

**Sandra Portocarrero**  
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## ACADEMIC APPOINTMENTS

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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

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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

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**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

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**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

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**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

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**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

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"Being Paperless Doesn't Mean You're Powerless: Undocumented Entrepreneurs Bolster the U.S. Economy."

- 2<sup>nd</sup> 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*

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| 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

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“Recentering 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

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“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

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|-------------|---|
| 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

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| 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

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|-----------|---|
| 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                                    |