

# Cédric Gutierrez

Assistant Professor



**Knowledge Group:** Leadership, Human Resources and Digital Technologies

**Research Domains:** Organization Design

**Teaching Domains:**

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## Articles in Scholarly Journals

### **Pay transparency and productivity**

GUTIERREZ, C., T. OBLOJ, T. ZENGER, "Pay transparency and productivity", *Strategic Management Journal*, 2025, vol. 46, no. 8, pp. 1831-1860

### **Time Is Not Money! Temporal Preferences for Time Investments and Entry into Entrepreneurship**

GUTIERREZ, C., R. SLOOF, D. CRILLY, "Time Is Not Money! Temporal Preferences for Time Investments and Entry into Entrepreneurship", *Organization Science*, 2024, vol. 35, no. 2, pp. 622-643

### **Unpacking Overconfident Behavior When Betting on Oneself**

ABDELLAOUI, M., H. BLEICHRODT, C. GUTIERREZ, "Unpacking Overconfident Behavior When Betting on Oneself", *Management Science*, 2024, vol. 70, no. 10, pp. 7042-7061

### **Measuring natural source dependence**

GUTIERREZ, C., E. KEMEL, "Measuring natural source dependence", *Experimental Economics*, 2024, vol. 27, no. 2, pp. 379-416

### **Better to have led and lost than never to have led at all? Lost leadership and effort provision in dynamic tournaments**

GUTIERREZ, C., T. OBLOJ, D. H. FRANK, "Better to have led and lost than never to have led at all? Lost leadership and effort provision in dynamic tournaments", *Strategic Management Journal*, 2021, vol. 42, no. 4, pp. 774-801

### **The Impact of Overconfidence and Ambiguity Attitude on Market Entry**

GUTIERREZ, C., T. ÅSTEBRO, T. OBLOJ, "The Impact of Overconfidence and Ambiguity Attitude on Market Entry", *Organization Science*, 2020, vol. 31, no. 2, pp. 308-329

### **Under a magnifying glass: On the use of experiments in strategy research**

DI STEFANO, G., C. GUTIERREZ, "Under a magnifying glass: On the use of experiments in strategy research", *Strategic Organization*, 2019, vol. 17, no. 4, pp. 497-507

### **Temporal discounting of gains and losses of time: An experimental investigation**

ABDELLAOUI, M., C. GUTIERREZ, E. KEMEL, "Temporal discounting of gains and losses of time: An experimental investigation", *Journal of Risk and Uncertainty*, 2018, vol. 57, no. 1, pp. 1-28

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## **Articles in national/international newspapers**

### **Stipendi a nudo: Così chi guadagna più degli altri lavorerà di più**

GUTIERREZ, C., "Stipendi a nudo: Così chi guadagna più degli altri lavorerà di più", *La Repubblica - Affari&Finanza*, 15 September 2025

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## **Proceedings/Presentations**

### **Orchestrating a Cooperative Economy Platform as a Solution to Economic Inequality**

LAVIE, D., G. L. BRADY, U. STETTNER, R. ILIES, C. GUTIERREZ, "Orchestrating a Cooperative Economy Platform as a Solution to Economic Inequality" in *The 85th Annual Meeting of Academy of Management*, July 25-29, 2025, Copenhagen, Denmark

### **Gender Typing and Ambiguity Aversion: A New Perspective on Occupational Segregation**

GUTIERREZ, C., C. LI, I. SOLAL, "Gender Typing and Ambiguity Aversion: A New Perspective on Occupational Segregation" in *The 85th Annual Meeting of Academy of Management*, July 25-29, 2025, Copenhagen, Denmark

### **Time Tells: Unraveling the Temporal and Risk Dynamics of Venture Capitalists**

AMORE, M. D., O. GAROFALO, C. GUTIERREZ, V. MARTIN-SANCHEZ, V. PELUCCO, "Time Tells: Unraveling the Temporal and Risk Dynamics of Venture Capitalists" in *84th Annual Meeting of the Academy of Management*, August 9-13, 2024, Chicago, IL, United States of America

### **Temporality and Social Entrepreneurship: The Role of Temporal Distance for Money and Social Outcomes**

CRILLY, D., C. GUTIERREZ, K. W. JEONG, "Temporality and Social Entrepreneurship: The Role of Temporal Distance for Money and Social Outcomes" in *83rd Annual Meeting of the Academy of Management*, 4-8 August, 2023, Boston, United States of America

### **Playing for Keeps: CEO Incentive Horizon and Executive Departure**

SEZER, A., C. GUTIERREZ, "Playing for Keeps: CEO Incentive Horizon and Executive Departure" in *83rd Annual Meeting of the Academy of Management*, 4-8 August, 2023, Boston, United States of America

### **A Time for Carrots and a Time for Sticks: Examining the Effects of Incentive Framing on Creativity**

SEZER, A., C. GUTIERREZ, P. V. MANNUCCI, "A Time for Carrots and a Time for Sticks: Examining the Effects of Incentive Framing on Creativity" in 82nd Annual Meeting of the Academy of Management - August 5-9, 2022, Seattle, WA, United States of America

**Unpacking Overconfident Behavior: Revisiting the Hard-Easy Effect**

ABDELLAOUI, M., H. BLEICHRODT, C. GUTIERREZ, "Unpacking Overconfident Behavior: Revisiting the Hard-Easy Effect" in 82nd Annual Meeting of the Academy of Management - August 5-9, 2022, Seattle, WA, United States of America