

## Sandra Portocarrero

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Columbia Business School  
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### ACADEMIC APPOINTMENTS

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- 2022-2024 **Columbia Business School**  
Postdoctoral Research Scholar in the Management Division
- 2022-2023 **Harvard University**, Harvard Kennedy School of Government  
Women in Public Policy Program (WAPP) Research Fellow

### EDUCATION

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- May 2022 **Columbia University**, New York, NY  
Ph.D. in Sociology  
*Dissertation*: “Another Brick in the Wall: Three Essays on Diversity and Exclusion in Organizations.”  
*Committee*: Gil Eyal (chair), Shamus Khan (co-advisor), Gerardo Okhuysen, David Stark, Modupe Akinola
- May 2019 **Columbia University**, New York, NY  
M.Phil. in Sociology
- Feb 2017 **Columbia University**, New York, NY  
M.A. in Sociology
- Aug 2012 **University of California, Berkeley**, Berkeley, CA  
B.A. *High Honors in Sociology and Distinction in General Scholarship*  
Honors Thesis: “A Case Study of the Effects of Participation in an Organization in the Lives of Women: Post-Conflict Ayacucho, Peru.”

### RESEARCH INTERESTS

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Racial Inequality; Class Inequality; Organizations; Diversity, equity, and inclusion; Expertise; Qualitative Methods

### PUBLICATIONS

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- Portocarrero, Sandra** and James T. Carter. 2022. “*But the Fellows Are Simply Diversity Hires!*” How Organizational Contexts Influence Status Beliefs.” *RSF: The Russell Sage Foundation Journal of the Social Sciences*.
- Portocarrero, Sandra** and James T. Carter. 2022. “Diversity Initiatives in the US Workplace: A Brief History, Their Intended and Unintended Consequences.” *Sociology Compass*.

### WORKING MANUSCRIPTS

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- Portocarrero, Sandra** and Gil Eyal. “*Racialized Expertise: How the Race and Ethnicity of Workers Becomes an Essential Component of Worker’s Status as Experts.*” (**Under Review** at the *Administrative Science Quarterly*)
- Portocarrero, Sandra**, Wessendorf, Andrea and Gerardo Okhuysen. “Diversity without Inclusion: How Organizational Status Maintenance Can Undermine Social Inclusion.” (Preparing to submit to the *Academy of Management Journal*)

**Winner of the 2021 The Society for the Studies of Social Problems Best Graduate Student Paper Award.**

WORKS IN PROGRESS

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**Portocarrero, Sandra.** “The Ideal Race-Typed Worker: How Workers of Color Navigate Organizational Expectations to Behave as a Model Minority.”

**Portocarrero, Sandra** and Dan Wang. “Undocumented Latina Necessity Entrepreneurs in New York City.”

OTHER PUBLICATIONS

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**Portocarrero, Sandra.** 2012. “A Case Study of the Effects of Participation in an Organization in the Lives of Women: Post-Conflict Ayacucho, Peru.” *Berkeley Undergraduate Journal*, 25(2): 96-121

**Portocarrero, Sandra.** 2019. “What Do We Talk About When We Talk about Diversity and Inclusion?” *American Sociological Association Inequality, Poverty, and Mobility Newsletter*, 5 (1): 8-9

**Portocarrero, Sandra** and Francisco Lara-Garcia. 2017. “U.S. Universities: A New Site for Immigrant Struggles?” *Global Dialogue*, 7 (2): 35-36

**Portocarrero, Sandra.** 2015. “Copper, Water, and Land: Mining in Piedra Alta, Peru.” *Global Dialogue*, 3(4): 35-36

FELLOWSHIPS, GRANTS, & AWARDS

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2021-2022	American Association of University Women Dissertation Fellowship
2021	P.E.O. Scholar Award
2018-2021	Center on Organizational Innovation Research Grant, Columbia University
2017-2022	National Science Foundation Graduate Research Fellowship
2017-2020	Hispanic Scholarship Fund
2017	International Association of Business and Society Promising Scholar Grant
2015-2017	Paul and Daisy Soros Fellowship for New Americans
2015	Columbia University Provost Fellowship
2012	McNair Research Scholars Program, University of California, Berkeley
2011	Robert and Colleen Haas Research Fellowship, University of California, Berkeley
2011	Chicana Latina Foundation Scholarship
2011	Hispanic Scholarship Fund
2011	Institute of International Studies Merit Award, University of California, Berkeley
2010	Cal Alumni Association Achievement Award, University of California, Berkeley

PRESENTATIONS & WORKSHOPS

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“*But the Fellows are Simply Diversity Hires!* How Organizational Contexts Influence Status Beliefs.”

- Academy of Management Annual Meeting, Diversity in Organizations: Gender, Race, and Immigrant Status Panel, August 2022
- The Russell Sage Foundation *Status: What Is It and Why Does It Matter for Inequality* Conference, September 2022

“*Racialized Expertise*: How the Race and Ethnicity of Workers Becomes an Essential Component of Worker’s Status as Experts.”

- People and Organizations Conference at the Wharton School, October 2022
- Boston University Questrom School of Business, April 2022

- Harvard Business School Rising Scholars Conference, Policy and Society Panel, October 2021
- Weatherhead Center Research Cluster on Comparative Inequality and Inclusion at Harvard, March 2021
- ASA Junior Theorist Symposium, Race, Markets, and Work Panel, July 2021
- Academy of Management Annual Meeting, Diversity in Organizations Symposium, August 2021

“The Maintenance of Exclusion at an Elite University.”

- Annual Summer Conference on Economy and Society, SciencesPo, June 2021
- Center for the Study of Wealth and Inequality at Columbia University, December 2021
- Stanford Graduate School of Business Rising Scholars Conference, October 2020
- American Sociological Association Annual Meeting, Microsociologies Panel, August 2020
- Academy of Management Annual Meeting, Organizational Behavior Division, August 2020
- Contemporary Ethnography and Inequality Workshop, Harvard University, October 2020
- Harvard Culture and Social Analysis Workshop, Harvard University, March 2019
- Weatherhead Center Research Cluster on Comparative Inequality and Inclusion, Harvard University, March 2019

“Documenting Organizational Support for Graduate Student Mothers During the COVID19 Pandemic.”

- Symposium on the COVID Care Crisis and its Implications for Legal Academia, Indiana University, Bloomington, January, 2021

“Framing Diversity: An Interdisciplinary Review”

- Institute for Social and Economic Research Policy (ISERP), Columbia University, February 2018

## INVITED TALKS

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| 2023 | <p>“A Theory of Racialized Expertise.”</p> <ul style="list-style-type: none"> <li>• Research Center for Work, Technology and Organization at Emlyon Business School, February</li> </ul>   |
| 2022 | <p>“Revisiting Our Commitment to Inclusion in the Public and Private Sector.”</p> <ul style="list-style-type: none"> <li>• Mathematica, Inc., November</li> </ul>  |
| 2022 | <p>“Diversity, Equity, and Inclusion for Whom?”</p> <ul style="list-style-type: none"> <li>• American Association of University Women, April</li> </ul>  |
| 2022 | <p>“The Pandemic Academy: What’s Different?”</p> <ul style="list-style-type: none"> <li>• NYU Center for Faculty Advancement, February</li> </ul>  |
| 2021 | <p>“Racialized Expertise in Organizations: The Case of University DEI Personnel.”</p> <ul style="list-style-type: none"> <li>• C3 Summit, Pandemics: Race, Healing, and Transformation in Higher Education at Williams College, April</li> <li>• EPIC (Emeritus Professor in Columbia) Graduate Scholars Talk at Columbia University, April</li> </ul> |

## INVITED LECTURES

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| 2022 | <p>“Finding a Conceptual Framework for Qualitative Manuscripts.”</p> <ul style="list-style-type: none"> <li>• University of California, Irvine. Qualitative Methods Graduate Seminar, January</li> </ul> |
| 2021 | <p>“Diversity, Equity, and Inclusion in Organizations”</p> <ul style="list-style-type: none"> <li>• Universidad Autonoma de Puebla, Mexico, November</li> </ul>  |

## CONFERENCES ORGANIZED

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2023 Diversity, Equity, and Inclusion Expertise in Racialized Organizations, Columbia Business School  
Role: PI and Organizer  
Invited faculty: Victor Ray, Michel Anteby, Angelica Leigh, Rebecca Ponce de Leon, Adia Wingfield  
*Funding secured through:* Columbia's Center for Science and Society Seed Grant, INCITE, Diversity Matters Award; Bernstein Center for Leadership and Ethics

#### TEACHING EXPERIENCE

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2022 Teaching Assistant, Professor Damon Phillips, REAP: Reforming Mass Incarceration and the Role of Business MBA Course, Columbia Business School  
2020-2021 Negotiation Coach, Leadership Academy at the REBLS Network, Harvard Kennedy School and University of Massachusetts, Amherst  
Summer 2020 Negotiation Teaching Fellow, Summer Leadership Academy at the REBLS Network, Harvard Kennedy School and University of Massachusetts, Amherst  
Fall 2017 Teaching Assistant, Professor Saskia Sassen, Global Urbanism, Columbia University  
Fall 2017 Teaching Assistant, Professor Modupe Akinola, MBA Lead Course: People, Teams, Organizations Columbia Business School  
Summer 2017 Teaching Assistant, Professor Cynthia Thompson, Managing Human Behavior in Organizations Columbia University School of Professional Studies  
Summer 2016 Graduate Student Instructor, GSAS Summer Leadership Alliance Program

#### SERVICE & AFFILIATIONS

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*Ad hoc reviewer* American Sociological Review; Equality, Diversity, and Inclusion: An International Journal  
2021-present Penn Migration Initiative at the University of Pennsylvania  
2019-present Member, Sociologists for Women in Society  
2018-present Affiliate of the Weatherhead Center Research Cluster on Comparative Inequality and Inclusion, Harvard University  
2018-present Member, Academy of Management  
2017-present Member, American Sociological Association  
2016-2017 Chair of the Graduate Students of Color Alliance at Columbia University  
2016-present Founder and Organizer, *Intimate Conversations with Women in Academia* series at Columbia University  
2006-2010 President and Founder of the Latino Students Association at Berkeley City College

#### OTHER WORK EXPERIENCE

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2021 Translator of Policy Briefs at the Immigration Initiative at Harvard  
2014-2015 Institutional Image Consultant, Peruvian Institute of Educational Development, Lima, Peru  
2014-2015 Sociologist, Southern Peru Copper Corporation, Toquepala, Peru  
2007-2008 Public Relations Manager at NEO, Shanghai, China

#### REFERENCES

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Gil Eyal  
Professor of Sociology  
Columbia University  
[ge2027@columbia.edu](mailto:ge2027@columbia.edu)

Shamus Khan  
Professor of Sociology  
Princeton University  
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Professor of Management  
Columbia Business School  
[ma2916@gsb.columbia.edu](mailto:ma2916@gsb.columbia.edu)

Gerardo Okhuysen  
Professor of Organizational Behavior  
Merage School of Business at UC Irvine  
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Columbia University  
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