

## CATARINA R. FERNANDES

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Wyss House, Soldiers Field  
Boston, MA 02163

### EDUCATION

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**Harvard Business School, Harvard University** (Boston, MA)

Ph.D. student in Organizational Behavior - Micro track 2019 (expected)

Dissertation: *The Dynamic Nature of Status Across Groups*

Committee: Jeffrey T. Polzer (chair), Lakshmi Ramarajan, Alison Wood Brooks, Sujin Jang

**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)

Six-month international exchange through the European Erasmus program 2007

### RESEARCH INTERESTS

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

### DISSERTATION WORK

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In an increasingly global world, where organizations are moving towards more cross-functional and flexible structures, I study how status hierarchies are impacted, and how these in turn affect both individual and team level outcomes. My dissertation draws attention to the broader status context that individuals bring with them to the team, investigating this proposition from three different perspectives: 1) exploring how team members' cultural context can generate status disagreement within the team and ultimately impact team performance; 2) testing how the level of status that an individual experiences in one group can “spill over” and influence self-perceptions, behavior, and status judgments by peers in other unrelated groups; 3) analyzing how status inconsistency – the extent to which one’s status level varies across the different groups one belongs to – affects individuals both intra- and interpersonally.

### TEACHING INTERESTS

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Organizational Behavior; Groups & Teams; Leadership, Power & Influence; Negotiations; People Analytics; Statistics / Quantitative Methods

**PUBLICATIONS**

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**Fernandes, Catarina R., & Polzer, Jeffrey 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

**PAPERS UNDER REVIEW**

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**Fernandes, Catarina R. & Jang, Sujin.** Do we see the same hierarchy? Status disagreement in multicultural teams and its impact on team performance (*Revise and resubmit at Academy of Management Journal*)

**Fernandes, Catarina R. & Brooks, Alison W.** Status Inconsistency: variance in one's status across groups harms well-being but improves perspective-taking (*Revise and resubmit at Organizational Behavior and Human Decision Processes*)

**SELECTED WORK IN PROGRESS**

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**Fernandes, Catarina R.** Status spillover: how status in one group influences perceptions and behavior in other groups (in preparation for submission to *Academy of Management Journal*)

**Fernandes, Catarina R.** How the organizational context influences status spillovers: a situated field experiment (data analysis and writing)

**Fernandes, Catarina R. & Rees, McKenzie R.** Power has all the power: crowding out the status-communality link

Rees, McKenzie R., **Fernandes, Catarina R., & Spataro, Sandra E.** The impact of team size on hierarchy stability (data analysis)

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

**Fernandes, Catarina R. & Goor, Dafna.** Trading off fish and pond sizes: preferences regarding individual and group status (data collection)

**Fernandes, Catarina R. & Crener-Ricard, Sandrine.** Golden Handcuffs: The addictive nature of status at high reputation organizations (data collection)

**Fernandes, Catarina R., Lees, Jeffrey, & Gino, Francesca.** Moral decision-making in groups (data collection)

**PRESENTATIONS**

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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, Maryland, 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)

### **AWARDS, HONORS, AND SCHOLARSHIPS**

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#### **GSAS Dissertation Completion Fellowship**

Graduate School of Arts and Sciences, Harvard University 2018-2019

#### **GSAS Merit Research Fellowship**

Graduate School of Arts and Sciences, Harvard University 2017-2018

#### **AOM Organizational Behavior Doctoral Consortium**

Department Nominee, Harvard Business School August 2017

#### **Wyss Fellowship**

Harvard Business School, Harvard University 2012-2017

#### **Graduated with Honors**

M.B.A., Harvard Business School, Harvard University May 2012

#### **Commencement Speaker**

NOVA School of Business and Economics January 2009

#### **Graduated Top 1%**

B.A. in Economics, NOVA School of Business and Economics May 2008

### **TEACHING EXPERIENCE**

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Teaching Fellow, Department of Psychology, Harvard University (Boston, January-May 2014)

*Multivariate Analysis in Psychology*: advanced-graduate; 16 Ph.D. students in Organizational Behavior, Psychology, Management and Marketing; Course Head James H. Sidanius

- Led weekly 90 minute classes teaching key parts of the course material, including reliability, multiple regression, factor analysis and structural equation modeling; trained students in conducting statistical analysis with SPSS, Matlab, and Lisrel
- Taught two lecture sessions when the course head was traveling
- Graded two exams and ten weekly problem sets for every student, providing detailed feedback to enhance conceptual and practical understanding of the material

### **RELEVANT TRAINING**

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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**

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**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**

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HBS Career Advisor (2015-present)

Member of HBS Doctoral Programs Student Advisory Committee (2013-present)

Student Mentor for Incoming Students in Organizational Behavior PhD Program (2013-present)

MBA Peer Tutor, HBS (2011-2012)

Co-President, HBS Human Capital Management Club (2011-2012)

Vice-President, NOVA School of Business and Economics Student Association (2007-2008)

Senator, NOVA School of Business and Economics School Council (2006-2008)

## **PROFESSIONAL ACTIVITIES AND MEMBERSHIP**

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Member, *INGRoup* (2016-present)

Contributor, *Administrative Science Quarterly Blog* (2015-present)

Ad-hoc Reviewer, *Organization Science* (2014-present)

Reviewer, *Academy of Management Annual Meeting* (2014-present)

Member, *Society for Personality and Social Psychology* (2014-present)

Member, *Academy of Management* (2012-present)

## **ADDITIONAL INFORMATION**

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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

## **REFERENCES**

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### **Jeffrey T. Polzer (Chair)**

UPS Foundation Professor of Human Resource Management

Harvard Business School

[jpolzer@hbs.edu](mailto:jpolzer@hbs.edu)

(617) 495-8047

### **Lakshmi Ramarajan**

Anna Spangler Nelson and Thomas C. Nelson Associate Professor of Business Administration

Harvard Business School

[lramarajan@hbs.edu](mailto:lramarajan@hbs.edu)

(617) 496-2844

### **Alison Wood Brooks**

Assistant Professor of Business Administration

Harvard Business School

[awbrooks@hbs.edu](mailto:awbrooks@hbs.edu)

(617) 495-6670

### **Sujin Jang**

Assistant Professor of Organisational Behaviour

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