

**ALEKSANDRA (OLENKA) KACPERCZYK**

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

**EMPLOYMENT**

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**London Business School**

Associate Professor in Strategy and Entrepreneurship (with tenure), January 2017-present

**MIT Sloan School of Management, Cambridge, MA**

Associate Professor, July 2014-present

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**

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**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**

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Entrepreneurship, Labor Markets, Mobility, Innovation, Strategic Human Capital, Organization Theory, Economic Sociology

**PUBLICATIONS**

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**Kacperczyk, A.**, Bachalandran, C. "Vertical and Horizontal Wage Inequality and Mobility Outcomes: Evidence from the Swedish Microdata." (forthcoming in *Organization Science*)

**Kacperczyk, A.**, Younkin, P. 2016 "The Paradox of Breadth: The Tension between Experience and Legitimacy in the Transition to Entrepreneurship." (forthcoming in *Administrative Science Quarterly*)

- Academy of Management Best Papers in Entrepreneurship Nominee, OMT, 2015

Castellaneta, F., Conti, R., **Kacperczyk, A.** 2016 “Money Secrets: How do Trade Secrets Affect Firm Value? Evidence from a Quasi-Natural Experiment.” (**Authors listed alphabetically**; *Strategic Management Journal*, 38:4, 834-853)

**Kacperczyk, A.**, Marx, M. 2016. “Revising the Small Firm Effect on Entrepreneurship: Evidence from Dissolutions.” (**Authors listed alphabetically**; forthcoming in *Organization Science* 27:4, 893-910)

Hahl, O., **Kacperczyk, A.**, Davis, J. 2016. “Knowledge Asymmetry and Disintermediation in Brokerage: Linking Network Perception to Structural Holes and Performance.” (*Strategic Organization*, 14:2, 118-143)

- Academy of Management Best Papers Proceedings, OMT Division, 2013

Flammer, C., **Kacperczyk, A.** 2015 “The Impact of Stakeholder Orientation on Innovation: Evidence from the Natural Experiment.” (**Authors listed alphabetically**; forthcoming in *Management Science*)

- Winner of the BPS Division Glueck Best Paper Award (600+ submissions), Academy of Management, 2014; Academy of Management Best Papers Proceedings, BPS Division, 2014

**Kacperczyk, A.**, Beckman C., Moliterno, T. 2015 “Disentangling Risk and Change: Internal and External Social Comparison in the Mutual Fund Industry.” *Administrative Science Quarterly* 60(2):228-262.

- Strategic Management Society Annual International Conference Best Conference Paper Nominee and Best Practice Implications Nominee
- Interviewed by *ASQ Blog*: <https://asqblog.com/2016/07/06/kacperczyk-beckman-moliterno-2015-disentangling-risk-and-change-internal-and-external-social-comparison-in-the-mutual-fund-industry/>

**Kacperczyk, A.** 2013. “Social Influence and Entrepreneurship: The Effect of University Peers on Entrepreneurial Entry.” *Organization Science* 24(3): 664-683.

- Academy of Management Best Papers Proceedings, OMT Division, 2009

**Kacperczyk, A.** 2012. “Opportunity Structures in Established Firms: Entrepreneurship versus Intrapreneurship in Mutual Funds.” *Administrative Science Quarterly* 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*: <https://asqblog.com/2015/03/05/kacperczyk-2013-opportunity-structures-in-established-firms-entrepreneurship-versus-intrapreneurship-in-mutual-funds/>

**Kacperczyk, A.** 2009. “With Greater Power Comes Greater Responsibility. Takeover Protections and Corporate Attention to Stakeholders.” *Strategic Management Journal* 30(3): 261-285.

## WORKING PAPERS (UNDER REVIEW)

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Campero, S., **Kacperczyk, A.**, The Persistence of Homophily in Startups. (under review)

Thompson, P., Rider, C., **Kacperczyk, A.**, Tåg J. “Experience and Entrepreneurship.” (under review)

Albert, K., Galperin, R., **Kacperczyk, A.** Perception and Adoption of Occupational Licensure by Entrepreneurs: the case of tax preparers in the U.S. (**Authors listed alphabetically**), (*revise and resubmit at the ILR Review*)

Flammer, C., **Kacperczyk, A.** “The Risk of Knowledge Spillovers and Corporate Social Responsibility: Evidence from Inevitable Disclosure Doctrine.” (**Authors listed alphabetically**) (R&R at *Strategic Management Journal*)

- Academy of Management Best Papers Proceedings, BPS Division, 2016

Castellaneta, F., Gottschlag, O., **Kacperczyk, A.**, Wright, M. “The Advantages of Complete and Negative Performance Feedback: Evidence from Private Equity Backed Buyouts.” (**Authors listed alphabetically**; under review)

Guzman, J., **Kacperczyk, A.** “Gender Gap in Entrepreneurship.” (**Authors listed alphabetically**)

- Academy of Management Showcase Symposium in ENT, OMT, and BPS Divisions

## **WORKING PAPERS (IN PROGRESS)**

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**Kacperczyk, A.**, Younkin, P., Balachandran, C. Employee Bias and Startup Performance.

Conti, R., **Kacperczyk, A.**, Valentini, G. The Missing Entrepreneurs. The Impact of Antidiscrimination on Entrepreneurship: Evidence from the LGBT Rights Laws (**Authors listed alphabetically**)

Botelho, T., **Kacperczyk, A.**, “Who Leaves the Promised Land to Start a Firm? Employer Status and Entrepreneurial Mobility.” (**Authors listed alphabetically**)

**Kacperczyk, A.** “Female Entrepreneurship and Alternative Opportunities Inside an Established Firm.”

- Academy of Management Best Papers Proceedings, OMT Division, 2013; Best Paper Award at Druid Conference Nominee, 2013; Best Paper out of Dissertation Nominee, Academy of Management, OMT, 2013

“The impact of Entrepreneurship on Careers” (with Matthew Bidwell and Ethan Mollick)

## **HONORS AND GRANTS**

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- 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 Pondy 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 PRESENTATIONS

\* denotes papers presented by a co-author

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**2017:** Duke (scheduled), Berkeley (Organizational Behavior) (scheduled), INSEAD (Entrepreneurship) (scheduled), University of Frankfurt, Copenhagen Business School, University of Michigan (Strategy), University of Lugano (scheduled), IE Madrid

**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), Bocconi (Strategy)\*

**2015:** Boston University (Strategy), Columbia Business School, National University of Singapore (Strategy), Washington University (Strategy), National University of Singapore (Strategy)

**2013:** MIT TIES Seminar, MIT Economic Sociology, NBER Research Productivity Lunch, London Business School (Strategy and Entrepreneurship), McGill University (Organization Behavior)

**2012:** University of Maryland, (Strategy)\*, 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,

**2011:** University of Michigan (Strategy)\*, University of Toronto (Strategy)\*, University of California, Riverside\*

**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)

## REFEREED CONFERENCE PRESENTATIONS

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**2017:** RE-ASA Conference McGill University, 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:** 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:** 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:** Wharton People and Organizations Conference, INFORMS Conference, DRUID Conference, Barcelona, Annual Meetings of the Academy of Management, NYU Economic Sociology Conference

**2012:** 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:** 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,

## **TEACHING**

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Strategic Management (Masters of Management Core) London Business School

15.900 Competitive Strategy (MBA elective), MIT Sloan School of Management:

15.369 Corporate Entrepreneurship Strategies for Technology-Based New Management Business Development (MBA elective), MIT Sloan School of Management:

15.342 Organizations & Environments (PhD Seminar), MIT Sloan School of Management:

15.830 Enterprise Management (Strategy Consultant), 2013-present  
15.S67 Corporate Sustainability (PhD Seminar), 2013

MO 300, Behavioral Theory in Management (required BBA course), Ross School of Business, 2007:

## **PROFESSIONAL SERVICE**

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Associate Editor, *Organization Science*, 2017-present  
Editorial Board Member, *Administrative Science Quarterly*, 2017-present  
Editorial Board Member, *Academy of Management Review*, 2017-present  
Editorial Board Member, *Strategic Management Journal*, 2015-present  
General Exam Committee Member, 2014, 2016  
MIT Reappointment Committee, 2015  
TIES Recruiting 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, 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

## REFERENCES

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### **Gerald Davis**

Wilbur K. Pierpont Collegiate Professor of Management  
Professor of Sociology  
Stephen M. Ross School of Business  
University of Michigan  
(734) 647-4737  
[gfdavis@umich.edu](mailto:gfdavis@umich.edu)

### **Ezra Zuckerman**

Alvin J. Siteman (1948) Professor of  
Strategy and Entrepreneurship  
Sloan School of Management  
Massachusetts Institute of Technology  
(617) 253-1918  
[ewzucker@mit.edu](mailto:ewzucker@mit.edu)

### **Roberto Fernandez**

William F. Pounds Professor in Management  
Professor of Organization Studies  
Sloan School of Management  
Massachusetts Institute of Technology  
(617) 253-7256  
[robertof@mit.edu](mailto:robertof@mit.edu)

### **Scott Stern**

David Sarnoff Professor of Management of  
Technology  
Sloan School of Management  
Massachusetts Institute of Technology  
(617) 253-3053  
[sstern@mit.edu](mailto:sstern@mit.edu)