

FEDERICA DE STEFANO

The Wharton School, University of Pennsylvania
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EMPLOYMENT

- 01/09/2020 – Present **HEC Paris** (Paris, France)
- Management and Human Resources Department
 - Assistant Professor
- 01/09/2020 – Present **The Wharton School, University of Pennsylvania** (Philadelphia, PA, USA)
- Wharton People Analytics
 - Senior Fellow
- 01/09/2017 – 31/08/2020 **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 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

- 27/04/2018 **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
- 21/07/2011 **Bocconi University** (Milan, Italy)
- MSc in International Management, Summa Cum Laude
- 21/07/2011 **Fudan University** (Shanghai, China)
- MSc in Management Science and Corporate Management, Summa Cum Laude
- 23/07/2009 **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

RESEARCH INTERESTS

Strategic human capital; Human resource management; Employee mobility; People analytics.

PUBLICATIONS

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., 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
- Media coverage: AoM Insights

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 AND WORKING PAPERS

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

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

ONGOING PROJECTS

De Stefano, F., Bonet, R. & Bidwell M. Opportunity cost as a driver of human capital redeployment: Evidence from a financial services organization. (*Status*: Data Analysis)

*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 time allocation in a project-based organization. (*Status*: Data Analysis)

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.

REFEREED AND INVITED PRESENTATIONS (selected)

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

- 2020 (scheduled for October 2020) – Strategic Management Society Annual International Conference – Virtual Meeting

“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.)

“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

Teaching Assistant – 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
 - Top 25th Percentile of the teaching evaluations distribution of the 2017 Spring semester
- Seminar on Collaborative Competencies – Undergraduate – Spring 2017
 - Top 25th Percentile of the teaching evaluations distribution of the 2017 Spring semester

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)

AWARDS AND GRANTS

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

PROFESSIONAL AFFILIATIONS

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

REVIEW ACTIVITIES

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.

PROFESSIONAL SERVICE

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)

PROFESSIONAL SERVICE (cont.)

2020	Selection Committee Member for the 2020 Wharton People Analytics Conference Start up Competition
2019 – 2021	Strategic Management Society (SMS) - Representative-at Large for the Strategic Human Capital Interest Group (Elected role)
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) <ul style="list-style-type: none"> • Research Coordinator of the ICRIOS Lean Thinking Observatory.
10/2011 – 07/2012	Bocconi University (Milan, Italy) <ul style="list-style-type: none"> • Research Fellow by CROMA (now ICRIOS)
01/2011 – 04/2011	Deloitte & Touche S.p.A. (Milan, Italy) <ul style="list-style-type: none"> • Intern in the Auditing Services Area.

SOFTWARE AND LANGUAGES

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