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ROCIO BONET

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**PROFESSIONAL EXPERIENCE**

Associate Professor at IE Business School, Human Resource Management Department, since 2015

Assistant Professor at IE Business School, Human Resource Management Department, 2008-2014

U.S. Census Bureau, Special Sworn Employee, since July 2002

Teaching and Research Assistant at The Wharton School, University of Pennsylvania, 2002-2007

Visiting Professor at Porto Business School, Luiss Business School, Aarhus School of Business since 2008

**EDUCATION**

Ph.D. The Wharton School, University of Pennsylvania  
Ph.D. Program in Management, 2007  
Dissertation Title: "Opening the Black-Box of Individual Career Advancement: The Role of Organizational Factors" (Labor and Employment Relations Association Honorable Mention Award, 2008)  
Committee: Dr. Peter Cappelli (Advisor), Dr. Katherine Klein (Chair), Dr. Albert Saiz, Dr. Valery Yakubovich, Dr. Joel Waldfogel

M.Sc. The Wharton School, University of Pennsylvania  
M.Sc. Degree in Management, 2006

M.Sc. Universitat Pompeu Fabra, Barcelona, Spain  
M.Sc. Degree in Economics, Finance, and Management (Honors), 2001

B.Sc. Universidad de Zaragoza, Zaragoza, Spain  
B.Sc. in Business Administration, 1999

**RESEARCH AND PUBLICATIONS**

**Academic and Practitioner Journal Publications**

Bonet, Rocio and Fabrizio Salvador. 2017. "Manager-Worker Separation and Worker Performance: A Field-Study of a Multisite Software Maintenance Organization" *Organization Science*, 28 (2): 244-261

Cappelli, Peter, Monika Hamori, and Rocio Bonet. 2014 "Who's got those top jobs?" *Harvard business review* 92.3: 74-77.

Bonet, Rocio. 2014 "High-Involvement Work Practices and the Opportunities for Promotion in the Organization", *Industrial Relations: A Journal of Economy and Society*, 53(2): 295-324

Bonet, Rocio, Cappelli, Peter, and Hamori, Monika. 2013. "Labor Market Intermediaries and the New Paradigm for Human Resources", *Academy of Management Annals*, 7: 339-390

Bonet, Rocio, Cruz, Cristina, Fernandez-Kranz, Daniel and Justo, Rachida. 2013. "Temporary Contracts and Work-Family Balance in a Dual Labor Market" *Industrial and Labor Relations Review*, Vol. 66: 55-87

### **Book Chapters**

Bonet, Rocio, and Hamori, Monika. *Forthcoming*. "Talent Intermediaries in Talent Acquisition." "The Oxford Handbook of Talent Management", Oxford University Press

Bonet, Rocio, and Cappelli, Peter. 2014 "External Labor Markets" In *Sociology of Work: An Encyclopedia*, Sage Publications, Inc.

Hamori, Monika, Bonet, Rocio and Cappelli, Peter, 2010, "Obtaining Human Capital Fit: How Firms Obtain the Human Capital They Need", in A. Burton-Jones and J.C. Spender, eds, "The Oxford Handbook of Human Capital", Oxford University Press

Cappelli, Peter and Rocio Bonet, 2006. "What Happened to the New Deal with Employees?" in R. Gandossy, E. Tucker and N. Verma, eds, "Workforce Wake-Up Call: Your Workforce Is Changing, Are You?"

Bonet, Rocio and Martin J. Conyon, 2005. "Compensation Committees and Executive Compensation: Evidence from Publicly Traded UK Firms" in K. Keasey, S. Thompson and M. Wright, eds, "Corporate Governance: an Economic and Financial Analysis", Wiley

### **Dissertation**

Bonet, Rocio, 2008, *Opening the Black-Box of Individuals' Career Advancement: the Role of Organizational Factors*, Doctoral Dissertation, University of Pennsylvania. ProQuest, UMI Dissertation. Publishing: Ann Arbor, Michigan

### **Work in Progress**

“Does losing temporary workers matter? Temporary worker turnover, replacements, and Unit Performance” (together with Arnaldo Camuffo and Federica de Stefano). Revise and Resubmit in *Academy of Management Journal*

“Up for review: unravelling the link between formal Evaluations and performance-based practices” (together with Tor Eriksson and Jaime Ortega). Revise and Resubmit in *Industrial Relations: A Journal of Economy and Society*

“Discrimination and the advancement of women in executive careers” (together with Peter Cappelli and Monika Hamori). *Under Review*

“Feedback and productivity: evidence from a field experiment” (together with Amrou Awayshed and Jaime Ortega). Presented at Strategic Management Society Conference, September 2016, Berlin.

“Hiring temps to lose perms? A longitudinal examination of the consequences of temporary hiring on individual voluntary turnover. Presented at Strategic Management Society Conference, October 2015, Denver.

“Do too many cooks always spoil the broth? An investigation of the effects of reporting to multiple managers on worker performance” (together with Fabrizio Salvador and Athena Tsouderou). Presented at Strategic Management Society Conference, March 2017, Milan. Presented at People and Organizations Conference, Wharton, 2016.

“Outrunning the past? Prior employer status and job matching in an MBA labor market”. (together with Roxana Barbulescu). Presented at the People and Organizations Conference, Wharton, 2017.

“Adding Status to your Career: the Role of Pre-MBA Experience and Educational Prestige in the Salaries of MBA Graduates”

“Top executives’ careers and career rewards: Changes over 30 years” (together with Peter Cappelli and Monika Hamori).

### **Papers presented at Peer Reviewed Conferences**

“Discrimination and the advancement of women in executive careers” (together with Peter Cappelli and Monika Hamori).  
HEC Inequality Research Conference, Versailles, May 2017

“Manager-Worker Separation and Worker Performance: A Field-Study of a Multisite Software Maintenance Organization” (together with Fabrizio Salvador)  
Wharton People and Organizations Conference, Philadelphia, October 2014  
Strategic Management Society Conference, Madrid, September 2014  
Academy of Management Meeting, Philadelphia, August 2014  
European Group for Organizational Studies Colloquium, Rotterdam, July 2014

- “Do Formal Performance Evaluations Really Improve Meritocratic Decisions?”  
(together with Tor Eriksson and Jaime Ortega)  
Academy of Management Meeting, Orlando, August 2013  
European Group for Organizational Studies Colloquium, Helsinki, July 2012
- “Economic Consequences of Performance Evaluations” (together with Tor Eriksson and Jaime Ortega)  
Strategic Management Society Conference, Miami, November 2011  
Wharton People and Organizations Conference, Philadelphia, October 2010
- “Temporary Contracts and Work-Family Balance in a Dual Labor Market” (together with Cristina Cruz, Daniel Fernandez-Kranz, and Rachida Justo)  
Academy of Management Meeting, Montreal, August 2010  
European Group for Organizational Studies Colloquium, Lisbon, July 2010
- “Motherhood and Self-Employment in a Dual Labor Market” (together with Cristina Cruz, Daniel Fernandez-Kranz, and Rachida Justo)  
European Academy of Management, Rome, May 2010
- “The Changing Value of Experience as Education Accumulates: The Case of the MBA”  
Academy of Management Meeting, Anaheim, August 2008
- “Valuing Bundles of Experience and Education in the MBA Labor Market”  
European Group for Organizational Studies Colloquium, the Netherlands, July 2008
- “Employer Differentials on Career Mobility: Is There a Role for Employment Practices?”  
Census Research Data Center Annual Conference, New York, September 2006  
LERA Annual Meeting, Chicago, January 2007  
Academy of Management Meeting, Atlanta, August 2006  
Strategic Management Society Conference, Orlando, October 2005
- “The Value of Non-Executive Directors on the Board: A Natural Experiment”  
Academy of Management Meeting in Hawaii, August 2005

### **Invited Seminar and Conference Presentations**

Doctoral Consortium Round Table, Strategic Human Capital Conference, Special SMS Conference, Milan, 2017.

Flexwork Research International Conference, Rotterdam, 2015.

“Manager-Worker Separation and Worker Performance: A Field-Study of a Multisite Software Maintenance Organization” (together with Fabrizio Salvador)  
Bocconi University, Milan, 2015.  
ESSEC Business School, Paris, 2014.

Universidad Adolfo Ibañez, Santiago de Chile, August 2011: “*I still care about what you did last summer*: the importance of previous careers in the MBA labor market”

Conference on Fashion, Cosmetic, and Luxury. IE Business School, December 2010: “Desarrollo de Carreras a través de Puestos de Alto Rendimiento”

Asociacion Cultural Hontanar. Zaragoza, November 2010: “La Mujer y la Empresa del S. XXI”

Expomanagement, 7th Edition, Madrid, May 2009: “Estrategias de Recursos Humanos para Afrontar la Crisis”

Universidad Carlos III, Madrid, April 2008: “Are there Complementarities between Experience and Education? The Case of the MBA Degree”

Mercer, Washington DC, April 2007: “The effects of High Involvement Practices on Employment Outcomes”

ESADE Business School, Barcelona, March 2007: “The Effects of High Performance Work Practices on Careers”

ESSEC Business School, Paris, March 2007: “The Effects of High Performance Work Practices on Careers”

HEC Business School, Paris, February 2007: “The Effects of High Performance Work Practices on Careers”

Universitat Pompeu Fabra, Barcelona, February 2007: “The Effects of High Performance Work Practices on Careers”

IE Business School, Madrid, December 2006: “The Effects of High Performance Work Practices on Careers”

IESE Business School, Barcelona, December 2006: “The Effects of High Performance Work Practices on Careers”

London Business School, 6<sup>th</sup> Transatlantic London Business School Conference, London, May 2006: “Employer Differentials on Career Mobility: Is there a Role for Employment Practices?”

CCC Colloquium, Haas School of Business, Berkeley, April 2005: “The Prediction of Career Advancement of Employees”

Research Presentation at London Business School, 4<sup>th</sup> Transatlantic London Business School Conference London, May 2004: “Do Shareholders Care about the Death of Non-Executive Directors?”

## **TEACHING EXPERIENCE**

### **Courses Taught at IE Business School**

Bonet, November 2017

Global Leadership (Executive MBA)	2017
Building Talent in New Organizations (core MBA)	2015-2017
Human Resources Management (core MBA)	2008-2015
<b>Average most recent evaluations: 4.32 (out of 5)</b>	
Talent Management (Master in Management)	2012-2017
Human Resources (LLM)	2012
Dirección de Recursos Humanos (core MBA)	2008
Advanced Seminar in Organizational Behavior (PhD)	2009-2016

### **Courses Taught at the Wharton School**

Management 101: Introduction to Management (Undergraduate)	2004
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### **Course Taught at Luiss Guido Carli University, Roma**

People Management (MBA)	2014-2015
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### **Course Taught at Porto Business School, Porto and Hannover**

Human Resources Management (MBA)	2015-2017
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## **OTHER ACADEMIC ACTIVITIES**

### **Editorial Work**

Academy of Management Perspectives, Editorial Board, August 2008 – October 2011

Academy of Management Executive, Acting Book Review Editor, 2005

Ad-hoc reviewer for the European Management Journal, Management Research, Management Science, Organization Science, Academy of Management Perspectives, Industrial and Labor Relations Review, and Social Science Research

### **Review Committees**

Member of the Outstanding Practitioner-Oriented Publication in OB Award Committee for the Academy of Management, 2011, 2012, and 2013.

### **Madrid Work and Organizations Workshop and Symposium, 2011-2017**

Organizer, together with Marta Elvira (IESE Business School), Eduardo Melero (Universidad Carlos III) and Jaime Ortega (Universidad Carlos III)

### **Doctoral Guidance**

PhD Dissertation Committee Member of Argyro Avgoustaky (Universidad Carlos III of Madrid), Burak Koyuncu (IE Business School), Jie Cao (IE Business School)

DBA Dissertation Committee Member of Guillermo Alonso (IE Business School), Cristina Garcia (IE Business School)

Current PhD Dissertation Advisor of Robert Langan and Athena Tsoderou (IE Business School).

### **HONORS AND AWARDS**

#### **Competitive Research Grants**

Spanish Ministry of Education Grant, 2013-2015 (14,000 Euros) (member of the research team, main researcher: Margarita Mayo)

Marie Curie National Reintegration Grant (100,000 Euros), 2009-2014

Spanish Ministry of Education Grant (42,600 Euros), 2009-2013 (member of the research team, main researcher: Monika Hamori)

Graduate Management Association Council Fellowship (\$ 25,000), 2006

The Wharton School Litton Fellowship, 2005

#### **Other Awards**

Outstanding Reviewer Award of the Careers Division of the Academy of Management, 2011

Best Professor for the MIM class nomination, 2017

Best Cohort Term Professor for the MBA class, 2009

The Wharton School, Department of Management fellowship for PhD, 2001-2005

Fulbright Scholarship, 2001

University of Zaragoza, Department of Managerial Economics, Research Fellowship  
with Professor Vicente Salas Fumas, 1999

### **AFFILIATIONS**

Academy of Management  
European Group of Organizational Studies  
Strategic Management Society  
Labor and Employment Relations Association

### **LANGUAGES**

Spanish (mother tongue)  
English, Italian, Portuguese (fluent)  
French (Basic)