

CATARINA R. FERNANDES

Goizueta Business School, Emory University
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ACADEMIC EMPLOYMENT

Goizueta Business School, Emory University (Atlanta, GA)
Assistant Professor of Organization & Management 2019 –

EDUCATION

Harvard Business School, Harvard University (Boston, MA)
Ph.D. in Organizational Behavior - Micro track 2019

Harvard Business School, Harvard University (Boston, MA)
M.B.A., graduated with Honors 2012

NOVA School of Business and Economics, Universidade NOVA Lisboa (Lisbon, Portugal)
B.A. in Economics, graduated top 1% of class 2008

Tilburg University (Tilburg, The Netherlands)
International exchange program through the European Erasmus program 2007

RESEARCH INTERESTS

Social Hierarchies; Status; Groups; Leadership; Diversity; Social Identities

PUBLICATIONS

Fernandes, C. R., Yu, S., Howell, T. M., Wood Brooks, A., Kilduff, G. J., & Pettit, N. C. (2021). What is your status portfolio? Higher status variance across groups increases interpersonal helping but decreases intrapersonal well-being. *Organizational Behavior and Human Decision Processes*, 165, 56-75. <https://doi.org/10.1016/j.obhdp.2021.04.002>

- Best Conference Paper Finalist by *Interdisciplinary Network for Group Research (INGRoup) Conference* (Seattle, July 2020)

Fernandes, C. R., & Polzer, J. T. (2015). Diversity in groups, in *Emerging Trends in the Social and Behavioral Sciences: An Interdisciplinary, Searchable, and Linkable Resource*. Robert A. Scott & Stephen M. Kosslyn (Eds.), Hoboken, NJ: John Wiley and Sons.
<https://doi.org/10.1002/9781118900772.etrds0082>

WORKING PAPERS

Fernandes, C. R.*, Jang, S.* & Nault, K. [Status Disagreement, Cultural Diversity, Team Performance]. *Reject & resubmit at Organizational Behavior and Human Decision Processes*.

* indicates equal contribution

Mitchell, R. L., **Fernandes, C. R.**, Oh, J. K. & Hays, N. A. Return on Status Investment: Moderating Effect of Status Portfolio Variance on Status Seeking Behaviors.

Fernandes, C. R. Status spillover: how status in one group influences perceptions and behavior in other groups

- Hackman Dissertation Award Finalist by *Interdisciplinary Network for Group Research (INGROUP) Conference* (Seattle, July 2020)

SELECTED WORK IN PROGRESS

Fernandes, C. R. How the organizational context influences status spillovers: a situated field experiment

Perry-Smith, J., **Fernandes, C. R.**, Freeman, A. Interpretive Load and Status Inconsistency

Li, R., **Fernandes, C. R.**, Homan, A., Taras, V. Predicting performance in virtual teams: The role of team composition with regard to members' conflict management styles

Vo, K., Nwadei, T., & **Fernandes, C. R.** Status Variance and Gender

Fernandes, C. R. & Rees, M. R. Power has all the power: crowding out the status-communality link

Rees, M. R., **Fernandes, C. R.**, & Spataro, S. E. The impact of team size on hierarchy stability

Ramarajan, L., **Fernandes, C. R.**, & Cohen, N. A. Women's leadership identity claims: the role of identity granting and status beliefs

Fernandes, C. R. & Crener-Ricard, S. Golden Handcuffs: The addictive nature of status at high reputation organizations

Fernandes, C. R., Lees, J., & Gino, F. Moral decision-making in groups

CONFERENCE PRESENTATIONS

- Perceiving Status through Different Cultural Lenses: Exploring the Antecedents of Team Status Disagreement. Academy of Management Annual Meeting (Virtual, August 2021)

- Do We See the Same Hierarchy? Status Disagreement in Multicultural Teams and its Consequences for Team Performance. Interdisciplinary Network for Group Research (INGRoup) Conference (Seattle, July 2020)
- Status variance: Higher variance in one's status across groups improves interpersonal outcomes but harms subjective well-being. Interdisciplinary Network for Group Research (INGRoup) Conference (Seattle, July 2020)
- Predicting Performance in Virtual Teams: The Role of Team Composition with regard to Members' Conflict Management Styles. International Association for Conflict Management (Charleston, July 2020)
- Status spillover: how status in one group influences perceptions and behavior in other groups. Academy of Management Annual Meeting (Chicago, August 2018)
- Do we agree on who's in charge here? Status dissensus antecedents and impact on team performance. Academy of Management Annual Meeting (Chicago, August 2018)
- Do we agree on who's in charge here? Status dissensus antecedents and impact on team performance. Interdisciplinary Network for Group Research (INGRoup) Conference (Bethesda, July 2018)
- Do we agree on who's in charge here? Status dissensus antecedents and impact on team performance. International Academy of Conflict Management (IACM) Conference (Philadelphia, July 2018)
- A longitudinal analysis of status disagreement in teams and its impact on team performance. East Coast Doctoral Conference (New York City, May 2018)
- Status changes across groups: a sociometric measurement of its impact on behavior. AOM Specialized Conference: Big Data and Managing in a Digital Economy (Surrey, United Kingdom, April 2018)
- Status (in)consistency across groups: impact on perceptions and well-being. Academy of Management Annual Meeting (Atlanta, August 2017)
- Status (in)consistency across groups: impact on perceptions and well-being. Interdisciplinary Network for Group Research (INGRoup) Conference (St. Louis, July 2017)
- Status spillover: The permeability of status between groups and contexts. Transatlantic Doctoral Conference (London, May 2017)
- Status spillover: The permeability of status between groups and contexts. East Coast Doctoral Conference (New York City, May 2017)
- Power has all the power: crowding out the status-communality link. Academy of Management Annual Meeting (Vancouver, August 2015)
- Status spillover: how status in one group influences the perception of status in other groups. Harvard Business School, Doctoral Research Symposium (Boston, May 2015)
- Status spillover: how status in one group influences the perception of status in other groups. Harvard Business School MBA section (Boston, April 2015)

- Status spillover: how status in one group influences the perception of status in other groups. Academy of Management Annual Meeting (Philadelphia, August 2014)
- Women and minorities' leadership identity claims: the role of identity granting and status beliefs. Symposium Organizer and Presenter. Academy of Management Annual Meeting (Philadelphia, August 2014)

INVITED TALKS

- Tuck School of Business, Dartmouth College (Strategy and Management research seminar), Hanover, NH (May 2022)
- NOVA School of Business & Economics (Management), Lisbon, Portugal (April 2021)
- Goizueta Business School, Emory University (Organization & Management), Atlanta, GA (January 2019)

AWARDS, HONORS, AND SCHOLARSHIPS

Synergy II Nexus Award	2022
Emory University: Provost's Office, the Woodruff Health Sciences Center, Emory School of Medicine, and Emory College of Arts and Sciences	
GSAS Dissertation Completion Fellowship	2018-2019
Graduate School of Arts and Sciences, Harvard University	
GSAS Merit Research Fellowship	2017-2018
Graduate School of Arts and Sciences, Harvard University	
AOM Organizational Behavior Doctoral Consortium	2017
Department Nominee, Harvard Business School	
Wyss Fellowship	2012-2017
Harvard Business School, Harvard University	
Graduated with Honors	2012
M.B.A., Harvard Business School, Harvard University	
Commencement Speaker	2009
NOVA School of Business and Economics	
Graduated Top 1%	2008
B.A. in Economics, NOVA School of Business and Economics	

TEACHING EXPERIENCE

Professor, Goizueta Business School, Emory University (Atlanta, Fall 2020 - present)
Negotiations: MBA program

Professor, Goizueta Business School, Emory University (Atlanta, Spring 2020 - present)
Negotiations: BBA program

Teaching Fellow, Department of Psychology, Harvard University (Boston, January-May 2014)
Multivariate Analysis in Psychology: advanced-graduate; Ph.D. students in Organizational Behavior, Psychology, Management and Marketing; Course Head James H. Sidanius

RELEVANT TRAINING

- Case Method Teaching Seminar Part I by Harvard Business Publishing; Harvard Business School (Boston, November 2016)
- Behavioral Insights Group Doctoral Student Workshop; Harvard Business School (Boston, August 2015)
- Interviewing for Qualitative Research by Sally Maitlis – Consortium for the Advancement of Research Methods and Analysis (CARMA) short courses; Boston College (Boston, June 2015)
- Content Analysis by Anne D. Smith – Consortium for the Advancement of Research Methods and Analysis (CARMA) short courses; Boston College (Boston, June 2015)
- Behavioral Science Approaches to Social Hierarchy by Adam D. Galinsky, Yaacov Trope & Derek D. Rucker; Arison Interdisciplinary Center Summer School (Herzliya, Israel, June 2014)
- Questionnaire design and Scale validation by Delphine Courvoisier; Harvard University (Boston, May 2013)

OTHER PROFESSIONAL EXPERIENCE

Deloitte Consulting – Human Capital (New York, NY)
Human Capital Consulting; Summer Associate July-August, 2011

A.T. Kearney (Lisbon, Portugal)
Strategy Consulting; Business Analyst 2008-2010

A.T. Kearney (Lisbon, Portugal)
Strategy Consulting; Summer Business Analyst June-July, 2007

SERVICE

- Co-organizer Organization & Management Hightower Speaker Series (2020-present; Goizueta Business School)

- Comprehensive Examination Committee Member to Sara Hendrick (2020; Goizueta Business School)
- Presenter, Executive MBA program (2019-present; Goizueta Business School)
- Organization & Management Area Faculty Search Committee (2019; Goizueta Business School)
- HBS Career Advisor (2015-present; Harvard Business School)
- Member of HBS Doctoral Programs Student Advisory Committee (2013-2019; Harvard Business School)
- Student Mentor for Incoming Students in Organizational Behavior PhD Program (2013-2019; Harvard Business School)
- MBA Peer Tutor, HBS (2011-2012; Harvard Business School)
- Co-President, HBS Human Capital Management Club (2011-2012; Harvard Business School)
- Vice-President, NOVA School of Business and Economics Student Association (2007-2008; NOVA School of Business and Economics, Lisbon, Portugal)
- Senator, NOVA School of Business and Economics School Council (2006-2008; NOVA School of Business and Economics, Lisbon, Portugal)

PROFESSIONAL ACTIVITIES AND MEMBERSHIP

- Ad hoc Reviewer for *Academy of Management Journal*; *Organization Science*; *Organizational Behavior and Human Decision Processes*; *Personality and Social Psychology Bulletin*
- Reviewer for *Academy of Management Annual Meeting*; *INGRoup Annual Conference*; *IACM Annual Conference*
- Member of *Academy of Management*; *INGRoup*; *International Association of Conflict Management*; *Society for Personality and Social Psychology*
- Contributor to *Administrative Science Quarterly Blog*

ADDITIONAL INFORMATION

Employment authorizations:

- United States of America (permanent resident status and green card holder)
- European Union (Portuguese citizenship)

Languages:

- English
- Portuguese
- Spanish

Maternity leaves:

- September – November, 2014
- May – July, 2016
- May – July, 2021