

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 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)
Bachelor's 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., Brooks, A. W., 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>

MANUSCRIPTS UNDER REVIEW AND WORKING PAPERS

Fernandes, C. R., Jang, S. & Nault, K. Status in culturally diverse teams [modified title]. *Under review at Journal of Management*.

Wittman, S., Tussing, D. & **Fernandes, C. R.** Firms, Workers and Nonwork Lives [modified title]. *Under review at Journal of Management*.

Fernandes, C. R. Status spillover [modified title]. *Under review at Administrative Science Quarterly*.

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

Mitchell, R. L., **Fernandes, C. R.**, Oh, J. K. & Hays, N. A. Status portfolio variance.

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

RESEARCH IN PROGRESS

Jung, O. S., **Fernandes, C. R.** Team Dynamics in Huddles experimenting with Lean Implementation

- Recipient of the Synergy II Nexus Award Award 2022

Lewis, A., **Fernandes, C. R.**, Dittmann, A. From societal expectations to workplace realities: The organizational consequences of status incongruence

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

Vo, K. & **Fernandes, C. R.** Status variance and gender

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

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

CONFERENCE PRESENTATIONS

- Status Disagreement in Culturally Diverse Teams. Academy of Management Annual Meeting (Copenhagen, July 2025)
- Status Disagreement in Culturally Diverse Teams. Interdisciplinary Network for Group Research (INGRoup) Conference (Rotterdam, July 2025)
- From Societal Expectations to Workplace Realities: The Organizational Consequences of Status Incongruence. Academy of Management Annual Meeting (Chicago, August 2024)
- Aligning Different-Colored Status Glasses: Collectivism Diversity Leads to Status Disagreement Unless Teams Have A Multicultural Member. Academy of Management Annual Meeting (Boston, August 2023)
- Interpretive Load: How Status Inconsistency Challenges Understanding Team Dynamics. 27th Annual Organizational Behavior Conference, The Wharton School (Philadelphia, November 2022)
- Interpretive Load: How Status Inconsistency Increases the Effort of Understanding Team Dynamics. Academy of Management Annual Meeting (Boston, August 2023)
- 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

Poets & Quants 2024 Best Undergraduate Professors 2024

Poets & Quants

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 Graduate School of Arts and Sciences, Harvard University	2017-2018
AOM Organizational Behavior Doctoral Consortium Department Nominee, Harvard Business School	2017
Wyss Fellowship Harvard Business School, Harvard University	2012-2017
Graduated with Honors M.B.A., Harvard Business School, Harvard University	2012
Commencement Speaker NOVA School of Business and Economics	2009
Graduated Top 1% B.A. in Economics, NOVA School of Business and Economics	2008

MEDIA & PUBLIC ENGAGEMENT

Interviewed by Poets & Quants following 2024 Best Undergraduate Professors award:

<https://poetsandquantsforundergrads.com/news/2024-best-undergraduate-professors-catarina-r-fernandes-emory-universitys-goizueta-business-school/>

Podcast Speaker on Negotiations for the Nurse Converse podcast episode “How to Negotiate Your Best Nursing Compensation Package”:

<https://podcasts.apple.com/us/podcast/nurse-converse-presented-by-nurse-org/id1724443873>

Featured in nurse.org article about the Nurse Converse podcast episode:

<https://nurse.org/news/nurse-salary-negotiation-tips/>

TEACHING AND ADVISING EXPERIENCE

Teaching

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

Teaching Fellow, Psychology Department, 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

Workshops and Guest Teaching

- Guest lecturer on “Vieses Cognitivos” and “Liderança e Valores” to four cohorts of “Academia Próxima Geração” (2022-2026; Academia Próxima Geração, Portugal)
- Guest lecturer on Social Hierarchies to PhD students’ OB seminar (2022-2024; Goizueta Business School, USA)
- Instructor on Negotiations at the 2024-2025 Emory School of Medicine Women's Leadership Course (2024; Emory School of Medicine, USA)
- Guest lecturer on Experimental Methods to PhD students’ Methods course, (2021-2022; Goizueta Business School, USA)
- Panelist for Goizueta BBA Council discussions (2021, 2024; Goizueta Business School, USA)
- Presenter, Executive MBA program (2019-2022; Goizueta Business School, USA)
- Instructor on Teamwork to groups of 50+ executives at three professional service firms (2017-2018; Lisbon and Madrid)
- Business case writer (2012; African Leadership Academy, South Africa)

Advising

Comprehensive Examination Committee Member at Goizueta Business School

- Tamera Shaw (2025)
- Raigan Priest (2025)
- Sara Hendrick (2020)
- Arielle Lewis (2022)

RELEVANT TRAINING

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- Academy of Management Journal Paper & Idea Development Workshop (Atlanta, December 2023)
 - Causal Inference using Difference in Differences Workshop. Goizueta Business School, Emory University (Atlanta, November 2023)
 - 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 (2020-2024; Goizueta Business School)
- Organization & Management Faculty Search Committee (2019, 2024; 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 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*; *Academy of Management Review*; *Organization Science*; *Organizational Behavior and Human Decision Processes*; *Journal of Personality and Social Psychology*; *Personality and Social Psychology Bulletin*; *Organizational Psychology Review*; *Social Sciences*

- Reviewer for *Academy of Management Annual Meeting*; *INGRoup Annual Conference*; *IACM Annual Conference*
- Member of *Academy of Management*; *INGRoup*; *INFORMS*; *PSI (Power, Status & Influence Research Group) Network*; *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 (American citizenship)
- European Union (Portuguese citizenship)

Languages: English, Portuguese, Spanish

Maternity leaves in: 2014; 2016; 2021