

FRANCESCA NANNETTI
 NEOMA Business School
 People & Organisations Department
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ACADEMIC POSITIONS

- 2023 - **Assistant Professor**, NEOMA Business School, Reims (France)
- 2021 - 2023 **Associate Lecturer**, ESSEC Business School, Cergy-Pontoise (France)

EDUCATION

- 2017 - 2023 **Ph. D. in Management (Organizational Behavior)**, ESSEC Business School, Cergy-Pontoise (France)
Dissertation title: Three Essays on Gender Differences in Tie Formation and Network Returns
Committee: Elisa Operti (*supervisor*), Jill Perry-Smith, Isabelle Solal, Pier Vittorio Mannucci, Giuseppe (Joe) Labianca, Anca Metiu
- 2019 - 2020 **Visiting Scholar**, Goizueta Business School, Emory University, Atlanta (USA)
- 2017 - 2019 **Advanced Master in Business Administration Research**, ESSEC Business School, Cergy-Pontoise (France)
- 2012 - 2015 **MSc in Management**, Bocconi University, Milano (Italy)
- 2009 - 2012 **Bachelor in Economics and Management for Arts, Culture and Communication**, Bocconi University, Milano (Italy)

RESEARCH INTERESTS

Social Networks, Gender, Creativity & Innovation, Entrepreneurship

PUBLICATIONS

Nannetti, F. & Perry-Smith, J. "Social Networks and Creativity: A Gender Perspective", In R. Reiter-Palmon & S.T. Hunter (Eds.), *Handbook of Organizational Creativity*, 2023

MANUSCRIPTS UNDER REVIEW

Perry-Smith, J., Nannetti, F., Maoret, M. & Dufour, L. "Parenthood homophily, gender, and tie formation", Title disguised for peer review

Nannetti, F. & Operti, E. "Gender differences in creative returns from professional and family ties", Title disguised for peer review

Nannetti, F. & Operti, E. "Gender, entrepreneurship and start-up incubators", Title disguised for peer review

SELECTED WORKING PAPERS

Nannetti, F., Operti, E., & Sgourev, S.V. "Out of the Lab, into the Field: A multi-disciplinary meta-analysis of gender-based differences in competitive preferences and outcomes"

Negro, G., Lewis, D., Nannetti, F., & Kaplan, S. "Testing ideas from partial innovation: The role of tv pilots in the U.S. broadcasting industry"

HONORS AND AWARDS

- **2024:** Best Reviewer Award, Academy of Management, OB Division
- **2023:** Designation as a "Best Paper" included in the AOM Proceedings and Runner-up as Best Entrepreneurship Paper in the OMT Division (paper: "Breaking the Mold: Gender Differences in Returns from Family and Professional Ties in Idea Elaboration").

- **2022:** Organizational Behavior Doctoral Consortium Nominee (1 candidate selected per school), Academy of Management Annual Conference
- **2021:** Organization and Management Theory Doctoral Consortium Nominee (1 candidate selected per school), Academy of Management Annual Conference
- **2020:** Showcase Symposium, Academy of Management Annual Conference

FUNDED GRANTS

- 2022: CERESSEC Research Grant (€2500)

CHAired CONFERENCE SYMPOSIA

Nannetti, F. & Tomova, T.S. (August 2023) *“When Do Cognition, Attitudes, and Behaviors Affect Inequality? Gender & Race Differences in Networks”*, Academy of Management; sponsored by the OB division. Discussant: Steve Borgatti.

Nannetti, F. & Tomova, T.S. (August 2022) *“Creating a Better World Together: How Different Groups Create, Maintain, and Utilize Their Networks”*, Academy of Management; sponsored by GDO, OB, and MOC divisions. Discussant: Joe Labianca.

Nannetti, F. & Tomova, T.S. (August 2021) *“Biases in Social Networks: Misperceptions Driving Behaviors and Outcomes”*, Academy of Management; sponsored by OB, and MOC divisions. Discussant: Martin Kilduff.

Nannetti, F. & Tomova, T.S. (August 2020) *“Social Networks and Inequality: Where do we go from here?”*, Academy of Management; Showcase symposium sponsored by the OB division. Discussant: Ajay Mehra.

CONFERENCE PRESENTATIONS AND INVITED TALKS

“Equalizing Opportunities: How Women Can Leverage Connections to Professional Brokers in Innovation”

- EGOS, Cagliari, Italy, July 2023
- Symposium "When Do Cognition, Attitudes, and Behaviors Affect Inequality? Gender & Race Differences in Networks", Academy of Management 2023, August 2023

“How Professional and Family Ties Affect Idea Elaboration for Men and Women”

- Academy of management, OMT (2023) * **Best Papers Proceedings and Runner-up for Best Entrepreneurship Paper in the OMT Division**, August 2023
- Symposium "Creating a Better World Together: How Different Groups Create, Maintain, and Utilize Their Networks", Academy of Management 2022, August 2022

“Gender differences along the idea journey: How tie strength and brokerage affect idea elaboration and championing for men and women”

- EGOS, Vienna, Austria, July 2022
- 10th SKEMA KTO Paper Development Workshop, June 2022
- 15th Chamonix Ph.D. Seminar in Management, by EMLyon, March 2022

“Bringing your family to work: How parenthood homophily and gender influence the formation of network ties”

- ION IX, Links Center, University of Kentucky, Lexington, April 2023
- Showcase Symposium – “Social Networks and Inequality: Where do we go from here?”, Academy of Management 2020, August 2020
- EGOS, Hamburg, Germany, July 2020
- Accepted at East Coast Doctoral Conference, New York University, New York, March 2020

“Reassessing the Gender-Competition Interface: An Interdisciplinary Meta-Analysis”

- ESSEC Management Ph.D. Bootcamp, ESSEC Business School, May 2022
- Strategic Management Society, September 2021
- People & Organizations conference, Wharton, October 2020

“Gender stereotypes and individual creativity: the network effect”

- Symposium “Biases in Social Networks: Misperceptions Driving Behaviors and Outcomes”, Academy of Management 2021, August 2021
- Organized Creativity: Approaching a Phenomenon of Uncertainty, International Spring School, March 2019, Freie Universität Berlin, Germany

PROFESSIONAL SERVICES AND MEMBERSHIPS

- CM Division Best Paper Award Committee Member, Academy of Management 2024
- Reviewer for Academy of Management Annual Meeting
- Membership: Academy of Management, European Group for Organizational Studies, Strategic Management Society

TEACHING

NEOMA:

- Leading Responsible in Complex Environments, Master in Management (Grande Ecole Program)
- Management and Organization, GBBA program
- Organizational Behavior and Psychology, GBBA program

ESSEC:

- People & Organizations (*Organizational Behavior*), Master in Management (Grande Ecole Program) & BBA program
- *Stata Workshop*, Ph.D. Program (2022; two half-day workshops).
- Teaching assistant: *Organizational Behavior* (2019/2020 and 2021/2022) and *Entrepreneurship* (2020/2021), Master in Management (Grande Ecole Program)

WORKSHOPS

- Systematic Reviews and Meta-Analysis using Stata, December 2018, Imperial College, London, England
- Going beyond Data Synthesis: Meta-Analysis for Theory Advancement in Business and Economic Research, Summer School, July 2019, Rotterdam Business School, Rotterdam, Netherlands
- Machine Learning Workshop, 2018, ESSEC Business School, Cergy, France

PROFESSIONAL EXPERIENCE

Project Manager, Corporate Sport Organisation, Paris (France), 2015-2017

OTHER

Languages: Italian (native), English (fluent), French (fluent), Spanish (intermediate)

Software: Stata, R, NVivo, SPSS, UCINET

REFERENCES

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