Carla Carolina RUA GOMEZ

Assistant Professor

Academy: Innovation

Research center: Knowledge, Technology and Organization

Campus: Sophia Antipolis

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Research interests

Gender Inequality, Individuals' Career Outcomes in Research-Intensive Corporations, Innovation, Social Networks

Education

2020 Ph.D. in Management, Università della Svizzera italiana, Switzerland

Experience

Full-time academic positions

Since 2020 Assistant professor, SKEMA Business School, France

Other academic affiliations and appointments

2014 - 2020 Teaching assistant, Università della Svizzera italiana, Switzerland

Research grants, Awards and Honors

Research Grants

2022 Does everyone benefit from gender diversity? Unpacking the effect of gender diversity on individuals, Peter Curtius Foundation, Germany

2017 "Explaining the gender gap": how gender-based attitudes influence women's outcomes and career advancement within firms, Swiss National Science Foundation, Switzerland

Publications

Peer-reviewed journal articles

RUA GOMEZ, C.C., URREA, G., CRUZ, M. and ARIAS-GAVIRIA, J. (2026). More graduated but less promoted: A dynamic perspective of the leaky pipeline of women in academic Science, Technology, Engineering, and Mathematics. *European Journal of Operational Research*, 335(1), pp. 253-267.

RUA GOMEZ, C.C., CARNABUCI, G. and GOOSSEN, M.C. (2023). Reaching for the Stars: How Gender Influences the Formation of High-Status Collaboration Ties. *Academy of Management Journal*, 66(5), pp. 1501–1528.

ARANGO-ARAMBURO, S., SMITH, R., JARAMILLO, P., OLAYA, Y., SALDARRIAGA, A. and RUA GOMEZ, C.C. (2020). In search of a future for mining: participative scenarios for Colombia. *Journal of Sustainable Mining*, 19(2), pp. 72-87.

RUA GOMEZ, C.C., ARANGO-ARAMBURO, S. and LARSEN, E.R. (2017). Construction of a Chilean energy matrix portraying energy source substitution: A system dynamics approach. *Journal of Cleaner Production*, 162, pp. 903-913.

Conference proceedings

RUA GOMEZ, C.C., IUBATTI, D. and INCERTI, V. (2023). Multiple Team Membership (MTM) and the Future of Work How MTM Experiences Affect Knowledge Workers.

RUA GOMEZ, C.C., GOOSSEN, M. and CARNABUCI, G. (2022). The Interplay of Social Capital, Mobility, and Productivity: A Study on Pharmaceutical Inventors.

RUA GOMEZ, C.C. and LLUENT, T. (2021). Minorities & Networks: How stereotypes influence network utilization, position and evaluations.

RUA GOMEZ, C.C. and ARIAS-GAVIRIA, J. (2020). Why so few? The gender representation gap in academic STEM fields, a system dynamics approach.

RUA GOMEZ, C.C. and CARNABUCI, G. (2019). Which kind of employees benefit more from gender diversity? The heterogeneous effect of organizational gender diversity on employees' innovative performance.

RUA GOMEZ, C.C. (2018). How gender-equity attitudes affect gender performance gaps.

RUA GOMEZ, C.C., GOOSSEN, M. and CARNABUCI, G. (2016). Reaching for the stars: How third-party ties affect men's and women's ability to connect with high-status colleagues.

Conference presentations

RUA GOMEZ, C.C. and IUBATTI, D. (2024). When the spark fades: The impact of the #MeToo movement on role incongruity in Hollywood. In: Academy of Management Annual Meeting. Chicago.

RUA GOMEZ, C.C. and IUBATTI, D. (2024). Complex Dynamics of Creative Industries in Advancing Organizational Theories: strategy creation, performance, and success. In: Academy of Management Annual Meeting. Chicago.

RUA GOMEZ, C.C., IUBATTI, D. and INCERTI, V. (2023). From the inside out The roles of social capital and gender in multiple board affiliations. Valerio. In: Academy of Management. Boston.

RUA GOMEZ, C.C. and IUBATTI, D. (2023). When the spark fades The impact of the #MeToo movement on role incongruity in the Hollywood film industry. In: Academy of Management. Cagliari.

RUA GOMEZ, C.C., GOOSSEN, M.C. and CARNABUCI, G. (2022). The interplay of social capital, mobility, and productivity: a study on pharmaceutical inventors. In: Academy of Management. Seattle.

RUA GOMEZ, C.C. and ARIAS-GAVIRIA, J. (2020). Why so few? The gender representation gap in academic STEM fields, a system dynamics approach. In: Academy of Management Annual Meeting. Virtual.

RUA GOMEZ, C.C. and ARIAS-GAVIRIA, J. (2020). Why so few? The gender representation gap in academic STEM fields, a system dynamics approach. In: International Conference of System Dynamics Society. Virtual.

RUA GOMEZ, C.C. and CARNABUCI, G. (2019). Which kind of employees benefit more from gender diversity? The heterogeneous effect of organizational gender diversity on employees' innovative performance. In: Academy of Management Annual Meeting. Boston.

RUA GOMEZ, C.C. (2018). How gender-equity attitudes affect gender performance gaps. In: Academy of Management Annual Meeting. Chicago.

RUA GOMEZ, C.C. (2018). How gender-equity attitudes affect gender performance gaps. In: OMT Doctoral Student Consortium, Chicago. Chicago.

RUA GOMEZ, C.C. (2018). How gender-equity attitudes affect gender performance gaps. In: Paper Development Workshop PDW SKEMA. Sophia Antipolis.

RUA GOMEZ, C.C. and CARNABUCI, G. (2018). Who benefits from gender diversity? How organization-level gender diversity affects the innovative performance of different kind of employees. In: EGOS Colloquium. Tallinn.

RUA GOMEZ, C.C., GOOSSEN, M. and CARNABUCI, G. (2018). Reaching for the stars: How third-party ties affect men's and women's ability to connect with high-status colleagues. In: 8th Annual European Strategy, Entrepreneurship, and Innovation (SEI) Doctoral Consortium. Munich.

RUA GOMEZ, C.C., GOOSSEN, M. and CARNABUCI, G. (2016). Reaching for the stars: How third-party ties affect men's and women's ability to connect with high-status colleagues. In: Academy of Management Annual Meeting. Anaheim.

RUA GOMEZ, C.C., GOOSSEN, M. and CARNABUCI, G. (2016). Reaching for the stars: How third-party ties affect men's and women's ability to connect with high-status colleagues. In: EGOS Colloquium. Naples.

Press and social media

RUA GOMEZ, C.C., CARNABUCI, G. and GOOSSEN, M. (2024). How Women Can Build High-Status Networks. Harvard Business Review.

RUA GOMEZ, C.C., CARNABUCI, G. and MARTIN C GOOSSEN, M.C. (2023). The Way to Star Performers' Inner Circle Differs by Gender. *Academy of Management Insights*.

Other research activities

Organization of a conference or a seminar

2021	Minorities & Networks: How stereotypes influence network utilization, position, and evaluations, Academy of Management (AOM), United States of America
2019	PhD workshop on "Job Market Strategies."
2016	PhD workshop on "Selecting Data for Testing Theories."
2015	PhD workshop on "Publishing in Top-Tier Journals