

## FEDERICA DE STEFANO

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### EMPLOYMENT

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- 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

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- 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

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**PUBLICATIONS**


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**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)

<sup>1</sup> \* 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.

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**MANUSCRIPTS UNDER REVIEW**


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

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**WORKING PAPERS & ONGOING PROJECTS**


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\* **De Stefano, F.**, Hurlin, C., Perignon, C., Saurin, S. Artificial Intelligence in hiring and gender-based differences in job applicants' outcomes: Evidence from a large retail organization. (*Status*: Preparation for submission. *Target journal*: Organization science).

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

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

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

<sup>+2</sup> Wu J., Anderson, T., \* Bidwell, M., \* **De Stefano, F.** The Relationship between collaboration networks and careers. (*Status*: Data Analysis. *Target journal*: Academy of Management Journal).

<sup>+</sup> Chen, Z., \* Bidwell, M., & \* **De Stefano, F.** The effects of time management on careers in project-based organizations. (*Status*: Data Analysis. *Target journal*: Organization Science).

**De Stefano, F.** Employment effects of access to preventive care. (*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).

\* Bonet R., \* **De Stefano, F.**, & \* Minervini M. Mental health and remote work. (*Status*: Data Collection. *Target journal*: Organization Science).

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<sup>1</sup> \* Denotes equal contribution: Authors listed in alphabetical order.

<sup>2</sup> + Denotes co-author is a PhD student / post-doc when the project started.

## PRACTITIONER-ORIENTED PUBLICATIONS

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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)*.

## AWARDS AND GRANTS

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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

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

- People Analytics – MSc, MBA, Executive – Spring (2021, 2023, 2024), Fall (2021, 2022, 2023)
- Leading Organizations – MSc – Spring (2021, 2022)
- Organizational Behavior – MSc – Spring (2021, 2024)

### 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)

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

- 2024–Tilburg University
- 2024– London Business School
- 2023– Warwick Business School
- 2022– Academy of Management Annual Meeting – Seattle, WAS, USA
- 2022– EGOS (European Group of Organization Studies) Colloquium – Vienna, Austria

## **REFEREED AND INVITED PRESENTATIONS (selected, cont.)**

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“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.

“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.

## PROFESSIONAL AFFILIATIONS

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

## REVIEW ACTIVITIES AND EDITORIAL BOARD MEMBERSHIP

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**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

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2024	Jury Member for the 2024 Ralph Alexander Dissertation Award (HR Division – Academy of Management)
2023 – *	Strategic Management Society (SMS): Strategic Human Capital IG Engagement Officer (Nominated role) –Rep-at-Large Competitive Strategy IG (Elected 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.
2015 – 2017	OMT Café Organizer for the OMT Division of the Academy of Management – Academy of Management Annual Meeting.

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**OTHER PROFESSIONAL EXPERIENCE**

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- 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
- 01/2011 – 04/2011 **Deloitte & Touche S.p.A.** (Milan, Italy) – Intern in the Auditing Services Area.

**SOFTWARE AND LANGUAGES**

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