Sandra Núñez

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ACADEMIC APPOINTMENTS

London School of Economics and Political Science, London, UK 2024
Assistant Professor of Management
On medical leave Spring 2026

Columbia Business School, Columbia University, New York, NY 2022–2024
Postdoctoral Research Scholar in the Management Division

Harvard Kennedy School of Government, Cambridge, MA 2022–2023
Women in Public Policy Program Research Fellow

EDUCATION

Columbia University, New York, NY May 2022
Ph.D., M.Phil., M.A. in Sociology
On maternity leave Fall 2019

University of California, Berkeley, Berkeley, CA Aug 2012
B.A., High Honors in Sociology and Distinction in General Scholarship

Berkeley City College, Berkeley, CA June 2010
A.A., General Studies

PUBLICATIONS

Please note surname change

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, 8 (7): 172–191.

- Nominated for Best Paper on Environmental and Social Practices, Organizations and Management Theory Division at the Academy of Management, 2022.

Portocarrero, Sandra and James T. Carter. 2022. "Diversity Initiatives in the US Workplace: A Brief History, Their Intended and Unintended Consequences." Sociology Compass, 16 (7): e13001.

Portocarrero, Sandra and Lisa E. Cohen, 2026. "Follow the Tasks: Examining Diversity Workers' Job Content Can Help Us Understand Diversity Initiatives." A Call to Action Part 2: Transforming Diversity, Equity, and Inclusion through Norms, Leadership Practices, and Mindset, Eden B. King, Quinetta M. Roberson, Mikki R. Hebl.

PAPERS UNDER REVIEW

Núñez, Sandra. "A Triadic Lens into Diversity Work: The Interplay Between Tasks, Race and Ethnicity, and Expertise."

- Runner up, Louis Pondy Best Dissertation Paper Award, Organizations and Management Theory Division at the Academy of Management, 2023
- Academy of Management Best Paper Proceedings (top 10% of annual conference submissions), 2023

Núñez, Sandra and Gerardo Okhuysen. "How Signals from Organizational Diversity Initiatives Shape the Experiences of their Target Population."

- Winner of the 2021 Society for the Studies of Social Problems Best Student Paper Award
- Nominated for Best Paper on Environmental and Social Practices, Organizations and Management Theory Division at the Academy of Management, 2023

WORKS IN PROGRESS

Núñez, Sandra, Dan Wang, and Inara Tareque. "A Process of Status Override: Undocumented Entrepreneurs in the United States."

Berkebile-Weinberg, Ashley, Sandra Núñez, Ajua Duker, and Rebecca M. Carey. "How Diversity Initiatives Fail Minoritized People: Lessons from Intergroup Theory."

Wang, Dan, Iliana Perez, Sandra Núñez and Inara Tareque. "How Immigration Status Shapes Entrepreneurial Strategy."

OTHER PUBLICATIONS

Núñez, Sandra. 2025. "Trump's Immigration Policies Deny Human Dignity but Another Way Is Possible." LSE US Centre's *USApp – American Politics and Policy* Blog.

Núñez, Sandra and Rizwan Shaikh. 2025. "Why Social Innovation Fails Women in India and How to Fix It." *Forbes*

Núñez, Sandra and Christian Flores. 2025 "Trump's Big Beautiful Bill Might Harm Those at the Bottom." *Forbes*

Núñez, Sandra and Daniel Fisher. 2025. "Being Paperless Doesn't Mean You're Powerless: The Economic Power of Undocumented Immigrants in the U.S." *Forbes*

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

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

INVITED ACADEMIC TALKS

"Being Paperless Doesn't Mean You're Powerless: Undocumented Entrepreneurs Bolster the U.S. Economy."

- 2nd Equitable Opportunity Conference, MIT Sloan, 2025

"How Racialized Attributions of Expertise Lead to the Unequal Allocation of Tasks."

- University of Oxford Wellbeing Research Centre, March 2025

- Harvard Politics and Social Change Workshop, November 2024
- London School of Economics, Department of Management, November 2023
- IE University, November 2023
- Boston University Questrom School of Business, October 2023
- University of Southern California Marshall School of Business, October 2023
- MIT Sloan Institute for Work and Employment Research, May 2023
- Ethnography Atelier, May 2023
- Research Center for Work, Technology and Organization at Emlyon Business School, February 2023

"A Process of Status Override: How Undocumented People Override a Marginalized Immigrant Status through Entrepreneurship."

- Inclusive Economy Day at The Inclusive Economy Center at the S&O Institute of HEC Paris, March 2025
- Inclusive Economy Day at The Inclusive Economy Center at the S&O Institute of HEC Paris, May 2024
- Inclusive Economy Day at The Inclusive Economy Center at the S&O Institute of HEC Paris, April 2023

"But the Fellows are Simply Diversity Hires! How Organizational Contexts Influence Status Beliefs."

- Harvard University Status and Inequality Conference, April 2023

FELLOWSHIPS, SCHOLARSHIPS, GRANTS & AWARDS

Fellowships and Awards

American Sociological Association Policy Outreach Fellow	2026-2027
Atlantic Equity Fellowship	2026
Finalist for the Best Dissertation Award, SIM Division at the Academy of Management	2024
P.E.O. Scholars Award	2022
American Association of University Women Dissertation Fellowship	2021–2022
National Science Foundation Graduate Research Fellowship	2017–2022
Paul and Daisy Soros Fellowship for New Americans	2015–2017

Grants and Scholarships

LSE-NYU Research Seed Fund	2026
Center on Organizational Innovation Research Grant, Columbia University	2018–2021
Hispanic Scholarship Fund (Awarded 5 times)	2017–2020
International Association of Business and Society Promising Scholar Grant	2017
McNair Research Scholars Program, University of California, Berkeley	2012
Robert and Colleen Haas Research Fellowship, University of California, Berkeley	2011
Chicana Latina Foundation Scholarship	2011
Institute of International Studies Merit Award, University of California, Berkeley	2011
Cal Alumni Association Achievement Award, University of California, Berkeley	2010

SELECTED CONFERENCE PRESENTATIONS & WORKSHOPS

"A Process of Status Override: How Undocumented People Override a Marginalized Immigrant Status through Entrepreneurship."

- Academy of Management Annual Meeting, August 2024
- Migration and Organizations Conference at the Wharton School, May 2024
- People and Organizations Conference at the Wharton School, September 2024

"The Ideal Race-Typed Worker: How Workers of Color Navigate Organizational Expectations to Embrace a Racialized Professional Identity."

- Academy of Management Annual Meeting, August 2023

- Chicago Booth Rising Scholars Conference, November 2022

"But the Fellows are Simply Diversity Hires! How Organizational Contexts Influence Status Beliefs."
- Diversity in Management and Organizations (DMO) conference, 2024
- Academy of Management Annual Meeting, August 2022
- The Russell Sage Foundation Status: What Is It and Why Does It Matter for Inequality Conference, September 2022

"Racialized Expertise: The Consequences of Perceiving and Presenting Workers' Ethnoracial Background as a Type of Expertise."
- MIT Rising Scholars Conference, October 2023
- Academy of Management Annual Meeting, August 2023
- Women in Public Policy Program Research Seminar at Harvard Kennedy School of Government, December 2022
- 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

"Diverse But Not Inclusive: How Organizational Status Maintenance Leads to Conditional Inclusion."
- People and Organizations Conference at the Wharton School, September 2023
- Academy of Management Annual Meeting, August 2023
- Weatherhead Center Research Cluster on Comparative Inclusion and Inequality, December 2022
- 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
- Contemporary Ethnography and Inequality Workshop, Harvard University, October 2020
- Harvard Culture and Social Analysis Workshop, Harvard University, March 2020

"Documenting Organizational Support for Graduate Student Mothers During the COVID-19 Pandemic."
- Symposium on the COVID Care Crisis and its Implications for Legal Academia, Indiana University, Bloomington, January 2021

DIVERSITY, EQUITY, AND INCLUSION TALKS

"Recentering the Importance of Race in DEI Trainings."
- Corporate Training at Mathematica, Inc., November 2022

"Diversity, Equity, and Inclusion for Whom?"
- American Association of University Women, April 2022

"The Pandemic Academy: What's Different?"
- NYU Center for Faculty Advancement, February 2022

INVITED LECTURES

"Inclusive Entrepreneurship for MBA Students: Working with Marginalized Populations."
- Columbia Business School, February 2024

"The Craft of Qualitative Research."
- University of California, Los Angeles, Labor Studies Department, October 2023
- University of California, Berkeley. Graduate Division, March 2023
- University of California, Irvine. Qualitative Methods Graduate Seminar, January 2022

"Diversity, Equity, and Inclusion in Organizations."
- Universidad Autónoma de Puebla, Mexico, November 2021

TEACHING EXPERIENCE

Lead Faculty Member, Masters of Social Innovation and Entrepreneurship International Trip to Cape Town, South Africa London School of Economics, 2027

Research Skills and Dissertation, Masters of Social Innovation and Entrepreneurship, London School of Economics, 2026

Qualitative Dissertations Course Instructor, Masters of Social Innovation and Entrepreneurship, London School of Economics, 2025

Lead Faculty Member, Masters of Social Innovation and Entrepreneurship International Trip to Nairobi, Kenya, London School of Economics, 2025

Teaching Assistant, Professor Damon Phillips, "REAP: Reforming Mass Incarceration and the Role of Business," MBA Course, Columbia Business School, 2022–2023

Negotiation Coach, Leadership Academy at the REBLS Network, Harvard Kennedy School and University of Massachusetts, Amherst, 2020–2021

Negotiation Teaching Fellow, Summer Leadership Academy at the REBLS Network, Harvard Kennedy School and University of Massachusetts, Amherst, Summer 2020

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, Fall 2017

Teaching Assistant, Professor Cynthia Thompson, "Managing Human Behavior in Organizations," Columbia University School of Professional Studies, Summer 2017

Graduate Student Instructor, GSAS Summer Leadership Alliance Program, Summer 2016

SERVICE

Ad hoc reviewer: Administrative Science Quarterly; American Sociological Review; Organization Science; INFORMS Best Dissertation Proposal Competition; Social Problems; Research in the Sociology of Organizations; Equality Diversity and Inclusion: An International Journal

Invited Organizer, Thematic Session on Promoting Equity When We're Prohibited from Saying It: Pushing Back Against the Attack on DEI , American Sociological Association Annual Meeting, 2026

Invited Organizer, Thematic Session on New Sociological Approaches to Understanding Diversity, Equity, and Inclusion, American Sociological Association Annual Meeting, 2025

Invited Organizer, Labor Market Regular Session, American Sociological Association Annual Meeting, 2025

Lead Organizer, Diversity, Equity, Inclusion and Expertise in Racialized Organizations Conference and Paper Development Workshop, Columbia Business School, 2023

Chair of the Graduate Students of Color Alliance at Columbia University, 2016–2017

Founder, Intimate Conversations with Women in Academia series at Columbia University, 2016

President and Founder of the Latino Students Association at Berkeley City College, 2006–2010

OTHER WORK AND VOLUNTEER EXPERIENCE

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