

**STEPHANIE J. CREARY**  
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### **CURRENT ACADEMIC APPOINTMENT**

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**The Wharton School of the University of Pennsylvania** **July 2017 –**  
- Assistant Professor, Management Department, Organizational Behavior subgroup  
- Affiliated Faculty, Wharton People Analytics  
- Senior Fellow, Leonard Davis Institute for Health Economics (LDI)

### **PREVIOUS ACADEMIC APPOINTMENTS**

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**SC Johnson College of Business, Cornell University** **July 2015 – June 2017**  
- Assistant Professor, Management and Organizations/Strategy, School of Hotel Administration

**Simmons School of Management** **September 2014 – May 2015**  
- Adjunct Faculty, Organizational Behavior

### **EDUCATION**

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**Ph.D., Boston College Carroll School of Management** **2015**  
Concentration: Management/Organization Studies  
Dissertation: Making the most of multiple worlds: Multiple organizational identities as resources in the formation of an integrated health care delivery system  
Committee: Michael G. Pratt (Chair), Laura Morgan Roberts, and Judith R. Gordon

**M.S., Boston College Carroll School of Management** **2012**  
Concentration: Management/Organization Studies

**MBA, Simmons School of Management** (research-track, high honors) **2007**

**M.S., Boston University Sargent College of Health and Rehabilitation Sciences** **2000**  
Concentration: Speech-Language Pathology

**B.S., Boston University Sargent College of Health and Rehabilitation Sciences** **1998**  
Concentration: Communication Disorders (cum laude)

### **RESEARCH**

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**Interests:** *Identity, diversity and inclusion, relationships across difference, intergroup conflict*

My research focuses on how multiple identities, perspectives, and experiences are engaged and used in an enhancing way in organizations. I investigate approaches that foster a positive sense of self at work, improve the quality of interpersonal and intergroup relationships across difference, and promote change that is positive for individuals, groups, and their organizations.

### Peer-Reviewed Journal Articles:

- **Creary, S.J.**, Caza, B.B. & Roberts, L.M. 2015. Out of the box? How managing a subordinate's multiple identities affects the quality of a manager-subordinate relationship. *Academy of Management Review*, 40(4): 538-562.
- Humberd, B.K., Clair, J.A., & **Creary, S.J.** 2015. In our own backyard: When a less inclusive community challenges organizational inclusion. *Equality, Diversity and Inclusion*. 34(5): 395-421.
- Ert, E., **Creary, S.**, & Bazerman, M.H. 2014. Cynicism in negotiation: When communication increases buyers' skepticism. *Judgment and Decision Making*. 9(3): 191-198.

### Research-in-Progress:

- **Creary, S.J.** & Pratt, M.G. Managing intractable conflicts through multiple identity resourcing. *Under review*.
- **Creary, S.J.** & Locke, K. Efforting and easing: Socializing the energetic body in organizational practices. *Under review*.
- **Creary, S.J.**, Lawrence, T.B., & Phillips, N. Diversity work: A social-symbolic work perspective on managing workforce diversity. *Working paper*.
- **Creary, S.J.**, Seegars, L. & Ramarajan, L. Rethinking diversity: Constructing diversity perspectives in global organizations. *Drafting manuscript*.
- **Creary, S.J.**, Crosina, E.C., & Gordon, J.R. Checkpoints and weigh stations: How managing multiple identities during macro work role transitions shapes the sense of momentum at work. *Drafting manuscript*.
- **Creary, S.J.** & Vogus, T. Creating a healing environment: Material objects as tools for fostering high quality relationships across status boundaries *Data analysis*.
- Clair, J.A., **Creary, S.J.**, & Humberd, B.K. Playing professional: Time-based patterns of professional identity development. *Data analysis*.
- **Creary, S.J.**, Do, B., & Baren, J. Not my job or is it? Managing jurisdictional ambiguity over unclaimed tasks in US hospital emergency departments. *Data collection*.
- **Creary, S.J.**, Caza, B.B., Gibson, H., Roberts, L.M., & Caza, A. Race and multiple identity management in workplace relationships: Understanding the leadership and promotion experiences of US Army officers. *Data collection*.

### Book Chapters:

- **Creary, S.J.** & Roberts, L.M. 2017. G.I.V.E.-based mentoring in diverse organizations: Cultivating positive identities in diverse leaders. In S. Blake-Beard and A. Murrell (Eds.). *Mentoring diverse leaders: Creating change for people, processes, and paradigms*, Taylor & Francis.
- Caza, B.B. & **Creary, S.J.** 2016. The construction of professional identity. In A. Wilkinson, D. Hislop and C. Coupland (Eds). *Perspectives on contemporary professional work*, Elgar.
- **Creary, S.J.** 2015. Resourcefulness in action: The case for global diversity management, In L.M. Roberts, L. Wooten, & M. Davidson (Eds.) *Positive organizing in a global society: Understanding and engaging differences for capacity-building and inclusion*, Routledge.

- **Creary, S.J. & Gordon, J.R.** 2015. Role conflict, role overload, and role strain. In C. Shehan (Ed.), *Encyclopedia of family studies*, Wiley.
- Roberts, L.M. & **Creary, S.J.** 2013. Navigating the self in diverse work contexts. In Q. Roberson (Ed.), *Oxford handbook of diversity and work*, Oxford University Press.
- Roberts, L.M. & **Creary, S.J.** 2012. Positive individual identities: Insights from classical and contemporary theoretical perspectives. In K. Cameron and G. Spreitzer (Eds.), *Oxford handbook of positive organizational scholarship*, Oxford University Press.

## **HONORS & AWARDS**

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- Wharton Center for Leadership and Change Management Research Grant, 2017. (Total: \$10,000)
- Elected Representative-at-Large, Managerial and Organizational Cognition (MOC) Division, Academy of Management, 2017-2020.
- Cornell Institute for Healthy Futures Academic Scholar, 2017.
- Cornell University Faculty Fellow Research Grant. 2016, 2017. (Total: \$2000)
- Academy of Management Organizational Behavior (OB) Division Showcase Symposium, Symposium Chair, 2016.
- Cornell University Family Fellows Program Honored Guest, 2016.
- Cornell University Center for Engaged Learning and Teaching Research Grant, 2016. (Total: \$500)
- Cornell University Center for Teaching Excellence Research Grants, 2015, 2016. (Total: \$2000)
- Cornell University Small Group Mentoring Program Grant, 2015. (Total: \$700)
- Academy of Management Managerial and Organizational Cognition (MOC) Division Showcase Symposium, Symposium Organizer, 2015.
- Academy of Management Managerial and Organizational Cognition (MOC) Division Outstanding Reviewer Award, 2015.
- Academy of Management Gender and Diversity in Organizations (GDO) Division Best Reviewer Award, 2013, 2014.
- Academy of Management Gender and Diversity in Organizations (GDO) Division Best Student Paper Award, 2013.
- Boston College Donald J. White Award for Teaching Excellence, 2012.
- AHANA Leadership Council and GLBTQ Leadership Council Faculty Recognition Award, Boston College, 2012.
- Academy of Management Emerald Award for Best International Symposium, Nominee, 2010.
- Simmons College Susan Bulkeley Butler Academic Prize, 2007.
- Simmons College Presidential Inauguration Ceremony Graduate Student Speaker, 2007.
- Simmons College Graduate Student Award for Civic Engagement, 2007.
- Boston University Outstanding Graduating Dance Student, 1998.
- Boston University Student Advisor of the Year, 1998.
- Boston University Scarlet Key Student Leadership Award, 1998.
- Boston University Sargent College of Health and Rehabilitation Sciences Community Service Award, 1997.

## PRESENTATIONS

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### 2017

Creating a healing environment: Material objects as tools for fostering cross-boundary resource investment in a merger of unequals. Academy of Management Meeting, Atlanta, GA

Checkpoints and weigh stations: Role transitions in the work domain as occasions for maintaining or shifting momentum at work.

- Academy of Management Meeting, Atlanta, GA
- New Directions in Leadership Conference, INSEAD, Fontainebleau, France (*earlier version*)

### 2016

Multiple identity resourcing: Understanding how intergroup boundary work between two groups with different identities fosters innovation in organizations.

- University of Pennsylvania Wharton School, Management Department, Philadelphia, PA
- Academy of Management Meeting, Anaheim, CA

An academic semester in review: Reflections on ‘engagement’ from my conversations with college students (aka, “Millennials”). Keynote. Finger Lakes Chapter of the Association of Fundraising Professionals, Ithaca, NY

Adopting hospitality-based practices in healthcare settings: Challenges in bridging interpretations of ‘satisfaction’ and ‘quality’

- Cornell University Hospitality, Health, and Design Symposium, Ithaca, NY
- Cornell University Public Service Center Patient Care Advocate Team Program, Ithaca, NY
- Cornell University Healthy Futures Club, Ithaca, NY

Creating a healing environment: Legitimizing and transforming organizational identity through material practices.

- Cornell University Institute for Healthy Futures Advisory Board, New York, NY
- Cornell University Institute for Healthy Futures, Ithaca, NY
- Cornell University College of Business, Management and Organizations, Ithaca, NY

Crafting positive identities within and between workplace organizations. Professional Development Workshop, Academy of Management Meeting, Anaheim, CA

Publishing tips from early career AMR scholars. Professional Development Workshop, Academy of Management Meeting, Anaheim, CA

Developing a research niche. New Doctoral Student Consortium, Academy of Management Meeting, Anaheim, CA

Becoming a junior faculty member: Realistic job preview. GDO Doctoral Student Consortium, Academy of Management Meeting, Anaheim, CA

Balancing effort and ease: Re-situating the body and practical experience in a theory of embodied knowledge, (with Karen Locke). Academy of Management Meeting, Anaheim, CA

Resisting and cultivating: How marginalized women construct positive leader identities at work. (with Courtney L. McCluney). Academy of Management Meeting, Anaheim, CA

Job market overview: Timelines, resources, and job market packets. (with Sean Rogers). PhD Project Management Doctoral Students Association Conference, Anaheim, CA

The research and writing mill: Writing workshop (with Bruce Lamont and Millicent Nelson). PhD Project Management Doctoral Students Association Conference, Anaheim, CA

Relational fumbles and touchdowns: Identity referencing during interpersonal encounters at work. (with Sandra Cha and Laura Morgan Roberts). Positive Relationships at Work Roundtable and the 3<sup>rd</sup> Biennial Positive Relationships at Work Microcommunity Meeting, Ithaca, NY

Gender equity and the development of a more sustainable supply chain. United Nations ID2020 Summit, New York, NY

Microaggressions and their effect on identity. Cornell University 91<sup>st</sup> Annual Hotel Ezra Cornell Diversity Dialogue Series, Ithaca, NY

## **2015**

Working from the inside out: Enacting expertise through technique and grace. (with Karen Locke).

- International Summer School on Advanced Practice-based Studies, Warwick Business School, United Kingdom.
- 7<sup>th</sup> International Process Symposium, Kos, Greece.

Making the most of multiple worlds: Multiple identity resourcing in the formation of an integrated health care delivery system.

- Academy of Management Meeting, Vancouver, Canada.
- 7<sup>th</sup> Biennial Positive Organizational Scholarship Research Conference, Lake Buena Vista, FL.
- Harvard T.H. Chan School of Public Health, Boston, MA.
- Cornell University School of Hotel Administration, Ithaca, NY.
- Rutgers School of Business, Camden, NJ.
- Columbia University Mailman School of Public Health, New York, NY.

Intersectionality in practice: The multi-level consequences of social identity resourcing in the context of global diversity management. Academy of Management Meeting, Vancouver, Canada.

Playing professional: Role performances during training as "workspaces" for identity formation. (with Judy Clair and Beth Humberd). Academy of Management Meeting, Symposium Presentation, Vancouver, Canada.

POS: The next generation. 7<sup>th</sup> Biennial Positive Organizational Scholarship Research Conference, Lake Buena Vista, FL.

Out of the box? How managing a subordinate's multiple identities affects the quality of a manager-subordinate relationship. (with Brianna Barker Caza and Laura Morgan Roberts). Simmons Center for Gender in Organization Distinguished Scholar Speaker Series, Boston, MA.

More than 'double jeopardy': Understanding intersectionality as (also) a resource. Oxfam CGO International Symposium on Gender & Intersectionality, Boston, MA.

## **2014**

Making the most of multiple worlds: Multiple identity resourcing in the formation of an integrated health care delivery system.

- Pepperdine University Graziadio Business School, Malibu, CA.
- Washington University in St. Louis Olin Business School, St. Louis, MO.
- 2<sup>rd</sup> Biennial Positive Relationships at Work Microcommunity Meeting, Malvern, PA.
- Work, Identity, and Meaning Working Group, Boston College Carroll School of Management, Chestnut Hill, MA.

We are 'a family'? How relational schemas impact individuals' enactment of a collective identity. Academy of Management Meeting, Symposium presentation, Philadelphia, PA.

Navigating the Academy of Management Meeting 2.0. (with Stella Nkomo and Amy Verbos), PhD Project Management Doctoral Students Association Conference, Philadelphia, PA.

## **2013**

Finding the flow: Understanding role identity transitions during the construction of a new professional identity. Academy of Management Meeting, Lake Buena Vista, FL.

Out of the box: Identity expansion and the building of positive manager-subordinate relationships. (with Brianna Barker Caza and Laura Morgan Roberts).

- Academy of Management Meeting, Lake Buena Vista, FL.
- Simmons Center for Gender in Organization Distinguished Scholar Speaker Series, Boston, MA.

Seeing more of me in more of you: How offsite interactions and positive relationships foster identity growth and adaptation at work. (with Michael G. Pratt). Academy of Management Meeting, Lake Buena Vista, FL.

Making the most of multiple worlds: Multiple identity resourcing in the formation of an integrated health care delivery system. University of Michigan Ross School of Business 6<sup>th</sup> Biennial POS Research Conference.

## **2012**

Out of the box: Identity expansion and the building of positive manager-subordinate relationships. (with Brianna Barker Caza and Laura Morgan Roberts).

- Boston College Carroll School of Management, Meaning, Identity, and Institutions Working Group, Chestnut Hill, MA.
- 1<sup>st</sup> Biennial Positive Relationships at Work Microcommunity Meeting, Ashland, MA.

## **2011**

Global diversity management.

- Eastern Academy of Management International Meeting, Bangalore, India.
- Eastern Academy of Management Annual Meeting, Boston, MA.

## **2010**

Global diversity management. Academy of Management Annual Meeting, Montreal, Canada.

Occupational identity denial: Examining the misidentification experiences of medical residents of color. (with Judy Clair and Beth Humberd). Academy of Management Annual Meeting, Montreal, Canada.

It's complicated: Social encounters with identity complexity. (with Laura Morgan Roberts and Sandra Cha). Academy of Management Annual Meeting, Montreal, Canada.

## **2007**

A new and challenging reality of black-brown relations. (with Stacy Blake-Beard and Geetha Krishnamurthy).

- Academy of Management Annual Meeting, Philadelphia, PA.
- Spelman College, Atlanta, GA.

## **INVITED CONFERENCES**

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### **2017**

- United Nations ID2020 Summit
- New Directions in Leadership Research Conference
- Harvard Business School Gender & Work Symposium
- Harvard Business School Leadership and Race Conference
- Wharton People Analytics Conference

### **2016**

- Positive Relationships at Work Microcommunity Research Meeting
- United Nations ID2020 Summit
- Harvard Business School Gender & Work Symposium
- Arizona State University WP Carey School of Business Micro Meets Macro Conference

## 2015

- Oxfam CGO International Symposium on Gender & Intersectionality
- University of Michigan Ross School of Business 7<sup>th</sup> Biennial POS Research Conference
- Boston Field Researchers Conference at Harvard Business School
- Harvard Business School Gender & Work Symposium

## 2014

- Harvard Business School Gender & Work Symposium
- Positive Relationships at Work Microcommunity Research Meeting
- Boston Field Researchers Conference at Boston College

## 2013

- Boston Field Researchers Conference at Boston University
- Simmons Center for Gender in Organizations Interrogating Intersectionality Conference
- University of Michigan Ross School of Business 6<sup>th</sup> Biennial POS Research Conference
- Harvard Business School Gender & Work Symposium
- Academy of Management Organizational Behavior Doctoral Consortium
- Boston Field Researchers Conference at Massachusetts Institute of Technology

## 2012

- Boston Field Researchers Conference at Harvard Business School
- Boston Field Researchers Conference at Boston College
- Positive Relationships at Work Microcommunity Research Meeting
- Washington University in St. Louis Olin Business School, Professional Development Conference

## 2011

- University of Michigan Ross School of Business 5<sup>th</sup> Biennial POS Research Conference

## 2007

- PhD Project Conference

## OTHER RESEARCH EXPERIENCE

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### **Boston College Carroll School of Management**, Chestnut Hill, MA, 2009 - 2015

*Graduate Research Assistant.* Worked with Professor Judy Gordon and Professor Judy Clair on research projects related to identity and diversity using both qualitative and quantitative methods.

### **Harvard Business School**, Boston, MA, 2007 - 2011

*Research Associate.* Worked with Professor David A. Thomas on field research projects related to diversity and leadership in organizations using qualitative methods, Professor Ranjay Gulati and Professor Nitin Nohria on an undergraduate management textbook and projects related to corporate social responsibility, Professor Jeff Polzer on a lab experiment related to creativity, and Professor Max Bazerman on lab experiments related to negotiation.

### **The Conference Board, Inc.**, New York, NY, 2007 – 2010

*Research Associate.* Conducted field and public sources research and drafted research reports for global companies concerned with human capital, diversity management, and employee engagement using both qualitative and quantitative methods.



### Publications:

- Creary, S.J. 2010. Is Age Really Just a Number? Investigating Approaches to Employee Engagement. Research Report 1465.
- Mitchell, C. & Creary, S.J. 2010. Diversity and Inclusion: Global Challenges and Opportunities. Council Perspectives 004.
- Creary, S.J. 2009. The Impact of Workforce Reductions on Layoff ‘Survivors’: Results from a Global Survey. Executive Action 316.
- Creary, S.J. & Rosner, L. 2009. Mission Accomplished? What Every Leader Should Know about Survivor Syndrome. Executive Action 307.
- Creary, S.J. 2008. Leadership, Governance, and Accountability: A Pathway to a Diverse and Inclusive Organization. Research Report 1429.

### **Simmons School of Management, Boston, MA, 2006 – 2007**

*Research Assistant.* Worked with Professor Stacy Blake-Beard and Professor Laura Morgan Roberts on qualitative research projects related to diversity and identity in health care leadership

## **TEACHING**

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### **The Wharton School of the University of Pennsylvania (Undergraduate and MBA)**

Leading Diversity in Organizations, elective half-course

- Instructor, Fall 2017 and Spring 2018 (two 7 week sections each semester)

### **Cornell University School of Hotel Administration (Undergraduate and Graduate)**

Strategic Management, required core course (Undergraduate Seniors; Juniors by permission)

- Instructor, Spring 2016 and Spring 2017 (two sections each semester)
- Guest Instructor, Fall 2015

Foundations of Social Entrepreneurship, elective (Undergraduate and Graduate)

- Instructor, Fall 2016 (one section)

### **Simmons School of Management (MBA)**

Leading Individuals and Groups, required core course (MBA)

- Instructor, Fall 2014 (two sections) and Spring 2015 (one section)

Leading Individuals and Groups, core course (Health Care MBA)

- Instructor, Spring 2015 (one section)

### **Boston College, Carroll School of Management (Undergraduate and MBA)**

\* Donald J. White Award for Teaching Excellence, Boston College (2012)

Organizational Behavior, required core course (Undergraduate)

- Instructor, Fall 2011
- Teaching assistant, Spring 2011
- Guest lecturer, 2010 - 2012

Leadership, elective course (MBA)

- Teaching assistant, 2010

### **The Conference Board, Inc. (Executive Education)**

Diversity, 2008 – 2011

Organizational Downsizing/ Survivor Syndrome, 2009

### **TEACHING MATERIALS**

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- Thomas, D.A. & Creary, S. J. 2011. Renewing GE: The Africa Project (B). Harvard Business School Case 412-028.
- Thomas, D.A. & Creary, S. J. 2011. Renewing GE: The Africa Project (A). Harvard Business School Case 411-093.
- Thomas, D.A. & Creary, S. J. 2011. Shifting the Diversity Climate: The Sodexo Solution. Harvard Business School Case 412-020.
- Thomas, D.A. & Creary, S. J. 2011. Teach Plus: Mobilizing a New Generation of Teacher Leaders. Harvard Business School Case 412-027.
- Thomas, D.A. & Creary, S.J. 2009. Meeting the Diversity Challenge at PepsiCo: The Steve Reinemund Era. Harvard Business School Case 410-024.
- Thomas, D.A. & Creary, S.J. 2009. Creating the Partnership Solutions Group at Lehman Brothers. Harvard Business School Case 409-042.
- Thomas, D.A., Roberts, L.M. & Creary, S.J. 2009. The Rise of President Barack Hussein Obama. Harvard Business School Case 409-115.
- Thomas, D.A., Roberts, L.M. & Creary, S.J. 2009. The Rise of President Barack Hussein Obama (TN). Harvard Business School Teaching Note 409-134.

### **OTHER PROFESSIONAL EXPERIENCE**

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Independent Contractor/Consultant (since 2007)

- Work with leadership teams to devise and implement strategies for organizational growth and development. Clients have included The Leading Hotels of the World, Massachusetts General Hospital, The Partnership Inc., The International Nutrition Foundation, The Museum of African-American History, and The National Trust for Historic Preservation.
- Help individuals build strength-based practices to enhance their effectiveness at work. Clients have included The Partnership, Inc. and The Dana-Farber Cancer Institute.

Medical Speech-Language Pathologist (licensed in 2000, certified 2001 - 2016)

- Clinical provider in hospitals and other health care institutions in major health care systems in the US including Universal Health Systems, Hospital Corporation of America (HCA), Dignity Health (formerly Catholic Healthcare West), and Partners HealthCare
- Founded a professional continuing education firm and operated a private practice (2002 – 2007)

Modern dancer/choreographer/dance instructor (1998 – 2010)

- Assistant Director of Dance and Dance Theater Manager, Boston University (2005-2006)

Yoga instructor (since 2005, registered and certified since 2012, RYT-500)

## **ACADEMIC SERVICE**

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### **Ad-Hoc Reviewer**

- *Academy of Management Review*
- *Administrative Science Quarterly*
- *Cornell Hospitality Quarterly*
- *Equality, Diversity, and Inclusion*
- *Journal of Management Studies*
- *Organizational Psychology Review*
- *Organization Science*

### **Academy of Management**

- Annual Meeting, Reviewer, GDO and MOC divisions
- Elected Representative-at-Large, MOC Division, 2017-
- Most Innovative Student Paper Award Committee Member, OB Division, 2017.
- The Cognition in the Rough Workshop, Professional Development Workshop, Facilitator, MOC Division, 2017.
- Navigating Qualitative Dissertations, Professional Development Workshop, Faculty Facilitator, RM, MOC, OB, and OMT Divisions, 2017.

### **European Group for Organizational Studies**

- Sub-Theme Co-Convener, 34<sup>th</sup> EGOS Colloquium, Tallinn, Estonia 2018, “Surprise in and around Organizations: Journeys to the Unexpected.” Sub-theme: *Social-Symbolic work and the unexpected in organizational life*. With Tom Lawrence and Nelson Phillips.
- Sub-Theme Co-Convener, 33<sup>rd</sup> EGOS Colloquium, Copenhagen, Denmark 2017, “The Good Organization.” Sub-theme: *Social-Symbolic work: Aspirations, efforts and struggles*. With Tom Lawrence and Nelson Phillips.

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

- Co-organizer, Wharton OB Conference, 2017-
- Co-organizer, OB IDEAS Lab, 2017-

### **Cornell University**

- Faculty Research Mentor: Ryan Nowicki, SHA '16 (Spring 2016 to Summer 2017); Kirsten Wohlers, CALS '19 (Summer 2016 to Summer 2017); Melissa Call (Spring 2017); Sarah Malek (Spring 2017); Mahilet Kebede (Spring 2017); Alexandra Bruns-Smith, SHA '17 (Fall 2016 to Spring 2017); Lu Kong, SHA PhD student (Fall 2016 to Spring 2017); Archana Podury, A&S '19 (Summer 2016 to Spring 2017); José Guzman-Rodriguez, SHA '16 (Summer 2016); Samuel Clement, SHA '16 (Spring 2016)
- Presenter, Cornell Institute for Healthy Futures Advisory Board Meeting, 2016.
- Coordinator, Cornell Institute for Healthy Futures Faculty Fellows Seminar Series, 2016.
- Faculty Advisor, Cornell University Healthy Futures Club, 2016 to 2017.

- Presenter, Cornell University Public Service Center, Patient Care Advocacy Team (PCAT) Program, 2015 to 2016.
- Faculty Co-Chair, Positive Relationships at Work Roundtable, Center for Hospitality Research and Cornell Institute for Hospitality Labor and Employment Relations, School of Hotel Administration (SHA), 2015-2016.
- Judge, Hospitality Sales and Marketing Association International (HSMIAI) Case Competition, 2016.
- Presenter, Cornell University Healthy Futures Club, 2016.
- Presenter/Facilitator, 91<sup>st</sup> Hotel Ezra Cornell Diversity Dialogue Series, SHA, 2016.
- Judge, Models of Excellence Speaking Competition, SHA, 2015.
- Presenter, Center for Hospitality Research Advisory Board Meeting, SHA, 2015.

### **Positive Relationships at Work (PRW) Microcommunity**

- Founder and steering committee member in charge of co-leading the community's reinvigoration 2011 - 2016
- Co-leader of organizing team for the 2016 Positive Relationships at Work Research Meeting, hosted by Cornell University, 2015-2016.
- Member of organizing team for the 2014 Positive Relationships at Work Research Meeting, hosted by Drexel University, 2013-2014.
- Member of organizing team for the 2012 Positive Relationships at Work Research Meeting, hosted by Boston University, 2011-2012.
- Co-organized annual Professional Development Workshop (PDW) at the Academy of Management Meeting, 2012, 2013, 2014.

### **The PhD Project Management Doctoral Students Association (MDSA)**

- Regular conference presenter, 2012 to present.
- Member of the Planning Committee for the Annual MDSA Conference. Past-President, 2012-2013, President, 2011-2012.

### **Boston College Carroll School of Management**

- Co-organized, Work, Identity, and Meaning Research Community, 2014 - 2015.
- Member, Work, Identity, and Meaning Research Community, 2009 - 2015.
- Invited to represent Boston College at DocNet and PhD Project recruiting sessions, 2012.
- Served on new doctoral student orientation committee, 2010, 2011.
- Student interviewer for prospective PhD students, 2010, 2013, 2014.

### **Gender and Race in Organizations (GRO) Research Group, Harvard Business School**

- Presented and helped to develop work-in-progress research related to gender, race, status, and identity in organizations, 2009 – 2015.

### **Simmons College Center for Gender in Organizations**

- Participant in an incubator/think tank on developing research on intersectionality and integrating it into MBA and executive education curricula, 2012 – 2013.

## **PROFESSIONAL MEMBERSHIPS**

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Academy of Management (AOM)

European Group for Organizational Studies (EGOS)

The PhD Project Management Doctoral Students Association (Faculty Member)