

CÉDRIC GUTIERREZ

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ACADEMIC APPOINTMENTS

- Bocconi University: Associate Professor with tenure (Sept. 2026 – present)
Bocconi University: Assistant Professor (Sept. 2017 – Aug. 2026)
- Olin Business School, Washington University: Visiting Scholar (Spring 2022)

CURRENT EXTERNAL APPOINTMENTS

- Senior Editor: Organization Science (Sept. 2026 – present)
Member of the Editorial Review Board: Strategic Management Journal, Strategy Science

EDUCATION

- Ph.D. in Strategy and Management (2017) | HEC Paris
Co-advisors: Thomas Åstebro (HEC Paris) and Mohammed Abdellaoui (HEC Paris)
Jury members: David Cooper (Florida State University), Philipp Koellinger (VU Amsterdam), Don Moore (Berkeley Haas School of Business), Tomasz Obloj (HEC Paris)
- Best Dissertation Award, INFORMS Technology, Innovation Management and Entrepreneurship, 2018: Second place
 - Best Dissertation Award, HEC Foundation, 2017: Winner
- Visiting Assistant in Research (Spring 2016) | Yale School of Management
Sponsor: Florian Ederer
- MBA | EM Lyon Business School
- M.Sc. in Electrical Engineering | INSA Lyon (National Institute of Applied Sciences)

RESEARCH INTERESTS

Behavioral Strategy; Entrepreneurship; Incentive Systems; Gender & Organizational Inequality;
Decision-making under Uncertainty; Temporal Preferences; Inequity and Inequality; Experimental Methods.

RESEARCH AND PUBLICATIONS

A. Papers in Refereed Journals

- [1] Åstebro, T., Fossen, F., and Gutierrez, C. (2026) “Attitudes to uncertainty among self-employed and growth entrepreneurs.” *Journal of Business Venturing*
- [2] Gutierrez, C., Obloj, T., and Zenger, T. (2025) “Pay transparency and productivity.” *Strategic Management Journal*
- **Press mentions:** *The Economist*, *Wall Street Journal*, *New York Times*, *Fortune*.
- [3] Gutierrez, C. and Kemel, E. (2024) “Measuring natural source dependence.” *Experimental Economics*
- [4] Abdellaoui, M., Bleichrodt, H., and Gutierrez, C. (2024) “Unpacking overconfident behavior when betting on oneself.” *Management Science*
- **Press mentions:** *Forbes*, *El País*, *AACSB Insight*.

- [5] Gutierrez, C., Sloof, R., and Crilly, D. (2024) “Time is not money! Temporal preferences for time investments and entry into entrepreneurship.” *Organization Science*
- [6] Gutierrez, C., Obloj, T., and Frank, D. (2021) “Better to have led and lost than never to have led at all? Lost leadership and effort provision in dynamic tournaments.” *Strategic Management Journal*
- [7] Gutierrez, C., Åstebro, T., and Obloj, T. (2020) “The impact of overconfidence and ambiguity attitude on market entry.” *Organization Science*
 - **Award:** Best Empirical Paper Award of the 2016 Academy of Management (Entrepreneurship Division).
- [8] Di Stefano, G. and Gutierrez, C. (2019) “Under a magnifying glass: On the use of experiments in strategy research.” *Strategic Organization*
- [9] Abdellaoui, M., Gutierrez, C., and Kemel, E. (2018) “Temporal discounting of gains and losses of time: An experimental investigation.” *Journal of Risk and Uncertainty*

B. Working Papers

- [10] “Time tells: Unraveling the temporal and risk dynamics of venture capitalists.” (with Mario Amore, Orsola Garofalo, Victor Martin-Sanchez, and Valerio Pelucco) – revise and resubmit at the *Journal of Banking & Finance*.
- [11] “Dual impact patience: Understanding investor short-termism for financial returns and social outcomes.” (with Dónal Crilly and Keun Woo Jeong) – reject and resubmit at *Strategic Management Journal*.
- [12] “Eyes on the clock: CEO long-term payments and executive departure.” (with Uzay Sezer and Tomasz Obloj).
- [13] “Equal pay, different yardsticks: Gender differences in CEO performance criteria configuration” (with Uzay Sezer and Isabel Fernandez-Mateo).
 - **Award:** 2024 SMS Ph.D. Conference Paper Prize.
- [14] “How ambiguity reinforces occupational segregation by gender.” (with Chen Li and Isabelle Solal).
- [15] “Orchestrating a cooperative economy platform as a solution to economic inequality.” (with Garrett Brady, Remus Ilies, Dovev Lavie, and Uriel Stettner).

C. Research in Progress

- [16] “The genesis of team familiarity: An experimental investigation.” (with Giada Di Stefano, Thorsten Grohsjean, and Clara Depalma) – writing.
- [17] “Unable to learn? Stereotypes, ambiguity attitudes, and information seeking.” (with David Gonzalez-Jimenez, Marine Hainguerlot, and Chen Li) – writing.
- [18] “The effects of gender-blinded selection processes on applicant interest: Field experimental evidence.” (with Vanessa Burbano, Anne Jacqueminet, and Angela Ryu) – writing.

D. Book Chapters

- [19] Åstebro, T., Fossen, F., and Gutierrez, C. (2026) “Entrepreneurs: Clueless, biased or perfect bayesians?” in J. Gans (Ed.), *Bayesian Entrepreneurship*. MIT Press.
- [20] Aydogan, I. and Gutierrez, C. “Ambiguity attitudes” in M. Abdellaoui and H. Bleichrodt (Eds.), *Handbook on Prospect Theory*. Edward Elgar.

E. Editorial Publications

- [21] Romeo, G. and Gutierrez, C. (2024) “Pay transparency on salaries is necessary for fairness.” *Il Sole 24 Ore*.
- [22] Romeo, G. and Gutierrez, C. (2024) “Pay transparency against the wage gap.” *Avvenire*.

INVITED AND CONFERENCE PRESENTATIONS

* Paper presented by a co-author

A. Invited Presentations

“Eyes on the clock: CEO long-term payments and executive departure.”

- Harvard Business School, 2026.

“Same paycheck, different yardsticks: Gender differences in the CEO performance criteria configuration.”

- Workshop on Digitization, Gender, and the Future of Work, ESSEC, Paris, 2025; Bocconi Workshop on Non-Market Strategy and Inequality, 2025.

“Pay transparency and productivity.”

- Mohammed VI Polytechnic University, 2025; Erasmus University, 2024; University of Amsterdam, 2024; McGill, 2023; IESE, 2023; Erasmus University (Applied Economics), 2023; SIE Workshop, 2023; Olin Business School, Washington University, 2022; Ross School of Business, University of Michigan, 2022; London Business School, 2022.

“Eliciting beliefs under ambiguity: Challenges and opportunities.”

- Experimental Organization Science Masterclass, 2023.

“Unpacking overconfident behavior.”

- IESEG, 2022; Experimental Organization Science, 2021; Birmingham University, Behavioural Economics Workshop, 2019.

“The impact of overconfidence and ambiguity attitude on market entry.”

- Max Planck Institute, 2017; Dartmouth College – Tuck School of Business, 2016; Bocconi University, 2016; Frankfurt School of Finance and Management, 2016; Erasmus University, 2016; IESE Business School, 2016; Copenhagen Business School, 2016; ETH Zurich, 2016.

“Does overconfidence affect ambiguity attitudes?”

- Workshop on Advances in Discrete Choice Models in honor of Daniel McFadden, University of Cergy-Pontoise, Paris, 2015.

“Seeking the roots of entrepreneurship: Insights from behavioral economics.”

- Experimental and behavioral research methods in economics and management, Politecnico di Milano, 2014.

B. Conference Presentations

“Same paycheck, different yardsticks: Gender differences in CEO performance criteria configuration.”

- Strategy Science Annual Conference, Barcelona, 2025; Madrid Work and Organizations Workshop, Madrid, 2025.

“Pay transparency and productivity.”

- EGOS Annual Conference, 2024; Strategy Science Annual Conference, Munich, 2023; Strategic Management Society Annual Conference, Toronto, 2023; People and Organizations Conference, Philadelphia, 2022.

“Eyes on the clock: CEO long-term payments and executive departure.”

- Strategy Research Forum, Montréal, 2024; Academy of Management Annual Meeting, Boston, 2023*; Strategic Management Society Annual Conference, Toronto, 2023.

“Temporality and social entrepreneurship: Understanding the effects of temporal distance for money and social outcomes.”

- BCERC Babson College Annual Conference, Wellesley, 2025; Strategy Science Annual Conference, Ann Arbor, 2024; Organization Science Winter Conference, Zurich, 2024; Academy of Management Annual Meeting, Boston, 2023*; Strategic Management Society Annual Conference, London, 2022*.

“A time for carrots and a time for sticks: Examining the effects of incentive framing on idea generation and idea selection.”

- Academy of Management Annual Meeting, Seattle, 2022*.

“How ambiguity reinforces occupational segregation by gender.”

- Academy of Management Annual Meeting, Copenhagen, 2025; Foundations of Utility and Risk (FUR), Ghent, 2022*; Strategy Research Forum, Lisbon, 2022.

“Unpacking overconfident behavior.”

- Academy of Management Annual Meeting, Seattle, 2022; Foundations of Utility and Risk (FUR), York, 2018.

“The genesis of team familiarity: An experimental investigation.”

- Strategic Management Society Annual Conference, Virtual, 2021*.

“When the future feels further away: Temporal preferences, time investments, and entry into entrepreneurship.”

- Strategy Research Forum, Virtual, 2021; Academy of Management Annual Meeting, Boston, 2019; HEC SnO Research Day, Jouy-en-Josas, 2017.

“A model of divestiture decisions with shifting focus of attention.”

- Academy of Management Annual Meeting, Boston, 2019*; Strategic Management Society Annual Conference, Minneapolis, 2019*.

“Better to have led and lost than never to have led at all?”

- HEC SnO Research Day, Jouy-en-Josas, 2018; Academy of Management Annual Meeting, Atlanta, 2017 (the paper was part of a symposium on “Individual Preferences in Strategy”).

“To micro or too micro? On the use of experiments in strategy research.”

- HEC SnO Research Day, Jouy-en-Josas, 2017.

“The impact of overconfidence on market entry.”

- Strategy, Entrepreneurship and Innovation (SEI) Workshop, Berlin, 2018; Strategic Management Society Annual Conference, Berlin, 2016; Research in Behavioral Finance Conference, Amsterdam, 2016; Academy of Management Annual Meeting, Anaheim, 2016; Consortium on Competitiveness and Cooperation (CCC) doctoral workshop, Milan, 2016; Workshop on Experimental Economics and Entrepreneurship, Tampa, 2015.

“The problem of horizons.”

- Strategic Management Society Annual Conference, Berlin, 2016.

“Eliciting temporal preferences for gains and losses of time.”

- Foundations of Utility and Risk (FUR), Warwick University, 2016; INFORMS Annual Meeting, Philadelphia, 2015; Subjective Probability, Utility, and Decision Making Conference, Budapest, 2015; French Experimental Economics Association, Paris, 2015.

C. Conference Activities

- Discussant, “Rotation and succession”, Strategy Research Forum, Edinburgh, 2025.
- Panelist, “How to experiment: Lessons from policymaking”, Academy of Management Annual Meeting, Copenhagen, 2025.
- Discussant, “Inference and the board of directors: The cognitive design of new venture governance”, Bayesian Entrepreneurship Conference, Milan, 2025.

- Discussant, “Managing the promise-risk tension: Recrafting framings of innovation after catastrophic failure”, Strategy Research Forum, Montréal, 2024.
- Organization of the 2023 Strategy Research Forum Annual Conference.
- Panelist, PDW on Experiments, Strategic Management Society Annual Conference, London, 2022.
- Discussant, “Uncertainty and immigrant entrepreneurship: Evidence from Brexit”, BAIC Conference, Milan, 2022.
- Organization of a panel for the SMS Competitive Strategy Interest Group, Strategic Management Society Annual Conference, Minneapolis, 2019.
- Panelist, Technology and Innovation Management Doctoral Consortium, Academy of Management Annual Meeting, Chicago, 2018.
- Discussant, “Designing incentives in startup teams: Form and timing of equity contracting”, American Economic Association Annual Meeting, Philadelphia, 2018.

D. Invited Participation

- Consortium on Competitiveness and Cooperation (CCC), Milan, 2026 (faculty mentor).
- Consortium on Competitiveness and Cooperation (CCC), Cambridge, 2025 (discussant).
- Consortium on Competitiveness and Cooperation (CCC), St. Louis, 2024 (faculty mentor).
- Consortium on Competitiveness and Cooperation (CCC), St. Gallen, 2023.
- Academy of Management STR Junior Faculty Paper Development Workshop, 2017 – 2019.
- Strategic Management Society “Developing a Research Identity” Workshop, 2018.
- Trans-Atlantic Doctoral Conference, London Business School, 2017.
- Academy of Management ENT Doctoral Consortium, Anaheim, 2016.
- Consortium on Competitiveness and Cooperation (CCC) doctoral workshop, Milan, 2016.
- Workshop on Experimental Economics and Entrepreneurship, Florida State University, 2015.
- European Strategy, Entrepreneurship and Innovation (SEI) Doctoral Consortium, London Business School, 2015.
- Behavioral Science Group Summer School, Warwick Business School, 2014.

AWARDS AND SCHOLARSHIPS

Outstanding Reviewer Award, Organization Science, 2025.

Bocconi Junior Researchers’ Grant (€10,000), 2024.

Best Reviewer Award, Strategic Management Society Annual Conference, 2023.

Best Reviewer Award, Strategic Management Journal, 2022.

Bocconi Department of Management and Technology Research Grant, 2021.

Bocconi Junior Researchers’ Grant (€4,700), 2020.

ICRIOS Research Grant (€7,200), 2019.

INFORMS Technology, Innovation Management and Entrepreneurship, Best Dissertation Award: Second place, 2018.

Bocconi Junior Researchers’ Grant (€10,000), 2018.

HEC Paris Foundation Best Dissertation Award, 2017.

Academy of Management Best Empirical Paper Award (ENT Division) for the paper “The impact of overconfidence on market entry”, 2016.

Labex Ecodec Grant (€5,000) for the project “The problem of horizons”, 2016.

Labex Ecodec Grant (€5,000) for the project “Does overconfidence affect ambiguity attitudes?”, 2016.

Labex Ecodec (Economics and Decision Sciences) Scholarship (€51,000), 2014 – 2017.

HEC Paris Foundation Fellowship for the Ph.D. program, 2012 – 2017.

TEACHING EXPERIENCE

Bocconi University

- Entrepreneurship in the Age of AI, M.Sc. (from Feb. 2027)
- The Emergence of Entrepreneurial Ventures: Theory and Practice, M.Sc. (Sept. 2026 – present)
- Competitive Strategy, B.Sc. (2024 – 2026)
- Management, B.Sc. (2017 – 2024)
- Data Analysis for Managerial Decision Making, M.Sc. (2019 – present)
- Behavioral Strategy, Ph.D. (2022 – 2024; 2026)
- Behavioral Perspectives on Innovation and Entrepreneurship, Ph.D. (2018 – 2022)

Politecnico di Milano

- Experiments in Entrepreneurship, Ph.D. (2019)

Université d'Angers

- Introduction to R, M.Sc. in Economics (2016)

HEC Paris Executive Education

- Academic advisor for the ATOS Gold Program (2013 – 2015)

PROFESSIONAL ACTIVITIES

A. Institution-specific Activities

Bocconi University (2017 – present)

- Mentor of incoming Ph.D. students (2020 – present)
- Chair of the Junior Hiring Committee (2021 – 2023)
- Member of the Junior Hiring Committee (2020 – 2021)
- Member of the Ph.D. Admission Committee (2019 – 2020)
- Co-organizer of the Department Seminar Series (2018 – 2020)

HEC Paris (2012 – 2017)

- Member of the Steering Committee of the GREGHEC-CNRS Research Laboratory (2015 – 2017)
- Elected Ph.D. students' representative (2012 – 2014)

B. Academic Community Activities

- Elected member of the STR Research Committee – Academy of Management (2021 – 2023)

C. Editorial Service

Editorial Positions

- Senior Editor, Organization Science (2026 – present)

Member of the Editorial Review Board

- Organization Science (2023 – 2026)
- Strategy Science (2022 – present)
- Strategic Management Journal (2020 – present)

Ad hoc Reviewing Activity

- *Academy of Management Review, Administrative Science Quarterly, Management Science, Strategic Entrepreneurship Journal, Entrepreneurship Theory and Practice, Journal of Management, Journal of Management Studies, Strategic Organization, Journal of Economic Behavior & Organization, Journal of Economics & Management Strategy, Experimental Economics*

PRIOR EXPERIENCE

Nokia, Madrid, Spain – Program manager for Telefonica global account

Novedia Consulting, Paris, France – Marketing consultant in telecommunications and new media

Altran, Rennes, France – Software project leader and software developer

EDF, Nantes, France – Electrical Engineer

OTHER SKILLS

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

Computer skills: R, Stata, Maple, Python, JavaScript, C++, C, HTML