

September 2020

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ACADEMIC POSITIONS

Asistant Professor (2020-present)
SKEMA Business School, KTO research centre

Visiting Scholar (2017-2018)
Stanford University - Graduate School of Business

EDUCATION

PhD in Economics (2014-2020)
Università della Svizzera italiana (Lugano), Switzerland

Dissertation Title: “Gender Inequality in Knowledge-Based Organizations: Evidence from R&D Scientists in STEM Fields 1985 – 2010”

Committee: Gianluca Carnabuci (Main advisor), Matteo Prato (Co-Advisor), Filippo Carlo Wezel, John-Paul Ferguson, Stefan Arora-Jonsson

Master of Science in Systems Engineering (2014)
Energy Markets and Modelling, System Dynamics
National University of Colombia, Colombia.

Bachelor of Business Engineer (2010)
Management Sciences and Operations Management
National University of Colombia, Colombia.

RESEARCH INTERESTS

Fields: Innovation and Organizational Theory

Topics: Networks, Status, Gender Inequality, Diversity

WORKING PAPERS

1. Rua-Gomez, C., Carnabuci, G. and Goossen, M. “Reaching for the stars: How gender influences the formation of high-status collaboration ties”. *Revise and Resubmit at Administrative Science Quarterly*.
2. Rua-Gomez, C., Carnabuci, G. and Goossen, M. “Who benefits from gender diversity? Unpacking the differential effect of gender diversity on individuals’ innovative performance”. In preparation for submission to *Organization Science*.
3. Goossen, M., Carnabuci, G. and Rua-Gomez, C. “Brokerage, mobility, and knowledge worker productivity”. In preparation for submission to *Organization Science*.

4. Rua-Gomez, C., and Arias-Gaviria, J. “More graduated but less promoted: Explaining the women’s leaky pipeline in academic STEM fields through a simulation approach”. In preparation for submission to *Research Policy*

RESEARCH PROJECTS

Rua-Gomez, C. “How gender-equity attitudes affect gender performance gaps”. (First draft available).

W / Kypraios E. “Less money more glory: Status and the gender wage gap in the film industry”. (Data Analysis Phase).

W / Duarte J. “Effects of personality on network formation and structure” (Experimental Design Phase).

W / Cruz M., Larsen E., Arango-Aramburo S. “Spawning female entrepreneurship: The moderating roles of authenticity and status in haute cuisine” (Data Collection Phase).

PUBLICATIONS IN OTHER DISCIPLINES

1. Valencia, A., Pelaez, E., Rúa, C. and Awad G. (2010). Abstencionismo: ¿Por qué no votan los jóvenes universitarios? (In Spanish). *Revista Universidad Católica del Norte. Edición 31 (septiembre-diciembre de 2010)*. ISSN-0124-5821.
2. Gómez, C. R., Arango-Aramburo, S., and Larsen, E. R. (2017). Construction of a Chilean energy matrix portraying energy source substitution: A system dynamics approach. *Journal of Cleaner Production*, 162, 903-913.
3. Arango, S., Smith, R., Cárdenas, S., Jaramillo, P., Olaya, Y., Saldarriaga, A., Restrepo, O. J., Arboleda, Y., Rua-Gomez, C., Valencia, K., and Larsen, E. R. Mining scenarios for Colombia: in search of a future for mining. *Journal of Sustainable Mining*.

GRANTS

Rua-Gomez, C. Swiss National Science Foundation – Doctoral Mobility Fellowship, 2017 (USD 50,000).

Arango-Aramburo S. (PI) Rua-Gomez, C (Co-PI). Interconexión Eléctrica S.A (Beca ISA) Fellowship, 2012-2014 (USD 20,000).

Rua-Gomez, C. School of Mines Scholarship – National University of Colombia Fellowship, 2012-2014.

CONFERENCE PRESENTATIONS

Rua-Gomez, C., and Arias-Gaviria, J. Why so few? The gender representation gap in academic STEM fields, a system dynamics approach.

- 80th Annual Meeting of the Academy of Management, Virtual (2020).
- Plenary Session: 38th International Conference of System Dynamics Society, Virtual (2020).

Rua, C., and Carnabuci, G. Which kind of employees benefit more from gender diversity? The heterogeneous effect of organizational gender diversity on employees’ innovative performance.

- 79th Annual Meeting of the Academy of Management, Boston (2019).

Rua, C., and Carnabuci, G. Who benefits from gender diversity? How organization-level gender diversity affects the innovative performance of different kind of employees.

- 34th EGOS Colloquium, Tallinn (2018).

- Rua, C. How gender-equity attitudes affect gender performance gaps.
- *78th Annual Meeting of the Academy of Management, Chicago (2018).*
 - *OMT Doctoral Student Consortium, Chicago (2018).*
 - *7th Knowledge, Technology and Organizations Workshop, SKEMA Business School, Sophia Antipolis (2018).*
- Rua, C., Goossen, M., and Carnabuci, G. Reaching for the stars: How third-party ties affect men's and women's ability to connect with high-status colleagues.
- *8th Annual European Strategy, Entrepreneurship, and Innovation (SEI) Doctoral Consortium, Munich (2018).*
 - *76th Annual Meeting of the Academy of Management, Anaheim (2016).*
 - *32nd EGOS Colloquium, Naples (2016).*
- Rua, C., and Arango, S. Construction of a Chilean energy matrix from inter-fuel substitution, a system dynamics approach.
- *26th European Conference on Operational Research, Rome (2013).*
- Rua, C. Planeación espacial marina: Por el desarrollo sostenible de los ecosistemas marinos (In Spanish).
- *XVIII Seminario de Administración Pública. Universidad Nacional de Colombia - Facultad de Minas (2009).*

PEER REVIEW

Academy of Management Meetings, 2015–present.

AFFILIATIONS

Academy of Management (Since 2015)

EGOS–European Group of Organization Studies (Since 2015)

PROFESSIONAL EXPERIENCE

- 2012** **National University of Colombia, Colombia.**
 “Center of Development and Innovation–School of Mines,” Consultant
- 2012** **National University of Colombia–Conservation International, Colombia.**
 “Center of *R&D* for the Advance and Sustainable Development of Water Resources (Marine and Fluvial),” Consultant
- 2010-2012** **Coofinep, Colombia**
 Risk Analyst

MISCELLANEOUS

Languages: Spanish (Native Speaker), English (Fluent), Italian (Basic).

Programming Languages: Python, R, Stata, PowerSim, Simul8, Netlogo.