

## Imge Kaya-Sabanci

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IE Business School, Calle de María de Molina, 11-13-15, Chamartín, 28006 Madrid, Spain

### ACADEMIC APPOINTMENTS

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**Bocconi University**, Milan, Italy July 2026  
Incoming Faculty, Department of Management and Technology

### EDUCATION

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**IE Business School**, Madrid, Spain 2026  
PhD in Business Studies  
Maternity leave from January 2023

**Harvard Business School**, Cambridge, MA, USA 2024  
Visiting Scholar (Sep. 2023-Jan. 2024)  
Sponsor: Prof. Jullie Battilana

**IE Business School**, Madrid, Spain 2020  
Master of Research in Management Science  
Honors GPA: 9.15/10.00

**Ozyegin University**, Istanbul, Turkey 2013  
Executive MBA  
Valedictorian, the highest ranked student in all graduate programs GPA: 3.92/4.00

**Sabanci University**, Istanbul, Turkey 2004  
Bachelor of Arts in Economics  
Dean List: High Honor GPA: 3.61/4.00

### RESEARCH INTERESTS

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My research interests span entrepreneurship, women's entrepreneurship, and entrepreneurial finance, with a particular focus on factors contributing to the gender gap in entrepreneurship and entrepreneurial outcomes. I employ quantitative methods, including panel data analysis, as well as field and laboratory experiments.

### WORKING PAPERS

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**Kaya-Sabanci, I.**, Grégoire, D. A., and Justo, R. "Revisiting the Role of Trustworthiness in New Venture Investing: A Gendered-Signaling Perspective" (*Preparing for submission to the Academy of Management Journal*)

- Selected as a "best paper" by the Academy of Management Entrepreneurship Division and published in *the Academy of Management Annual Meeting Best Paper Proceedings*.
- Published in the *Frontiers of Entrepreneurship Research Proceedings (FER)* – Selected as one of the top 40 papers among 300 papers presented at the Babson College Entrepreneurship Research Conference.
- Received *IE Sustainable Impact Research Award and Grant* (EUR 2,000)

**Kaya-Sabanci, I.**, Sabanci, H., and Elvira, M. "The Gendered Impact of Job Insecurity on Entrepreneurship: Evidence from Spain" (*Preparing for submission to Strategic Management Journal*)

Martiarena, A., Jennings J., Justo R., and **Kaya-Sabanci, I.** "Resource for Him, Constraint for Her? Entrepreneurship and the Gender Gap in Parenthood Intentions" (*Working paper*)

## **PUBLISHED CHAPTERS & CASE STUDIES**

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**Kaya-Sabanci, I.** (2022). “Democratizing Work to Reverse Increasing Inequalities”. In I. Ferreras, J. Battilana, & D. Meda (Eds.), *Democratize Work: The Case for Reorganizing the Economy*. Chicago: The University of Chicago Press, pp. 61-66.

- Also published in Dutch, French, German, Italian, and Portuguese. Other languages are forthcoming.

**Clark, D., & Kaya-Sabanci, I.** (2022). “Bumble: Taking on Tinder, One Woman at a Time”, Ivey Publishing. W28514.

## **GRANTS, HONORS, & AWARDS**

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IE Teaching Excellence Award	2022, 2024
IE Sustainable Impact Research Award and Grant (EUR 2,000)	2021
Best Paper Selection, Academy of Management Entrepreneurship Division	2021
Best Paper Selection, Babson College Entrepreneurship Research Conference	2021
Ministerio de Ciencia e Innovación of Spain Research Grant for co-authored proposals (EUR 290,000)	2020
PhD fellowship, IE Business School	2018-2022
GRE Quant: 169/170	2017
Graduate fellowship, Ozyegin University	2011-2013
Top 0.5% in Turkish Postgraduate Education Entrance Exam (among 250.000 students)	2011
Undergraduate fellowship, Sabanci University	1999-2004
Undergraduate student scholarship, Sabanci Foundation	1999-2004
Top 0.1% in Turkish University Placement Exam (ranked 79 <sup>th</sup> among 1.5 million students)	1999
Valedictorian, the highest ranked student (GPA: 5.00/5.00), Bornova A. High School	1999

## **PRESENTATIONS & CONSORTIA**

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### **Conference Presentations**

- EGOS Colloquium (Sub-theme by Ha Hoang, Olenka Kacperczyk, and Chris Rider). Greece, 2025.
- Strategic Management Society (SMS) Annual Conference. Turkey, 2024.
- The Wharton School of the University of Pennsylvania People and Organizations Conference, Virtual, 2024.
- EGOS Colloquium (Sub-theme by Emilio J. Castilla and Isabel Fernandez-Mateo). Italy, 2024.
- Madrid Work and Organizations Workshop. Spain, 2024.
- Babson College Entrepreneurship Research Conference (BCERC). USA, 2022.
- Academy of Management Annual Meeting. Virtual, 2022.
- Diana International Research Conference, Female Entrepreneurship & Family Firms. Virtual, 2021.
- Babson College Entrepreneurship Research Conference (BCERC). Virtual, 2021.
- EGOS Colloquium (Sub-theme by Tim Weiss, Nevena Radoynovska, and Ignasi Marti). Virtual, 2021.
- EURAM Annual Conference. Virtual, 2021.
- Academy of Management Annual Meeting. Virtual, 2021.

### **Consortia & Workshops**

- Organization Science Paper Development Workshop at AOM. Denmark, 2025.

- Strategic Entrepreneurship Journal Paper Development Workshop, ESSEC Business School. France, 2025.
- SMS Doctoral Workshop. Turkey, 2024.
- Babson College Entrepreneurship Research Conference Doctoral Consortium. USA, 2022.
- SEI Doctoral Consortium. Erasmus University. Netherlands, 2022.
- AOM PDW on "Trust Between Individuals and Organizations". Virtual, 2022.
- Novelty in Entrepreneurship Research Workshop. Germany, 2022.
- Journal of Business Venturing Insights (JBVI) Entrepreneurship Academy. Spain, 2022.
- EGOS PhD Workshop. Virtual, 2021.
- IE Business School 6<sup>th</sup> Doctoral Consortium. Virtual, 2021.
- AOM Entrepreneurship Doctoral Consortium. Virtual, 2021.
- AOM PDW on "Experiments in Institutional Theory and Strategy Research". Virtual, 2021.
- Conducting Experiments in Entrepreneurship Research Workshop. Virtual, 2021.

## TEACHING EXPERIENCE

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### Topics in Social Entrepreneurship (Thesis advisor to BBA students)

Lecturer, IE Business School 2020-Present  
 - Evaluation: 5.00/5.00

### Social Entrepreneurship & Impact Investing – BBA level

Lecturer, IE Business School 2021-2022  
 - Evaluation: 4.36/5.00

### Social Entrepreneurship & Impact Investing – BBA & MBA levels

Teaching Assistant to Prof. Rachida Justo, IE Business School 2020-2021

### BUS 102: Introduction to Business II – Entrepreneurship

Guest Lecturer, Ozyegin University 2012-2018

### Business Plan and Business Plan Presentation (As part of part of the curriculum of EY Entrepreneurial Winning Women Program and Goldman Sachs 10,000 Women Program)

Lecturer, Ernst & Young (EY) Turkey, Goldman Sachs 2011-2017  
 - Evaluation: 97-100/100 (the highest among all lecturer evaluation scores)

## PROFESSIONAL EXPERIENCE

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**Ernst & Young**, EMEIA (Europe, Middle East, India, Africa) 2015-2017  
 Regional Program Director, EMEIA - Entrepreneurial Winning Women

**Goldman Sachs**, Istanbul, Turkey 2010-2014  
 10,000 Women Turkey Program Manager

**Firmenich**, Istanbul, Turkey 2007-2010  
 Consumer & Market Insights Assoc. Manager

**Ulker**, Istanbul, Turkey 2006-2006  
 Brand Manager

**Sabancı Holding**, Istanbul, Turkey 2004-2006  
 Assistant Brand Manager

## **SERVICE: PROFESSIONAL & VOLUNTEER ACTIVITIES/AFFILIATIONS**

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<b>Reviewer,</b> Journal of Business Venturing Journal of Small Business Management AOM, Babson College Entrepreneurship Research Conference, EURAM	
<b>Conference organizer,</b> IE 2025 Doctoral Consortium	2025
IE 2021 Doctoral Consortium	2021
Global Forum on Democratizing Work	2021
<b>Sponsorship Committee Member,</b> AOM Entrepreneurship Division	2021-2023
<b>Assistant to the PDW Chair,</b> AOM Entrepreneurship Division	2021-2023
<b>Gender Representative,</b> IE Ethics Committee	2021-2023
<b>Mentor,</b> Turkish Entrepreneurship Foundation (GIRVAK)	2021-2023
<b>Committee Member,</b> IE Women Initiative	2018-2021
<b>Advisory Board Member,</b> Citibank Microentrepreneurship Awards, Turkey	2015-2018
<b>Mentor,</b> EBRD “Women in Business” Program	2015-2018
<b>Jury Member,</b> General Electric and Junior Achievement’s Innovation Camp	2016
<b>Jury Member,</b> Goldman Sachs 10,000 Women Program	2011-2014

## **SPEAKER & MODERATOR ROLES (Selected)**

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<b>WeConnect International</b> Turkey Summit, Turkey Master of Ceremony	Dec 2018
<b>PepsiCo ONE</b> Annual Event, Spain Moderator, “Why gender diversity matters?” Panel	Dec 2018
<b>EBRD</b> Finance and Advice for Women in Business Programme Conference, Turkey Moderator, “Sustainable Growth for Women in Business” Panel	Mar 2017
<b>UNESCO &amp; BPW,</b> 2 <sup>nd</sup> International Conference on Women Entrepreneurship, Turkey Speaker, “The Role of International Networks in Women's Empowerment” Panel	Jan 2016
<b>World Bank &amp; IMF</b> 2014 Annual Meetings, USA Speaker, Launch Event of “Solutions for Youth Employment Global Coalition”	Oct 2015
<b>Ladiesfund</b> Entrepreneurship Conference, Pakistan Speaker, “Global Game Changers” Panel	Sep 2013
<b>European Union,</b> Economic and Social Committee, Belgium Representative, Hearing on Women Entrepreneurship	May 2012

## **LANGUAGES**

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Turkish (Native), English (Advanced), Spanish (Basic)