

**Eliot Lawrence Sherman**

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**ACADEMIC EMPLOYMENT**

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**Georgetown University**

- Assistant Professor of Management, McDonough School of Business August 2022 – Present

**London Business School**

- Assistant Professor of Organizational Behavior August 2016 – August 2022

**EDUCATION**

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**University of California, Berkeley, Haas School of Business**

- PhD in Business Administration (Management of Organizations) May 2016
- MS in Business Administration with distinction 2012

**University of Pennsylvania**

- BA in English 2005

**PUBLICATIONS**

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2023. Eliot L. Sherman, Raina Brands, and Gillian Ku. “Dropping Anchor: A Field Experiment Assessing a Salary History Ban With Archival Replication.” *Management Science* 69(5):2919-2932.

2022. Weiyi Ng and Eliot L. Sherman. “In Search of Inspiration: External Mobility and the Emergence of Technology Intrapreneurs.” *Organization Science* 33(6):2300-2321.

2020. Eliot L. Sherman. “Discretionary Remote Working Helps Mothers Without Harming Non-Mothers: Evidence from a Field Experiment.” *Management Science* 66(3):1351-1374.

- One of 24 papers selected by *Management Science* for a Virtual Special Issue on Diversity, Equity, and Inclusion.

2019. Jennifer A. Chatman, Lindred L. Greer, Eliot L. Sherman, and Bernadette Doerr. “Blurred Lines: How the Collectivism Norm Operates Through Perceived Group Diversity to Boost or Harm Group Performance in Himalayan Mountain Climbing.” *Organization Science* 30(2):235-259.

- Winner of the 2020 Outstanding Publication in Organizational Behavior Award from the Academy of Management.

2015. Sameer B. Srivastava and Eliot L. Sherman. “Agents of Change or Cogs in the Machine? Re-examining the Influence of Female Managers on the Gender Wage Gap.” *American Journal of Sociology* 120(6):1778-1808.

## **Work in Progress**

Weiyi Ng and Eliot L. Sherman. “Internal Venturing or External Founding? Organizational Determinants of Gender Differences in Technology Enterprise.” Under review at *Management Science*.

Eliot L. Sherman and Weiyi Ng. “Asymmetrical Returns to Entrepreneurial Prominence: How Established Firms Sustain the Gender Gap in High-Growth Technology Entrepreneurship.” In preparation for submission to *Administrative Science Quarterly*.

Stephanie Chan-Ahujá and Eliot L. Sherman. “The Shared Caregiving Premium: Parenting, Chores, and Women’s Earnings.” In preparation for submission to *Management Science*.

Weiyi Ng and Eliot L. Sherman. “Empirically Discerning High-Growth Entrepreneurship from Self-Employment.” In preparation for submission to *Research Policy*.

## **SERVICE**

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Ad hoc reviewer for *Industrial and Labor Relations Review*, *Academy of Management Journal*, *Administrative Science Quarterly*, *Organization Science*, *Management Science*, *American Sociological Review*, *American Journal of Sociology*, and *Organizational Behavior and Human Decision Processes*.

McDonough School of Business, Management Faculty Recruitment Committee Chair (2022, 2023)

London Business School, OB Faculty Recruitment Committee (2018-2021)

London Business School, OB PhD Recruitment Committee (2019, 2020)

Ralph Alexander Best Dissertation Award Committee, Human Resources Division of AoM (2020, 2021)

## **INVITED RESEARCH PRESENTATIONS**

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2023

- Stony Brook University College of Business
- Columbia/Wharton Management, Analytics, and Data Conference
- Academy of Management Annual Meeting: Boston, MA
- European Group of Organizational Studies Conference: Cagliari, Italy

2022

- Wharton People and Organizations Conference
- European Group of Organizational Studies Conference: Vienna, Austria
- Georgetown University McDonough School of Business FACE Conference

2021

- Johns Hopkins Carey Business School
- Georgetown University McDonough School of Business
- Yale School of Management
- Wharton People and Organizations Conference
- UMN Carlson School of Management, Strategic Management and Entrepreneurship
- INSEAD Gender Research Lab
- INSEAD Women at Work Conference

2020

- National University of Singapore Business School, Strategy & Policy
- European Group of Organizational Studies Conference: Hamburg, Germany

2019

- INSEAD Women at Work Conference: Singapore
- Wharton People and Organizations Conference: Philadelphia, PA
- Academy of Management Annual Meeting: Boston, MA

2018

- European Group of Organizational Studies Conference: Tallinn, Estonia
- Academy of Management Annual Meeting: Chicago, IL
- The Behavioral Insights Team: London, U.K.

2017

- Wharton People and Organizations Conference: Philadelphia, PA

2016

- Wharton People and Organizations Conference: Philadelphia, PA

2015

- MIT Sloan School of Business, Work and Organizational Studies
- London Business School, Organizational Behavior
- Harvard Business School, Organizational Behavior
- University of Southern California, Management and Organization
- Wharton People and Organizations Conference: Philadelphia, PA
- Academy of Management Annual Meeting: Vancouver, Canada

2014

- Wharton People and Organizations Conference: Philadelphia, PA
- American Sociological Association: San Francisco, CA

2013

- Wharton People and Organizations Conference: Philadelphia, PA

2012

- Academy of Management Annual Meeting: Boston, MA

## **EXPERIENCE**

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### **Professional**

- **Aon Corporation:** Analyst 2008 – 2009
  - Performed due diligence research using public records databases
- **Harvard Business School:** Research Associate 2005 – 2008
  - Co-Authored 24 Harvard Business School cases

### **Teaching**

- The Future of Work (Undergraduate) 2023
- Managing the Enterprise (Master of Science in Management) 2023
- Human and Social Capital (Executive Master's in Leadership) 2022-2023
- Leading Teams for Performance and Impact (MBA, EMBA) 2022-2023
- Using Data to Lead Change (Master of Science in Business Analytics) 2022-2023
- Paths to Power (Master of Business Administration) 2016 – 2022
- Executive Education: Advanced Development Program 2018 – 2022
- PhD Seminar: Labor Markets and Careers 2019 – 2022