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COUNTRY OF CITIZENSHIP: USA

EDUCATIONAL BACKGROUND

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)

EMPLOYMENT HISTORY

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)

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

Harvard Business School, Research Associate 2007 – 2011

The Conference Board, Inc., Research Associate 2007 – 2010

PUBLICATIONS

Articles published in refereed journals

1. **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.
2. 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.
3. Ert, E., **Creary, S.**, & Bazerman, M.H. 2014. Cynicism in negotiation: When communication increases buyers' skepticism. *Judgment and Decision Making*. 9(3): 191-198.

Articles under review at refereed journals

4. **Creary, S.J.**, Pratt, M.G, & Vogus, T. [Title blinded for review] Managing intergroup conflict. *Invited for 2nd revision, October 15, 2018, Academy of Management Journal*.
5. **Creary, S.J.** & Locke, K. [Title blinded for review]. Non-work and work energy practices. *Under review at Organization Science, March 15, 2019*.
6. **Creary, S.J.**, Seegars, L. & Ramarajan, L. [Title blinded for review]. Diversity in global organizations. *Under review at Administrative Science Quarterly, March 18, 2019*.

Other articles

1. **Creary, S.J.**, McDonnell, M., Ghai, S., & Scruggs, J. 2019. When and why diversity improves your board's performance. *Harvard Business Review*, Published on March 27, 2019.
2. Caza, B., Ramarajan, L., Reid, E., & **Creary, S.** 2018. How to make room in your work life for the rest of your self. *Harvard Business Review*, Published on May 30, 2018.
3. **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.
4. 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.
5. **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.
6. **Creary, S.J.** & Gordon, J.R. 2015. Role conflict, role overload, and role strain. In C. Shehan (Ed.), *Encyclopedia of family studies*, Wiley.
7. 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.
8. 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.

Teaching materials and other reports

9. Thomas, D.A. & Creary, S. J. 2011. Renewing GE: The Africa Project (B). Harvard Business School Case 412-028.
10. Thomas, D.A. & Creary, S. J. 2011. Renewing GE: The Africa Project (A). Harvard Business School Case 411-093.
11. Thomas, D.A. & Creary, S. J. 2011. Shifting the Diversity Climate: The Sodexo Solution. Harvard Business School Case 412-020.
12. Thomas, D.A. & Creary, S. J. 2011. Teach Plus: Mobilizing a New Generation of Teacher Leaders. Harvard Business School Case 412-027.
13. Creary, S.J. 2010. Is Age Really Just a Number? Investigating Approaches to Employee Engagement. Research Report 1465.
14. Mitchell, C. & Creary, S.J. 2010. Diversity and Inclusion: Global Challenges and Opportunities. Council Perspectives 004.
15. Thomas, D.A. & Creary, S.J. 2009. Meeting the Diversity Challenge at PepsiCo: The Steve Reinemund Era. Harvard Business School Case 410-024.
16. Thomas, D.A. & Creary, S.J. 2009. Creating the Partnership Solutions Group at Lehman Brothers. Harvard Business School Case 409-042.
17. Thomas, D.A., Roberts, L.M. & Creary, S.J. 2009. The Rise of President Barack Hussein Obama. Harvard Business School Case 409-115.
18. 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.
19. Creary, S.J. 2009. The Impact of Workforce Reductions on Layoff ‘Survivors’: Results from a Global Survey. Executive Action 316.
20. Creary, S.J. & Rosner, L. 2009. Mission Accomplished? What Every Leader Should Know about Survivor Syndrome. Executive Action 307.
21. Creary, S.J. 2008. Leadership, Governance, and Accountability: A Pathway to a Diverse and Inclusive Organization. Research Report 1429.

RESEARCH IN PROGRESS

1. **Creary, S.J.**, Petriglieri, G., Crosina, E.C., & Gordon, J.R. From unrequited love to resilient hope: Pursuing meaningful work and work identities in greedy institutions. *Drafting manuscript.*
2. Cha, S., Roberts, L.M., **Creary, S.J.**, & Molinsky, A. Dilemmas around embracing the cultural expert identity at work. *Drafting manuscript.*
3. Clair, J.A., **Creary, S.J.**, & Humberd, B. Temporality in institutionalized professional training and identity construction of new professionals. *Data analysis.*
4. **Creary, S.J.**, Do, B., & Baren, J. Not my job or is it? Managing jurisdictional ambiguity in US hospital emergency departments. *Data analysis.*
5. **Creary, S.J.**, Caza, B.B., Gibson, H., Roberts, L.M., & Caza, A. Multiple identities and helping orientations among leaders working in elite jobs. *Data collection.*
6. **Creary, S.J.**, McDonnell, M., & Scruggs, J. Board diversity and culture. *Data collection.*
7. **Creary, S.J.**, Ulloa, A., & Preston, M. Identity relationships and speaking up on diversity issues. *Data collection.*
8. **Creary, S.J.** Narrative identity work and leader selection decisions. *Data collection.*
9. **Creary, S.J.**, Rothbard, N., Scruggs, J., & Ghai, S. Creating a sense of belonging in demographically diverse workplaces. *Data collection.*

PRESENTATIONS

2019

- University of Pennsylvania Perelman School of Medicine
- INSEAD, Fontainebleau, France
- Boston College Center for Work and Family
- Georgia Tech Scheller College of Business
- University of Michigan Ross Business School, Center for Positive Organizations

2018

- Philadelphia Chamber of Commerce
- The Wharton School of the University of Pennsylvania OB Conference
- Purdue University Krannert School of Management
- Harvard Kennedy School
- INSEAD, Fontainebleau, France
- Academy of Management Meeting, Chicago, IL
- Harvard TH Chan School of Public Health
- WorkHuman Conference, Globoforce, Austin, TX
- University of Pennsylvania Perelman School of Medicine
- Work Family Researchers Network Conference, Washington, DC
- Positive Relationships at Work Microcommunity Research Meeting at George Mason University, Fairfax, VA
- Harvard Business School Gender & Work Conference, Learning about and from Black Experience

2017

- Academy of Management Meeting, Atlanta, GA
- New Directions in Leadership Conference, INSEAD, Fontainebleau, France

2016

- The Wharton School of the University of Pennsylvania, Organizational Behavior
- Academy of Management Meeting, Anaheim, CA
- Finger Lakes Chapter of the Association of Fundraising Professionals, Ithaca, NY
- Cornell University Hospitality, Health, and Design Symposium
- Cornell University Public Service Center Patient Care Advocate Team Program
- Cornell University Healthy Futures Club
- Cornell University Institute for Healthy Futures Advisory Board
- Cornell University Institute for Healthy Futures
- Cornell University College of Business, Management and Organizations
- Academy of Management Meeting, Anaheim, CA
- 3rd Biennial Positive Relationships at Work Microcommunity Meeting
- United Nations ID2020 Summit, New York, NY
- Cornell University 91st Annual Hotel Ezra Cornell Diversity Dialogue Series

2015

- International Summer School on Advanced Practice-based Studies, Warwick Business School, United Kingdom
- 7th International Process Symposium, Kos, Greece
- Academy of Management Meeting, Vancouver, Canada
- 7th Biennial Positive Organizational Scholarship Research Conference, Lake Buena Vista, FL
- Harvard T.H. Chan School of Public Health
- Cornell University School of Hotel Administration
- Rutgers School of Business, Camden, NJ
- Columbia University Mailman School of Public Health
- 7th Biennial Positive Organizational Scholarship Research Conference, Lake Buena Vista, FL
- Simmons Center for Gender in Organization Distinguished Scholar Speaker Series
- Oxfam CGO International Symposium on Gender & Intersectionality, Boston, MA

2014

- Pepperdine University Graziadio Business School, Malibu, CA
- Washington University in St. Louis Olin Business School
- 2nd Biennial Positive Relationships at Work Microcommunity Meeting, Malvern, PA
- Work, Identity, and Meaning Working Group, Boston College Carroll School of Management, Chestnut Hill, MA
- Academy of Management Meeting, Symposium presentation, Philadelphia, PA

2013

- Academy of Management Meeting, Lake Buena Vista, FL
- Simmons Center for Gender in Organization Distinguished Scholar Speaker Series
- University of Michigan Ross School of Business 6th Biennial POS Research Conference.

2012

- Boston College Carroll School of Management, Meaning, Identity, and Institutions Working Group
- 1st Biennial Positive Relationships at Work Microcommunity Meeting, Ashland, MA

2011

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

2010

- Academy of Management Annual Meeting, Montreal, Canada

2007

- Academy of Management Annual Meeting, Philadelphia, PA
- Spelman College

SERVICE

Ad-Hoc Reviewer

- *Academy of Management Journal*
- *Academy of Management Review*
- *Administrative Science Quarterly*
- *Organization Science*

Academy of Management

- Elected Representative-at-Large, MOC Division, 2017-2020.
- Diamonds in the Rough, Professional Development Workshop, Co-Chair, MOC Division, 2018, 2019.
- Most Innovative Student Paper Award Committee Member, OB Division, 2017.
- Cognition in the Rough, Professional Development Workshop, Facilitator, MOC Division, 2017, 2018.
- Navigating Qualitative Dissertations, Professional Development Workshop, Faculty Facilitator, RM, MOC, OB, and OMT Divisions, 2017.

European Group for Organizational Studies

- Sub-Theme Co-Convener, 35th EGOS Colloquium, Edinburgh, Scotland 2019, “Enlightening the Future: The Challenge for Organizations.” Sub-theme: *The politics and ethics of social-symbolic work*. With Tom Lawrence and Nelson Phillips.
- Sub-Theme Co-Convener, 34th 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, 33rd 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

- Guest, Knowledge@Wharton Business Radio with Dan Loney, 2018, 2019.
- Moderator, Wharton Leadership Lecture with Amity Millhiser, 2019.
- Moderator, Black in America Discussion, One Wharton Week, 2019.
- Keynote, Wharton Seminars for Business Journalists, 2018.
- Presenter, Wharton Global Forum, 2018.
- Presenter, The Wharton School, Quaker Days 2022, 2018.
- Presenter, Wharton Non-Profit Board Fellows, 2018.
- Presenter, The Wharton School, IDDEAS Conference, 2018.
- Panelist, Wharton Society for the Advancement of Women in Academia, 2018.
- Moderator, Wharton People Analytics Conference, 2018.
- Moderator, The Business of Equity Panel, One Wharton Week, 2018.
- Moderator, Split Identities Panel, One Wharton Week, 2018.
- 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 (HSMIA) Case Competition, 2016.
- Presenter, Cornell University Healthy Futures Club, 2016.
- Presenter/Facilitator, 91st 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)

- 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.

HONORS & AWARDS

- Wharton School Teaching, 2018.
- Academy of Management Organizational Behavior (OB) Division Showcase Symposium, Symposium Chair, 2016.
- Cornell University Family Fellows Program Honored Guest, 2016.
- 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.

GRANTS

- Wharton Center for Leadership and Change Management Research Grant, 2019. (Total: \$5,520)
- Wharton School Dean's Office for the Leading Diversity@Wharton Speakers Series, 2018-2019 (Total: \$7,600)
- Deloitte/Wharton People Analytics, 2018-2019 (Total: \$50,000)
- Wharton School Dean's Research Fund, 2018. (Total: \$12,000)
- Wharton Center for Leadership and Change Management Research Grant, 2017. (Total: \$10,000)
- Cornell University Faculty Fellow Research Grant. 2016, 2017. (Total: \$2000)

- 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)

COURSES TAUGHT

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

Leading Diversity in Organizations, elective half-course

- Instructor, Fall 2017, 2018 and Spring 2018, 2019

Cornell University School of Hotel Administration (Undergraduate and Graduate)

Strategic Management, required core course (Undergraduate)

- Instructor, Spring 2016 and Spring 2017
- 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)

Organizational Behavior, required core course (Undergraduate)

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

Leadership, elective course (MBA)

- Teaching assistant, 2010

OTHER PROFESSIONAL EXPERIENCE

Consultant (2007 -)

Medical Speech-Language Pathologist (2000 - 2016)

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

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

PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM)

European Group for Organizational Studies (EGOS)

The PhD Project Management Doctoral Students Association (Faculty Member)