

MARIANA OSEGUERA

Georgetown University, McDonough School of Business

37th and O Streets, Rafik B. Hariri Building, Washington, DC 20057

mo978@georgetown.edu | <https://www.linkedin.com/in/mariana-oseguera-rodriguez-aa2738157/> | marianaoseguera.com

ACADEMIC APPOINTMENTS

Assistant Professor of Management and Provost's Distinguished Faculty Fellow

2025–

Georgetown University, McDonough School of Business

EDUCATION

Ph.D Candidate in Strategic Management

2020 – 2025

University of Toronto, Rotman School of Management

Committee: Mitchell Hoffman (co-chair), András Tilcsik (co-chair), Gregory Distelhorst, Nicola Lacetera

Master in Public Administration in International Development

2016 – 2018

Harvard University, John F. Kennedy School of Government

B.A Economics

2009 – 2013

Instituto Tecnológico Autónomo de México

RESEARCH INTERESTS

Strategic Human Capital; Future of Work; Labor Markets; Socio-economic Mobility; Work and Identity; Quantitative Methods, Field Experiments; Text Analysis

RESEARCH

Oseguera, M. [Title removed for blind review; topic: hiring evaluation, alternative skill paths] (*Under Review*)

Oseguera, M. “Organizational Purpose as a Competitive Edge in Tight Labor Markets” (*Preparing for submission*)

Oseguera, M. “Skill-Based Hiring: A Path to Better Matches and Greater Inclusion?” (*Work-in-progress*)

Hurst, R and Oseguera, M. “The Role of Uniqueness: Occupational and Firm-Specific Prosociality.” (*Work-in-progress*)

PRACTITIONER-ORIENTED PUBLICATIONS

UNESCO and World Bank. (2021). Cities, culture, creativity: Leveraging culture and creativity for sustainable urban development and inclusive growth. (*Collaboration with Dorine Dubois, Maitreyi Das, Yuna Chun, Ahmed Eiweida, Sara García de Ugarte, Ayah Mahgoub, Victor Mulas, Dmitry Sivaev, Thebe Tsatsimpe, Lidia Varbanova, and Reiko Yoshida*)

World Bank. 2020. Indonesia Rural Poverty Study. (*Collaboration with Ruli Endepe Al Faizin, Matthew Borden, Juan Andres Cartwright Ramon, Gregorius K.A. Endarso, Alvin Ulido Lumbanraja, Faizal Rahmanto Moeis, Mariana Oseguera Rodriguez, Mochamad Pasha, Mayla Safuro Lestari Putri, Rachmat Reksa Samudra, Imam Setiawan, Lourentius Dimas Setyonugroho, Andhyta Firselly Utami*)

CASES AND TEACHING MATERIALS

Henderson, Rebecca, and Mariana Oseguera. “Phillips 66 and the Washington State Carbon Tax (B).” Harvard Business School Supplement 321-150, April 2021.

Henderson, Rebecca, Mariana Oseguera, and Christopher Musser. “Phillips 66 and the Washington State Carbon Tax.” Harvard Business School Case 321-142, March 2021.

Henderson, Rebecca M., Sophus A. Reinert, and Mariana Oseguera. “Climate Change in 2020: Implications for Business.” Harvard Business School Background Note 320-087, January 2020.

Henderson, Rebecca, Jessica A. Gover, Aldo Sesia, and Mariana Oseguera. “Note on Economic Inequality (2020).” Harvard Business School Technical Note 319-071, December 2018. (Revised March 2020.)

Weiss, Mitchell, and Mariana Oseguera Rodriguez. “Testing Autonomy in Pittsburgh.” Harvard Business School Teaching Note 821-040, October 2020.

Weiss, Mitchell, and Mariana Oseguera. “Propel.” Harvard Business School Teaching Note 821-034, October 2020.

CONFERENCE PRESENTATIONS AND WORKSHOPS

- Society for the Advancement of Socio-Economics (SASE) (Montreal 2025)
- People and Organizations Conference at the Wharton School of the University of Pennsylvania (Plenary Session, September 2024)
- Academy of Management (AoM) (Chicago, 2024)
- SMS Special Conference: Strategies for Sustainable Human Development (Washington DC, 2024)
- CCC Doctoral Student Colloquium (St. Louis, 2024)
- People and Organizations Conference at the Wharton School of the University of Pennsylvania (2023)
- Academy of Management (AoM) (Boston, 2023)
- ARCS Doctoral Workshop (Washington DC, 2023)
- Academy of Management (AoM) (Seattle, 2022)
- Medici Summer School, (HEC Paris, 2022)
- ARCS Conference (Milan, 2022)

FELLOWSHIPS, GRANTS AND AWARDS

- Society for the Advancement of Socio-Economics (SASE)—David Marsden Best Paper Award (2025)
- Institute for Gender and the Economy (2024)
- TD-MDAL Research Grant Award (2023)
- Behavioral Insights Group at the Center for Public Leadership Grant, Ash Center for Democratic Governance and Innovation Grant, Harvard Kennedy School (2018)

TEACHING

Teaching Assistant

- Fundamentals of Strategic Management (MBA), Professor Brian Silverman, Rotman School of Management (2024)
- Advanced Microeconomics II (MPAID), Professor Jie Bai, Harvard Kennedy School (2018)
- Advanced Microeconomics I (MPAID), Professor Maciej Kotowski, Harvard Kennedy School (2017)
- Economic Development: Theory and Evidence (MPAID), Professors Lant Pritchett and Dani Rodrik, Harvard Kennedy School (2017)

SERVICE AND PROFESSIONAL AFFILIATIONS

Reviewer: Organization Science (2025)

Conference Reviewer: Academy of Management (2024), Strategic Management Society Special Conference on Strategies for Sustainable Human Development (2024)

Member: Academy of Management (2020-present), Strategic Management Society (2023-present)

PRIOR WORK EXPERIENCE

- Research Associate, Harvard Business School, Professors Rebecca Henderson and Mitchell Weiss (2018-2020)
- Short Term Consultant, World Bank, Urban Practice (2020)
- Short Term Consultant, World Bank, Social Development Unit (2018)
- Intern, Social Development Division, United Nations, Economic and Social Commission for Asia and the Pacific (2017)
- Financial Researcher, Central Bank of Mexico, Financial Stability Division (2013-2016)