MATTHEW JAMES BIDWELL
The Wharton School, University of Pennsylvania
2020 Steinberg Dietrich Hall
3620 Locust Walk
Philadelphia PA 19104
Telephone 215 746 2524
mbidwell@wharton.upenn.edu

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)

Xingmei Zhang and Yongge Dai Professor and Professor of Management, Wharton
2022-Present
Associate Professor of Management, Wharton
2014-Present
Assistant Professor of Management, Wharton
2008 – 2014
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):11411158

[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 and "Scholarly Contribution Award" by ASQ in 2017)

[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 Keller, Joseph (2014) *Academy of Management Journal* 57 (4): 1035-1055

[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* 36: 1164-1173

(Finalist, best paper award, Strategic Management Society conference 2012)

[12] Shifts and Ladders: Comparing the Role of Internal and External Mobility in Executive Careers. Bidwell, Matthew J. and Mollick, Ethan. (2015) *Organization Science* 26(6) 1629-1645

(Awarded "Best Overall Paper" by Careers Division of Academy of Management, 2014)

[13] Outside Insiders: Understanding Managerial Contracting and its Consequences for Workers. Anderson, Tracy and Bidwell, Matthew (2019) *Organization Science* 30 (5): 1000-1029

[14] No Vacancies? Building Theory on How Organizations Move People Across Jobs. Bidwell, Matthew (2020) *Advances in Strategic Management* 41:153-174

[15] In with the Old? Examining When Boomerang Employees Outperform New Hires. Keller, JR, Kehoe, Rebecca, Bidwell, Matthew, Collings, David and Myer, Adam (2021) *Academy of Management Journal*

[16] My Manager Moved. The Effects of Supervisor Mobility on Subordinate Career Outcomes. Baek, Minseo, Bidwell, Matthew and Keller, JR (2022) *Organization Science* 33(5) 1861-1888

[17] Do Managers Capture the Value that They Create? Drivers of Managers' Value Capture in a Large Retail Chain. Federica De Stefano, Matthew Bidwell and Arnaldo Camuffo (2022) *Strategic Management Journal* 43 (10) 1983-2011

[18] Brokered Careers: The Role of Search Firms in Managerial Career Mobility. Bidwell, Matthew, Fernandez-Mateo, Isabel and Choi, Kira (2023) *Industrial and Labor Relations Review* 76(1) 210-240

[19] Finding the Right Path to the Top: How Past Interorganizational Moves Impact Executive Selection Outcomes. Won, Shinjae and Bidwell, Matthew (2023) *Strategic Management Journal* 44(10): 2341-2376

[20] Global Careers and Compensation: From Initial Penalties to a "Superglobal" Premium. Capponi, Giovanna, Bidwell, Matthew, Fernandez-Mateo, Isabel and Haas, Martine. (2024) *Academy of Management Discoveries* 10(1): 118-145

[21] Stepping Sideways to Step Up: The Effects of Lateral Mobility. Bidwell, Matthew and Keller, JR (2025) 71(1): 240-261 *Management Science*

[22] Building Careers in Project-Based Organizations: Breadth, Fit, and the Path to Advancement. (forthcoming) De Stefano, Federica and Matthew Bidwell, *Management Science* forthcoming

[23] Dynamic Demands versus Durable Skills: Career Dilemmas in Pharmaceutical R&D. Shinjinee Chatthopadhyay, Shinjae Won and Matthew Bidwell, *Academy of Management Journal*, forthcoming

[24] Pipelines and Sprinkler Systems: Documenting the Speed-Flexibility Tradeoff in How Jobs Shape Promotion. Yiu, Shun, Bidwell, Matthew and Keller, JR, *Academy of Management Journal,* forthcoming.

BOOKS (INCLUDING FORTHCOMING)

[25] *The Insider Advantage: Moving Up, Finding Success, and Building a Career that Lasts.* (forthcoming) Simon Acumen, New York

OTHER ARTICLES

Book Chapters and Non-Peer Reviewed Articles

[26] 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

[27] 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.

[28] Managing Talent Flows through Internal and External Labor Markets (2017). Bidwell, Matthew, in Cascio, W., Collings, D, and Mellahi K. (ed): *Oxford Handbook of Talent Management.* pp. 281-298

[29] Career Management isn't Just the Employee's Job (2019). Bidwell, Matthew and DeStefano, Federica, *Sloan Management Review.* 60(3): 17-18

[30] Keeping Human Capital Resources (2019). Bidwell, Matthew in Nyberg, A. & Moliterno, T. *Handbook of Strategic Human Resources* pp 472-481

[31] External Factors Shaping the Career (2020). Anderson, Tracy, Bidwell, Matthew and Briscoe, Forrest in Gunz, H. and Mayrhofer W. (eds) *The Routledge Companion to Careers*. pp 180-200

[32] Two Perspectives on Employee Mobility: A Conversation between Rajshree Agarwal and Matthew Bidwell *Advances in Strategic Management* (2020) 41: 37-54

[33] New Directions in Employment Relations Theory: Understanding Fragmentation, Identity and Legitimacy. Doellgast, Virginia, Bidwell, Matthew and Colvin, Alexander *Industrial and Labor Relations Review* (2021): 74(3) 555-579

Book Reviews

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

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

[36] Book Review of "Resisting Work: The Corporatization of Life and its Discontents." (2015) Bidwell, Matthew. *Administrative Science Quarterly*, 60(2): NP29-NP30

Conference Proceedings

[37] 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*

[38] 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.*

[39] Going with the Flow: Job Mobility and Opportunities for Advancement across Organizations. (2017) Yang, Tiantian and Bidwell, Matthew *Academy of Management Best Paper Proceedings.*

WORKING PAPERS

[40] Typicality and Careers, Mallory, Brittany and Matthew Bidwell

PUBLICATIONS IN OTHER DOMAINS

[41] 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

[42] 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

[43] 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

People Analytics – MBA class and WEMBA	2019-2026
Understanding Careers and Executive Labor Markets – MBA and WEMBA elective, Wharton	2015-2026
People Analytics (MOOC)	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
Federica De Stefano (Bocconi)	Committee Member	HEC
Pooria Assadi (Simon Fraser)	Committee Member	Sacramento State
Tracy Anderson	Advisor	Bocconi
Shoshana Schwartz	Advisor	Christopher Newport
Minseo Baek	Advisor	LBS
Shun Yiu	Advisor	Indiana U.
Brittany Mallory	Advisor	
Zorina Chen	Advisor	

FELLOWSHIPS AND HONORS

Wharton Teaching Excellence Award	2018-2025
Excellence in Reviewing Award, Human Resource Management Review	2020, 2021
Best Published Paper, Careers Division, Academy of Management	2023
Best Reviewer Award, Academy of Management Discoveries	2020
ASQ Scholarly Contribution Award	2017
Best overall paper award, Careers Division, Academy of Management	2014
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

"Global Careers and Global Leaders" – the Leadership Center	2017
"Studying Global Careers" – Global Initiatives (joint with Martine Haas)	2016
"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

Faculty Director
Wharton People Analytics Initiative 2023-

Management Department Doctoral Coordinator
2016-17, 2018- 2020

Faculty Co-Director
People Analytics Initiative 2015 - 2023

Associate Editor
Administrative Science Quarterly, July 2025 -

Senior Editor
Organization Science, April 2014 – June 2020

Guest Editor
Industrial and Labor Relations Review, Special Issue

Editorial Board Memberships
Organization Science, 2006- **2025**
Academy of Management Review, 2009-2011
Academy of Management Journal, 2010-2014
Administrative Science Quarterly 2013-2015, 2022- 2024
Strategic Management Journal 2013-2016
Industrial and Labor Relations Review 2015- 2024
Human Resource Management Review 2020- 2024

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 2012-2014
Strategic Management Society, Strategic Human Capital Interest Group Associate Program Chair 2021-2022
Strategic Management Society, Strategic Human Capital Interest Group Program Chair 2022-2023
Strategic Management Society, Strategic Human Capital Interest Group Division Chair 2023-2024
Academy of Management, Business Policy and Strategy Executive Committee 2014-2016
Academy of Management, Careers Division Best Paper Award Committee 2021

Internal Committee Memberships
University Student Disciplinary System Hearing Panel, 2013-15
Wharton People and Organizations Conference Organizing Committee, 2010- Management Department Doctoral Committee, 2008-2011, 2013,
Management Department Chair Search Committee, 2013, 2016, 2021
Management Department Seminar Committee, 2011-2013, 2015-16, 2022-3
Strategy Search Committee, 2011, 2014, 2016
Entrepreneurship Search Committee, 2015
Human and Social Capital Search Committee, 2017, 2018
Wharton Personnel Committee, 2024-2026

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; Social Forces

OTHER PROFESSIONAL EXPERIENCE

McKinsey & Company, London, UK — 2000
Researcher

McKinsey & Company, London, UK — 1997 - 1999
Business Analyst

PEER REVIEWED CONFERENCE PRESENTATIONS

SMS, September 2022, "Pathways for Advancement" (joint work with Shun Yiu and JR Keller)
SMS, September 2022, "Building an optimal project portfolio" (joint work with Federica De Stefano)
EGOS, July 2022, "Pathways for Advancement" (joint work with Shun Yiu and JR Keller)
EGOS, July 2022, "Building an optimal project portfolio" (joint work with Federica De Stefano)
Academy of Management, 2021, "Opportunity Cost as a Driver of Human Capital Redeployment" (joint work with Federica De Stefano and Rocio Bonet)
Academy of Management, 2020, "Global Careers" (joint work with Kira Choi and Isabel Fernandez-Mateo)
Academy of Management, 2020, "In with the Old" (joint work with JR Keller, Rebecca Kehoe, David Collings and Adam Myer)
Academy of Management, 2020, "My Manager Moved" (joint work with Minseo Baek and JR Keller)
EGOS, July 2020. "My Manager Moved" (joint work with Minseo Baek and JR Keller)
Academy of Management, 2019, "Brokered Mobility" (symposium paper; joint work with Isabel Fernandez-Mateo and Kira Choi)
Lugano Organization Theory Conference, June 2019, "Effects of Supervisor Mobility on Subordinate Outcomes"
Stanford Hiring Conference, March 2018, "Going with the Flow: Job Mobility and Opportunities for Advancement across Organizations." (joint work with Tiantian Yang)

Academy of Management, August 2017, "Going with the Flow: Job Mobility and Opportunities for Advancement across Organizations." (joint work with Tiantian Yang)

Labor and Employment Research Association, June 2017, "Outside Insiders: Understanding Managerial Contracting and Its Consequences for Workers" (joint work with Tracy Anderson)

Strategic Management Society Human Capital Conference, March 2017, "Are There Currents in Worker Flows? Studying Organizational Specialization in Worker Experience at Hire" (joint work with Tiantian Yang)

Strategic Management Society Human Capital Conference, March 2017, "How Much is a Manager Worth and to Whom? Managers' Abilities, Firm Performance and Compensation" (joint work with Federica De Stefano and Arnaldo Camuffo)

Academy of Management, August 2016, "Managerial Workers and Contracting" Academy of Management, August 2016, "Unpacking Human Capital"

EGOS, July 2016, "Managerial Workers and Contracting" (joint work with Tracy Anderson)

LERA, May 2016, "Unpacking Human Capital"

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 FernandezMateo 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 FernandezMateo)

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

Strategic Management Society, October 2024, Panel on tenure

Strategic Management Society, October 2024, Panel on AI and organization structure

Academy of Management, August 2024, Panel on research on Diversity

HEC SKEMA special conference on mobility – Keynote address

Madrid Strategic Management Society Extension, September 2022, Panel on Human Capital Redeployment

Strategic Management Society, September 2021, Strategic Human Capital Junior Faculty workshop, Keynote Presentation

Strategic Management Society, September 2021, Panel on Resource Redeployment

Strategic Management Society, September 2021, Human Capital Thought Leaders Panel

Panelist, SMS Strategic Human Capital Thought Leaders Panel
Academy of Management August 2019, "Automation and Careers" Invited Panelist
Lugano Organization Theory Conference, June 2019 "Effects of Supervisor Mobility on Subordinate Career Outcomes"

Strategic Management Society Human Capital Conference, March 2017, "Strategic Human Capital" Plenary Panelist

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

Judge Business School, February 2026, "Typically Unequal"

Bayes Business School, February 2026, "Typically Unequal"

London Business School (Strategy), February 2026, "Typically Unequal"

Rutgers SMLR, January 2026, "Typically Unequal"

Harvard Business School, December 2024, "Typically Unequal"

Michigan University, October 2024 "Typically Unequal"

Bocconi, June 2024, "Typically Unequal"

Washington University, April 2023 "Pipelines and Sprinkler Systems"

Boston University, January 2023, "Building an Optimal Project Portfolio"

Duke University, October 2022, "Building an Optimal Project Portfolio"

Hong Kong University, January 2022, "Building an Optimal Project Portfolio"

UIUC, October 2021, "Lateral Mobility"

Berkeley, September 2021, "Lateral Mobility"

USTC, China, February 2021, "Lateral Mobility"

Rice University, February 2021, "Lateral Mobility"

Warwick University, November 2020, "Lateral Mobility"

Bocconi University, October 2020, "Lateral Mobility"

MIT IWER Seminar, September 2020, "Lateral Mobility"

University of British Columbia, May 2020, "Effects of Supervisor Mobility on Subordinate Outcomes"

Brigham Young University, December 2019, "Effects of Supervisor Mobility on Subordinate Outcomes"

London Business School, November 2019, “Effects of Supervisor Mobility on Subordinate Outcomes”

INSEAD, June 2019 “Effects of Supervisor Mobility on Subordinate Outcomes”

University of Maryland, March 2019, “Effects of Supervisor Mobility on Subordinate Outcomes”

Temple University, November 2018, “The Task Structure of Inequality”

Carnegie Mellon University Heinz Business School, October 2018, “The Task Structure of Inequality”

University of Missouri, September 2018 “The Task Structure of Inequality”

Copenhagen Business School, June 2018, “The Task Structure of Inequality” Oxford Said

Business School, June 2018, “The Task Structure of Inequality”

Universidad Carlos III, April 2018, “The Task Structure of Inequality”

IESE, March 2017, “Climbing a Ladder of Organizations”

Duke University, October 2017, “Climbing a Ladder of Organizations”

Yale University, September 2017, “Climbing a Ladder of Organizations”

HEC Paris, January 2017, “Are There Currents to Worker Mobility?”

University of Southern California, January 2017, “Are There Currents to Worker Mobility?”

Wisconsin University, November 2016, “Are There Currents to Worker Mobility?”

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-Maximiliens 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

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	20102012 (extended to 2014)	Fellowship	Principal Investigator	22,500	0	$45,000 fellowship awarded by Sloan Foundation

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