MATTHEW JAMES BIDWELL
The Wharton School, University of Pennsylvania
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EDUCATIONAL BACKGROUND

MIT Sloan School of Management, Cambridge MA
PhD in Management, 2004
Dissertation title: What Do Firm Boundaries Do? Understanding the Role of Governance and Employment Relationships in Shaping Internal and Outsourced IT Projects
Committee: Thomas Kochan, Robert Gibbons, Paul Osterman, M. Diane Burton

MIT, Cambridge MA
S.M. in Political Science, 1997

Oxford University, Oxford, UK
M.Chem (Hons) in Chemistry, First Class, 1996

EMPLOYMENT HISTORY (POST – PHD)

Assistant Professor of Management, Wharton
2008 – Present
Assistant Professor of Strategy and Management, INSEAD
2004 – 2008
Visiting Assistant Professor of Management, Wharton
October 2007 – April 2008

PUBLICATIONS REFEREED JOURNALS

[1] Do Peripheral Workers Do Peripheral Work? Comparing the Use of Highly Skilled Contractors and Regular Employees. (2009) Bidwell, Matthew J. *Industrial and Labor Relations Review*

[2] Who Contracts? Determinants of the Decision to Work as Independent Contractor among Information Technology Workers (2009) Bidwell, Matthew J. and Briscoe, Forrest. *Academy of Management Journal*,

[3] Problems Deciding: How the Structure of Make-or-Buy Decisions Leads to Transaction Misalignment (2010). Bidwell, Matthew J. *Organization Science*

[4] Relationship duration and returns to brokerage in the staffing sector. (2010) Bidwell, Matthew J. and Fernandez-Mateo, Isabel. *Organization Science*

[5] The Dynamics of Inter-Organizational Careers in the New Economy (2010) Bidwell, Matthew J. and Briscoe, Forrest. *Organization Science*

[6] Paying More to Get Less: Specific Skills, Matching, and the Effects of External Hiring versus Internal Promotion. 2011 *Administrative Science Quarterly*

(Awarded Academy of Management HR Division "Scholarly Achievement Award" for best paper published in HR in 2011)

[7] Do Women Choose Different Jobs from Men? Mechanisms and Evidence for Application Segregation in the Market for Managerial Workers. Barbulescu, Roxana and Bidwell, Matthew J. Forthcoming, *Organization Science*

[8] Politics and Firm Boundaries. Bidwell, Matthew J. Forthcoming, *Organization Science*

[9] What happened to Long Term Employment? The Role of Worker Power and Environmental Turbulence in Explaining Declines in Worker Tenure. *Organization Science.*

ARTICLES SUBMITTED TO REFEREED JOURNAL

[10] Promote or Hire? Comparing Make or Buy and Competing Process Views in a Professional Service Firm. Bidwell, Matthew J. and JR Keller (1st round revise and resubmit at *Academy of Management Journal*)

[11] Management Systems for Exploration and Exploitation: The Micro-Foundations of Organizational Ambidexterity. Burton, M. Diane, Charles O'Reilly and Matthew Bidwell (revise and resubmit at *Administrative Science Quarterly*).

OTHER ARTICLES

[12] A Servant of Two Masters: Towards a Theory of Triadic Employment Relationships. (2008). Bidwell, Matthew J. and Fernandez-Mateo, Isabel. In Cappelli, P. ed: "Employment Relationships: New Models of White Collar Work", Cambridge University Press 142-178

[13] Book Review of "Chasing Stars" (2011). *Perspectives on Work* 15(1): 60-61

[14] Book Review of "Freelancing Expertise: Contract Professionals in the New Economy." (2012) *Industrial and Labor Relations Review,* 6 (1): 181-182

[15] Long Term-Brokerage: Relationship Duration and Returns to Brokerage in the Staffing Sector. (2007) Bidwell, Matthew J. and Fernandez-Mateo, Isabel. *Academy of Management Best Paper Proceedings, 2007*

[16] It's the Thought that Counts: How Manager's Beliefs Shape the Effects of Monitoring. (2007) Bidwell, Matthew J. and Burton, M. Diane. *Academy of Management Best Paper Proceedings.*

RESEARCH IN PROGRESS

- The Employment Relationship and Inequality: How and why changes in employment practices are reshaping rewards in organization. (joint with Forrest Briscoe, Isabel Fernandez Mateo and Adina Sterling. Under final revision for the *Annals of the Academy of Management).*

- Effects of prior employer status on career paths (joint with Shinjae Won, Roxana Barbulescu, and Ethan Mollick; finalist for best paper award, SMS 2012; To be submitted to *Strategic Management Journal* December 2012)
- Shifts and Ladders: comparing the effects of different forms of mobility in executive labor markets (first draft completed. Joint with Ethan Mollick).
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TEACHING EXPERIENCE

Managing People at Work – Core MBA Class	2010-2011
Corporate Governance – Undergraduate elective, Wharton	2009, 2010
Corporate Governance – MBA elective, Wharton	2007, 2009-2010
Strategy Execution – MBA elective, INSEAD	2007-8
Corporate Governance – MBA elective, INSEAD	2005-8
Special Topics in Strategy – PhD seminar (co-taught)	2005, 2007
Global Strategic Management – MBA elective (co-taught)	2005

FELLOWSHIPS AND HONORS

Scholarly Achievement Award for best published paper in HR for 2011, Academy of Management HR division	2012
Sloan Foundation Industry Studies Fellowship	2010-2012
Outstanding Reviewer Award, Academy of Management Review	2009
Outstanding Reviewer Award (given to top 5% of division conference reviewers), Business Policy and Strategy division of the Academy of Management	2006, 2009
Recipient, Wilson Fellowship	2000 - 2002
Kennedy Scholar	1996 - 1997

RESEARCH GRANTS

"Determinants and Consequences of External versus Internal Leadership Development." $5,800 grant from the Leadership Center	2010
"An Ecological Approach to Understanding Entrepreneurship and Careers." Joint with Ethan Mollick. $10,000 grant from the Wharton Entrepreneurship and Family Business Centre at CERT	2010
"Wharton Alumni Careers Survey." Joint with Ethan Mollick. $10,000 grant from the Dean's Research Fund	2010
"Career Paths to Leadership." Joint with Ethan Mollick. $10,000 grant from the Leadership Center	2011

OTHER ACADEMIC ACTIVITIES

Editorial Board Memberships

Organization Science, 2006-
Academy of Management Review, 2009-2011
Academy of Management Journal, 2010-

Committee Memberships
Business Policy and Strategy Research Committee 2007-2009
Industry Studies Association Early Career Development Committee 2010-2012
HR division awards committee, 2012-

Ad-hoc reviewing
Administrative Science Quarterly, Strategic Management Journal; Management Science; Industrial and Labor Relations Review; Journal of Economics and Management Strategy; Managerial and Decision Economics; Industrial and Corporate Change; European Management Review; Asia Pacific Journal of Management; Sociological Quarterly, Work and Occupations

OTHER PROFESSIONAL EXPERIENCE

McKinsey & Company, London, UK 2000
Researcher

McKinsey & Company, London, UK 1997 - 1999
Business Analyst

OTHER INFORMATION

British citizen; Currently holder of Green Card.
Lead co-author of three published articles on computational electrochemistry

PEER REVIEWED CONFERENCE PRESENTATIONS (INCLUDING SCHEDULED)

Strategic Management Society, October 2012, "Status, Careers and Competitive Advantage." (joint work with Shinjae Won, Roxana Barbulescu and Ethan Mollick)

Academy of Management, August 2012, "Promote or Hire?" (joint work with JR Keller)

EGOS, July 2012, Promote or Hire?" (joint work with JR Keller)

EGOS, July 2012, "Stairway to Heaven? The Effects of Prior Employers' Status on Subsequent Employment Outcomes" (joint work with Shinjae Won and Roxana Barbulescu)

Industry Studies Association, May 2012, "Promote or Hire?" (joint work with JR Keller)

American Sociological Association, August 2011, "Paying More to Get Less: Specific Skills, Incomplete Information and the Effects of External Hiring versus Internal Mobility."

Academy of Management, August 2011, "Paying More to Get Less: Specific Skills, Incomplete Information and the Effects of External Hiring versus Internal Mobility."

Academy of Management, August 2011, "Careers and the Organizational Environment: Using Worker Power to Explain the Growth in Job Mobility"

Industry Studies Association, May 2011 "Careers and the Organizational Environment: Using Worker Power to Explain the Growth in Job Mobility"

Labor and Employment Research Association, January 2011, "Why Are There So Few Women in Finance?" (joint work with Roxana Barbulescu)

Strategic Management Society, September 2010, “Promote or Hire? Analyzing the Make or Buy Decision for Skills” (joint work with JR Keller)

American Sociological Association, August 2010, “What Happened to Long Term Employment”

American Sociological Association, August 2010, “Why Are There So Few Women in Finance?” (joint work with Roxana Barbulescu)

Academy of Management, August 2010, “Why Are There So Few Women in Finance?” (joint work with Roxana Barbulescu)

Industry Studies Association, May 2010, “Paying More to Get Less”

European Group on Organization Studies, July 2010, “Why Are There So Few Women in Finance?” (joint work with Roxana Barbulescu)

Academy of Management, August 2009, “The Dynamics of Interorganizational Careers” (joint work with Forrest Briscoe)

European Group on Organization Studies, July 2009, “The Dynamics of Interorganizational Careers” (joint work with Forrest Briscoe)

Sloan Industry Studies Association, May 2009, “Some Pitfalls of Managing Talent on Demand: A Case Study of IT Workers”

Academy of Management, August 2008, “Politics of Firm Boundaries”

Academy of Management, August 2008, “Contracting and Careers: Determinants of decisions to work as independent contractors among information technology workers.” (joint work with Forrest Briscoe)

American Sociological Association, August 2008, “Contracting and Careers: Determinants of decisions to work as independent contractors among information technology workers.” (joint work with Forrest Briscoe)

American Sociological Association, August 2007, “Long-Term Brokerage: Relationship Duration and the Returns to Brokerage in the Staffing Sector.” (joint work with Isabel Fernandez-Mateo)

Academy of Management, August 2007, “Long-Term Brokerage: Relationship Duration and the Returns to Brokerage in the Staffing Sector.” (joint work with Isabel Fernandez-Mateo)

Academy of Management, August 2007, “It’s the Thought that Counts: How Managers’ Beliefs Shape the Effects of Monitoring” (joint work with Diane Burton)

Academy of Management, August 2007, “Managing the Boundaries of the Firm: How Rules Shape Frontline Managers’ Use of External Suppliers” (Poster session)

Strategic Management Society, October 2006. “Going Out: How Internal Organizational Rules Shape External Transactions”

Academy of Management, August 2006. “Thinking About Employment: How Managerial Reward Assumptions Shape the Employment Relationship” (joint work with Diane Burton)

Academy of Management, August 2006. “Problems Deciding: How the Make or Buy Decision Process Leads to Transaction Misalignment.” (Symposium paper)

Academy of Management, August 2005. “A Servant of Two Masters” (Symposium Paper; joint work with Isabel Fernandez-Mateo)

Academy of Management, August 2005. “Reworking Contingent Employment.”

European Group on Organization Studies, June, 2003. “Reworking Contingent Employment.”

Wharton Careers Mini-Conference, June 2003, “Reworking Contingent Employment.”

Labor and Employment Research Association. January, 2005. “How Peripheral Are Peripheral Workers?” (Poster presentation)

NBER Workshop on Organizational Economics, November, 2004. “What Do Firms Do Differently?”

Academy of Management, August, 2003. “Do Peripheral Workers Do Peripheral Work? Comparing the Use of IT Employees and Consultants.” (symposium paper)

Academy of Management, August, 2003. “The “How” of Firm Boundaries: Comparing Governance for Internal and External IT Projects.”

Academy of Management, August, 2002. “Inequality, Instability and Integration: Does he Need for Collaboration Reduce Top Team Inequality?”

OTHER CONFERENCE PRESENTATIONS

Academy of Management, August 2008, “Questions that We Ask: What Has Been Neglected: Organizations, Work and Workers.” Invited Panelist

Cornell Conference on Strategic Human Resources, May 2003, “HRM Challenges for Managing Varied Employment Relationships: IT Employees, Independent Contractors, and Consultants”

Consortium on Competitiveness and Cooperation, May, 2003. “The “How” of Firm Boundaries: Comparing Governance for Internal and External IT Projects.”

INVITED SEMINAR PRESENTATIONS

Michigan Interdisciplinary Committee on Organization Studies (ICOS), October 2012, “What Happened to Long Term Employment? The Role of Worker Power and Environmental Turbulence in Explaining Declines in Worker Tenure.”

Madrid Work and Organizations Symposium. September 2012, “Comparing Internal and External Worker Mobility.”

Cornell ILR School, March 2012, “What Happened to Long Term Employment? The Role of Worker Power and Environmental Turbulence in Explaining Declines in Worker Tenure.”

MIT Sloan School, February 2012, “What Happened to Long Term Employment? The Role of Worker Power and Environmental Turbulence in Explaining Declines in Worker Tenure.”

Emory University, January 2012, “What Happened to Long Term Employment? The Role of Worker Power and Environmental Turbulence in Explaining Declines in Worker Tenure.”

Wharton Management Department, March 2011, “Why Did Workers Become More Mobile? Firm Size, Unions, and the Growth of External Hiring”

Stanford Graduate School of Business, February 2011. “Paying More to Get Less: Specific Skills, Matching, and the Effects of External Hiring versus Internal Promotions”

Desautels Faculty of Management, McGill University, February 2010 “Why Did Workers Become More Mobile? Firm Size, Unions, and the Growth of External Hiring”

Rotman School, University of Toronto, November 2009, “Politics and Firm Boundaries”

Chicago GSB, Organizations Department, May 2008, “The Dynamics of Inter-Organizational Careers”

London Business School, SIM department, March 2008, “Politics and Firm Boundaries”

Cornell ILR School, HRM department, February 2008, “Dynamics of Inter-Organizational Careers”

Wharton Management Department, February 2008, “Relationship Duration and Returns to Brokerage in the Staffing Sector.”

Wharton Management Department, October 2007, “Contracting and Careers: Determinants of decisions to work as independent contractors among information technology workers.”

Nanyang Technological University, May 2007, “The Antecedents of Independent Contracting: Evidence from the Careers of IT Workers”

MIT Sloan School, April 2007, Managing the Boundaries of the Firm: How Organizational Rules Shape Frontline Managers’ Use of External Suppliers

INSEAD (Strategy Area Brown Bag), November 2006, “Brokerage in the Long Run: How Does Relationship Duration Affect the Returns to Brokerage?”

INSEAD (Singapore Brown Bag), June 2006, “A Servant of Two Masters: Dynamics of Value Creation and Appropriation in Intermediated Employment”

Singapore Strategy and Management Brown Bag (INSEAD), April 2006, “Managing the Boundaries of the Firm: How Organizational Rules Shape Frontline Managers’ Use of External Suppliers”

Singapore Strategy and Management Brown Bag (INSEAD), November 2005, “It’s the Thought that Counts”

INSEAD (Organizational Behavior Seminar), October 2005, “Managing the Employment Relationship”

INSEAD (Strategy Area Brown Bag), September 2005, “A Problem for Scholars is a Problem for Firms”

INSEAD (Singapore Brown Bag), March 2005, “Reworking Contingent Employment”

Washington University, St Louis, November 2004, “What Do Firms Do Differently?”

Rutgers University, October 2004, “Reworking Contingent Employment”

INSEAD, February 2004, “What Do Firms Do Differently?”

Toronto, February 2004, “What Do Firms Do Differently?”

Columbia, February 2004, “Do Employment Relationships Matter?”

London Business School, January 2004, “What Do Firms Do Differently?”

Harvard Business School, January 2004, “What Do Firms Do Differently?”

Wharton, January 2004, “Do Employment Relationships Matter?”

HEC, November 2003, “Do Employment Relationships Matter?”

Last Revised: November 2012