

HALIL SABANCI

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Frankfurt School of Finance & Management - Office: D4.69, 60322 Frankfurt Germany

ACADEMIC APPOINTMENTS

Bocconi University

Incoming Faculty (July 2026)
Department of Management and Technology

Frankfurt School of Finance and Management

Assistant Professor of Management and Organizations (July 2022 - June 2026)

Massachusetts Institute of Technology (MIT) Sloan School of Management

Visiting Faculty (September 2023 – February 2024)
MIT Sloan Institute for Work and Employment Research

EDUCATION

IESE Business School

PhD in Management (*summa cum laude*) (2017 - 2022)

London Business School

Visiting PhD at Strategy and Entrepreneurship Department (August 2021 - January 2022)

IESE Business School

Master of Research in Management (2017 - 2019)

Boğaziçi University

Bachelor of Arts in Management (2005)

RESEARCH INTERESTS

My research spans strategic human capital, economic sociology, and macro-organizational behavior. My publications and ongoing research projects primarily focus on career mobility and labor market inequalities.

PUBLICATIONS

[1] Hermansen, A., Penner, A., Boza, I., Elvira, M. Godechot, O., Henriksen, L., Hou, K., Lippényi, Z., Petersen, T., Reichelt, M., [†]Sabanci, H., Safi, M., Tomaskovic-Devey, D. & Vickstrom, E. (2025). Immigrant-native pay gap driven by lack of access to high-paying jobs. *Nature* 644(8078), 969-975.

[2] Sabanci, H. * & Elvira, M. (2024). The outcomes of cross-category career moves: How cross-industry mobility and industry prestige jointly impact executive compensation. *Academy of Management Journal* 67(3), 767-797.

[3] Godechot, O., Tomaskovic-Devey, D., Henriksen, L.F., [†]Sabanci, H., *et. al.* (2024). The great separation: Top earner segregation at work in advanced capitalist economies. *American Journal of Sociology* 130(2), 439-495.

[4] Maoret, M.*, Moreira, S.*, & Sabanci, H.* (2024). Closing the gender pay gap: Analyst coverage, stakeholder attention, and gender differences in executive compensation. *Organization Studies* 45(4), 495-521.

[5] Penner, A., Petersen, T., Hermansen, A., Sabanci, H., *et al.* (2023). Within-job gender pay inequality in 15 countries. *Nature Human Behaviour* 7(2), 184-189.

* Denotes first authorship.

[†] Coauthors listed alphabetically after the lead author.

[6] Godechot, O., Neumann, N., [†]Sabanci, H., *et al.* (2023). Ups and downs in finance, ups without downs in inequality. *Socio-Economic Review* 21(3), 1601-1627.

MANUSCRIPTS UNDER REVIEW & WORKING PAPERS

[7] Villamor, I., Martinez, A., Elvira, M., & Sabanci, H. Parental Leave and Post-Birth Career Outcomes.

[8] Lu, C.*, Sabanci, H.*, & McClean, E. Gender Mix of the Labor Queues and Hiring Outcomes: Evidence from Corporate Sustainability Professionals.

[9] Sabanci, H.* & Elvira, M. Temporary Employment, Precarity Trap in Low-Wage Jobs, and Wage Inequality.

[10] Kaya-Sabanci, I., Sabanci, H., & Elvira M. The Gendered Impact of Job Insecurity on Entrepreneurship: Evidence from Spain.

TEACHING

- OB, Leadership, and Sustainability, **Frankfurt School** of Finance & Management, Master in Management Program (MiM) Core Course (2023, 2024, 2025 appr. 120 students each year)
 - Evaluations: 1.47 (2023); 1.54 (2024); 1.57 (2025); 1.51 (2026) (1-6 scale, 1=best)
- Power, Politics, & Leadership, **Frankfurt School** of Finance & Management Master in Management Program (2024, 2025)
 - Evaluations: 1.06 (2024); 1.17 (2025) (1-6 scale, 1=best)
 - 90% of participants have evaluated the course *Excellent* so far
- Power and Influence in the Boardroom, **HEC Paris** Executive MBA (2024)
 - Module in Board Governance Specialization
- Leading for Good, **Frankfurt School** of Finance & Management Exec. Ed. AMP (2023)
 - Evaluation: “Excellent” in all criteria (expertise, presentation, encouragement to participate and responses to the questions, practical relevance of the topics)

PRESENTATIONS and CONSORTIA

- EGOS (Sub-theme by Ha Hoang, Olenka Kacperczyk, and Chris Rider). Athens, 2025.
- SMS Annual Meeting. Istanbul, 2024.
- ESSEC Business School. SEI Consortium. Paris, 2024.
- EGOS (Sub-theme convened by Emilio Castilla and Isabel Fernandez-Mateo). Milan, 2024.
- IESE Business School. Madrid, 2024.
- MIT Sloan, The MIT Institute for Work and Employment Research (IWER). Boston, 2023.
- Academy of Management Annual Meeting. Boston, 2023
- The Wharton School of the University of Pennsylvania. Philadelphia, 2022.
- Academy of Management Annual Meeting. Seattle, 2022.
- EGOS (Sub-theme convened by Castilla and Fernandez-Mateo). Vienna, 2022
- Wharton People and Organizations Conference. Virtual, 2021.
- Academy of Management Annual Meeting - OMT Division. Virtual, 2021.
- American Sociological Association Annual Meeting. Virtual, 2021.
- European Group for Organization Studies (EGOS) Main Colloquium. Virtual, 2021.
- Wharton People and Organizations Conference. Plenary Series. Virtual, 2020.

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- Strategic Management Society (SMS) Annual Conference. Virtual, 2020.
- American Sociological Association Annual Meeting. Virtual, 2020.
- Academy of Management Annual Meeting - Careers Division. Virtual, 2020.
- EGOS (Sub-theme convened by Castilla and Fernandez-Mateo). Virtual, 2020.
- Wharton People and Organizations Conference. Philadelphia, 2019.
- American Sociological Association Annual Meeting. New York, 2019.
- Strategic Management Society Special Conference. Las Vegas, 2019.

Consortia and Workshops

- Strategic Management Society Doctoral Workshop. Virtual, 2021.
- Computational Organization Science Summer School. Virtual, 2021.
- AOM OMT Doctoral Student Consortium. Virtual, 2020.
- The Medici Summer School in Management (organized by MIT Sloan). Virtual, 2020.

ACHIEVEMENTS & AWARDS

- Winner, Roger V. Gould Prize (selected among the papers in American Journal of Sociology) (2025)
- Nominated for SMS Best Annual Conference Paper Prize (2024)
- Henkel Foundation (the Fritz Henkel Stiftung) Endowed Scholarship (2020-2022)
- Nominated for SMS Annual Conference Best PhD Paper Prize (2020)
- Wharton People Analytics Research Paper Competition Semi-Finalist (2020)
- GRE Quant: 170/170; GMAT: 720
- Top 0.2% in Turkish Postgraduate Educ. Entrance Exam (280th among 150,000 students)
- Top 0.1% in Turkish University Placement Exam (232nd among 1.5 million students)

OTHER PROFESSIONAL EXPERIENCE

Phonolive Technology, Istanbul

Co-founder and Consultant (2007-2013)

Motorola

Commercial Specialist (2005-2007)

ACADEMIC AFFILIATIONS & SERVICE

- **Reviewer**
 - Administrative Science Quarterly
 - Management Science
 - Strategic Management Journal
 - Organization Studies
 - Industrial and Corporate Change
- **Member**
 - Academy of Management (OMT, Strategy, Careers, and Research Methods divisions)
 - American Sociological Association
 - European Group for Organizational Studies (EGOS)
 - SMS (Strategic Human Capital, Strategic Leadership & Governance divisions).
- **Frankfurt School Doctoral Proceedings Committee Member**
 - Representative of the Management Department
- **Research Committee Member**
 - Academy of Management, Organization and Management Theory (OMT) Division

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