

DAPHNÉ BALDASSARI

Rotman School of Management, University of Toronto

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EDUCATION

Ph.D. Candidate in Strategic Management (Expected 2024)

University of Toronto, Rotman School of Management, Toronto, Canada

Dissertation: “From Talk to Action: Strategic Response to Structural Interventions for Workplace Equity”

Committee: Sarah Kaplan (Chair), Anita McGahan, Nicola Lacetera, Mitchell Hoffman

- 2023 *INFORMS/Organization Science Best Dissertation Proposal Competition (finalist)*

M.S. in Economics with high honors (2017)

Paris School of Economics, Paris, France

M.S. in Engineering with high honors (2015)

École Nationale Supérieure des Mines de Paris, Paris, France

RESEARCH INTERESTS

Strategic Response; Gender and Racial Inequality; Structural Interventions for Diversity; Social Movements; Quantitative Methods; Text-based Analysis

WORKS UNDER REVIEW

Baldassari, Daphné. “Oscar Voters so White? Hiring Effects of an Evaluator’s Diversity Intervention.” (*Revise and resubmit at Administrative Science Quarterly*)

- 2023 *Annual Conference Best Paper Prize, Strategic Management Society (nominee)*
- 2023 *Annual Conference Ph.D. Paper Prize, Strategic Management Society (nominee)*
- 2023 *Responsible Research Paper Prize, Strategic Management Society (nominee)*
- 2023 *Strategic Human Capital Best Conference Paper Prize, Strategic Management Society (nominee)*

Baldassari, Daphné, Sarah Kaplan and Aaron Dhir. “Hiding in Plain Sight: Firm Strategic Response to Diversity Disclosure Requirements.” (*Under review at Academy of Management Journal*)

WORK IN PROGRESS

Baldassari, Daphné. “How Social Movements Influence Network-based Hiring: Evidence from the Film Industry.” (*Finalizing analyses and drafting manuscript*)

Baldassari, Daphné* and Esther Chevrot-Bianco*. “Visible and Valued: Impact of Family Connections in Women’s Board Appointments Following Danish Board Quota Reform.” *Denotes equal authorship (*Drafting manuscript*)

Baldassari, Daphné. “Beyond Compliance: Strategic Responses to Structural Diversity Interventions.” (*Drafting manuscript*)

Baldassari, Daphné*, Sandra Portocarrero*, Hannah Riley Bowles*, and Valerie Purdie-Greenaway. “An Integrative Framework to Negotiate Diversity Tasks at Work.” *Denotes equal authorship (*Drafting manuscript*)

Baldassari, Daphné, Manuela Collis, and Mitch Hoffman. “Gender Differences in Feedback: Evidence from Entrepreneurs.” (*Analyzing data*)

CONFERENCE PRESENTATIONS

Paper Presentations (*presentations by co-authors not listed*)

“Oscar Voters so White? Hiring Effects of an Evaluator’s Diversity Intervention.”

- 16th People and Organizations Conference at the Wharton School of the University of Pennsylvania, September 2023
- Diversity in Management and Organizations (DMO) 2023 Conference, Virtual, September 2023
- Mallen Scholars and Practitioners Conference in Filmed Entertainment Economics, Virtual, September 2023
- American Sociological Association, Labor Market Section, Philadelphia, August 2023
- Academy of Management Annual Meeting, OMT Division, Boston, August 2023 (paper session)
- 30th CCC Doctoral Student Colloquium at the University of St Gallen, June 2023
- Industry Studies Association Annual Conference at Ohio State University, May 2023
- Harvard Race, Gender & Equity at Work Research Symposium, May 2023
- East Coast Doctoral Conference at New York University, April 2023
- Creative Industries Conference at Columbia Business School, October 2022
- 38th European Group for Organizational Studies (EGOS) Colloquium at WU Vienna, July 2022
- Academy of Management Annual Meeting, Cultural Production and Reception Symposium, Seattle, August 2021 (symposium)

“Hiding in Plain Sight: Firm Strategic Response to Diversity Disclosure Requirements.”

- Academy of Management Annual Meeting, STR Division, Boston, August 2023
- Strategic Management Society (SMS) 42nd Annual Conference, London, September 2022
- Trans-Atlantic Doctoral Consortium at London Business School, June 2022
- Academy of Management Annual Meeting, Organizational Narratives to Workplace Inequality Symposium, August 2021
- Lee-Chin Institute Sustainable Finance Research, Rotman School of Management, February 2021

“How Social Movements Influence Network-based Hiring: Evidence from the Film Industry.”

- Academy of Management Annual Meeting, Drivers of Racial and Gender Workplace Inequalities, Boston, August 2023 (symposium)
- Academy of Management Annual Meeting, Cultural Production, Creativity, and Networks Symposium, Seattle, August 2022 (symposium)

“Gender Differences in Feedback: Evidence from Entrepreneurs.”

- 14th People and Organizations Conference at the Wharton School of the University of Pennsylvania, September 2021

Discussant

Business Ethics in the 6ix, Ted Rogers School of Management, Toronto Metropolitan University, May 2023

CHAired SYMPOSIA

- Drivers of Racial and Gender Workplace Inequalities. Symposium Co-chair with Manuela Collis and Xuege Lu. Academy of Management Annual Meeting, August 2023
 - *Best Symposium for the Organization and Management Theory Division (runner-up)*
 - *AOM Annual Meeting 2023, Showcase Symposium*
- Cultural Production, Creativity, and Networks. Symposium Co-chair with Khwan Kim. Academy of Management Annual Meeting, August 2022
- Organizations’ Responses and Narratives to Workplace Inequality. Symposium Co-chair with Mabel Abraham. Academy of Management Annual Meeting, August 2021

- *Best Symposium for the Managerial and Organizational Cognition Division (finalist)*
- Cultural Production and Reception. Symposium Co-chair with Siyin Chen. Academy of Management Annual Meeting, August 2021

FELLOWSHIPS, GRANTS, AND AWARDS

- Will Mitchell Dissertation Research Grant Award, Strategy Research Foundation, Strategic Management Society (2023)
- Above and Beyond the Call of Duty (ABCD) Reviewing Award, Organization and Management Theory Division, Academy of Management (2023)
- Runner-up, Best Symposium for the Organization and Management Theory Division, Academy of Management (2023)
- Research Ph.D. Fellowship, Institute for Gender and the Economy (GATE), Rotman School of Management (2021, 2022, 2023)
- Research Ph.D. Fellowship, Michael Lee-Chin Family Institute for Corporate Citizenship (2022, 2023)
- Ph.D. Scholarship, SMS Annual Doctoral Workshop, Strategic Management Society (2022)
- Research Grant, The David and Sharon Johnston Centre for Corporate Governance (2022)
- Research Grant, Behavioral Economics in Action (BEAR) & Behaviorally Informed Organizations (Bi-Org) (2022)
- Winter Conference Grant, University of Toronto School of Graduate Studies (2022)
- Ivey/ARCS Ph.D. Sustainability Academy Fellow, Ivey Business School, University of Western Ontario & Alliance for Research on Corporate Sustainability (2021)
- Matching Data Acquisition Grant, Rotman School of Management (2021)
- International Ontario Graduate Scholarship (2021)
- University of Toronto Nominee for the Vanier Canada Graduate Scholarship (2019)

TEACHING

Course Instructor

- Strategic Management (Undergraduate), Winter 2023 and 2024 (Teaching evaluation mean 4.6/5.0, median 5.0/5.0, Rotman commerce mean = 4.4/5.0)

Teaching Assistant

- Fundamentals of Strategic Management (MBA), Prof. Anita McGahan, Winter 2020
- Strategic Change and Implementation (MBA), Prof. Sarah Kaplan, Fall 2019
- Corporate Strategy (MBA), Prof. Anne Bowers, Fall 2021
- Strategic Management (Undergraduate), Dr. Hyeun Lee (Summer 2021) and Dr. Patrick Rooney (Fall 2019)
- Strategic Management for Sustainability (Master in Sustainability Management), Prof. Nicola Lacetera, Fall 2020

SERVICE AND PROFESSIONAL AFFILIATIONS

Ad-hoc reviewer: Administrative Science Quarterly, Organization Science, PLOS One

Conference reviewer: Academy of Management Annual Meeting (STR: 2021, 2023, OMT: 2022, 2023), Strategic Management Society Annual Conference (2022, 2023)

Member: Academy of Management (2018-present), Strategic Management Society (2022-present), Industry Studies Association (2023-present), European Group for Organizational Studies (2022-2023)

Service at Rotman

Founder and Organizer, Rotman Ph.D. Breakfast Club (2019-2021)

Treasurer, Rotman Ph.D. Student Union (2019-2020)

Organizer, Rotman Institute for Gender and the Economy, G-Lab Research Seminars (2019-2022)

Student Representative, Rotman School Ph.D. Committee (2018-2020)

DOCTORAL CONSORTIA AND WORKSHOPS

- AOM STR Dissertation Consortium, Boston (2023)
- SMS Doctoral Workshop, London (UK) (2022)
- Ivey-Arcs Ph.D. Sustainability Academy, Virtual (2021)
 - *All-Faculty Award for Special Contribution to the Academy.*
- AOM OMT Doctoral Consortium, Virtual (2021)
- AOM STR Doctoral Consortium, Virtual (2020)
- Medici Summer School, Virtual (2020)

MEDIA

- Radio Canada, Dans La Mosaïque. [International Women in Mathematics Day](#) (2023, May 13)
- Radio Canada, Les matins d'ici. L'économie avec Marjorie April. [International Women's Day](#) (2023, Mar 8)
- Radio Canada, La matinale. L'économie avec Marjorie April. [Oscars so White? Consequences of the Academy's Diversity Intervention](#) (2023, Jan 23)
- Radio Canada, La matinale. L'économie avec Marjorie April. [The Economic Consequences of Restricting Women's Access to Abortion](#) (2022, May 6)
- Radio Canada, La matinale. L'économie avec Marjorie April. [Women in Senior Management](#) (2022, Mar 8)
- Stacey and Marianna Speranza, The Business Casual. "[Daphne Baldassari: Researching Gender and Diversity in the Workplace.](#)" (2021, Nov 30)
- Radio Canada, L'heure de pointe Toronto/Windsor. "Les inégalités homme-femmes en temps de crises" [Gender Inequality in Times of Crisis](#) (2020, July 6)
- Radio Canada, L'heure de pointe Toronto/Windsor. "L'impact économique vécu par les femmes pendant la pandémie" [The Gendered Economic Impact of the Pandemic](#) (2020, May 13)

WORK EXPERIENCE

- External Contractor to the Chief Economist's Office, European Patent Office, Munich, Germany (2016)
- Research Intern, Strategic and Prospective Department, EDF, Levallois-Perret, France (2015)
- Visiting Research Scholar, Grid Integration Group, Energy Technologies Area, Lawrence Berkeley National Laboratory, Berkeley, US (2014)
- Business Development Intern, Sales and Marketing Department, Air Liquide Medicinal, Madrid, Spain (2013)

Last Update: August 29, 2023