Role of Worker Power and Environmental Turbulence in Explaining Declines in Worker Tenure. (2013) Bidwell, Matthew J. *Organization Science* 24(4): 1061-1082
- [10] Within or Without? How Firms Combine Internal and External Labor Markets to Fill Jobs. Bidwell, Matthew and Joseph Keller (2014) *Academy of Management Journal* Vol 57
- [11] I Used to Work at Goldman Sachs! How Organizational Status Creates Rents in the Market for Human Capital. Bidwell, Matthew, Won, Shinjae, Barbulescu, Roxana and Mollick, Ethan. (2015) *Strategic Management Journal*
- [12] Shifts and Ladders: Comparing the Role of Internal and External Mobility in Executive Careers. Bidwell, Matthew J. and Mollick, Ethan. (2015) *Organization Science*
(Awarded “Best Overall Paper” by Careers Division of Academy of Management, 2014)

OTHER ARTICLES

Book Chapters and Non-Peer Reviewed Articles

- [13] Three’s a Crowd: Understanding Triadic Employment Relationships. (2008) Bidwell, Matthew and Fernandez-Mateo, Isabel. In Cappelli, P. ed: “Employment Relationships: New Models of White Collar Work”, Cambridge University Press, pp. 142-178
- [14] The Employment Relationship and Inequality: How and Why Changes in Employment Practices are Reshaping Rewards in Organizations. (2013) Bidwell,

Matthew J., Briscoe, Forrest, Fernandez-Mateo, Isabel and Sterling, Adina. *The Academy of Management Annals* 7(1): 61-121.

Book Reviews

[15] Book Review of “Chasing Stars.” (2011) Bidwell, Matthew. *Perspectives on Work* 15(1): 60-61

[16] Book Review of “Freelancing Expertise: Contract Professionals in the New Economy.” (2012) Bidwell, Matthew. *Industrial and Labor Relations Review*, 6 (1): 181-182

Conference Proceedings

[17] Long Term-Brokerage: Relationship Duration and Returns to Brokerage in the Staffing Sector (2007) Bidwell, Matthew J. and Fernandez-Mateo, Isabel. *Academy of Management Best Paper Proceedings, 2007*

[18] It’s the Thought that Counts: How Manager’s Beliefs Shape the Effects of Monitoring. (2007) Bidwell, Matthew J. and Burton, M. Diane. *Academy of Management Best Paper Proceedings*.

WORKING PAPERS

[19] Management Systems for Exploration and Exploitation: The Micro-Foundations of Organizational Ambidexterity (2011). Burton, M. Diane, O’Reilly, Charles and Bidwell, Matthew

[20] No Vacancies? Building Theory on How Organizations Move People Across Jobs.

[21] Unpacking Human Capital: Exploring the Role of Experience and Education in Shaping Access to Jobs

[22] Careers as an Industry Structure Problem: Specialization in Training and the New Ports of Entry

[23] Does Contracting Pay for Managerial Workers? The Consequences of Contracting Among Managers. Anderson, Tracy and Matthew Bidwell

PUBLICATIONS IN OTHER DOMAINS

[21] Hydrodynamic Voltammetry with Channel Microband Electrodes: the Simulation of Voltammetric Waveshapes. (1996) Bidwell, Matthew J., Alden, John A. and Compton, Richard G. *Journal of Electroanalytical Chemistry* 417(1):119-128

[22] Channel Microband Electrodes: A Complete Working Surface for Potential Step Transients (1996) Bidwell, Matthew J, Alden, John A. and Compton, Richard G. *Journal of Electroanalytical Chemistry*. 414 (2): 247-251

[23] Electroanalysis in Flowing Systems – The Propagation of Depletion Effects Downstream of a Channel Micro-Bank Electrode. (1997) Bidwell, Matthew J., Alden, John A. and Compton Richard G. *Electroanalysis* 9(5): 383-389

TEACHING EXPERIENCE

Understanding Careers and Executive Labor Markets – MBA elective, Wharton	2015
Managing the Established Enterprise – Core MBA Class	2013-2015
Managing People at Work – Core MBA Class	2010-2011
Corporate Governance – Undergraduate elective, Wharton	2009-2010
Corporate Governance – MBA elective, Wharton	2007, 2009-2011
Strategy Execution – MBA elective, INSEAD	2007-8
Corporate Governance – MBA elective, INSEAD	2005-8
Special Topics in Strategy – PhD seminar (co-taught)	2005, 2007
Global Strategic Management – MBA elective (co-taught)	2005

SERVICE ON DOCTORAL COMMITTEES

Student	Role	Placement
JR Keller	Committee Member	Cornell
Shinjae Won	Advisor	Illinois UIUC

FELLOWSHIPS AND HONORS

Best overall paper award, Careers Division, Academy of Management	2014
Winner, John T. Dunlop Outstanding Scholar Award, Labor and Employment Relations Association (recognizing outstanding research by a recent entrant to the field)	2014
Finalist, Industry Studies Association-INFORMS Best Paper Award	2013
Finalist, Best Paper Award, Strategic Management Society Conference	2012
Scholarly Achievement Award for best published paper in HR for 2011, Academy of Management HR division	2012
Sloan Foundation Industry Studies Fellowship	2010-2012
Outstanding Reviewer Award, Academy of Management Review	2009, 2010
Outstanding Reviewer Award (given to top 5% of division conference reviewers), Business Policy and Strategy division of the Academy of Management	2006, 2009
Recipient, Wilson Fellowship	2000 - 2002
Kennedy Scholar	1996 - 1997

INTERNAL RESEARCH FUNDING

“Determinants and Consequences of External versus Internal Leadership Development.” \$5,800 grant from the Leadership Center	2010
“An Ecological Approach to Understanding Entrepreneurship and Careers.” Joint with Ethan Mollick. \$10,000 grant from the Wharton Entrepreneurship and Family Business Centre at CERT	2010

“Wharton Alumni Careers Survey.” Joint with Ethan Mollick. \$10,000 grant from the Dean’s Research Fund	2010
“Career Paths to Leadership.” Joint with Ethan Mollick. \$10,000 grant from the Leadership Center	2011

OTHER ACADEMIC ACTIVITIES

Senior Editor

Organization Science, April 2014 -

Editorial Board Memberships

Organization Science, 2006-

Academy of Management Review, 2009-2011

Academy of Management Journal, 2010-2014

Administrative Science Quarterly 2013-2015

Strategic Management Journal 2013-

Industrial and Labor Relations Review 2015-

External Committee Memberships

Academy of Management, Business Policy and Strategy Research Committee 2007-2009

Industry Studies Association, Early Career Development Committee 2010-2012

Academy of Management, Human Resources Division Dissertation Awards Committee (Chair) 2012

Strategic Management Society, Strategic Human Capital Interest Group Rep at Large 2012-

Academy of Management, Business Policy and Strategy Executive Committee 2014-2016

Internal Committee Memberships

University Student Disciplinary System Hearing Panel, 2013-

Wharton People and Organizations Conference Organizing Committee, 2010-

Management Department Doctoral Committee, 2008-2011, 2013-

Management Department Chair Search Committee, 2013, 2016

Management Department Seminar Committee, 2011-2013, 2015-

Strategy Search Committee, 2011

Ad-hoc reviewing

Administrative Science Quarterly, Management Science; Industrial and Labor Relations Review; Journal of Economics and Management Strategy; Managerial and Decision Economics; Industrial and Corporate Change; European Management Review; Asia Pacific Journal of Management; Sociological Quarterly, Work and Occupations; Labour Economics; American Sociological Review

OTHER PROFESSIONAL EXPERIENCE

McKinsey & Company, London, UK
Researcher

2000

McKinsey & Company, London, UK
Business Analyst

1997 - 1999

PEER REVIEWED CONFERENCE PRESENTATIONS (INCLUDING SCHEDULED)

Academy of Management, August 2015, “Careers as an Industry Structure Problem”

Society for the Advancement of Socio-Economics, July 2015, “A Task based approach to skills”

Labor and Employment Research Association, May 2015, “No Vacancies”

Strategic Management Society, September 2014, “Competitive Intensity in the Market for Human Capital (joint work with Olivier Chatain)

Academy of Management, August 2014, “Shifts and Ladders” (joint work with Ethan Mollick)

EGOS, July 2014, “Shifts and Ladders” (joint work with Ethan Mollick)

Labor and Employment Research Association, May 2014, “Shifts and Ladders” (joint work with Ethan Mollick)

Strategic Management Society, September 2013. “Managerial Relationships and Firm Specific Skills.” (joint work with Michael Housman)

Academy of Management, August 2013. “I Used to Work at Goldman! How Organizational Status Creates Rents in the Market for Human Capital.” (joint work with Shinjae Won, Roxana Barbulescu and Ethan Mollick)

Academy of Management, August 2013. Managing Jobs or Managing People? Employment Processes and the Effects on Worker Mobility. (Symposium paper)

Academy of Management, August 2013. The Employment Relationship and Inequality: How and Why Changes in Employment Practices are Reshaping Rewards in Organizations (Symposium paper. joint work with Forrest Briscoe, Isabel Fernandez-Mateo and Adina Sterling).

Labor and Employment Research Association, June 2013. “Within or Without? How Firms Combine Internal and External Labor Markets to Fill Jobs” (joint work with Joseph Keller)

Labor and Employment Research Association, June 2013. “What Happened to Long Term Employment? The Role of Worker Power and Environmental Turbulence in Explaining Declines in Worker Tenure.”

Industry Studies Association, May 2013. “Organizational Status and Labor Market Advantage in the Investment Banking Industry.” (joint work with Shinjae Won, Roxana Barbulescu and Ethan Mollick)

Strategic Management Society, October 2012, “Status, Careers and Competitive Advantage.” (joint work with Shinjae Won, Roxana Barbulescu and Ethan Mollick)

Academy of Management, August 2012, “Promote or Hire?” (joint work with Joseph Keller)

EGOS, July 2012, “Promote or Hire?” (joint work with Joseph Keller)

EGOS, July 2012, “Stairway to Heaven? The Effects of Prior Employers’ Status on Subsequent Employment Outcomes” (joint work with Shinjae Won and Roxana Barbulescu)

Industry Studies Association, May 2012, “Promote or Hire?” (joint work with Joseph Keller)

American Sociological Association, August 2011, “Paying More to Get Less: Specific Skills, Incomplete Information and the Effects of External Hiring versus Internal Mobility.”

Academy of Management, August 2011, “Paying More to Get Less: Specific Skills, Incomplete Information and the Effects of External Hiring versus Internal Mobility” (Symposium paper).

Academy of Management, August 2011, “Careers and the Organizational Environment: Using Worker Power to Explain the Growth in Job Mobility” (Symposium paper).

Industry Studies Association, May 2011 “Careers and the Organizational Environment: Using Worker Power to Explain the Growth in Job Mobility”

Labor and Employment Research Association, January 2011, “Why Are There So Few Women in Finance?” (joint work with Roxana Barbulescu)

Strategic Management Society, September 2010, “Promote or Hire? Analyzing the Make or Buy Decision for Skills” (joint work with Joseph Keller)

American Sociological Association, August 2010, “What Happened to Long Term Employment”

American Sociological Association, August 2010, “Why Are There So Few Women in Finance?” (joint work with Roxana Barbulescu)

Academy of Management, August 2010, “Why Are There So Few Women in Finance?” (joint work with Roxana Barbulescu)

Industry Studies Association, May 2010, “Paying More to Get Less”

EGOS, July 2010, “Why Are There So Few Women in Finance?” (joint work with Roxana Barbulescu)

Academy of Management, August 2009, “The Dynamics of Interorganizational Careers” (joint work with Forrest Briscoe)

EGOS, July 2009, “The Dynamics of Interorganizational Careers” (joint work with Forrest Briscoe)

Sloan Industry Studies Association, May 2009, “Some Pitfalls of Managing Talent on Demand: A Case Study of IT Workers”

Academy of Management, August 2008, “Politics of Firm Boundaries”

Academy of Management, August 2008, “Contracting and Careers: Determinants of Decisions to Work as Independent Contractors among Information Technology Workers.” (joint work with Forrest Briscoe)

American Sociological Association, August 2008, “Contracting and Careers: Determinants of Decisions to Work as Independent Contractors among Information Technology Workers.” (joint work with Forrest Briscoe)

American Sociological Association, August 2007, “Long-Term Brokerage: Relationship Duration and the Returns to Brokerage in the Staffing Sector.” (joint work with Isabel Fernandez-Mateo)

Academy of Management, August 2007, “Long-Term Brokerage: Relationship Duration and the Returns to Brokerage in the Staffing Sector.” (joint work with Isabel Fernandez-Mateo)

Academy of Management, August 2007, “It’s the Thought that Counts: How Managers’ Beliefs Shape the Effects of Monitoring” (joint work with Diane Burton)

Academy of Management, August 2007, “Managing the Boundaries of the Firm: How Rules Shape Frontline Managers’ Use of External Suppliers” (Poster session)

Strategic Management Society, October 2006. “Going Out: How Internal Organizational Rules Shape External Transactions”

Academy of Management, August 2006. “Thinking About Employment: How Managerial Reward Assumptions Shape the Employment Relationship” (joint work with Diane Burton)

Academy of Management, August 2006. “Problems Deciding: How the Make or Buy Decision Process Leads to Transaction Misalignment.” (Symposium paper).

Academy of Management, August 2005. “A Servant of Two Masters” (Symposium paper. Joint work with Isabel Fernandez-Mateo)

Academy of Management, August 2005. “Reworking Contingent Employment.”

EGOS, June, 2005. “Reworking Contingent Employment.”

Wharton Careers Mini-Conference, June 2005, “Reworking Contingent Employment.”

Labor and Employment Research Association. January, 2005. “How Peripheral Are Peripheral Workers?” (Poster presentation)

NBER Workshop on Organizational Economics, November, 2004. “What Do Firms Do Differently?”

Academy of Management, August, 2003. “Do Peripheral Workers Do Peripheral Work? Comparing the Use of IT Employees and Consultants” (Symposium paper).

Academy of Management, August, 2003. “The “How” of Firm Boundaries: Comparing Governance for Internal and External IT Projects.”

Academy of Management, August, 2002. “Inequality, Instability and Integration: Does the Need for Collaboration Reduce Top Team Inequality?”

OTHER CONFERENCE PRESENTATIONS (Including Scheduled)

Copenhagen Business School mini-conference on “Decision-Making and the Boundaries of the Firm,” January 2014, Invited keynote speaker.

Academy of Management, August 2008, “Questions that We Ask: What Has Been Neglected: Organizations, Work and Workers.” Invited Panelist

Cornell Conference on Strategic Human Resources, May 2003, “HRM Challenges for Managing Varied Employment Relationships: IT Employees, Independent Contractors, and Consultants”

Consortium on Competitiveness and Cooperation, May, 2003, “The “How” of Firm Boundaries: Comparing Governance for Internal and External IT Projects.”

INVITED SEMINAR PRESENTATIONS (Including Scheduled)

Tulane University, January 2016, “Unpacking Human Capital”

Michigan State University, LER School, January 2016, “Unpacking Human Capital”

Penn State University, LER School, December 2015, “Unpacking Human Capital”

Bocconi University Study Days, June 2015, “No Vacancies” and “Careers as an Industry Structure Problem”

Rotman School, University of Toronto, January 2015, “Shifts and Ladders”

Washington University, St Louis, October 2014, “Careers as an Industry Structure Problem”

University of Maryland, October 2014, “Careers as an Industry Structure Problem”

Ludwig-Maximilians Universitat, September 2014

UNSW “Bright Ideas Symposium”, April 2014

Johns Hopkins University, Carey Business School, December 2013

University of Illinois Urbana-Champaign, School of Labor and Employment Relations, October 2013, “Shifts and Ladders: Comparing the Role of Internal and External Mobility in Executive Careers”

Chicago GSB, Organizations Department, October 2013, “Shifts and Ladders: Comparing the Role of Internal and External Mobility in Executive Careers”

Tuck, Dartmouth College, March 2013, “Shifts and Ladders: Comparing the Role of Internal and External Mobility in Executive Careers”

Michigan Interdisciplinary Committee on Organization Studies (ICOS), October 2012, “What Happened to Long Term Employment? The Role of Worker Power and Environmental Turbulence in Explaining Declines in Worker Tenure.”

Madrid Work and Organizations Symposium. September 2012, “Comparing Internal and External Worker Mobility.”

Cornell ILR School, March 2012, “What Happened to Long Term Employment? The Role of Worker Power and Environmental Turbulence in Explaining Declines in Worker Tenure.”

MIT Sloan School, February 2012, “What Happened to Long Term Employment? The Role of Worker Power and Environmental Turbulence in Explaining Declines in Worker Tenure.”

Emory University, January 2012, “What Happened to Long Term Employment? The Role of Worker Power and Environmental Turbulence in Explaining Declines in Worker Tenure.”

Wharton, March 2011, “Why Did Workers Become More Mobile? Firm Size, Unions, and the Growth of External Hiring”

Stanford Graduate School of Business, February 2011, “Paying More to Get Less: Specific Skills, Matching, and the Effects of External Hiring versus Internal Promotions”

Desautels Faculty of Management, McGill University, February 2010, “Why Did Workers Become More Mobile? Firm Size, Unions, and the Growth of External Hiring”

Rotman School, University of Toronto, November 2009, “Politics and Firm Boundaries”

Chicago GSB, May 2008, “The Dynamics of Inter-Organizational Careers”

London Business School, March 2008, “Politics and Firm Boundaries”

Cornell ILR School, February 2008, “Dynamics of Inter-Organizational Careers”

Wharton, February 2008, “Relationship Duration and Returns to Brokerage in the Staffing Sector.”

Wharton, October 2007, “Contracting and Careers: Determinants of Decisions to Work as Independent Contractors among Information Technology Workers.”

Nanyang Technological University, May 2007, “The Antecedents of Independent Contracting: Evidence from the Careers of IT Workers”

MIT Sloan School, April 2007, Managing the Boundaries of the Firm: How Organizational Rules Shape Frontline Managers’ Use of External Suppliers

INSEAD (Strategy Area Brown Bag), November 2006, “Brokerage in the Long Run: How Does Relationship Duration Affect the Returns to Brokerage?”

INSEAD (Singapore Brown Bag), June 2006, “A Servant of Two Masters: Dynamics of Value Creation and Appropriation in Intermediated Employment”

Singapore Strategy and Management Brown Bag, April 2006, “Managing the Boundaries of the Firm: How Organizational Rules Shape Frontline Managers’ Use of External Suppliers”

Singapore Strategy and Management Brown Bag, November 2005, “It’s the Thought that Counts”

INSEAD, October 2005, “Managing the Employment Relationship”

INSEAD (Strategy Area Brown Bag), September 2005, “A Problem for Scholars is a Problem for Firms”

INSEAD (Singapore Brown Bag), March 2005, “Reworking Contingent Employment”

Washington University, St Louis, November 2004, “What Do Firms Do Differently?”

Rutgers University, October 2004, “Reworking Contingent Employment”

INSEAD, February 2004, “What Do Firms Do Differently?”

Rotman School, University of Toronto, February 2004, “What Do Firms Do Differently?”

Columbia GSB, February 2004, “Do Employment Relationships Matter?”

London Business School, January 2004, “What Do Firms Do Differently?”

Harvard Business School, January 2004, “What Do Firms Do Differently?”

Wharton, January 2004, “Do Employment Relationships Matter?”

HEC, November 2003, “Do Employment Relationships Matter?”

GRANT ACTIVITY

Current Grants

Name of Grant	Funding Agency	Period of Grant	Type of Grant	Role in Grant	Annual Direct Cost	Annual Indirect Cost	Additional Comments
Sloan Industry Studies Fellowship	The Sloan Foundation	2010-2012 (extended to 2014)	Fellowship	Principal Investigator	22,500	0	\$45,000 fellowship awarded by Sloan Foundation

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