

## NANCY P. ROTHBARD

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Steinberg Hall Dietrich Hall, Philadelphia, PA 19104-6370  
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Citizenship: U.S.  
November 2025

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## Education

### **University of Michigan**

Ph.D. in Organizational Behavior & Human Resource Management, December 1998

### **Brown University**

A.B. with Honors in History, May 1990

## Employment History

### **University of Pennsylvania, The Wharton School**

Deputy Dean, 2021 - present  
Chair, Management Department, 2016 - 2021  
David Pottruck Professor of Management, 2014-present  
David Pottruck Associate Professor of Management, 2010 – 2014  
Associate Professor of Management (with tenure), 2008 – 2010  
Assistant Professor of Management, 2000 – 2008

### **Northwestern University, Kellogg Graduate School of Management**

Kellogg Teams and Groups Post Doctoral Fellow & Visiting Assistant Professor of Organization Behavior, 1998-2000

### **Harvard University, Graduate School of Business Administration**

Research Associate and Case Writer, 1990-1993

## Publications

### A. Articles Published in Refereed Journals

Bailyn, L. ; Bear, J.; Beckman, C.; Carboni, I.; Clair, J.; De Vos, A.; Dokko, G. Fletcher, J.; Hall, D. T. ; Harrington, B.; Goldin, C.; Kelly, E. L.; Kossek, E. E.; Lovejoy, M.; Mazmanian, M.; Ramarajan, L.; Reid, E.; **Rothbard, N.P.** ; Stone, P. Thomas, N.; Van der Heijden, B.; Wilk, S.; Wittman, S. 2025. The Crisis of Care: A Curated Discussion, *Journal of Management Inquiry*, <https://doi.org/10.1177/10564926241311511>, First published online February 25, 2025.

Kundro, Timothy G. & Rothbard, Nancy P. (2023). Does Power Protect Female Moral Objectors? How and When Moral Objectors' Gender, Power, and Use of Organizational Frames Influence Perceived Self-Control and Experienced Retaliation, *Academy of Management Journal*. Vol 66 (1), 306-334. doi: 10.5465/amj.2019.1383. Published ahead of Print January 4 2022,

- Best Paper Award, Organizational Behavior Division, AOM, 2021
- Winner 2023 Academy of Management Journal Best Paper Award

Rothbard, Nancy P., Ramarajan, Lakshmi, Ollier-Malaterre, Ariane, Lee, Serenity. (2022). OMG! My Boss Just Friended me: How Evaluations of Colleagues' Disclosure, Gender, and Rank Shape Personal/Professional Boundary Blurring Online, *Academy of Management Journal*, Vol. 65, (1), 35–65. <https://doi.org/10.5465/amj.2018.0755>. Published ahead of print December 30, 2020.

Rothbard, Nancy P., Beetz, A., Harari, D. (2021). Balancing the Scales: A Configurational Approach to Work-Life Balance. *Annual Review of Organizational Psychology and Organizational Behavior*, vol. 8: 73–103. First published as a Review in Advance on November 16, 2020. Doi: 10.1146/annurev-orgpsych-012420-061833

Kniffin, K. M., Narayanan, J., Anseel, F., Antonakis, J., Ashford, S. J., Bakker, A. B., Bamberge, P., Bapuji, H., Bhave, D. P., Choi, V. K., Creary, S. J., Demerouti, E., Flynn, F., Gelfand, M., Greer, L., Johns, G., Kesebir, S., Klein, P. G., Lee, S., Ozcelik, H., Petriglieri, J. L., **Rothbard, N.P.**, Rudolph, C., Shaw, J. D., Sirola, N., Wanberg, C., Whillans, A., Wilmot, M., Van vugt, M. (2021). COVID-19 and the Workplace: Implications, Issues, and Insights for Future Research and Action. *American Psychologist*, 76 (1): 63-77. Published ahead of print, August 10, 2020, doi: 10.1037/amp0000716.

Ollier-Malaterre, Ariane, Jacobs, Jerry, Rothbard, Nancy P. (2019). Technology, Work, and Family: Digital Cultural Capital and Boundary Management. *Annual Review of Sociology*. Vol. 4: 425–447.

Pillemer, J. & Rothbard, N. P. (2018). Friends without benefits: Understanding the dark sides of workplace friendship. *Academy of Management Review*. 43(4), 635–660. Published ahead of print February 15, 2018, doi:10.5465/amr.2016.0309

ten Brummelhuis, Lieke, & Rothbard, Nancy, P. (2018). COMMENTARY: The Difference Between Working Long Hours and Workaholism: Response to Commentary on “Beyond Nine to Five”. *Academy of Management Discoveries*, 4(1): 97-100.

ten Brummelhuis, Lieke, Rothbard, Nancy, Uhrich, Benjamin, (2017). Beyond Nine to Five: Is Working to Excess Bad for Health?” *Academy of Management Discoveries*, 3 (3): 262-283. Published ahead of print September 23, 2016, doi:10.5465/amd.2015.0115

Ramarajan, Lakshmi, Rothbard, Nancy, and Wilk, Steffanie. (2017). Discordant vs. Harmonious Selves: The Effects of Identity Conflict and Enhancement on Sales Performance in Employee-Customer Interactions. *Academy of Management Journal*, 60(6), 2208–2238. Published ahead of print November 7, 2016, doi:10.5465/amj.2014.1142

O'Neill, Olivia A. & Rothbard, Nancy P. (2017) Is Love All You Need? The Effects of Emotional Culture, Suppression, and Work-family Conflict on Firefighter Risk Taking and Health. *Academy of Management Journal*, 60(1): 78-108. amj.2014.0952; published ahead of print December 14, 2015, doi:10.5465/amj.2014.0952.

Ollier-Malaterre, Ariane & Rothbard, Nancy. (2015). Social Media or Social Minefield? Surviving in the New Cyberspace Era. *Organizational Dynamics*, Vol. 44, (1): 26-34.

Dumas, Tracy L., Phillips, Katherine W., & Rothbard, Nancy P. (2013). Getting Closer at the Company Party: Integration Experiences, Racial Dissimilarity, and Workplace Relationships. *Organization Science*, 24(5): 1377–1401. doi:10.1287/orsc.1120.0808 (published online before print in Articles in Advance, February 28, 2013).

Ollier-Malaterre, Ariane, Rothbard, Nancy P., & Berg, Justin M. 2013. When Worlds Collide in Cyberspace: Boundary Work and the Quality of Professional Relationships in Online Social Networks. *Academy of Management Review*, 38(4):645-669. doi:10.5465/amr.2011.0235.

Grant, Adam M. & Rothbard, Nancy P. 2013. When in Doubt Seize the Day? Security Values, Prosocial Values, and Proactivity under Ambiguity. *Journal of Applied Psychology*, 98 (5): 810-819. doi: 10.1037/a0032873 (published online before print in Online First, April 29, 2013).

Metiu, Anca & Rothbard, Nancy P. 2013. Task bubbles, artifacts, shared emotion, and mutual focus of attention: A comparative study of the micro-processes of group engagement. *Organization Science*, 24(2): 455–475. (authors listed alphabetically). doi:10.1287/orsc.1120.0738 (published online before print in Articles in Advance, April 3, 2012).

Rothbard, Nancy P., & Wilk, Steffanie L. 2011. Waking up on the right or wrong side of the bed: Start-of-workday mood, work events, employee affect, and performance. *Academy of Management Journal*, 54(5): 959-980. doi: 10.5465/amj.2007.0056.

Phillips, Katherine W., Rothbard, Nancy P., & Dumas, Tracy L. 2009. To disclose or not to disclose? Status distance and self-disclosure in diverse environments. *Academy of Management Review*, 34(4): 710-732. doi: 10.5465/AMR.2009.44886051.

Dokko, Gina, Wilk, Steffanie, & Rothbard, Nancy. 2009. Unpacking prior experience: How career history affects individual performance. *Organization Science*, 20(1): 51-68. doi:

10.1287/orsc.1080.0357 (published online before print in Articles in Advance June 20, 2008).

Rothbard, Nancy P., Phillips, Katherine W., & Dumas, Tracy L. 2005. Managing multiple roles: Work-family policies and individuals' desires for segmentation. *Organization Science*, 16(3): 243-258.

- Nominated for 2005 Rosabeth Moss Kanter Award for Excellence in Work-Family Research.
- Finalist, Dorothy Harlow Best Paper Award, Gender and Diversity in Organizations Division, Academy of Management, 2001.

Rothbard, Nancy P., & Edwards, Jeffrey R. 2003. Investment in work and family roles: A test of identity and utilitarian motives. *Personnel Psychology*, 56: 699-730.

- Finalist, 2003 Rosabeth Moss Kanter Award for Excellence in Work-Family Research.

Rothbard, Nancy P. 2001. Enriching or depleting? The dynamics of engagement in work and family roles. *Administrative Science Quarterly*, 46: 655-684.

- Winner of Likert Dissertation Award, University of Michigan, Interdisciplinary Committee on Organizational Studies (ICOS), 2000.
- Finalist, 2001 William A. Owens Scholarly Achievement Award for best publication in the field of industrial and organizational psychology.

Edwards, Jeffrey R., & Rothbard, Nancy P. 2000. Mechanisms linking work and family: Specifying the relationships between work and family constructs. *Academy of Management Review*, 25 (1): 178-199.

- Nominated for the 2000 Rosabeth Moss Kanter Award for Excellence in Work-Family Research.

Edwards, Jeffrey R., & Rothbard, Nancy P. 1999. Work and family stress and well-being: An examination of person-environment fit in the work and family domains. *Organizational Behavior and Human Decision Processes*, 77(2): 85-129 (lead article).

Ashford, Susan J., Rothbard, Nancy P., Piderit, Sandy K., & Dutton, Jane E. 1998. Out on a limb: The role of context and impression management in selling gender-equity issues. *Administrative Science Quarterly*, 43: 23-58.

## B. Articles under Review

Creary, SJ, Rothbard, NP, Scruggs, J, Parke, M. Creating the Will Without the Way? How and When Employee Belonging Leads to Voice on DEI Issues. Revise and Resubmit, *Organization Science*.

Shin, Jihae, Cho, Yuna, Rothbard, Nancy P. Something New Out of Nothing New: When and Why Boredom Boosts Creativity in Multiple-task Environments. 2<sup>nd</sup> Revise and Resubmit, *Organization Science*.

Tussing, D. V., Badura, K. L., A. M., Grant, A. M., Grijalva, E., & Rothbard, N. P. Hesitant at the helm: The effectiveness-emergence paradox of reluctance to lead. Under Review, *Organization Science*.

Levitt, Jacob, & Rothbard, Nancy P. Becoming Bona Fide: A Framework for Continuous, Dynamic, and Co-Produced Group Membership Boundaries Through Granting, Claiming, and Informal Relationships. Under Review, *Organizational Behavior and Human Decision Processes*

Kessinger, R., Kellogg, K., & Rothbard, N.P. over-stressed or over-coddled: How managers attempt to mitigate the negative effects of technology-afforded performance management. Under Review, *Journal of Applied Psychology*.

#### C. Articles in Proceedings

Rothbard, Nancy P., Dumas, Tracy L., Phillips, Katherine W. 2001. The long arm of the organization: Work-family policies, employee preferences for segmentation, and satisfaction and commitment. *Academy of Management Best Paper Proceedings*.

Levitt, Jacob, & Rothbard, Nancy P. 2022. Becoming Bona Fide: A Framework for Continuous, Dynamic, and Co-Produced Group Membership Boundaries Through Granting, Claiming, and Informal Relationships. *Academy of Management Best Paper Proceedings*

#### D. Other Articles

Rothbard, Nancy P. & Brett, Jeanne M. 2000. Promote equal opportunity by recognizing gender differences in the experience of work and family. In E. A. Locke (Ed.), *A Handbook of Basic Principles of Organizational Behavior*. Blackwell Publishers.

Edwards, Jeffrey R., & Rothbard, Nancy P. 2005. An integrated theoretical model of stress, coping, & well-being between work and family. In E. E. Kossek & S. J. Lambert (Eds.), *Work and Life Integration: Organizational, Cultural, and Individual Perspectives*. Lawrence Erlbaum Associates.

Rothbard, Nancy P., & Dumas, Tracy L. 2006. "Research Perspectives." In Jones, F., Burke, R., & Westman, M. (Eds.) *Work-Life Balance: A Psychological Perspective*. Psychology Press.

Dumas, Tracy L., Rothbard, Nancy P., & Phillips, Katherine, W. 2008. Self disclosure: Beneficial for cohesion in demographically diverse work groups? **Diversity and Groups: Research on Managing Groups and Teams** (Ed., K.W. Phillips), Vol. 11, JAI Press, pp. 143-166.

Rothbard, Nancy P. & Ramarajan, Lakshmi. (2009). Checking Your Identities at the Door? Positive Relationships Between Nonwork and Work Identities. In **Exploring Positive Identities and Organizations: Building a Theoretical and Research Foundation**. L. M. Roberts & J. E. Dutton (Eds.) Psychology Press, London: UK.

Rothbard, Nancy P. & Patil, Shefali. (2011). Being There: Work Engagement and Positive Organizational Scholarship. In **The Oxford Handbook of Positive Organizational Scholarship**. G. Spreitzer & K. Cameron (eds.) Oxford University Press.

Rothbard, Nancy P. & Ollier-Malaterre, A. (2017). Boundary Management. In the **Oxford Handbook of Work and Family**. T. D. Allen & L. T. Eby (eds.) Oxford University Press.

Phillips, K. W., Dumas, T. L., & Rothbard, N. P. (2018). Diversity & authenticity: Minorities hesitate to share information about themselves at work. That's a problem for everyone. **Harvard Business Review**, 96(2): 132-136.

ten Brummelhuis, Lieke, & Rothbard, Nancy, P. 2019. The difference between workaholics and working long hours. In **HBR Guide to Work-Life Balance**. Harvard Business Review Press.

## E. Working Papers

Mollick, Ethan & Rothbard, Nancy. Mandatory Fun: Gamification and the Impact of Games at Work. [Authors listed alphabetically].

Beetz, Arianna, Rothbard, Nancy P., Barsade, Sigal, G. When Worlds are Forced to Collide: Segmentation Preferences and Emotion Regulation in the Time of COVID-19.

Cormier, Grace, Pillemeyer, Julianna, Rossignac-Milon, Maya, Norton,, Michael, Rothbard, Nancy. The Costs and Benefits of Work Spouse Relationships for Work Engagement.

Makarius, Erin, Rothbard, Nancy P., & Wilk, Steffanie l. More than one way to broker: Boundary management, network bridging, and performance

Lebel, R. David, Rothbard, Nancy P., Klein, Katherine. J., Wilk, Steffanie, L., & Dokko, G. The Way You Do the Things You Do: How Extraversion and Conscientiousness Shape the Consequences of Individual Innovation.

## F. Case Studies and Teaching Materials

Rothbard, N. P. & Kotter, J. P. 1991. Kyocera Corporation. ***Harvard Business School case #9-491-078.***

Rothbard, N. P. & Kotter, J. P. 1991. Cultural Change at Nissan Motors. ***Harvard Business School case #9-491-079.***

[Reprinted as Chapter 10 in J. P. Kotter & J. L. Heskett. 1992. ***Corporate Culture and Performance.*** Free Press: New York.]

Rothbard, N. P & Conger, J. 1993. Orit Gadiesh: Pride at Bain and Company (A, B). ***Harvard Business School case #9-494-031, #9-494-047.*** (Achieved best seller status).

Thompson, L., Gruenfeld, D., Rothbard, N., Naquin, C. Team Assessment. In 2002 ***DRRC Negotiating and Decision Making Exercises – Kellogg Teams and Groups Exercises.***

Eisenkraft, N., Rothbard, N. P., & Barsade, S. G. 2007. Big Pharma, Director/EVP negotiation (Integrative and Distributive Scorable Negotiation).

Barsade, S.G., & Rothbard, N. P. 2009. Wharton Teamwork and Leadership Simulation.

## G. Selected Practitioner-Oriented Pieces

- Rothbard, N. P. July 15, 2020. Building Work-Life Boundaries in the WFH Era. ***Harvard Business Review – The Big Idea.***
- Pillemer, J. & Rothbard, N. P. November 4, 2019. Work Friendships Are Mostly Amazing and Sometimes Messy, ***Harvard Business Review Podcast,*** Women at Work.
- Pillemer, J. & Rothbard, N. P. Apr 24, 2018. Managing the Dark Side of Workplace Friendships. ***Knowledge@Wharton***
- Rothbard, N. P. April 11, 2018. You May Be a Workaholic If. ***HBR Ideacast***
- ten Brummelhuis, L. & Rothbard, N. P. March 22, 2018. How Being a Workaholic Differs from Working Long Hours — and Why That Matters for Your Health, ***Harvard Business Review Blog.***
- Rothbard, N. P. July 21, 2016. How Your Morning Mood Affects Your Whole Workday. ***Harvard Business Review Blog.***
- Ollier-Malaterre, A. & Rothbard, N. P. March 26 2015. How to Separate the Personal and Professional on Social Media. ***Harvard Business Review Blog***

## Refereed Conference Presentations

2023 Creary, SJ, Rothbard, NP, Scruggs, J, Parke, M. Creating the Will Without the Way? How and When Employee Belonging Leads to Voice on DEI Issues. **Academy of Management Annual Meeting**, August 2023.

Cormier, G., Pillemer, J., Rossignac-Milon, M., Norton, M., Rothbard, NP. The Costs and Benefits of Work Spouse Relationships for Work Engagement. **EGOS**, July 2023

2022 Levitt, J. & Rothbard, N. P. Becoming Bona Fide: A Framework for Continuous, Dynamic, and Co-Produced Group Membership Boundaries Through Granting, Claiming, and Informal Relationships. **Academy of Management Annual Meeting**, August 2022.

Beetz, A. M., Rothbard, N. P., Barsade, S. G. The Bridge between Work and Home: The Impact of the Commute the Work-Life Interface. **Academy of Management Annual Meeting**, August 2022.

2021 Kundro, T.G. & Rothbard, N. P. Exploring When and Why Gender and Structural Power Influence Retaliation Against Moral Objectors. **Academy of Management Annual Meeting**, August 2021

Beetz, A. M. & Rothbard N. P. When Worlds are Forced to Collide: Emotional Regulation of Segmentors and Integrators in COVID-19. **Academy of Management Annual Meeting**, August 2021

2017 Pillemer, J. & Rothbard, N. P. Friends without benefits: Understanding the dark sides of workplace friendship, **Academy of Management Annual Meeting**, August 2017

2016 Rothbard, N. P. & Wilk, S. L. In the Eye of the Beholder: The Relationship Between Employee and Supervisor Perceptions of Engagement and Their Effect on Performance, **Academy of Management Annual Meeting**, August 2016

Ramarajan, L. Rothbard, N. P., & Wilk, S. L. Identity Co-Occurrence, Multiple Group Membership, and Status, **Academy of Management Annual Meeting**, August 2016

2015 O'Neill, O. A. & Rothbard, N. P. Emotional Culture Practices and the Relational Functions of Joviality and Companionate Love, **Academy of Management Annual Meeting**, August 2015

Ollier-Malaterre, A., Rothbard, N., P., & Tussing, D. Letting it All Hang Out? Consequences of Online Boundary Management for Individuals and Teams. **Academy of Management Annual Meeting**, August 2015

Ramarajan, L., Rothbard, N. P., Wilk, S. A., The Consequences of Multiple Identities for Perspective Taking, Problem Solving and Performance. **Academy of Management Annual Meeting**, August 2015

2014 O'Neill, O. A. & Rothbard, N. P. Love is All You Need: Debunking assumptions about masculinity and work-family conflict through a multi-method study of emotional culture, **Academy of Management Annual Meeting**, August 2014

Knecht, Emily K., Wilk, S. L., Lebel, R. D., Rothbard, N. P. Do I talk too much? Supervisor trust and the interplay between self and other-oriented proactive behaviors, **Academy of Management Annual Meeting**, August 2014

2013 Mollick, E. & Rothbard, N. P. Mandatory Fun: Gamification and the Impact of Games at Work, **Academy of Management Annual Meeting**, August 2013

Inesi, M. E., & Rothbard, N. P. Failure, Task Engagement and the Self-Affirmation Motive, **Academy of Management Annual Meeting**, August 2013

2012 O'Neill, O. A., & Rothbard, N. P., Extinguishing emotions: Emotion Suppression in masculine organizational cultures, **Academy of Management Annual Meeting**, August 2012

Ollier-Malaterre, A., Rothbard, N. P., Berg, J. When worlds collide in cyberspace: Boundary work and the quality of professional relationships in online social networks, **Academy of Management Annual Meeting**, August 2012

ten Brummelhuis, L., Uhrich, B., Rothbard, N. P. Beyond Nine to Five: Do workaholics risk serious health problems? **Academy of Management Annual Meeting**, August 2012

2011 Rothbard, N. P., Berg, J., Ollier-Malaterre, A. OMG My Boss Just Friended Me: Hierarchy, Disclosure, and Gender on Social Networking Websites, **Academy of Management Annual Meeting**, August 2011

Metiu, A., & Rothbard, N. P. Engaging with each other: A comparative study of the micro-processes by which group engagement emerges and is sustained, **Academy of Management Annual Meeting**, August 2011

2010 O. A. O'Neill, & Rothbard, N. P. Up in Flames: Overturning Assumptions that Work-Family Issues are Primarily Women's Issues, **Academy of Management Annual Meeting**, August 2010

Coyne, E. E., Rothbard, N. P., Wilk, S. L. Enriching Effects of Preferences for Integration versus Segmentation: The Role of Social Networks. **Academy of Management Annual Meeting**, August 2010

Rothbard, N. P. Identity and Work Life, Panel Symposium, **Academy of Management Annual Meeting**, August 2010

2009 Lebel, R. D., Rothbard, N. P., Klein, K., & Wilk, S. L. Is it safe to speak up? The effects of voice behavior on individual performance ratings. **Academy of Management Annual Meeting**, August, 2009

Speaking Up or Shutting Up: Exploring New Directions in Research on Voice and Silence, Symposium Co-Chair

Coyne, E., Rothbard, N.P., & Wilk, S. L., Boundary Management Preferences and Work Outcomes: Social Networks as a Mediator. **Society for Industrial and Organizational Psychology (SIOP) Annual Meeting**, April 2009.

2008 Phillips, K.W., Rothbard, N. P. & Dumas, T. L. Getting to Know You? Disclosure and Status Distance in Diverse Environments. **Academy of Management Annual Meeting**, August, 2008

Work-Life Balance Issues. Paper Session Discussant. **Academy of Management Annual Meeting**, August, 2008.

2007 Rothbard, Nancy P., & Perl, Rachel. Multiple role engagement, affective experience, and well being: An affective resource-based view of enrichment and depletion. **Academy of Management Annual Meeting**, August, 2007.

Dokko, Gina, Wilk, Steffanie, & Rothbard, Nancy. Unpacking prior experience: How career history affects job performance. **Academy of Management Annual Meeting**, August, 2007.

Implementing flexibility across contexts: Research gaps and future directions. Symposium Discussant. **Academy of Management Annual Meeting**, August, 2007.

Dumas, Tracy, Rothbard, Nancy, Phillips, Katherine. Self Disclosure: Beneficial for cohesion in demographically diverse work groups? **Research on Managing Groups and Teams, 11<sup>th</sup> Annual Conference**, May 2007

Rothbard, Nancy P. & Wilk, Steffanie, L. In the eye of the beholder: The relationship between employee and supervisor perceptions of engagement and their effect on performance. **Society for Industrial Organizational Psychology**, April 2007.

2006 Dokko, Gina, Wilk, Steffanie, & Rothbard, Nancy. Is Prior Experience Always Beneficial? How Career History Affects Performance. **Academy of Management Annual Meeting**, August 2006.

Rothbard, Nancy P., Barsade, Sigal, G., & Eisenkraft, Noah. Authenticity at the Bargaining Table: The effects of emotional and cognitive authenticity on reputation and performance. **Academy of Management Annual Meeting**, August 2006.

Rothbard, Nancy P. & Wilk, Steffanie. Waking up on the right side of the bed: The influence of mood on work attitudes and performance. **Society for Industrial Organizational Psychology (SIOP) Annual Meeting**, May 2006.

Wilk, Steffanie, & Rothbard, Nancy P. Emotional Dissonance, Burnout, and Job Performance: An Experience-Sampling Study of Call Center Workers. **Society for Industrial Organizational Psychology (SIOP) Annual Meeting**, May 2006.

2004 Rothbard, Nancy & Wilk, Steffanie. Spillover and Contagion: Mood, Worker Performance, and Burnout. **Academy of Management Annual Meeting**.

Rothbard, Nancy P., Galinsky, Adam, & Medvec, Victoria H. Psychological Lithium: Task engagement and the self-affirmation motive. **Academy of Management Annual Meeting**.

Metiu, Anca & Rothbard, Nancy P. They all work like one: Group engagement as a step toward understanding team performance. **Academy of Management Annual Meeting**.

Phillips, Katherine, Rothbard, Nancy, Dumas, Tracy. It's not that I don't like you: How status drives preferences for segmentation and social integration in diverse environments. **SIOP Annual Meeting**.

Edwards, Jeffrey and Rothbard, Nancy. Work and family stress and well-being: An integrative model of person—environment fit within and between the work and family domains. **SIOP Annual Meeting**.

2002 Phillips, Katherine, Rothbard, Nancy, and Dumas, Tracy. It's not that I don't like you: Preferences for Segmentation and Engagement in Discretionary Organizational Activities. **Academy of Management Annual Meeting**.

2001 Rothbard, Nancy P., Dumas, Tracy L., & Phillips, Katherine W. The long arm of the organization: Work-family policies, employee preferences for segmentation, and satisfaction and commitment. **Academy of Management Annual Meeting**.

Rothbard, Nancy P., Dumas, Tracy L., Phillips, Katherine W. Role conflict, work-family policies, and employee preferences for segmentation. **International Association of Conflict Management Annual Meeting**.

2000 Rothbard, Nancy P. & Medvec, Victoria H. Frustration and Satisfaction at Work: Emotion and engagement in multiple tasks. **Academy of Management Annual Meeting**.

1999 Rothbard, Nancy P. Enriching or depleting? A theoretical model and empirical test of engagement in work and family. **Academy of Management Annual Meeting**.

1998 Rothbard, Nancy P. Enriching or depleting? The dynamics of work and family engagement. **Academy of Management Annual Meeting**.

1996 Rothbard, Nancy P. Investment in work and family roles: Utilitarian or identity considerations? **Academy of Management Annual Meeting.**

Edwards, Jeffrey R. & Rothbard, Nancy P. An empirical examination of fit between work and family. **Society for Industrial and Organizational Psychology (SIOP) Annual Meeting.**

1995 Edwards, Jeffrey R. & Rothbard, Nancy P. Toward an integrative model of stress, coping, and well-being within and between work and family domains. **Academy of Management Annual Meeting.**

Ashford, Susan J., Rothbard, Nancy P., Piderit, Sandy K., & Dutton, Jane E. Out on a limb: The role of context and impression management in issue selling. **Academy of Management Annual Meeting.**

1994 Denison, Daniel, Swaminathan, Anand, & Rothbard, Nancy P. Networks, founding conditions, and imprinting processes: Examining the process of organizational foundings. **Academy of Management Annual Meeting.**

## Invited Presentations

- University of Michigan, January 2026 (upcoming)
- University of Texas – Austin, December 2025 (upcoming)
- IESE Business School, September 2025
- Boston College, January 2025
- Stanford University, MSE, May 2024
- Darden School, University of Virginia, February 2024
- University of Pennsylvania, Grand Rounds, Dept of Dermatology, February 2024
- Rice University, Dean's Distinguished Series, January 2024
- Society for Organizational Behavior, October 2023
- Duke University, Grand Rounds, Dept of Dermatology, October 2022
- Boston University, March 2022
- Emory University, Grand Rounds, Dept of Dermatology, February 2022
- University of Texas – Austin, March 2020 - postponed
- Oxford University, Said Business School, May 2021
- London Business School, Nov 2020
- University College London, Oct 2020
- Boston College, March 2020
- University of Oregon, February 2020
- Georgia Tech, April 2019
- INSEAD, June, 2019
- Boston College, Carroll School of Management March, 2018
- Boston College, Center for Work and Family, November 2018
- Society for Organizational Behavior Annual Conference, September 2017
- University of California, Berkeley, Psychology of Technology Conf., November 2017

- Arizona State University, March 2017
- HEC, Paris, May 2017
- IESE, VI International Work Family Conference, July 2017
- Cornell University, June 2016
- University of Western Ontario, Ivey Business School, March 2015
- MIT, November 2015
- Bloomsberg University , February 2015
- IESE, July 2015
- INSEAD, February 2014
- Harvard Business School, March 2013
- Baruch College, Management Department, November, 2013
- IESE, V International Work Family Conference, July 2013
- University of Michigan, ICOS, Rackham Centennial Lecture, October, 2012
- Columbia Business School, October, 2012
- National Academies of Science – Institute of Medicine, Workshop on Workforce Resiliency Programs, November 2011;

Remarks summarized in published report -- IOM (Institute of Medicine). 2012. *Building a resilient workforce: Opportunities for the Department of Homeland Security: Workshop summary*.

Washington, DC: The National Academies Press. Released: April 9, 2012

- Duke University, Fuqua School, June 2011
- Washington University, St. Louis, November 2011
- University of Toronto, Rotman School, April 2011
- Drexel University, April 2009
- IESE, University of Navarra, Barcelona, July 2009
- University of Michigan, January 2008
- Cornell University, February 2008
- University of California, Berkeley, September 2008
- University of Minnesota, October 2008
- Yale SOM, Identities and Organizations Conference, June 2007
- Rutgers University, March 2007
- University of Utah, September 2007
- University of Miami, October 2007
- New York University, October 2006
- Ohio State University, November 2006
- University of Michigan, ICOS Seminar, April 2006
- MIT, OSG Seminar, April 2006
- Harvard Business School, October 2004
- University of Pennsylvania, Wharton School, Labor Lunch Seminar, November 2004
- University of Pennsylvania, Wharton School, OB conference, November 2004
- Wharton Financial Institutions Center, Call Center Forum, May 2004
- University of Pennsylvania, Decision Processes Seminar, May 2004
- University of California-Davis, Qualitative Research Conference, March 2003
- Center for Creative Leadership, Work-Family conference, May 2003
- University of Pennsylvania, M-Squared Seminar

- Northwestern University, Kellogg School of Management, June 2002
- University of Pennsylvania, M-Squared Seminar, November 2001
- Carnegie Mellon University, GSIA, January 2000
- Cornell University, Johnson Graduate School of Management, January 2000
- Dartmouth College, Amos Tuck School of Business, January 2000
- Duke University, Fuqua School of Business, January 2000
- Emory University, Goizueta Business School, January 2000
- Georgetown University, McDonough School of Business, January 2000
- Stanford University, Graduate School of Business, January 2000
- University of Michigan, ICOS (Likert Dissertation Prize Winner, February 2000)
- University of Pennsylvania, The Wharton School, February 2000
- University of Texas at Austin, Management Department, February 2000
- University of Utah, David Eccles School of Business, January 2000
- University of Washington – Seattle, December, 1999
- Washington University, St. Louis, The Olin School of Management, January 2000
- Yale University, School of Management, February 2000
- Carnegie Mellon University, GSIA, January 1998
- Emory University, Goizueta Business School, January 1998
- Northwestern University, Kellogg Graduate School of Management, January 1998
- University of Michigan, ICOS, 1997

## Teaching Experience

### MBA

#### **The Wharton School, University of Pennsylvania**

MGMT 652 'Foundations of Teamwork and Leadership.' Core MBA course. 2000-2002

Re-designed MGMT 652 (now MGMT 6100), 'Foundations of Teamwork and Leadership.'

Core MBA course based on Wharton Teamwork and Leadership Simulation (course head)  
2009-present

MGMT 691 'Negotiations.' MBA elective on negotiations. 2002-2009

#### **Kellogg Graduate School of Management, Northwestern University**

OBD60 'Managing Groups in Organizations.' MBA elective. 1999-2000.

OBD73 'Global Initiatives in Management.' MBA elective on Global Business Issues in Australia. 1999.

### UNDERGRADUATE

#### **The Wharton School, University of Pennsylvania**

MGMT 199, 'Foundations of Teamwork and Leadership.' Spring 2009

#### **University of Michigan Business School, University of Michigan**

OB300 'Behavioral Theory in Management.' Core introductory OB class for undergraduates. 1996.

#### **PHD**

##### **The Wharton School, University of Pennsylvania**

MGMT 933 'Psychological and Sociological Foundations of Management.'

MGMT 951 "Foundations of Organizational Behavior."

MGMT 961 "Micro-Organizational Behavior"

MGMT 932 "Identity in Organizations"

#### **EXECUTIVE EDUCATION**

##### **The Wharton School, University of Pennsylvania**

HIGH POTENTIAL LEADERS, Academic Director

WOMEN'S EXECUTIVE LEADERSHIP, Academic Director

#### **Teaching Interests**

Organizational Behavior; Groups in Organizations; Negotiations; Career Development; Human Resource Management; Organizational Theory; and Research Methods

#### **Honors and Awards**

- Academy of Management Journal Best Paper Award, 2023
- Dean's Distinguished Visiting Fellow, Rice University, 2024
- Fellow of the Academy of Management, Elected 2022
- Best Paper Award, Organizational Behavior Division, AOM, 2021
- Distinguished Alumni Award, University of Michigan, Ross School of Business, 2018
- Society of Organizational Behavior, Elected 2016
- Wharton Faculty Fellow, 2016
- Penn Fellow, 2015, 2016
- Rackham Centennial Lecture, University of Michigan, 2012
- Best Career Division Symposium Award, 2006 Academy of Management "Learning from Career Histories" Symposium: "Is prior experience always beneficial? Learning from career histories"
- Nominated for the 2005 Rosabeth Moss Kanter Award for Excellence in Work-Family Research for "Managing multiple roles: Work-family policies and individuals' desires for segmentation."
- Finalist, 2004 Rosabeth Moss Kanter Award for Excellence in Work-Family Research, for "Investment in work and family roles: A test of identity and utilitarian motives."
- Finalist, 2001 William A. Owens Scholarly Achievement Award for best publication in the field of industrial and organizational psychology for "Enriching or depleting? The dynamics of engagement in work and family roles."
- Finalist, Dorothy Harlow Best Paper Award, Gender and Diversity in Organizations, Academy of Management, 2001
- Nominated for the 2001 Rosabeth Moss Kanter Award for Excellence in Work-Family Research, for "Mechanisms Linking Work and Family: Clarifying the Relationship Between Work and Family Constructs"
- Likert Dissertation Award, University of Michigan, 2000

- Hicks Dissertation Research Fellowship, University of Michigan, 1998
- Invited Participant OB/ODC/OMT Doctoral Consortium, 1996
- Hicks Industrial Relations Fellowship, University of Michigan, 1994-1996
- Business Administration Fellowship, University of Michigan, 1993-1996

## **Teaching Awards**

- Wharton Teaching Excellence Award, 2017-2018; 2018-2019; 2019-2020; 2020-2021; 2021-2022; 2022-2023
- Teaching and Curriculum Innovation Award, Wharton School, 2009 - 2010
- Gerald and Lillian Dykstra Award for Outstanding Teaching, University of Michigan, 1996-1997

## **Research Grant Awards**

- Wharton, Center for Leadership and Change, Research Award, 2018
- Wharton, Center for Leadership and Change, Research Award, 2013
- Wharton, Center for Leadership and Change, Research Award, 2011
- Wharton, Global Initiatives Research Grant, 2010
- Wharton, Center for Leadership and Change, Research Award, 2010
- Wharton, Center for Leadership and Change, Research Award, 2009
- Wharton, Center for Human Resources, Research Award, 2008
- Wharton, Center for Leadership and Change, Research Award, 2006
- Wharton, Center for Leadership and Change, Todd Thomson Research Award, 2004-2005
- Society for Industrial and Organizational Psychology (SIOP) Small Grant Award, 2003
- Wharton, Reginald Jones Center Research Grant, 2003
- Wharton, Center for Human Resources Research Grant, 2003
- Wharton, Financial Institutions Center Research Grant, 2002-2003
- Kellogg Teams and Groups Research Award, 1999
- University of Michigan Business School Research Grant, 1997
- University of Michigan ICOS small grant award (Issue Selling), 1995
- University of Michigan ICOS small grant award (Work-Family), 1995

## **Dissertation Committees**

<b>Name</b>	<b>Graduation date</b>	<b>Placement</b>
Jacob Levitt	2025, Co-Chair	Indiana University
Arianna Beetz	2023, Co-Chair	McKinsey
Constantinos Coutifaros	2022, Member	University of Texas, Austin
Karren Knowlton	2021, Member	Dartmouth
Tim Kundro	2021, Chair & Advisor	Notre Dame/ University of North Carolina
Julianna Pillemer	2019, Chair & Advisor	New York University
Danielle Tussing	2018, Member	Notre Dame
Justin Berg	2015, Member	Stanford University
Rachel Perl	2015, Member	N/A
Jihae Shin	2014, Member	University of Wisconsin, Madison

Shefali Patil	2014, Member	University of Texas, Austin
R. David Lebel	2012, Chair	University of Pittsburgh
Shimul Melwani	2011, Chair	University of North Carolina
Monica Stallings	2010, Advisor	Dartmouth College
Noah Eisenkraft	2010, Member	University of North Carolina
Lakshmi Ramarajan	2009, Chair	Harvard Business School
Jennifer Dunn	2007, Member	Michigan State University
Gina Dokko	2004, Member	New York University
Tracy L. Dumas	2003, Member	George Washington University

## Professional Service

### Senior Editor

*Organization Science – 2010 - 2021*

### Editorial Board Member

*Academy of Management Review, 2004 - 2017*

*Administrative Science Quarterly, 2009 - 2017*

*Organization Science, 2007 – 2010, 2021-*

### Ad hoc reviewer

*Academy of Management Journal*

*Group and Organization Management*

*Human Relations*

*Journal of Applied Psychology*

*Journal of Experimental Social Psychology*

*Journal of Management Studies*

*Journal of Occupational and Organizational Psychology*

*Organizational Behavior and Human Decision Processes*

*Personnel Psychology*

*Strategic Management Journal*

Academy of Management OB, Conflict, and GDO divisions

### Other Service

2023 Harvard Business School AACSB Review Committee, Member

2017-2019 Junior Faculty Consortium, OB division, Academy of Management

2018 External Reviewer, MIT, Sloan OSG PhD program

2017 Best Symposium in Organizational Behavior (AOM) Award Committee, Chair

2016 Best Symposium in Organizational Behavior (AOM) Award Committee, Member

2012-2015 Elected Organizational Behavior Division Representative at Large (6000 plus division of the Academy of Management)

2013, 2016	Reviewer, Israel Science Foundation
2012	Work-Family Research Network Inaugural Conference, Program Committee Member; Session Chair
2011	Organizational Behavior Division (Academy of Management) Best Paper Award Committee, Member
2010	Outstanding Publication in Organizational Behavior Award Committee, Member
2008	Outstanding Publication in Organizational Behavior Award Committee, Member

- INFORMS Dissertation Proposal Competition, Judge, 2007, 2015
- Rosabeth Moss Kanter Award for Excellence in Work-Family Research, Judge, 2006-2008

## **Wharton School, University of Pennsylvania**

### 2023-2024

- Wharton School, Deputy Dean
- MGMT 610 Teamwork and Leadership Core Course, Course Head

### 2022-2023

- Wharton School, Deputy Dean
- MGMT 610 Teamwork and Leadership Core Course, Course Head

### 2021-2022

- Wharton School, Deputy Dean
- MGMT 610 Teamwork and Leadership Core Course, Course Head
- Leadership Center, Research Advisory Committee, Member

### 2020-2021

- Wharton School, Chair, Management Department
- Deputy Dean's Executive Committee, Member
- MGMT 610 Teamwork and Leadership Core Course, Co-Course Head
- Leadership Center, Research Advisory Committee, Member
- Emotions and Organizations Research Grant Advisory Committee, Member

### 2019-2020

- Wharton School, Chair, Management Department
- Dean's Search Committee, Wharton School, Member
- Deputy Dean's Executive Committee, Member
- MGMT 610 Teamwork and Leadership Core Course, Co-Course Head
- Leadership Center, Research Advisory Committee, Member
- Emotions and Organizations Research Grant Advisory Committee, Member

## 2018-2019

- Wharton School, Chair, Management Department
- Deputy Dean's Executive Committee, Member
- MGMT 610 Teamwork and Leadership Core Course, Co-Course Head
- Leadership Center, Research Advisory Committee, Member
- Emotions and Organizations Research Grant Advisory Committee, Member

## 2017-2018

- Wharton School, Chair, Management Department
- MGMT 610 Teamwork and Leadership Core Course, Co-Course Head
- Leadership Center, Research Advisory Committee, Member
- Emotions and Organizations Research Grant Advisory Committee, Member

## 2016-2017

- Wharton School, Chair, Management Department
- MGMT 610 Teamwork and Leadership Core Course, Co-Course Head
- Leadership Center, Research Advisory Committee, Member
- Emotions and Organizations Research Grant Advisory Committee, Member

## 2015-2016

- Wharton School, Advisory Committee on Faculty Personnel, Management Dept. Rep.
- MGMT 610 Teamwork and Leadership Core Course, Co-Course Head
- Leadership Center, Research Advisory Committee, Member
- Emotions and Organizations Research Grant Advisory Committee, Member

## 2014-2015

- Wharton School, Advisory Committee on Faculty Personnel, Management Dept. Rep.
- Wharton Women Faculty Forum, Co-chair
- MGMT 610 Teamwork and Leadership Core Course, Co-Course Head
- OT recruiting Committee, Member
- Leadership Center, Research Advisory Committee, Member
- Work-Life Task Force, Committee Member, University of Pennsylvania

## 2013-2014

- MGMT 610 Teamwork and Leadership Core Course, Co-Course Head
- Management Department Seminar Committee, Chair
- Wharton Women Faculty Forum, Co-chair
- MBA Curriculum Innovation and Review Committee, Member
- Organizational Behavior Comprehensive Examination Committee, Member

### 2012-2013 (Sabbatical)

- MGMT 610 Teamwork and Leadership Core Course, Co-Course Head
- Organizational Behavior Recruiting Committee, Member
- Organizational Behavior Comprehensive Examination Committee, Member

### 2011-2012

- MGMT 652 Teamwork and Leadership Core Course, Co-Course Head
- Management Department Seminar Committee, Chair
- Organizational Behavior Recruiting Committee, Member
- Penn Forum for Women Faculty, Wharton School Representative
- Financial Institutions Center Q-Review Committee, Member

### 2010-2011

- Executive Education Advisory Board, Member
- MGMT 652 Teamwork and Leadership Core Course, Co-Course Head
- Management Department Seminar Committee, Chair
- PhD Policy & Admissions Committee (Management Department), Member
- MBARC Response Team (Redesign of Management Core), Member
- Organizational Behavior Comprehensive Examination Committee, Member
- Human and Social Capital Recruiting Committee, Member
- Penn Forum for Women Faculty, Wharton School Representative
- Family Business and Wealth Management Research Proposal Committee, Member

### 2009-2010

- MGMT 652 Teamwork and Leadership Core Course, Co-Course Head
- Management Department Seminar Committee, Chair
- PhD Policy Committee (Management Department), Member
- Leadership Core Redesign & Simulation Development
- Organizational Behavior Comprehensive Examination Committee, Member
- OB Recruiting Committee, Member
- Penn Forum for Women Faculty, Wharton School Representative
- Family Business and Wealth Management Research Proposal Committee, Member

### 2008-2009

- Wharton MBA Executive Committee, Member
- Leadership Core Redesign & Simulation Development
- Pre-Term Task Force
- PhD Admissions & Policy Committee (Management Department), Member
- PhD Second Year Paper, Advisor
- Organizational Behavior Comprehensive Examination Committee, Member

- Management Department Quinquennial Review Committee, Member
- OB Recruiting Committee, Member
- Wharton OB conference, Co-Organizer
- OB Seminar Speaker Series, Organizer
- Wharton Business Journalists Program - Keynote Address
- Wharton Staff Training Seminar – Discrepancy between supervisor & employee views of engagement

2007-2008

- PhD Admissions Committee (Management Department), Member
- PhD Policy Committee (Management Department), Member
- Organizational Behavior Comprehensive Examination Committee, Member
- PhD Second Year Paper Reading Committee, Member
- Micro-Meso Brown Bag series, Organizer
- Wharton OB conference, Co-Organizer
- OB Seminar Series, Co-Organizer
- OB Recruiting Committee, Member
- Leadership Core Redesign & Simulation Development

2006-2007

- Micro-Meso Brown Bag series, Organizer
- Wharton OB conference, Organizer
- PhD Second Year Paper Reading Committee, Member
- PhD Second Year Paper, Advisor
- Organizational Behavior Comprehensive Examination Committee, Member
- OB Seminar Series, Co-Organizer
- Leadership Core Redesign & Simulation Development
- Research Presentation to the Wharton Alumni Executive Board Fall Meeting
- Undergraduate Vice Dean Luncheon on Work Life Balance Topic
- Center for Human Resources, Council on Employee Relations – Work Life Balance Presentation

2005-2006

- Organizational Behavior Comprehensive Examination Committee, Member
- Micro-Meso Brown Bag series, Organizer
- Wharton OB conference, Organizer
- PhD Second Year Paper Reader
- OB Seminar Series, Co-Organizer

2004-2005

- Organizational Behavior Comprehensive Examination Committee, Chair
- Organizational Behavior Recruiting Committee, Member
- Micro-Meso Brown Bag series, Organizer

- Wharton OB conference, Organizer
- Management Department Furniture Committee, Member
- University of Pennsylvania Women's Health Initiative – Penn Summit on Global Issues in Women's Health, Contributor to Penn's Research Compendium

#### 2003-2004

- Micro-Meso Brown Bag series, Organizer
- Wharton OB conference, Organizer
- Faculty Conversations on the Academic Job Search and Academic Life, Speaker

#### 2002-2003

- Management 652 Redesign Committee, member
- Micro-Meso Brown Bag series, Organizer
- PhD Admissions Committee (Management Department), Member
- PhD Policy Committee (Management Department), Member
- PhD Prelim Exam Committee (1<sup>st</sup> year exam)
- Organizational Behavior Senior Recruiting Committee, Member
- Wharton OB Conference, Organizer
- Penn Economic Sociology Conference, Co-Organizer & Chair, Work, Family, & Economic Sociology Track

#### 2001-2002

- Micro-Meso Brown Bag series, Organizer
- Human Resources Management Ad Hoc Recruiting Committee, Member
- PhD Admissions Committee (Management Department), Member
- PhD Policy Committee (Management Department), Member
- PhD Prelim Exam Committee (1<sup>st</sup> year exam)
- Wharton OB Conference, Organizer
- Wharton Leadership Fellows, Advisor
- Diversity Research Dissertation Award, Judge

#### 2000-2001

- Wharton OB conference, Co-organizer
- Dell Case Competition at Wharton, Judge
- Wharton Leadership Fellows, Advisor
- Diversity Research Dissertation Award, Judge

### **Professional Affiliations**

Academy of Management, member, 1993-present

American Psychological Association, member, 2000-present

American Psychological Society, Member, 2009-present

Society for Industrial and Organizational Psychology, member, 2000-present

Sloan Industries Center, Affiliate

Alice Paul Center for Research on Women and Gender, Affiliated Faculty Member

Penn Economic Sociology and Organizational Studies, Affiliated Faculty Member  
Wharton Financial Institutions Center, Fellow  
Sloan Work-Family Research Network, Work-Family Leader  
Work Family Research Network, Founding Member

### **Selected Media Citations**

#### **National and International Press**

ABC News  
Business Week  
CNN  
Forbes  
National Public Radio  
Philadelphia Inquirer  
New York Times  
Toronto Globe and Mail  
US News & World Report  
Wall Street Journal  
Washington Post

#### **University of Pennsylvania Publications**

Penn Current  
Wharton Alumni Magazine  
Knowledge @ Wharton  
Research at Penn  
Penn News Today