

**Eliot Lawrence Sherman**  
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## ACADEMIC EMPLOYMENT

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### London Business School

- Assistant Professor of Organizational Behavior August 2016 - Present

## 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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2021. Weiyi Ng and Eliot L. Sherman. "In Search of Inspiration: External Mobility and the Emergence of Technology Intrapreneurs." Provisionally accepted at *Organization Science*.

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.

### Working Papers

Eliot L. Sherman, Raina Brands, and Gillian Ku. "Dropping Anchor: A Field Experiment Assessing a Salary History Ban With Archival Replication." Revise and resubmit at *Management Science* (under second round of review).

Eliot L. Sherman and Xiaoran Hu. "Everybody Talks: Social Structure and the Selective Disclosure of Discrediting Information in the Workplace." Revise and resubmit at *Organization Science* (revising for third round of review).

## **Work in Progress**

Eliot L. Sherman and Weiyi Ng. “When Bureaucracy Enables: Assessing the Gender Gap in Corporate and Entrepreneurial Venturing.” In preparation for submission to *Administrative Science Quarterly*.

Weiyi Ng and Eliot L. Sherman. “False-Positive Classification: A Supervised Machine Learning Measurement Strategy for Organizational Research.” In preparation for submission to the *Strategic Management Journal*.

Eliot L. Sherman and Stephanie Chan-Ahuja. “The Shared Parenting Premium: Caregiving, Class, and Earnings.” In preparation for submission to *Organization Science*.

Rohin Borpujari, Stephanie Chan-Ahuja, and Eliot L. Sherman. “The One-way Door: Part-time Work and the Re-allocation of Meaning.” Data collection.

## **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*, *European Sociological Review*, *Work & Occupations*, *Organizational Behavior and Human Decision Processes*, *Social Forces*, and *Human Relations*.

Committee Member, Ralph Alexander Best Dissertation Award, Human Resources Division of the Academy of Management.

## **INVITED RESEARCH PRESENTATIONS**

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2021

- 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

- “Paths to Power” Elective for MBAs and EMBA 2016 – Present
- Executive Education: Advanced Development Program 2018 – Present
- PhD Seminar: Labor Markets and Careers 2019 – Present