

# Camilla M. Quental

[cquential@audencia.com](mailto:cquential@audencia.com)/ [cq2119@nyu.edu](mailto:cq2119@nyu.edu)

+971 50 56 16 072/ +33 6 86 73 63 17

## ACADEMIC APPOINTMENTS

---

**Visiting Associate Professor, Business, Organizations & Society, NYU AD, September 2022 - present**

Research sabbatical, associated with Sorbonne University Abu Dhabi, September 2021– August 2022

### **Audencia Business School, France**

Associate Professor, Management and Organization Studies, 2017 – present

Head of Management Consulting Major, 2017 - 2020

Assistant Professor, Management and Organization Studies, 2011 - 2017

## EDUCATION

---

### **2012 HEC Paris, France**

PhD, Management and Human Resources

Thesis: *Becoming partner: Gender, professional Identity and the glass ceiling in professional services firms*

### **2009 UVA Darden School of Business, Virginia, USA**

Visiting PhD Student, Organizational Behavior and Sociology

### **2005 Sorbonne Business School (IAE) Paris, France**

M.Sc., Social Sciences

Thesis: *Equilibre entre vie privée et vie professionnelle des femmes au Brésil et en France*

### **2004 Sciences Po Paris, France**

Master of Political Sciences

### **2002 COPPEAD Graduate School of Business, Federal University of Rio de Janeiro, Brazil**

MBA, Organizational Behavior and Human Resources

Thesis: *Equilíbrio entre vida profissional e vida pessoal: A experiência de mulheres empreendedoras no Rio de Janeiro*

### **1999 PUC-Rio, Pontificia Universidade Católica, Brazil**

B.A. in Economics

## PUBLICATIONS

---

## Peer Reviewed Articles

Puppim de Oliveira, J. A., Mukhi, U., Quental, C., & de Oliveira Cerqueira Fontes, P. J. (2022). Connecting businesses and biodiversity conservation through community organizing: The case of babassu breaker women in Brazil. *Business Strategy and the Environment*, 1–17. <https://doi.org/10.1002/bse.3134>.

Shymko, Y., Quental, C., Navarro Mena, M. (2022). Indignação and declaração corporal: Luta and activism in Brazil during the times of the pandemic, *Gender, Work & Organization*, 1–21. <https://doi.org/10.1111/gwao.12793>.

Reis, R., Quental, C., Eric Van Heck, E. (2022). When three is better than two: How culture can bridge collaboration in globally distributed teams, *M@n@gement*, 57-73.

Quental, C., Shymko, Y. (2021). What life in favelas can teach us about the COVID-19 pandemic and beyond: Lessons from Dona Josefa, *Gender, Work & Organization*, 28 (2), 768-782.

Rojas Gaviria, P., Del Bucchia, C., Quental, C. (2020). The foreigner within us: Catharsis amid horror and confusion in menopause, *Advances in Consumer Research*, 48, 1106-1111.

Quental, C. (2020). Feminismo em comum: Para todas, todes e todos (Book Review), *Gender, Work & Organization*, 27 (3), 421-424.

Mukhi, U., Quental, C. (2019). Exploring the challenges and opportunities of the United Nations SDGs: A dialogue between a climate scientist and management scholars, *Corporate Governance: The International Journal of Business in Society*, 19 (3), 552-564.

Barel, Y., Fremeaux, S., Quental, C. (2013). Ageism towards young and elderly people: Lessons from the Nordic diversity model, *Revue de Gestion des Ressources Humaines* (90), 3-18.

Naschberger, C., Quental, C., Legrand, C. (2012). Le parcours de carrière des femmes cadres : pourquoi est-il si compliqué et comment le faciliter?, *Gestion : Revue Internationale de Gestion*, 37 (3), 43-50.

## Book Chapters

Saraiva, L.A., Quental, C. *Forthcoming*. Cracks in diversity: *Pink money, depoliticization and conservatism in Brazil*. In Forson, C., Healy, G., Öztürk, M. and Tatli, A. (Eds.), *Research Handbook on Inequality and Work*. Edward Elgar Publishing.

Naschberger, C., Quental, C., Legrand, C. (2017). *The leaky leadership pipeline in France. A study of career levers and barriers to foster women's leadership development*. In Cunningham, C. M., Crandall, H. M. and Dare, A. M. (Eds.), *Gender, Communication, and the Leadership Gap* (pp. 151-169). Information Age Publishing.

Ajao, R., Bozionelos, G., Quental, C. (2017). *Gender, poverty and leadership: The case of the Chibok girls*. In Flynn, P. M., Gudic, M. and Tan, T. K. (Eds.), *Beyond the Bottom Line: Integrating Sustainability into Business and Management Practice*. Greenleaf Publishing.

Quental, C., Reis, R. S. (2014). *Global talent management in Brazil: Jeitinho as a managerial talent*. In Al Ariss, A. (Ed.), *Global Talent Management: Challenges, Strategies and Opportunities* (pp. 123-140). Springer.

Quental, C. (2013). *Women in professional services firms*. In Burke, R., Vinnicombe, S., Moore, L. and Blake Beard, S. (Eds.), *Handbook of Research on Promoting Women's Careers* (pp. 289-303). Edward Elgar Publishing.

Naschberger, C., Quental, C., Legrand, C. (2013). *Le parcours de carrière des femmes cadres. Pourquoi est-il si compliqué et comment le faciliter ?*. In St-Onge, S. and Guerrero, S. (Eds.), *Gestion des Carrières* (pp. 472-484). Presses d'HEC Montréal.

## **Other**

Quental, C. (2016) *Gender equality and sustainable economic growth: The case of women in public leadership positions in Nigeria*. The Research & Ranking Report on Female Representation at State/Local Government Levels in Nigeria from 1999 to 2015 (pp. 50-55). Winihin Jemide Series.

Quental, C., Naschberger, C., Legrand, C. (2016). *Mulheres na empresa : Sair do «labirinto» antes de quebrar o «teto de vidro»*. omelhordeparis.com.

Quental, C. (2015). *Comment être repéré comme talent quand on est une femme*. L'Usine Nouvelle.

## **WORK IN PROGRESS**

---

### **Manuscripts Under Review**

Quental, C., Rojas Gaviria, P., Del Bucchia, C. [Title omitted while under review] First revision requested, *Gender, Work & Organization*.

Shymko, Y., Quental, C., Fotaki, M. [Title omitted while under review]. Second revision requested, *Organization Studies*.

Shymko, Y., Vershinina, N., Quental, C., Azevedo, G., Daskalaki, M. [Title omitted while under review]. First revision requested, *Gender, Work & Organization*.

### **Working Projects**

Quental, C., Shymko, Y., Fotaki, M. *Epistemologies of the South (Methods paper in preparation and coordination of stream at the 2022 Gender, Work & Organization Conference)*.

Quental, C., Azevedo, G. *The historical construction of attitudes toward racial affirmative action: A US-Brazil comparative analysis (submitted the special issue on ethics and racial justice of the Journal of Business Ethics)*.

Quental, C., Jabeen, F. *How do traditions, religions and cultural practices in the Middle East inform moral decisions and ethical approaches in fashion consumption and sustainable socially responsible*

behavior?: A Two Nations Study (in preparation for the special issue on Fashionable Ethics of the *Journal of Business Ethics*).

Quental, C., Metcalfe, B. *An analysis of women's entrepreneurship movements in Latin America and the Middle East*.

## HONORS

---

2019 Best Paper Award, Gender & Diversity in Organizations (GDO) Division, *Brazil is not for beginners: How to tell black from white when history produces entangled racial myths?* (with Guilherme Azevedo). Administrative Sciences Association of Canada, St. Catharines, Ontario, Canada.

2018 Best Paper Award. *The bright and dark sides of contemporary careers: An empirical examination of partners in global consulting firms* (with Thibaut Bardon and Yehuda Baruch). British Academy of Management, Bristol, UK.

2010 Carolyn Dexter Award for the Best Symposium, *Women leaders international* (with Claudia Peus and Marieke Van den Brink), Academy of Management, Montréal.

2005 - 2011 HEC Paris PhD Scholarship.

2002 Scholarship L'Oréal-Sciences Po.

## PRESENTATIONS (selected)

---

### Peer Reviewed Conferences

Quental, C., Shymko, Y., Fotaki, M. (2021). Pacifying, empowering and transforming: Alternative organizing at the margins - the Case of "Favela Feminista" in São Paulo. *European Group for Organizational Studies*, Amsterdam.

Quental, C., Rojas Gaviria, P., Del Bucchia, C. (2020). Menopause in the workplace and the post-menopausal zest: A discourse analysis. *Gender, Work & Organization Conference*, Kent, UK.

Azevedo, G., Quental, C. (2019). Brazil is not for beginners: The complications of a semi-Western case of racial inclusion. *European Group for Organizational Studies*, Edinburgh.

Jones, E. B., Ramsdell, K., Reid, E. M., Gatrell, C. J., Humberd, B. C., Quental, C., Ramsdell, K., Bartunek, J. M., Clair, J. A. (2018). New directions on gendered norms and practices in organizations: The good, the bad, and the ugly. *Academy of Management Proceedings*.

Quental, C., Atewologun, D., Lupu, I., Doldor, E. (2016). Negotiating privilege and disadvantage in elite professional careers. *Gender, Work & Organization Conference*.

Bardon, T., Quental, C., Josserand, E. (2016). Building consistent career self-narratives through identity work in the consultancy profession. *Academy of Management Annual Meeting*.

Quental, C., Kelan, E. (2015). The gendered construction of skills in the promotion to partner. *Academy of Management Conference*.

Quental, C., Reis, R. S., Sant'Anna, A. (2015). National culture and global leadership: A cross-cultural study. *15th EURAM Conference*.

Quental, C. (2013). Professional identity and gender in the path to partnership in professional services firms. *13th EURAM Conference*.

Legrand, C., Naschberger C., Quental, C. (2013). L'équilibre vie professionnelle - vie personnelle : Point de vue des cadres. *5ème Congrès de l'Association Française de Sociologie*.

Naschberger, C., Quental, C., Legrand, C. (2013). Etapes de carrière et perception des enjeux en matière d'équilibre vie professionnelle -vie personnelle chez les cadres hommes et femmes. *24ème Congrès AGRH*.

Quental, C., Kelan, E. (2012). Gender in professional service firms: New findings and a research agenda. *Academy of Management Conference, Boston*.

Naschberger, C., Legrand, C., & Quental, C. (2012). Développement des carrières : perception des cadres sur les leviers et les freins en matière d'évolution professionnelle. *23ème congrès de l'Association francophone de Gestion des Ressources Humaines (AGRH)*.

Quental, C. (2011). Excellence, leadership and success in the path to partnership in professional services firms: The experience of partners in the US and in France. *27th European Group for Organizational Studies Colloquium*.

## **TEACHING**

---

### **Audencia Business School, France**

- Executive MBA Chief Value Officer: Accounting for Gender Equality, 2021 -
- Négoctraining: Negotiation Skills for Gender Equality, 2017 - 2021
- DBA (Doctorate in Business Administration): Leading Change and Innovation, 2016 -
- Master of Science: Gender, Diversity and Equality Issues in Organizations, 2015 -
- CSR Specialization: Gender, Diversity and Inclusion, 2013 - 2021
- Undergraduate: Managing and Leading a Team, 2012 -
- International Master of Science: Organizational Behavior and Human Resources, 2010 - 2016
- Programme Grande Ecole: Management des Organisations (in French), 2010 - 2016

### **Southwestern University of Finance and Economics (SWUFE), China**

- DBA (Doctor of Business Administration): Leading Change and Innovation, 2016 - 2020

### **Royal University of Law and Economics (RULE), Cambodia**

- Master of Science: Human Resources and Organizational Behavior, 2012

## **SUPERVISION**

---

**Abu Dhabi University, UAE**

External examiner for DBA candidate.

Mouza Ibrahim Al Nuaimi (2021)

Thesis: *The Influence of Gendered Communication and Trust in Management on Knowledge-Sharing Behaviour among Health Practitioners in the UAE: The Mediating and Moderating Role of Organizational Citizenship Behaviour and Gender.*

**DBA, Audencia Business School and Southwestern University of Finance and Economics (SWUFE), Chengdu, China**

Regular supervision of DBA students since 2016, with current supervision including:

Song Peng

Thesis: *A Study on the Relationship between Organizational Support Activities and Responsible Working Attitude of Employees under the “Black Swan” Incidents - Mediating Role of Employee Resilience*

Huimin Xu

Thesis: *Research on Impact Mechanism of Unethical Pro-organizational Behavior of Employee on Employee Career Success - Based on Social Exchange Theory*

Yiwei Zhu

Thesis: *Research on Double-Edged-Sword Effect of Perceived Proactive Corporate Social Responsibility on Employees’ Behaviors*

Shiwei Zhao

Thesis: *Research on the Relationship among Employees’ Perceived CSR, Job Satisfaction and Turnover Intention*

**DBA Program in Sustainable Development and Philanthropy, Audencia Business School and China Global Philanthropy Institute (CGPI), Beijing, China**

Tianpei Zhang

Thesis: *Study on the Impact of Strategic Philanthropy on Employee with Organizational Citizenship Behavior – The Case of Guangzhou Gaoxin Education Group*

**International Master in Management (IMM), Audencia Business School**

Ratanak Sear (2018)

Thesis: *Cambodian Customer’s Behavior Toward Brand in Facebook*

Maria Santamaria Hernandez (2015)

Thesis: *Recruitment on the Basis of Educational Background: A Comparison between Colombia and France*

Prachi Sharma & Ramy El Badawy (2015)

Thesis: *HR Practices and their Importance in Motivating/Retaining Employees*

**Master en Compétences Internationales (MCI), Audencia Business School**

Anna Pietrasz (2017)

Thesis: *Femme et dirigeante: Les facteurs clés de réussite*

Zénaïde Jouenne (2012)

Thesis: *Can Networks be a Tool to Help Women in their Careers Advancement to Reach the Top Management?*

## **ACADEMIC AND EDITORIAL SERVICE**

---

### **Professional Service**

#### **United Nations PRME Working Group on Gender Equality**

Member and Coordinator of the Management Discipline of the Global Repository, 2011 -

#### **Audencia Business School**

Head of the Management Consulting Major, 2017 - 2020

#### **Négotraining (Negotiation Skills for Gender Equality)**

Conception of the program and teaching; Member of the Steering Committee, 2017 -

### **Reviewing**

*Gender, Work & Organization*

*Organization*

*Revue de l'Organisation Responsable*

Annual Conferences of the *Academy of Management (AOM)*

### **Editorial Boards (Member)**

*Gender, Work & Organization*

*Revista Farol – Revista de Estudos Organizacionais e Sociedade*

## **OTHER**

---

### **Languages**

English, French, Portuguese (trilingual, full professional working proficiency)

### **Interests**

Art, poetry, literature, cinema, theatre, music

## **LIST OF REFERENCES**

---

### **Professor Patricia Flynn, PhD**

Trustee Professor Economics & Management

Former Dean, McCallum Graduate School of Business

Bentley University, USA

Director, Columbia Threadneedle Funds

E-mail: [pflynn@bentley.edu](mailto:pflynn@bentley.edu)

**Professor Marianna Fotaki, MD, PhD, MSc (Econ)**

Professor in Business Ethics

Organization and Human Resource Management

Warwick Business School

University of Warwick, UK

Network Fellow (2014-2015) EJ Safra Center for Ethics, Harvard University

E-mail: [marianna.fotaki@wbs.ac.uk](mailto:marianna.fotaki@wbs.ac.uk)

**Professor Alison Pullen**

Professor of Management and Organisation Studies

Department of Management, Macquarie University, Sydney, Australia

Editor-In-Chief of the journal *Gender, Work & Organization*

E-mail: [alison.pullen@mq.edu.au](mailto:alison.pullen@mq.edu.au)