Susan F. Cabrera

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EDUCATION:

2005 – Present	PhD candidate, Management and Organizations Johnson Graduate School of Management, Cornell University
1992	B.A. with Highest Distinction, Economics and Asian Studies University of Virginia

PROFESSIONAL EXPERIENCE:

2004 – Present	Research Assistant, Management and Organizations Johnson Graduate School of Management, Cornell University
Fall 2004	Teaching Assistant, Policy and Strategic Management in Sports Organizations, State University of New York at Cortland

PUBLICATIONS:

Cabrera, S.F. and Thomas-Hunt, M.C. (forthcoming). "Street Cred" and the executive woman: The effects of gender differences in social networks on career advancement. In S.J. Correll (Ed), *The Social Psychology of Gender* (Vol. 23), Elsevier Science Press.

PAPERS UNDER REVIEW:

Cabrera, S.F., Thomas-Hunt, M.C., Sauer, S.J. The evolving manager stereotype: The effects of industry gender-typing on performance expectations for leaders and their teams. Under review at *Journal of Applied Psychology.*

ONGOING RESEARCH:

Choose or lose: The impact of choice on perceptions of power and subsequent behavior. (with C.A. Proell and E.A. Mannix).

Impact of gender, task-type, and communication style on the perception of experts in task groups (with M.C. Thomas-Hunt, K. Phillips, and N. Leopold).

Risky business: A theoretical model applied to the advancement of executive women. (with M.C. Thomas-Hunt).

A longitudinal study of the organizational antecedents and resulting outcomes of gender differences in the social networks of two cohorts of tenure track professors (with S. Correll).

When and for who does anger equal status? The different effects of anger expressed by high- and low-status individuals.

CONFERENCE PAPERS:

Proell, C.A., Mannix, E.A. and Cabrera, S.F. Choose or lose: The impact of choice on perceptions of power and subsequent behavior. Paper presented at the Academy of Management Conference, Honolulu, HI, August 2005.

Cabrera, S.F., Thomas-Hunt, M.C. and Sauer, S.J. Effects of gender and prestige on the evaluation of management teams in the private equity industry. Paper presented at the International Conference on the Interdisciplinary Social Sciences, Rhodes, Greece, July 2006.

TEACHING EXPERIENCE AND EXECUTIVE EDUCATION:

Instructor, Insurance Valuation course sponsored by Euromoney Training NYC (September 2005; June 2006)

Instructor, Valuing Insurance Companies course sponsored by Euromoney Training London (October 2005; January, April and September 2006; January 2007)

Instructor, Insurance Sector Valuation Seminar sponsored by SNL Securities Center for Financial Education (March and October 2006)

Instructor, Private In-House Training on Insurance for Fox-Pitt, Kelton Investment Banking (New York) (December 2006)

Instructor, Private In-House Training on Insurance Valuation for Willis Group, Inc. (Ipswich, UK) (January 2007)

Instructor, Private In-House Training on Insurance for Citigroup Investment Banking (New York) (January 2007)

HONORS AND AWARDS:

B.A. with Highest Distinction, University of Virginia
Phi Beta Kappa
Echols Scholar
Robert C. Byrd Scholar

PROFESSIONAL AFFILIATIONS:

Academy of Management
National Association of Corporate Directors

INVITED PRESENTATIONS:

Guest Lecturer, AEM 334: Women, Leadership and Entrepreneurship, Cornell University (Sept. 2006)

Guest Lecturer, ILRHR 663: Managerial Financial Analysis, Cornell University (November 2006)

Guest Lecturer, NBA 659: Case Studies in Financial Services, Cornell University's Johnson Graduate School of Management (April 2006)

Guest Lecturer, University of Connecticut Dept. of Finance (October, 2004)

- Principles of Risk Management and Insurance
- Risk Management: Property and Liability Exposures

Guest Instructor, Euromoney Training Seminar in Mergers and Acquisitions (November 2004; May, 2005)

Presenter, SNL Securities/University of Virginia Analyst Training Program

- 1999 – "Buying A Rhino: A Case Study in the Insurance M&A Game"
- 2000 – "Universal American/PennUnion: A Case Study in Insurance M&A"
- 2004, 2005, 2006 – "Valuing an Insurance Company – A Case Study"

Presenter, 2000 Casualty Actuarial Society Seminar on Valuation of Insurance Operations

2000 American Institute of Certified Public Accountants Conference, Washington, D.C., Insurance Mergers and Acquisitions Panel Member

WORK EXPERIENCE:

Partner, Capital Z Financial Services Partners, New York, NY. One of seven partners responsible for general oversight of the firm. Founding Principal for $1.85 billion private equity fund focused on the financial services industry. Transaction responsibilities included evaluation of existing and start-up ventures; overseeing all aspects of deal execution, including due diligence, financial valuation, negotiation of deal terms, and deal documentation; deal sourcing; and monitoring of portfolio companies through participation on boards of directors. Internal management responsibilities included overseeing staffing, mentoring and development, evaluation and recruitment of junior investment professionals. August 1998 to December 2003.

Vice President, Insurance Partners Advisors, L.P., New York, NY. One of seven professionals responsible for investing and managing a $540 million private equity fund focused on the insurance and healthcare industries. Fund achieved a compounded annual ten-year gross IRR of over 20%. Responsibilities included participation in all aspects of deal execution, including due diligence, financial valuation, assisting in negotiation of deal terms, deal documentation and ongoing monitoring of companies, including board participation. In addition, assisted in sourcing transactions and maintaining relationships with selected limited partners. December 1994 to December 2003.

Analyst, Morgan Stanley & Co., New York, NY. July 1992 to December 1994.

BOARD MEMBERSHIPS:

Board Member, Chairwoman of Finance Committee, Member of Audit and Compensation Committees, Quanta Capital Holdings, Ltd. Hamilton, Bermuda. Publicly traded (NASDAQ:QNTA) insurance holding company that operates a Lloyd's syndicate in London and an environmental consulting business in the United States. The Company is in the process of running off its remaining business lines, which consist of environmental, fidelity and crime, program business, professional liability, technical risk property, trade credit and political risk, structured products and surety business. Was invited to join the board of directors after the Company entered run-off in order to provide analytic and insurance expertise during the Company's wind-up either through selling or running off its operations. July 2006 to present.

Board Member, Member of Audit Committee, Ceres Group, Inc. Cleveland, OH. Publicly traded (NASDAQ:CERG) insurance holding company that provides health and life insurance through two business segments. The senior segment includes senior health, life and annuity products for Americans, 55 years old and older, and the medical segment includes catastrophic and comprehensive major medical health insurance for individuals, families, associations and small businesses. Sold to Great American Financial Resources Inc. in August 2006. February 2000 to August 2006.

Board Member, Member of Human Resources Committee, PXRE Group, Ltd., Hamilton, Bermuda. Publicly traded (NYSE:PXT) insurance holding company that provides reinsurance products and services to a worldwide marketplace through subsidiary operations in the United

States, Europe, Bermuda and Barbados. The Company's primary focus is to provide property catastrophe reinsurance and retrocessional coverage to a worldwide group of clients. April 2002 to April 2005.

Board Member, Chairman of the Compensation Committee, Universal American Financial Group, Inc., Ryebrook, NY. Publicly traded (NASDAQ:UHCO) life, accident and health insurance holding company that provides products and services to the senior and self-employed markets. Insurance products primarily include: Medicare supplement, fixed benefit accident and sickness disability insurance, long-term care, home healthcare, senior life insurance and fixed annuities. July 1999 to December 2003.

Board Member, Access CoverageCorp, Inc. Charlotte, NC. Insurance services technology company that provided online sales solutions to enable commercial insurers to more efficiently sell their products to small businesses; technology eliminated the need for human underwriting, thereby cutting time and cost from the process and improving the consistency of insurance underwriting decisions. Sold to The Hartford Insurance Company in November 2001. May 2000 to November 2001.

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