

Isabel Fernandez-Mateo

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Positions

Assistant Professor of Strategic and International Management, **London Business School** (August 2004-present).

Visiting Assistant Professor, OB Department. **INSEAD** (April-June 2010).

Visiting Assistant Professor, Organizations & Markets. **University of Chicago Graduate School of Business** (March-June 2008).

Education

Massachusetts Institute of Technology, Sloan School of Management
Cambridge, MA. Ph.D. in Management, June 2004.

Universitat Pompeu Fabra, Department of Economics and Management
Barcelona, Spain. Master of Science in Business Economics (with honors), June 1998

Spanish Institute of Financial Analysts
Madrid, Spain. Graduate Degree in Financial Management (CFA), June 1997

University Carlos III of Madrid
Madrid, Spain. *Licenciatura* (Bachelor degree) in Business Administration, June 1996

University of Limburg
Maastricht, The Netherlands. Undergraduate studies in Business Administration, 1995

Publications

Bidwell, M.; & Fernandez-Mateo (2010). "Relationship Duration and Returns to Brokerage in the Staffing Sector." *Organization Science*.

Fernandez-Mateo, I. (2009). "Cumulative Gender Disadvantage in Contract Employment." *American Journal of Sociology*.

Fernandez-Mateo, I. (2007) "Who Pays the Price of Brokerage? Transferring Constraint through Price-Setting in the Staffing Sector" *American Sociological Review*.

Fernandez, R., & Fernandez-Mateo, I. (2006) "Networks, Race and Hiring." *American Sociological Review*.

Modified versions reprinted in: Grusky, D. (Ed.). *Social Stratification: Class, Race, and Gender in Sociological Perspective*, Third Edition. Westview Press, 2008, and Koput, K. & J. Broschak (Eds.). *Social Capital in Business*. Edward Elgar Publishing, forthcoming.

Fernandez-Mateo, I. (2005) "Beyond Organizational Careers. Information, Learning and Trust in Mediated Employment Arrangements." *Academy of Management Best Papers Proceedings*.

Bidwell, M., & Fernandez-Mateo, I. (2008). "Three is a Crowd? Understanding Triadic Employment Relationships." In Cappelli, P. (Ed). *Employment Relationships: New Models of White Collar Work*. Cambridge University Press.

Muñoz-Bullón, F., & Fernandez-Mateo, I. (2005) "Temporary Workers and Temporary Help Agencies: An Exploration of Labor Market Outcomes." In Cabrera, A. & Bonache, J. (Eds.). *Dirección Estratégica de Personas*, 2nd Edition. Prentice Hall-Financial Times

Fernandez-Mateo, I. (2002). "Career Management." In Cabrera, A. & Bonache, J. (Eds.). *Dirección Estratégica de Personas*. Prentice Hall-Financial Times.

Research in Progress

“Buffering versus Magnifying: Brokers and Anticipatory Gender Sorting in the Staffing Sector.” (With Zella King). Minor revision invited at *Management Science*

“No Pain, No Gain? Dynamics of Project Renewal in the Staffing Sector.” Working paper

“Filling the Managerial Pipeline: Gender and Prior Relationships in the Executive Search Sector.” (with Marko Coh). Working paper

“Competing for brokerage margins: The relationships trade-off” Data analysis in progress.

“Relationships and pricing in the Champagne industry.” (with Amandine Ody). Data analysis in progress.

Teaching

2004-2009	London Business School, MBA Strategy (Core course)
2006-2008	London Business School, PhD Seminar – Basic Readings in Business
2005, 2006	London Business School, PhD Seminar - Strategy Process
2007	London Business School, Emerging Leaders Programme (Executive open program)
2009	Teaching case: Piskorski, M.J., Fernandez-Mateo, I., & David Chen: “Zopa: The power of peer-to-peer lending.” <i>Harvard Business School Case</i> , 709-469.

Presentations

Recent Invited Presentations

Sept. 2010	Universidad Carlos III de Madrid
Jun-10	INSEAD, OB department
Apr-10	Yale School of Management, OB department
Apr-10	Rotman School of Management, University of Toronto, OB Department
Mar-10	London School of Economics, Management Department
Jul-09	Sub-Plenary Panel on “New Research Perspectives on Networks, Markets and Organizations.” EGOs, Barcelona.
May-09	ASQ Conference on Race, Gender and Inequality. Harvard University. “Gender Sorting and Competition for Projects in the Staffing Sector”
Jun-08	Rotterdam School of Management, Erasmus University, the Netherlands. Workshop on Temporary Agency Work. “Relationship Duration in the Staffing Sector”
May-08	University of Illinois at Urbana-Champaign, OB Seminar
Apr-08	MIT Sloan School of Management, IWER Seminar
Mar-08	University of Michigan, ICOS Seminar
Feb. 2008	King’s College London
Jun-07	Wharton Macro-HR Conference. “When it Doesn’t Pay to Stay.”

Mar-07 Stanford University, OB Seminar Series
Mar-07 University of Chicago, Organizations and Markets Workshop
May-06 INSEAD, OB Department
Feb. 2006 University of Chicago, Organizations and Markets Workshop
Dec. 2005 School of Business and Management, Queen Mary, University of London
Apr-05 IESE Business School, Barcelona (Spain)

Conference Presentations

Aug-10 Academy of Management Meetings, Montreal
Aug-09 Academy of Management Meetings, Chicago
Jun-09 "People and Organizations" Conference, Wharton School of Management
Oct. 2008 INSEAD Network Evolution Conference
Aug. 2008 American Sociological Association Meetings, Boston
Jul-08 European Group of Organization Studies (EGOS), Amsterdam, the Netherlands
Aug. 2007 Academy of Management Meetings, Philadelphia, U.S.
Aug. 2006 American Sociological Association Meetings, Montreal
Jan. 2006 Labor and Employment Relations Association Meetings, Boston
Aug. 2005 Academy of Management Meetings, Honolulu, U.S.
Jul-05 European Group of Organization Studies (EGOS), Berlin, Germany.
Jan. 2005 Industrial Relations Research Association Meetings, Philadelphia
Jul-04 European Group of Organization Studies (EGOS), Ljubljana, Slovenia.
Aug. 2003 Academy of Management Meetings, Seattle, U.S.
Aug. 2003 Academy of Management Meetings, Seattle, U.S.
Jul-03 European Group of Organization Studies (EGOS), Copenhagen, Denmark.
May-03 LBS Trans-Atlantic Doctoral Conference in Business Research, London, U.K.
Jan. 2003 Industrial Relations Research Association Meetings, Washington D.C.
Jul-02 European Group of Organization Studies (EGOS), Barcelona, Spain.

Fellowships and Awards

2007-	Adecco Research Fellow (Untenured chair at London Business School)
2007	Outstanding Reviewer Award, the Editorial Board of the <i>Academy of Management Review</i>
2005	Academy of Management, Careers Division Best Paper Award.
Nov. 2004	Industrial Relations Research Association, Best Dissertation Award – Honorable mention.
Aug-04	American Sociological Association's James D. Thompson Award for Best Graduate Student Paper. Organizations, Occupations and Work Section.
2002	Research Fellowship, MIT Sloan Center for e-Business
2001, 2004	Research Fellowship, MIT Workplace Center
1998-2000	Full funding of graduate studies, La Caixa Fellowship (Spain)
1997-1998	Research Fellowship, Catalan Government (Spain)
1996	Research fellowship, Spanish Institute for Iberoamerican Cooperation
1995	European Union Erasmus Fellowship

Professional Service

- Co-Organizer of EGOS 2010 Sub-theme on "Organizations and Inequality" (Lisbon, Portugal)
- Consulting Editor for *American Journal of Sociology*
- Member of the Editorial Boards of *Academy of Management Review* (2005-2008) and *Organization Science* (2008-)
- Ad hoc reviewer for *Academy of Management Journal*, *Administrative Science Quarterly*, *American Sociological Review*, *Management Science*, *Social Forces*, *Strategic Management Journal*, *Work and Occupations*, and *The Sociological Quarterly*
- Best Paper Award Committee for the Academy of Management Careers Division, 2006
- American Sociological Association, James D. Thompson Award Committee 2005 (Chair)
- PhD Program Coordinator, London Business School Strategy Department (2006-2009)

Other Professional Experience

1996-1997	Ahorro Corporación Financiera, S.V.B. , Madrid, Spain Risk Controller, Options and Futures.
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