

Sandra Portocarrero

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ACADEMIC APPOINTMENTS

2024	London School of Economics and Political Science , London, UK Assistant Professor of Management
2022–2024	Columbia Business School, Columbia University , New York, NY Postdoctoral Research Scholar in the Management Division
2022–2023	Harvard Kennedy School of Government , Cambridge, MA Women in Public Policy Program Research Fellow

EDUCATION

May 2022	Columbia University , New York, NY Ph.D., MPhil, MA in Sociology
Aug 2012	University of California, Berkeley , Berkeley, CA B.A., High Honors in Sociology and Distinction in General Scholarship

PUBLICATIONS

Portocarrero, Sandra and James T. Carter. 2022. “But the Fellows Are Simply Diversity Hires! How Organizational Contexts Influence Status Beliefs.” *RSF: The Russell Sage Foundation Journal of the Social Sciences*, 8 (7): 172–191.

- Nominated for Best Paper on Environmental and Social Practices, Organizations and Management Theory Division at the Academy of Management, 2022.

Portocarrero, Sandra and James T. Carter. 2022. “Diversity Initiatives in the US Workplace: A Brief History, Their Intended and Unintended Consequences.” *Sociology Compass*, 16 (7): e13001.

PAPERS UNDER REVIEW

Portocarrero, Sandra. “A Triadic Lens into Diversity Work: The Interplay Between Tasks, Race and Ethnicity, and Expertise.” (Second Round of Revise and Resubmit at the *Administrative Science Quarterly*)

- Runner up, Louis Pondy Best Dissertation Paper Award, Organizations and Management Theory Division at the Academy of Management, 2023
- Academy of Management Best Paper Proceedings (top 10% of annual conference submissions), 2023

Portocarrero, Sandra, Gerardo Okhuysen, and Andrea Wessendorf. “How Signals from Organizational Diversity Initiatives Shape the Experiences of their Target Population.” (Second Round of Revise and Resubmit at the *Academy of Management Journal*)

- Winner of the 2021 Society for the Studies of Social Problems Best Student Paper Award
- Nominated for Best Paper on Environmental and Social Practices, Organizations and Management Theory Division at the Academy of Management, 2023

Berkebile-Weinberg, Ashley, **Sandra Portocarrero**, Ajua Duker, and Rebecca M. Carey. “How Diversity Initiatives Fail Minoritized People: Lessons from Intergroup Theory.” (Revise and Resubmit at *Nature Reviews*)

WORKS IN PROGRESS

Portocarrero, Sandra, Dan Wang, and Inara Tareque. “A Process of Status Override: Undocumented Entrepreneurs Looking for Dignity in the United States.” (Writing phase)

Portocarrero, Sandra and Gabriel Sala. “Racialized Expectations of Equity Work and the Split Minority Professional Identity.” (Writing phase)

Portocarrero, Sandra, Dan Wang, and Rohini Jalan. “*A Digital Refuge: How WhatsApp Democratizes Access to Knowledge for NYC Entrepreneurs Housed in Shelters.*” (Data Analysis)

Portocarrero, Florencio, Daniela Perleche-Ugás, **Sandra Portocarrero**, and James Weber. “Can A Scalable Alternative to Mentoring Private Scholarship Recipients Promote Social Inclusion? Evidence from a Quasi-Experimental Longitudinal Case in Latin America.” (Data Analysis)

OTHER PUBLICATIONS

Portocarrero, Sandra and Daniel Fisher. 2025. [“Being Paperless Doesn’t Mean You’re Powerless” - The Economic Power Of Undocumented Immigrants In The U.S.](#) *Forbes*

Portocarrero, Sandra and Lisa Cohen. *Forthcoming*. “Follow the Task: Examining Diversity Workers’ Job Content Can Help Us Understand Diversity Initiatives.” *Research on Social Issues in Management series*, “*Call to Action for Policymakers: Defending and Advancing Diversity, Equity, and Inclusion (DEI).*”

Portocarrero, Sandra. 2012. “A Case Study of the Effects of Participation in an Organization on the Lives of Women: Post-Conflict Ayacucho, Peru.” *Berkeley Undergraduate Journal*, 25 (2): 96–121

Portocarrero, Sandra. 2019. “What Do We Talk About When We Talk about Diversity and Inclusion?” *American Sociological Association Inequality, Poverty, and Mobility Newsletter*, 5 (1): 8–9

Portocarrero, Sandra and Francisco Lara-Garcia. 2017. “U.S. Universities: A New Site for Immigrant Struggles?” *Global Dialogue*, 7 (2): 35–36

Portocarrero, Sandra. 2015. “Copper, Water, and Land: Mining in Piedra Alta, Peru.” *Global Dialogue*, 3 (4): 35–36

INVITED ACADEMIC TALKS

“Being Paperless Doesn’t Mean You’re Powerless: Undocumented Entrepreneurs Bolster the U.S. Economy.”

- 2nd Equitable Opportunity Conference, MIT Sloan, 2025

“How Racialized Attributions of Expertise Lead to the Unequal Allocation of Tasks.”

- University of Oxford Wellbeing Research Centre, March 2025
- Harvard Politics and Social Change Workshop, November 2024
- London School of Economics, Department of Management, November 2023
- IE University, November 2023
- Boston University Questrom School of Business, October 2023
- University of Southern California Marshall School of Business, October 2023
- MIT Sloan Institute for Work and Employment Research, May 2023
- Ethnography Atelier, May 2023
- Research Center for Work, Technology and Organization at Emlyon Business School, February 2023

“A Process of Status Override: How Undocumented People Override a Marginalized Immigrant Status through Entrepreneurship.”

- Inclusive Economy Day at The Inclusive Economy Center at the S&O Institute of HEC Paris, March 2025
- Inclusive Economy Day at The Inclusive Economy Center at the S&O Institute of HEC Paris, May 2024
- Inclusive Economy Day at The Inclusive Economy Center at the S&O Institute of HEC Paris, April 2023

“But the Fellows are Simply Diversity Hires! How Organizational Contexts Influence Status Beliefs.”

- Harvard University Status and Inequality Conference, April 2023

FELLOWSHIPS, SCHOLARSHIPS, GRANTS & AWARDS

National Fellowships and Awards

2024	Finalist for the Best Dissertation Award, SIM Division at the Academy of Management
2021–2022	American Association of University Women Dissertation Fellowship
2017–2022	National Science Foundation Graduate Research Fellowship
2015–2017	Paul and Daisy Soros Fellowship for New Americans

Grants and Scholarships

2018–2021	Center on Organizational Innovation Research Grant, Columbia University
2017–2020	Hispanic Scholarship Fund (Awarded 5 times)
2017	International Association of Business and Society Promising Scholar Grant
2012	McNair Research Scholars Program, University of California, Berkeley
2011	Robert and Colleen Haas Research Fellowship, University of California, Berkeley
2011	Chicana Latina Foundation Scholarship
2011	Institute of International Studies Merit Award, University of California, Berkeley
2010	Cal Alumni Association Achievement Award, University of California, Berkeley

SELECTED CONFERENCE PRESENTATIONS & WORKSHOPS

“A Process of Status Override: How Undocumented People Override a Marginalized Immigrant Status through Entrepreneurship.”

- Academy of Management Annual Meeting, August 2024
- Migration and Organizations Conference at the Wharton School, May 2024
- People and Organizations Conference at the Wharton School, September 2024

“The Ideal Race-Typed Worker: How Workers of Color Navigate Organizational Expectations to Embrace a Racialized Professional Identity.”

- Academy of Management Annual Meeting, August 2023
- Chicago Booth Rising Scholars Conference, November 2022

“But the Fellows are Simply Diversity Hires! How Organizational Contexts Influence Status Beliefs.”

- Diversity in Management and Organizations (DMO) conference, 2024
- Academy of Management Annual Meeting, August 2022
- The Russell Sage Foundation Status: What Is It and Why Does It Matter for Inequality Conference, September 2022

“Racialized Expertise: The Consequences of Perceiving and Presenting Workers’ Ethnoracial Background as a Type of Expertise.”

- MIT Rising Scholars Conference, October 2023
- Academy of Management Annual Meeting, August 2023
- Women in Public Policy Program Research Seminar at Harvard Kennedy School of Government, December 2022
- People and Organizations Conference at the Wharton School, October 2022
- Boston University Questrom School of Business, April 2022
- Harvard Business School Rising Scholars Conference, Policy and Society Panel, October 2021
- Weatherhead Center Research Cluster on Comparative Inequality and Inclusion at Harvard, March 2021
- ASA Junior Theorist Symposium, Race, Markets, and Work Panel, July 2021
- Academy of Management Annual Meeting, Diversity in Organizations Symposium, August 2021

“Diverse But Not Inclusive: How Organizational Status Maintenance Leads to Conditional Inclusion.”

- People and Organizations Conference at the Wharton School, September 2023
- Academy of Management Annual Meeting, August 2023
- Weatherhead Center Research Cluster on Comparative Inclusion and Inequality, December 2022
- Annual Summer Conference on Economy and Society, SciencesPo, June 2021
- Center for the Study of Wealth and Inequality at Columbia University, December 2021
- Stanford Graduate School of Business Rising Scholars Conference, October 2020
- American Sociological Association Annual Meeting, Microsociologies Panel, August 2020
- Contemporary Ethnography and Inequality Workshop, Harvard University, October 2020
- Harvard Culture and Social Analysis Workshop, Harvard University, March 2020

“Documenting Organizational Support for Graduate Student Mothers During the COVID-19 Pandemic.”

- Symposium on the COVID Care Crisis and its Implications for Legal Academia, Indiana University, Bloomington, January, 2021

DIVERSITY, EQUITY, AND INCLUSION TALKS

“Recentring the Importance of Race in DEI Trainings.”

- Corporate Training at Mathematica, Inc., November 2022

“Diversity, Equity, and Inclusion for Whom?”

- American Association of University Women, April 2022

“The Pandemic Academy: What’s Different?”

- NYU Center for Faculty Advancement, February 2022

INVITED LECTURES

“Inclusive Entrepreneurship for MBA Students: Working with Marginalized Populations.”

- Columbia Business School, February 2024

“The Craft of Qualitative Research.”

- University of California, Los Angeles, Labor Studies Department, October 2023
- University of California, Berkeley. Graduate Division, March 2023
- University of California, Irvine. Qualitative Methods Graduate Seminar, January 2022

“Diversity, Equity, and Inclusion in Organizations.”

- Universidad Autónoma de Puebla, Mexico, November 2021

TEACHING EXPERIENCE

2025	Lead Faculty Member, Masters of Social Innovation and Entrepreneurship International Trip to Nairobi, Kenya, London School of Economics
2022–2023	Teaching Assistant, Professor Damon Phillips, “REAP: Reforming Mass Incarceration and the Role of Business,” MBA Course, Columbia Business School
2020–2021	Negotiation Coach, Leadership Academy at the REBLS Network, Harvard Kennedy School and University of Massachusetts, Amherst
Summer 2020	Negotiation Teaching Fellow, Summer Leadership Academy at the REBLS Network, Harvard Kennedy School and University of Massachusetts, Amherst
Fall 2017	Teaching Assistant, Professor Saskia Sassen, “Global Urbanism,” Columbia University
Fall 2017	Teaching Assistant, Professor Modupe Akinola, MBA Lead Course: “People, Teams, Organizations,” Columbia Business School
Summer 2017	Teaching Assistant, Professor Cynthia Thompson, “Managing Human Behavior in Organizations,” Columbia University School of Professional Studies
Summer 2016	Graduate Student Instructor, GSAS Summer Leadership Alliance Program

SERVICE

Ad hoc reviewer	<i>Administrative Science Quarterly; American Sociological Review; Organization Science; INFORMS Best Dissertation Proposal Competition; Social Problems; Research in the Sociology of Organizations; Equality Diversity and Inclusion: An International Journal</i>
2025	Invited Organizer, Thematic Session on New Sociological Approaches to Understanding Diversity, Equity, and Inclusion, American Sociological Association Annual Meeting
2025	Invited Organizer, Labor Market Regular Session, American Sociological Association Annual Meeting
2023	Lead Organizer, Diversity, Equity, Inclusion and Expertise in Racialized Organizations Conference and Paper Development Workshop, Columbia Business School
2016–2017	Chair of the Graduate Students of Color Alliance at Columbia University
2016–present	Founder, <i>Intimate Conversations with Women in Academia</i> series at Columbia University
2006–2010	President and Founder of the Latino Students Association at Berkeley City College

OTHER WORK EXPERIENCE

2021	Translator of Policy Briefs at the Immigration Initiative at Harvard, Cambridge, MA
2014–2015	Institutional Image Consultant, Peruvian Institute of Educational Development, Peru
2014–2015	Sociologist, Southern Peru Copper Corporation, Peru
2007–2008	Public Relations Manager at NEO, Shanghai, China