

Stéphane P. Francioli

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EDUCATION

Ph.D. Stern School of Business, New York University

Management, *spec.* Micro-Organizational Behavior, *exp.* July 2021,

Dissertation: “Age, gender, and occupational status: Inconsistencies in ascribed and achieved status hinders workers’ career engagement.”

Co-chairs. Joe C. Magee, Michael S. North; *Committee Members.* Batia M. Wiesenfeld, Lisa M. Leslie

M.S. Sloan School of Management, Massachusetts Institute of Technology

Management Studies, May 2014

M.Sc. London Business School, Management, June 2010

B.A. Dual degree ESCE: International Trade; LSBU: Finance (Honors), July 2009

PUBLICATIONS

Francioli, S. P., & North, M. S. (2021). Youngism: the content, causes, and consequences of prejudices toward younger adults. *Journal of Experimental Psychology: General*. [link](#)

- *Media Coverage:* BBC

Francioli, S. P., & North, M. S. (2021). The older worker: gender and age discrimination in the workplace. *Handbook of the Psychology of Aging*. [link](#)

Lane, J. D., Ronfard, S., Francioli, S. P., & Harris, P. L. (2016). Children’s imagination and belief: prone to flights of fancy or grounded in reality?. *Cognition*, 152, 127-140. [link](#)

WORKING PAPERS & MANUSCRIPTS IN PREPARATION

Francioli, S. P., Jachimowicz, J. M., & North, M. S. (*Working Paper*; target: *Academy of Management Journal*). Precocity threat: exposure to younger, more successful colleagues undermines job performance and career engagement. [link](#)

Francioli, S. P., Danbold, F., & North, M. S. (*Working Paper*; target: *Psychological Science*). Millennials versus Boomers: Realistic and symbolic threats drive intergenerational tensions. [link](#)

Reyt, J. N., Wiesenfeld, B. M., Francioli, S. P. (*Working Paper*; target: *Management Science*). Seeing the forest and the trees: signals of construal level ambidexterity and venture funding success. [link](#)

Francioli, S. P., & Zee, K. S. (*Manuscript in Prep.*; target: *Nature: Human Behavior*). Increasing information transparency reduces gender inequalities at home in a COVID-19 lockdown experiment. [link](#)

WORK IN PROGRESS

Francioli, S. P., North, M. S., Magee, J. C. (*data collection*). The effects of subordinate's gender on professionals' likelihood to accept a career-advancing job offer. [link](#)

Francioli, S. P., North, M. S., Shakeri, A. (*data collection*). How biased do you think we are? Comparing lay and academic predictions of Americans' attitudes toward younger and older adults. [link](#)

Francioli, S. P. (*theory paper*). Addressing the gender pay gap, one house chore at a time: Reframing division of household labor as a free riding problem to tackle gender disparities in career outcomes at work.

Francioli, S. P. (*study design*). Be kind, be disability-blind: diversity ideology and ableism.

AWARDS, RECOGNITIONS, & GRANTS

Invited to join the Academy of Management OB Doctoral Consortium, 2020

SPSP Graduate Travel Award, 2019

Stern's Sidney Winter Fellowship, 2019

NYU Dissertation Funding, 2018

CONFERENCES & INVITED TALKS

Increasing transparency reduces gender inequalities at home in a COVID-19 lockdown experiment

- Trans-Atlantic Doctoral Conference, London, UK, 2021 (*remote*)
- East Coast Doctoral Conference, New York, US, 2021 (*remote*)
- Harvard's BIG Ideas Doctoral Workshop, Boston, US, 2019

Precocity threat: Exposure to younger, more successful colleagues undermines job performance

- Trans-Atlantic Doctoral Conference, London, UK, 2020 (*conf. cancelled due to coronavirus*)
- East Coast Doctoral Conference, New York, US, 2019

Effects of subordinate's gender on professionals' likelihood to accept a career-advancing job offer

- Academy of Management Conference, Vancouver, Canada, 2020 (*remote*)
- International Association of Conflict Management, Houston, US, 2020 (*remote*)
- East Coast Doctoral Conference, New York, US, 2020 (*conf. cancelled due to coronavirus*)

Youngism: the content, causes, and consequences of prejudices toward younger adults

- International Association of Conflict Management, Houston, US, 2020 (*remote*)
- *Guest Speaker*: First Annual Stern Doctoral Alumni Reunion, US, 2019
- Society of Personality and Social Psychology, US, 2019
- Academy of Management Conference, Chicago, US, 2018
- Trans-Atlantic Doctoral Conference, London, UK, 2018
- East Coast Doctoral Conference, New York, US, 2018

TEACHING EXPERIENCE

- Instructor** Summer Intensive Undergrad. core Management & Organizations class, 2019, NYU Stern (recipient of the *Excellence in Teaching Commendation*; instructor rating: **4.9/5.0**)
- Teaching Fellow** Three Core Undergrad. Management & Organizations class, 2018 & 2020, NYU Stern (Profs. L. Taylor Phillips & Julianna Pillemer)
Three Core MBA Strategy classes, 2010, London Business School (Prof. Kevin J. Boudreau)
- Qualifications** NYU Stern STEP accreditation (2017); *MIT, Teaching Initiative Program* (2014)

LANGUAGES

Fluent in **French** (mother tongue); Fluent in **English**; Elementary **Spanish**

OTHER PROFESSIONAL EXPERIENCE

Business Intelligence, Procter & Gamble, February 2011 to June 2013