

## FEDERICA DE STEFANO

The Wharton School, University of Pennsylvania  
3214 Steinberg Hall - Dietrich Hall | 3620 Locust Walk | Philadelphia, PA 19104  
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### EMPLOYMENT

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- 2017 - Present      **The Wharton School, University of Pennsylvania** (Philadelphia, PA, USA)
- Wharton People Analytics (Responsible of the Wharton People Analytics Careers Research Stream)
    - Postdoctoral Fellow (07/2018 – Present)
    - Visiting Scholar (09/2017 – 06/2018)
    - *Research Topic:* People analytics to understand employee mobility.
    - *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
  - *Graduation date:* 04/27/2018
  - *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)
- 2016      **The Wharton School, University of Pennsylvania** (Philadelphia, PA, USA)
- Visiting PhD Student (01/2016 – 06/2016)
- 2011      **Bocconi University** (Milan, Italy)
- MSc in International Management, Summa Cum Laude
- 2011      **Fudan University** (Shanghai, China)
- MSc in Management Science and Corporate Management
- 2009      **Bocconi University** (Milan, Italy)
- BA in Business Administration and Management, Summa Cum Laude
- 2008      **Dartmouth College** (Hanover, New Hampshire, USA)
- Visiting Student, BA (08/2008 – 12/2008)

## PUBLICATIONS

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<sup>1</sup>\* Camuffo, A., & De Stefano, F. (forthcoming). 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., 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, (in press).

- Media coverage: Strategy+Business

**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.

## WORKING PAPERS

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**De Stefano, F.** How do managers pass down inequality? The relationship between manager and worker pay dispersion in a retail chain.

**De Stefano, F., Bidwell, M., & Camuffo A.** Do More Able Managers Capture the Value That They Create? Managers' Abilities, Unit Performance, and Compensation. *Reject and Resubmit at Strategic Management Journal*.

Mannucci, P., & **De Stefano, F.** Who paints the Big Eyes? Disentangling the Gender Bias in Creativity Assessment.

**De Stefano, F., Camuffo, A., & Netchaeva, E.** The Effect of Firm-specific Human Capital on Staffing Decisions: An Experimental Approach.

## ONGOING PROJECTS

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Anderson T., Bidwell, M. & De Stefano, F. The Relationship between Collaboration Networks and the Integration of New Hires. (*Status: Data Analysis*)

Bidwell, M. & De Stefano, F. The career outcomes of internal mobility (*Status: Data Analysis*)

Bidwell, M. & De Stefano, F. What makes a good manager? The relationship between career patterns and the development of managerial skills. (*Status: Data Preparation*)

Bidwell, M. & De Stefano, F. The outcomes of careers in project-based organizations. (*Status: Data Collection*)

## 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.** (forthcoming) People Analytics in HRM: Challenges and practices for success. *Economia & Management (Bocconi University magazine, in Italian)*.

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

## REFEREED AND INVITED PRESENTATIONS (selected)

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“How do managers pass down inequality? The relationship between manager and worker pay dispersion in a retail chain.”

- 2019 – Bocconi University Department of Management and Technology Seminar – Milan, Italy.
- 2019 – Madrid Work and Organizations Workshop – Madrid, Spain.

“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 (scheduled) – 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 – Industry Studies Conference – Minneapolis, MN, USA.
- 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.
- 2015 – Industry Studies Conference- Kansas City, MO, USA.

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

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“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.

## TEACHING EXPERIENCE

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**Teaching Assistant – The Wharton School, University of Pennsylvania** (Philadelphia, PA, USA)

- People Analytics – MBA & Executive MBA – Spring 2019

**Instructor – Bocconi University** (Milan, Italy)

- Organizational Behavior – Undergraduate – Spring 2017
  - Top 25<sup>th</sup> Percentile of the teaching evaluations distribution of the 2017 Spring semester (Evaluation received: 0.880/1 - Distribution average: 0.811/1)
- Seminar on Collaborative Competencies – Undergraduate – Spring 2017
  - Top 25<sup>th</sup> Percentile of the teaching evaluations distribution of the 2017 Spring semester (Evaluation received: 0.873/1 - Distribution average: 0.811/1)

**Teaching Assistant – Bocconi University** (Milan, Italy)

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

## AWARDS AND SCHOLARSHIPS

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2019	Ralph Alexander Best Dissertation Award (HR Division – Academy of Management)
2015	SHRM Foundation Dissertation Grant Award (HR Division – Academy of Management)
2012 – 2017	Bocconi University PhD Scholarship

## PROFESSIONAL AFFILIATIONS

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Academy of Management (HR and CAR Divisions), EGOS (European Group for Organizational Studies), LERA (Labor and Employment Relations Association), Strategic Management Society

## REVIEW ACTIVITIES

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**Ad-hoc Reviewer:** Organization Science; International Journal of Management Reviews; Industrial and Corporate Change; Academy of Management Annual Meeting (CAR, HR, and OMT Divisions); Strategic Management Society Annual International Conference; Strategic Management Society Milan Special Conference on Strategic Human Capital, Management Practices and Performance.

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## PROFESSIONAL SERVICE

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| 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. |

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## OTHER PROFESSIONAL EXPERIENCE

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| 03/2017 – 07/2017 | <b>Bocconi University</b> (Milan, Italy) <ul style="list-style-type: none"><li>• Research Coordinator of the ICRIOS Lean Thinking Observatory.</li></ul> |
| 10/2011 – 07/2012 | <b>Bocconi University</b> (Milan, Italy) <ul style="list-style-type: none"><li>• Research Fellow by CROMA (now ICRIOS)</li></ul>                         |
| 01/2011 – 04/2011 | <b>Deloitte &amp; Touche S.p.A.</b> (Milan, Italy) <ul style="list-style-type: none"><li>• Intern in the Auditing Services Area.</li></ul>               |

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## SOFTWARE AND LANGUAGES

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

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## REFERENCES

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**Matthew Bidwell** – Associate Professor, The Wharton School, University of Pennsylvania, +1 (215) 746-2524, [mbidwell@wharton.upenn.edu](mailto:mbidwell@wharton.upenn.edu)

**Rocio Bonet** – Associate Professor, IE Business School, +34 (915) 689-843 (Ext. 49843), [rocio.bonet@ie.edu](mailto:rocio.bonet@ie.edu)

**Diane Burton** – Associate Professor, ILR School, Cornell University, +1 (607) 255-8187, [burton@cornell.edu](mailto:burton@cornell.edu)

**Arnaldo Camuffo** – Professor, Bocconi University, Phone: +39 (02) 5836-2630, E-mail: [arnaldo.camuffo@unibocconi.it](mailto:arnaldo.camuffo@unibocconi.it)

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