

FEDERICA DE STEFANO

HEC Paris | 1 Rue de la Libération | Jouy-en-Josas (France), 78350

e-mail: de-stefano@hec.fr | phone: +330788516898**EMPLOYMENT**

- 09/2020 – Present **HEC Paris** (Paris, France)
- Management and Human Resources Department
 - Assistant Professor
- 09/2020 – Present **The Wharton School, University of Pennsylvania** (Philadelphia, PA, USA)
- Wharton People Analytics Initiative
 - Senior Fellow
- 09/2017 – 08/2020 **The Wharton School, University of Pennsylvania** (Philadelphia, PA, USA)
- Wharton People Analytics (Responsible of the Wharton People Analytics Careers Research Stream)
 - Postdoctoral Research Fellow (01/07/2018 – 31/08/2020)
 - Visiting Scholar (01/09/2017 – 30/06/2018)
 - *Research Topic*: People analytics for employee careers.
 - *Responsibilities*: design, launch, and coordination of the Career Research Stream (Faculty Director: Matthew Bidwell); establishment and management of research partnerships with organizations to collect data; research design; data analysis.

EDUCATION

- 2018 **Bocconi University** (Milan, Italy)
- PhD in Business Administration and Management
 - *Dissertation*: How Much is Work Worth to Firms? Essays on Value Creation and Value Capture from Human Capital.
 - Winner of the 2019 Ralph Alexander Best Dissertation Award (HR Division – Academy of Management)
 - Winner of the 2015 SHRM Foundation Dissertation Grant Award (HR Division – Academy of Management)
 - *Committee*: Matthew Bidwell (The Wharton School), Rocio Bonet (IE Madrid), Diane Burton (Cornell University), Arnaldo Camuffo (Supervisor – Bocconi University), Alfonso Gambardella (Bocconi University)
- 01/2016 – 06/2016 **The Wharton School, University of Pennsylvania** (Philadelphia, PA, USA)
- Visiting PhD Student
- 2011 **Bocconi University** (Milan, Italy)
- MSc in International Management, Summa Cum Laude
- 2011 **Fudan University** (Shanghai, China)
- MSc in Management Science and Corporate Management, Summa Cum Laude
- 2009 **Bocconi University** (Milan, Italy)
- BA in Business Administration and Management, Summa Cum Laude
- 08/2008 – 12/2008 **Dartmouth College** (Hanover, New Hampshire, USA)
- Visiting Student, BA

PUBLICATIONS

De Stefano, F., Bidwell, M., & Camuffo A. (2022). Do managers capture the value they create? Drivers of managers' value capture in a large retail chain. *Strategic Management Journal*, 1– 29.

De Stefano, F., Bonet, R., & Camuffo A. (2019). Does losing temporary workers matter? The effects of planned turnover on replacements and unit performance. *Academy of Management Journal*, 62(4), 1– 24. (Media coverage: Strategy+Business, AoM Insights)

¹ * Camuffo, A., & **De Stefano, F.** (2019). Building Strategic Human Capital Resources: Hiring & Acquiring. In T. Moliterno, & A. Nyberg (Eds.), *Handbook of Research on Strategic Human Capital Resources*, Edward Elgar's Handbook series.

De Stefano, F., Bagdadli, S., & Camuffo, A. (2018). The HR role in corporate social responsibility and sustainability: A boundary-shifting literature review. *Human Resource Management*, 57(2), 549-566.

* Camuffo, A., **De Stefano, F.**, & Paolino, C. (2017). Safety reloaded: Lean operations and high involvement work practices for sustainable workplaces. *Journal of Business Ethics*, 143(2), 245-259.

* Camuffo, A., & **De Stefano, F.** (2016). Work as commons: Internal labor markets, blended workforces and management. In L. E. Cohen, M. D. Burton, & M. Lounsbury (Eds.), *Research in the Sociology of Organizations*, The structuring of work in organizations, 47, 363-382.

MANUSCRIPTS UNDER REVIEW

De Stefano, F. & Bidwell, M. Assembling the optimal project portfolio: Career consequences of content and collaboration specialization. (*Status*: Revise and Resubmit at *Management Science*).

WORKING PAPERS & ONGOING PROJECTS

Mannucci, P. & **De Stefano, F.** Addressing Gender Bias in Creativity Assessment and Reward. (*Status*: Preparation for submission. *Target journal*: Strategic Management Journal).

***De Stefano, F.**, Hurlin, C., Perignon, C., Saurin, S. Gender Effects in AI-Enhanced Talent Acquisition. (*Status*: Preparation for submission. *Target journal*: Organization Science).

De Stefano, F., Barbulescu R. & Chattopadhyay, S. Employee voice, investments in human capital, and firm performance. (*Status*: Manuscript preparation. *Target journal*: Strategic Management Journal).

De Stefano, F., & Bonet R. The dark side of internal labor markets: Employee safety in multi-business firms. (*Status*: Manuscript preparation. *Target journal*: Organization Science).

De Stefano, F., Bonet R., Giarratana, M., & Santalo, J. Human capital redeployment and product competition: Evidence from France. (*Status*: Data Analysis. *Target journal*: Strategic Management Journal).

*Anderson, T., Bidwell, M. & **De Stefano, F.** The Relationship between collaboration networks and careers. (*Status*: Data preparation. *Target journal*: Organization Science).

De Stefano, F., & Bonet R. Manager mobility and worker accidents: Evidence from France. (*Status*: Data Preparation. *Target journal*: Organization Science).

PRACTITIONER-ORIENTED PUBLICATIONS

Bidwell, M., & **De Stefano, F.** (2019). Career Management Isn't Just the Employee's Job. *MIT Sloan Management Review*, 60(3), 17-18.

De Stefano, F. (2019) Human Resources in the Time of People Analytics. *Economia & Management (Bocconi University Magazine, in Italian)*.

¹ * Denotes equal contribution: Authors listed in alphabetical order.

AWARDS AND GRANTS

2022 – 2025	HEC Foundation F-Budget (19,000 Eur)
2021 – 2023	Marie Curie Individual Fellowship (IF) (184,000 Eur)
2021	HEC Paris Qatar Research grant (10,000 Eur)
2020 – 2021	LabEx Ecodec (French National Research Agency (ANR)) (10,000 Eur)
2019	Ralph Alexander Best Dissertation Award (HR Division – Academy of Management)
2015	SHRM Foundation Dissertation Grant (HR Division – Academy of Management)
2012 – 2017	Bocconi University PhD Scholarship

TEACHING EXPERIENCE

Instructor and Course Design – HEC Paris (Paris, France)

- People Analytics – MSc, MBA, Executive – Spring (2021, 2023), Fall (2021, 2022, 2023)
- Leading Organizations – MSc – Spring (2021, 2022), Fall (2023)

Course Design – The Wharton School, University of Pennsylvania (Philadelphia, PA, USA)

- People Analytics – MBA & Executive MBA – Spring (2019, 2020)

Instructor – Bocconi University (Milan, Italy)

- Organizational Behavior – Undergraduate – Spring 2017
- Seminar on Collaborative Competencies – Undergraduate – Spring 2017

Teaching Assistant – Bocconi University (Milan, Italy)

- Human Resource Management – MSc – Fall (2015, 2016)
- Lean Management – Undergraduate – Spring, 2015
- Organizational Behavior – Undergraduate – Spring (2012, 2016)
- Human Resource Management – MBA – Winter (2012, 2014, 2015)

REFEREED AND INVITED PRESENTATIONS (selected)

Employee voice, investments in human capital, and firm performance.

- 2023– Academy of Management Annual Meeting – Boston, MA, USA.
- 2023– Madrid Work and Organizations Workshop – Madrid, Spain.

Assembling the optimal project portfolio: Career consequences of content and collaboration specialization

- 2022– Academy of Management Annual Meeting – Seattle, WAS, USA
- 2022– EGOS (European Group of Organization Studies) Colloquium – Vienna, Austria

“Opportunity cost as a driver of human capital redeployment: Evidence from a financial services organization.”

- 2021– Academy of Management Annual Meeting– Symposium Organizer (AAT, CAR)
- 2020 – Strategic Management Society Annual International Conference – Virtual Meeting

“The Analytics of Careers: Using People Analytics in Careers Research” (Professional Development Workshop (Organizer) – CAR Division of the Academy of Management)

- 2018 – Academy of Management Annual Meeting – Chicago, IL, USA.
- 2019 – Academy of Management Annual Meeting – Boston, MA, USA.

REFEREED AND INVITED PRESENTATIONS (selected, cont.)

“How Much is a Manager Worth and to Whom? Managers’ Ability, Unit Performance and Compensation.”

- 2018 – EGOS (European Group of Organization Studies) Colloquium – Tallinn, Estonia.
- 2018 – LERA (Labor and Employment Relations Association) Annual Meeting – Baltimore, MD, USA.
- 2017 – Consortium for Cooperation and Competition (CCC), 24th Annual Conference for Doctoral Student Research - The Wharton School of the University of Pennsylvania – Philadelphia, PA, USA.
- 2017 – Academy of Management Annual Meeting Atlanta, GA, USA.
 - Showcase Symposium Organizer (HR, OMT, BPS Divisions)
 - Finalist for the OMT Division Best Symposium Award
- 2017 – Madrid Work and Organizations Workshop – Madrid, Spain.
- 2017 – Strategic Management Society Milan Special Conference on Strategic Human Capital, Management Practices and Performance – Milan, Italy.

“Who paints the Big Eyes? Disentangling the Gender Bias in Creativity Assessment.”

- 2017 – Academy of Management Annual Meeting Atlanta, GA, USA.

“Collective Turnover and Unit Performance: Do Temporary Workers Matter?.”

- 2016 – People and Organizations Conference - The Wharton School of the University of Pennsylvania – Philadelphia, PA, USA.
- 2016 – Academy of Management Annual Meeting – Anaheim, CA.
- 2016 – Rutgers School of Management and Labor Relations Research Seminar - Piscataway, NJ, USA.
- 2015 – Strategic Management Society Annual International Conference – Denver, CO, USA.

“The Effect of Firm-specific Human Capital on Staffing Decisions: An Experimental Approach.”

- 2016 – Strategic Management Society Annual International Conference – Berlin, Germany.
- 2015 – People and Organizations Conference – The Wharton School of the University of Pennsylvania – Philadelphia, PA, USA.

“Safety Reloaded: Lean Operations and High Involvement Work Practices for Sustainable Workplaces.”

- 2014 – People and Organizations Conference – The Wharton School of the University of Pennsylvania – Philadelphia, PA, USA.
- 2014 – EGOS (European Group of Organization Studies) Colloquium – Rotterdam, The Netherlands.
- 2014 - Madrid Work & Organizations Workshop – Madrid, Spain.

PROFESSIONAL AFFILIATIONS

Academy of Management, EGOS (European Group for Organizational Studies), Strategic Management Society (Strategic human capital Interest Group)

REVIEW ACTIVITIES AND EDITORIAL BOARD MEMBERSHIP

Editorial Board Member: Organization Science, Human Resource Management Review, Human Resource Management. **Ad-hoc Reviewer:** Strategic Management Journal; Industrial and Labor Relations Review; Industrial Relations; International Journal of Management Reviews; Industrial and Corporate Change; Academy of Management Annual Meeting; Strategic Management Society Annual International Conference.

PROFESSIONAL SERVICE

2023 – *	Strategic Management Society (SMS) Strategic Human Capital Interest Group Engagement Officer (Nominated role)
2023	Scientific Committee Member of the Hi! PARIS Summer School 2023 on AI & Data for Science, Business, & Society (HEC Paris)
2023	Organizing Committee of the 2023 HEC – Skema Research Workshop on Employee Mobility
2022 – *	Organizing Committee of the Strategic Management Society (SMS) Female Scholar Engagement Initiative
2022	Jury Member for the 2022 Ralph Alexander Dissertation Award (HR Division – Academy of Management)
2021	HEC Paris Academic Job Market Search Committee (Department of HR and Management)
2020 – 2023	HEC Paris Seminar Series Organizing Committee (Department of HR and Management)
2019 – 2021	Strategic Management Society (SMS) - Representative-at Large for the Strategic Human Capital Interest Group (Elected role)
2020	Award Committee Co-Chair for the Strategic human capital Interest Group of the Strategic Management Society.
2020	Jury Chair for the 2020 Ralph Alexander Dissertation Award (HR Division – Academy of Management)
2020	Selection Committee Member for the 2020 Wharton People Analytics Conference Start up Competition
2018	Judge for the 2018 SHRM Foundation Dissertation Grant Award (HR Division – Academy of Management)
2018	Paper Selection Committee Member for the 2018 Wharton People Analytics Conference Paper Competition
2017	Organizer of the 19th LERA (Labor and Employment Relations Association) Annual PhD Consortium.
2017	OMT Café Organizer (“Bringing managers back in: The role of managers in organization studies”) for the OMT Division of the Academy of Management – 2017 Academy of Management Annual Meeting.
2016	OMT Café Organizer (“Inequality at Work: Employees' and Organizational Outcomes”) for the OMT Division of the Academy of Management – 2016 Academy of Management Annual Meeting.
2015	OMT Café Organizer (“The Organization of Work - Flexibility and Alternative Work Arrangements”) for the OMT Division of the Academy of Management – 2015 Academy of Management Annual Meeting.

OTHER PROFESSIONAL EXPERIENCE

03/2017 – 07/2017	Bocconi University (Milan, Italy) – Research Coordinator of the ICRIOS Lean Thinking Observatory.
10/2011 – 07/2012	Bocconi University (Milan, Italy) – Research Fellow by CROMA (GOLDEN)
01/2011 – 04/2011	Deloitte & Touche S.p.A. (Milan, Italy) – Intern in the Auditing Services Area.

SOFTWARE AND LANGUAGES

Software: R, STATA, SPSS – **Languages:** English (Fluent), Italian (Native), French (Advanced)

REFERENCES

Matthew Bidwell – The Wharton School, University of Pennsylvania, +1 (215) 746-2524,
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