

CLAUDINE MADRAS GARTENBERG

2035 Steinberg Hall-Dietrich Hall
The Wharton School
University of Pennsylvania
Email: cgart@wharton.upenn.edu

ACADEMIC POSITIONS

Wharton School, University of Pennsylvania

Assistant Professor
Management Department

Philadelphia, PA
July 2017 –

NYU Stern School

Assistant Professor of Management
Management and Organizations

New York, NY
Sept 2011 – 2017

EDUCATION

Harvard Business School

Doctor of Business Administration, *Wyss award recipient*
May, 2011

Boston, MA

Committee: Jan Rivkin (Chair), Rebecca Henderson, Victoria Ivashina, Peter Tufano

Harvard Business School

Master of Business Administration, *high distinction*

Boston, MA
June, 2006

Harvard University

Bachelor of Arts, Physics, *cum laude*

Cambridge, MA
June, 1996

PUBLICATIONS AND WORKING PAPERS

[1] Pay Harmony: Social Comparison and Performance Compensation in Multi-Business Firms (with Julie Wulf), *Organization Science*, 2017, 28(1): 39-55.

[2] Subprime Governance: Managerial Agency Costs in Vertically Integrated Banks (with Lamar Pierce), *Strategic Management Journal*, 2017, 38(2): 300-321.

[3] The Real Effects of Relational Contracts (with Rebecca Henderson, Steve Blader and Andrea Prat) *American Economic Review Papers and Proceedings*, 2015, Vol. 103.

[4] Do Parents Matter? Effects of Lender Affiliation through the Mortgage Boom and Bust *Management Science*, 2014, 60(11): 2776-2793.

[5] Changes in Persistence of Performance over Time (with Victor Bennett), revise and resubmit, *Strategic Management Journal*.

Press mentions: Bloomberg, Whitehouse Council of Economic Advisors Issues Brief

[6] The Contingent Effect of Management Practices (with Steve Blader and Andrea Prat), revise and resubmit, *Review of Economic Studies*.

Press mentions: Wall Street Journal, New York Times, The Atlantic, Quartz, Ozy, CFO News, Trucking News Roundup

[7] Corporate Purpose and Financial Performance (with George Serafeim and Andrea Prat), revise and resubmit, *Organization Science*.

Press mentions: Harvard Business Review, Forbes

[8] Islands of Equality: Competition and Pay Inequality Within and Across Firm Boundaries (with Julie Wulf), revise and resubmit, *Management Science*.

[9] Pay Inequality and Corporate Scope (with Emilie Feldman and Julie Wulf), revise and resubmit, *Strategic Management Journal*.

OTHER PUBLICATIONS

[10] The Type of Purpose that Makes Companies More Profitable, with George Serafeim, *Harvard Business Review Online*, October 21, 2016

[11] Homebuilders, Affiliated Financing Arms, and the Mortgage Crisis (with Sumit Agarwal, Gene Amromin, Anna Paulson and Sriram Villupuram) *Economic Perspectives, Federal Reserve Bank of Chicago*, 2014 (2Q): 38-51.

[12] Teva Pharmaceutical Industries, Ltd (as Claudine Madras, with Tarun Khanna and Krishna Palepu) *Harvard Business School Case 9-707-441*, 2006.

WORKS IN PROGRESS

Middle Managers, Purpose, and Employee Performance

Political Diseconomies of Scope (with Emilie Feldman and Mae McDonnell)

Determinants of Corporate Purpose (with George Serafeim and Andrea Prat)

AWARDS AND HONORS

2010 Wyss Award for Excellence in Doctoral Research, Harvard Business School (one of 4

recipients across all departments).

- 2010 Financial Management Association, Best Paper Awards Semifinalist, “Did fair valuation depress equity values during the 2008 financial crisis?” with George Serafeim.
- 2008 Harvard University, Derek Bok Center Teaching Award, (rated 5.0 / 5.0 by students versus division average of 4.0 / 5.0).
- 2006 Harvard Business School, Baker Scholar (top 5% of class).

TEACHING AND OTHER ACTIVITIES

Average teaching score, 2014 - 2016: 6.4/7.0 (versus course average of 6.0/7.0)

- 2015- MBA Core Strategy, NYU Stern
- 2015- Undergraduate Strategic Analysis, NYU Stern
- 2013-2015 MBA Competitive Strategy, NYU Stern
- 2012-2015 MBA Corporate Strategy, NYU Stern
- 2010-11 Visiting graduate fellow, Federal Reserve Bank of Boston.
- 2008 Economics 1641 (Harvard University), Undergraduate Industrial Organization, Ariel Pakes and Greg Lewis, Teaching Fellow, Derek Bok Teaching Award.

Professional and Service (* invited):

- 2017- *Strategy Section, INFORMS*, founding team*
Organizer, panel on *Firms and Inequality*, SOIE conference
Competitive Strategy Interest Group Representative-at-large, Strategic Management Society (elected position)*, organizing the SMS Junior Faculty PDW
- 2016- NYU Stern Seminar Series
Academy of Management BPS Research Committee 2016-2018*
Co-organizer, Strategy Research Forum Conference, Newport, RI (May 2016);
Organizer, NYU-Stern Economics of Strategy Workshop (June 2016)
- 2014- Editorial Board, *Strategic Management Journal**
Strategy Research Forum*
- 2013- Organizer, NYU-Stern Economics of Strategy Conference (July 2013)
- 2012- Corporate Strategy and Competitive Strategy Interest Groups, Strategic Management Society

2011- Business Policy and Strategy Division, Academy of Management

Ad hoc reviewer for *Management Science*, *Organization Science*, *Labour Economics*, *Strategy Management Journal*, *California Management Review*, *Industrial and Labor Relations Review*, *Strategy Management Society*, *Harvard Business School Publishing*, Academy of Management annual meetings.

PRESENTATIONS AND SEMINARS (* invited)

2018:

* Carey School of Business seminar series, Johns Hopkins University (planned)

2017:

* Workshop on Recognition and Feedback, Erasmus School of Economics, Rotterdam (planned)

* Rotman seminar series, University of Toronto (planned)

Wharton People and Organizations Conference (planned)

* Strategic Management Society Annual Meeting (planned)

* Academy of Management Annual Meeting (symposium on *Monitoring and Motivation in the Workplace*)

* Academy of Management Annual Meeting (symposium on *The Role of Management Practices in Organizing the Firm*)

* Academy of Management Annual Meeting (symposium on *The Causes and Consequences of Income Inequality: A Management Perspective*)

* SIOE (present on panel *Corporate Reputation and Social Contracts*)

SIOE (organized panel on *Organizations and Inequality*)

NBER Organization Economics Spring Meeting

NYU Corporate Governance Luncheon

NYU Strategy Brownbag

* HBS Seminar Series

2016:

* Wharton Seminar Series

Strategy Science mini-conference, INFORMS Annual Meeting, Nashville, TN

Wharton People and Organizations Conference

Advances in Field Experiments, University of Chicago

Academy of Management Annual Meeting

Dartmouth Strategy Summer Conference

NYU Strategy Brownbag

NYU Corporate Governance Luncheon

Strategy Research Forum, Newport RI

BYU Winter Strategy Conference

* Stanford Organization Behavior Seminar Series

2015:

* ASSA, Boston MA

* Middlebury Economics

ISNIE, Boston MA

Dartmouth Strategy Summer Conference

NYU Strategy Brownbag

NYU Economics of Strategy Conference
Ghoshal Conference, LBS, London
Academy of Management, Vancouver, BC
* HBS STAR Conference, Boston, MA
* MIT Organization Economics Seminar Series
Israel Strategy Conference

2014:

NBER Organizational Economics Working Group, SIEPR, Stanford, CA
* HBS STAR Conference, Boston MA
* Duke Strategy Conference, Durham, NC
* SRF annual meeting, Santa Fe, NM
Strategic Management Society Conference, Tel Aviv Israel
* LBS Strategy Seminar Series, London
NYU Strategy Brownbag

2013:

* UIUC Seminar, Urbana-Champaign, IL
NYU Stern Economics of Strategy Conference, New York, NY

2012:

NYU Stern Economics of Strategy Conference, New York, NY
Columbia Strategy Conference, New York, NY
Atlanta Competitive Advantage Conference, Atlanta, GA
NYU Stern M&O brown bag

2011:

* Consumer Financial Protection Bureau, US Treasury,
* MIT TIES Group Invited Seminar, Cambridge, MA
* NYU Management, New York, NY
* Wharton Management, Philadelphia, PA
* LBS Strategy, London
* University of Michigan, Ann Arbor, MI
* Washington University in St. Louis

2010:

* Federal Reserve Bank of Chicago, Chicago, IL
HBS Strategy Seminar, Boston MA
CoreLogic economics seminar series,
CCC Doctoral Colloquium, University of Michigan, Ann Arbor
Federal Reserve Bank of Boston Urban and Real Estate Economics Seminar, Boston, MA
Financial Management Association, New York, NY

2009:

HBS Strategy unit seminar, Boston, MA

INDUSTRY EXPERIENCE

Sapient Corporation
Director, Energy Services

Houston, San Francisco, Atlanta
1996 - 2004

Member of Energy Services leadership team, which made hiring and termination decisions and managed business unit financial performance. Led seven fixed-price consulting projects as Director or senior project manager. Clients included Pacific Gas and Electric, Bridgeline Holdings L.P., Chevron, Hallmark, Verizon, Wells Fargo and Bank of America.