

STEPHANIE J. CREARY
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COUNTRY OF CITIZENSHIP: USA

EDUCATIONAL BACKGROUND

Ph.D., Boston College Carroll School of Management Concentration: Management/Organization Studies	2015
M.S., Boston College Carroll School of Management Concentration: Management/Organization Studies	2012
MBA, Simmons School of Management (research-track, high honors)	2007
M.S., Boston University Sargent College of Health and Rehabilitation Sciences Concentration: Speech-Language Pathology	2000
B.S., Boston University Sargent College of Health and Rehabilitation Sciences Concentration: Communication Disorders (cum laude)	1998

ACADEMIC APPOINTMENTS AND RESEARCH AFFILIATIONS

The Wharton School of the University of Pennsylvania

- Assistant Professor, Management Department, 2018-present (*Off tenure clock: 2020-2021, 2023-2024*)
- Faculty Fellow of the Coalition for Equity & Opportunity (CEO), 2023-present
- Visiting Assistant Professor, Management Department, 2017-2018 (*non-tenure track*)

Cornell University School of Hotel Administration

- Assistant Professor, 2015-2017

Harvard Business School

- Visiting Faculty Fellow, Institute for the Study of Business in Global Society (BiGS), 2022-2024
- Research Associate, 2007-2011

Michigan Ross Center for Positive Organizations

- Faculty Affiliate, 2022-present
- Research Advisory Board, 2019-2022

The Conference Board, Inc.,

- Research Associate, 2007 – 2010

RESEARCH INTERESTS

Inclusion in the workplace: multiple identity management, relationships across differences, and work/nonwork boundary management

PUBLICATIONS

Articles published in refereed journals

1. **Creary, S.J.** & Locke, K. 2021. Breaking the cycle of overwork and recuperation: Altering somatic engagement across boundaries. *Organization Science*.
2. Cha, S., **Creary, S.J.**, & Roberts, L.M. 2021. Fumbling in relationships across difference: The potential spiraling effects of a single racial identity reference at work. *Equality, Diversity, and Inclusion*, 40(1): 90-102.
3. Kniffen, K., Narayanan, J., Anseel, F., Antonakis, J., Ashford, S.P., Bakker, A.B., Bamberger, P., Bapuji, H., Bhave, D.P., Choi, V.K., **Creary, S.J.**, Demerouti, E., Flynn, F.J., Gelfand, M.J., Greer, L., Johns, G., Kesebir, S., Klein, P.G., Lee, S.Y., Ozcelik, H., Petriglieri, J.P., Rothbard, N.P., Rudolph, C.W., Shaw, J.D., Sirola, N., Wanberg, C.R., Whillans, A., Wilmot, M.P., van Vugt, M. 2020. COVID-19 and the workplace: Implications, Issues, and Insights for Future Research and Action. *American Psychologist*.
4. **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.
5. 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.
6. 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

1. **Creary, S.J.** Taking a LEAP: How top-down workplace allyship initiatives shape managerial anxiety, allyship, and power dynamics that contribute to workplace inequality. *Conditionally Accepted, Academy of Management Review*.
2. **Creary, S.J.**, Caza, B.B., Caza, A, Gibson, H., & Jiang, B. (Not)Your average G.I. Joe: How male managers' allyship practices unintentionally reinforce White hegemonic masculinity. *Revise-and-Resubmit, Organization Science. Winner of the 2023 Dorothy Harlow/McGraw Hill Best Paper Award, Diversity, Equity, and Inclusion (DEI) Division, Academy of Management*.
3. **Creary, S.J.**, Rothbard, N., Scruggs, J, & Parke, M. Creating the will without the way? How and when employee belonging leads to voice on DEI issues. *Revise-and-Resubmit, Journal of Applied Psychology*.
4. **Creary, S.J.**, Barnes, T., & Moore, O.A. LEAP at work: How alignment between self-views and how one is viewed by a partner during DEI training shapes allyship behavior at work. *Revising manuscript for submission*.
5. **Creary, S.J.** & McDonnell, M. How cultural changes in the expectations for DEI work on corporate boards shapes board directors' DEI work participation. *Preparing manuscript for submission*.
6. **Creary, S.J.** & Younge, A. How and when DEI training helps leaders provide career support to racial minority professionals at work. *Preparing manuscript for submission*.
7. **Creary, S.J.**, Seegars, L., Bilgin, B., & Martin, A. Downplaying and decrying systemic racism: How organizational allyship behavior evolves in response to political backlash. *Working paper, Winner of the 2022 Phillips and Nadkarni Award for the Best Paper on*

Diversity and Cognition, Managerial and Organizational Cognition Division, Academy of Management.

8. **Creary, S.J. & Do, B.** Resources for all? Enacting custodial authority in managing social inclusion in organizations. *Working paper, Finalist for the 2022 Phillips and Nadkarni Award for the Best Paper on Diversity and Cognition, Managerial and Organizational Cognition Division, Academy of Management.*

Other articles, book chapters, and reports

- **Creary, S.J., Foutty, J., & Mitchell, K.** 2023. How diversity can boost board effectiveness. *MIT Sloan Management Review*, Published April 3, 2023.
- **Creary, S.J. and Locke, K.** 2021. To reduce the strain of overwork, learn to listen to your body. *Harvard Business Review*, Published on November 16, 2021.
- **Creary, S.J., Rothbard, N., & Scruggs, J.** 2021. Improving workplace culture through evidence-based diversity, equity, and inclusion practices. *The Wharton School of the University of Pennsylvania.*
- **Creary, S.J. & Rogers, J.** 2021. How board directors can advance racial justice. *Strategy+business*. Spring 2021, Issue 102.
- **Creary, S.J.** 2020. How company leaders can promote racial justice in the workplace. *Strategy+business*. Winter 2020, Issue 101.
- **Creary, S.J.** 2020. How to elevate diversity, equity, and inclusion work in your organization. *Knowledge@Wharton*, Published on July 20, 2020.
- **Creary, S.J.** 2020. How to be a better ally to your Black colleagues. *Harvard Business Review*, Published on July 8, 2020.
- **Creary, S.J.** 2020. How to begin talking about race in the workplace. *Knowledge@Wharton*, Published on June 15, 2020.
- **Creary, S.J.** 2020. Speaking out on racism as a company leader. *Wharton Magazine*, Published on June 10, 2020.
- **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.
- 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.
- **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.
- **Creary, S.J.** 2010. Is age really just a number? Investigating approaches to employee engagement. *The Conference Board*, Research Report 1465.
- **Creary, S.J.** 2009. The Impact of Workforce Reductions on Layoff ‘Survivors’: Results from a Global Survey. *The Conference Board*, Executive Action 316.
- **Creary, S.J.** & Rosner, L. 2009. Mission Accomplished? What Every Leader Should Know about Survivor Syndrome. *The Conference Board*, Executive Action 307.
- **Creary, S.J.** 2008. Leadership, Governance, and Accountability: A Pathway to a Diverse and Inclusive Organization. *The Conference Board*, Research Report 1429.

INVITED RESEARCH PRESENTATIONS

2023: McGill University Desautels Faculty of Management, Rutgers Business School – Newark and New Brunswick; Harvard Business School; University of Oxford Saïd Business School

2022: Yale School of Management; London Business School; Texas A&M University Industrial and Organizational Psychology; Consortium for Research on Emotional Intelligence in Organizations (CREIO); University of Pennsylvania Perelman School of Medicine Oral and Maxillofacial Surgery

2021: University of New Hampshire Paul College of Business and Economics; Memorial Sloan Kettering Cancer Center; Rice University Department of Psychological Sciences; Yonsei University School of Business; York University Schulich School of Business; University of Pennsylvania Social and Behavioral Science Initiative; Mass General Hospital Surgery Grand Rounds

2020: Brigham Young University Marriott School of Business; University of North Carolina at Chapel Hill Kenan-Flagler Business School; University of California at Berkeley Haas School of Business; INSEAD Lifelong Learning; University of Alberta School of Business; Benedictine University; Case Western Reserve University Weatherhead School of Management; Children’s Hospital of the University of Pennsylvania

2019: University of Pennsylvania Perelman School of Medicine; University of Denver; Johns Hopkins University Applied Physics Laboratory; INSEAD, Fontainebleau, France; Georgia Tech Scheller College of Business

2015-2018: Harvard Kennedy School, 2018; Harvard TH Chan School of Public Health, 2018; The Wharton School of the University of Pennsylvania, 2016; Cornell University Institute for Healthy Futures, 2016; Harvard T.H. Chan School of Public Health, 2015; Cornell University School of Hotel Administration, 2015; Rutgers School of Business, Camden, NJ, 2015; Columbia University Mailman School of Public Health, 2015; Simmons Center for Gender in Organization Distinguished Scholar Speaker Series, 2015

Pre-2015

Pepperdine University Graziadio Business School, Malibu, CA, 2014; Washington University in St. Louis Olin Business School, 2014; Simmons Center for Gender in Organization Distinguished Scholar Speaker Series, 2013

PROFESSIONAL SERVICE

Editorial Review Boards

- *Academy of Management Journal*, 2020-present
- *Academy of Management Review*, 2023-present
- *Organization Science*, 2020-present
- *Organizational Behavior and Human Decision Processes*, 2020-2023.

Ad-Hoc Journal Reviewer

- *Administrative Science Quarterly*

Academy of Management

- Subject Matter Expert (SME) Program, 2021 to present
- Chair, Phillips and Nadkarni Outstanding Paper on Diversity and Cognition Award Committee, 2020-2021
- Elected Representative-at-Large, MOC Division, 2017-2020
- Diamonds in the Rough, Professional Development Workshop, Co-Chair, MOC Division, 2018, 2019, 2020
- Most Innovative Student Paper Award Committee Member, OB Division, 2017

European Group for Organizational Studies

- Sub-Theme Co-Convenor, 37th EGOS Colloquium (Virtual), Amsterdam, The Netherlands, 2021. “Organizing for an Inclusive Society: Meanings, Motivations, and Mechanisms.” Sub-theme: *Social-symbolic work for inclusion: Constructing inclusive organizations and institutions*. With Tom Lawrence and Nelson Phillips.
- Sub-Theme Co-Convener, 36th EGOS Colloquium (Virtual), Hamburg, Germany 2020, “Organizing for a Sustainable Future: Responsibility, Renewal, and Resistance.” Sub-theme: *Social-symbolic work for societal grand challenges: Constructing sustainable selves, organizations, and institutions*. With Tom Lawrence and Nelson Phillips.
- 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

- Producer, Panel Moderator, and Presenter, Cutting Edge Research on DEI in the Workplace, DiversityInc Top50 Conference, 2022.

- Lead Organizer, Wharton People Analytics Diversity, Equity, Inclusion Convening, 2019, 2020, 2021
- Co-organizer, Wharton OB Conference, 2017- present
- Co-organizer, OB IDEAS Lab, 2017- present
- Moderator and Presenter, Whitney M. Young Conference, 2019, 2021, 2022
- Moderator and Presenter, One Wharton Week, 2018, 2019, 2020
- Guest, Wharton Business Daily Radio with Dan Loney, 2019, 2020, 2021, 2022
- Guest, Knowledge@Wharton Business Radio with Dan Loney, 2018, 2019
- Management Seminar Committee, OB Representative, 2019
- Moderator, Wharton Leadership Lecture with Amity Millhiser, 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

Cornell University

- 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 (HSMAI) Case Competition, 2016.
- Presenter, Cornell University Healthy Futures Club, 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 2018
- 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

- Dorothy Harlow/McGraw Hill Best Paper Award, Academy of Management Diversity, Equity, and Inclusion Division (DEI), 2023
- Outstanding Reviewer Award, Academy of Management Review, 2022
- Visiting Faculty Fellowship, Harvard Business School Institute for the Study of Business in Global Society (BiGS), 2022-2024
- Fellowship recipient, Center for Advanced Study in the Behavioral Sciences (CASBS), Stanford University Institute on Diversity, 2023 (*declined due to competing engagement*)
- Finalist x 2 and Winner, Phillips and Nadkarni Award for Best Paper on Diversity and Cognition, Academy of Management Managerial and Organizational Cognition Division (MOC), 2022
- Wharton School Teaching Excellence Award, 2018, 2019, 2020, 2021, 2022
- Best Reviewer Award, OBHDP, 2021
- Best Reviewer Award, Academy of Management Journal, 2021
- University of Bath's Centre for Business, Organizations and Society #thinklist30, 2020
- Academy of Management Organizational Behavior (OB) Division Showcase Symposium, Symposium Chair, 2016
- Cornell University Family Fellows Program Honored Guest, 2016
- Showcase Symposium, Academy of Management Managerial and Organizational Cognition (MOC) Division, Symposium Organizer, 2015
- Outstanding Reviewer Award, Academy of Management Managerial and Organizational Cognition (MOC), 2015
- Best Reviewer Award, Academy of Management Gender and Diversity in Organizations (GDO), 2013, 2014
- Best Student Paper Award, Academy of Management Gender and Diversity in Organizations Division (GDO) 2013

- Boston College Donald J. White Award for Teaching Excellence, 2012
- AHANA Leadership Council and GLBTQ Leadership Council Faculty Recognition Award, Boston College, 2012
- Nominee, Academy of Management Emerald Award for Best International Symposium, 2010

COURSES AND TEACHING MATERIALS

Undergraduate and Graduate Courses Taught

- **Leading Diversity in Organizations** (Undergraduate and MBA): 2017 to present, The Wharton School
- **Strategic Management** (Undergraduate): 2016-2017, Cornell University Hotel School
- **Foundations of Social Entrepreneurship** (Undergraduate and Graduate): 2016, Cornell Hotel School
- **Leading Individuals and Groups** (MBA): 2014-2015, Simmons School of Management
- **Organizational Behavior** (Undergraduate): 2011. Boston College Carroll School of Management

Wharton Executive Education Sessions Taught

- **Inclusion in the Workplace:** 2022.

Faculty Workshops Taught

- **Tips for Leading Classroom Conversations about Race and Other DEI Topics:** 2023. Harvard Business School; The Fuqua School of Business, Duke University.
- **Engaging in Difficult Conversations about EDI in the Classroom:** 2022. Queen's University Smith School of Business.
- **Engaging MBA Students in Conversations about Race and Intersectionality in the Classroom:** 2020-2021. Harvard Business School.

Teaching materials developed

- Leading Diversity at Work, Knowledge@Wharton Podcast, 2020 – present
- FIELD Immersion Faculty DEI Guide, Harvard Business School, 2022.
- Leading Diversity@Wharton Speaker Series, 2018 – 2021.
- **Creary, S.J.** 2020. A framework for leading classroom conversations about race. Harvard Business Publishing Education, Published on June 15, 2020.
- 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.
- **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.
- 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.

UNIVERSITY-RELATED MENTORING AND ADVISING

The Wharton School of the University of Pennsylvania

Visiting Scholar

- Channing Spencer, PhD Candidate, Harvard Business School, 2023-present

Post-Doctoral Fellow

- Dr. Tianna Barnes, Co-Mentor (with Dr. Drew Carton), 2020-2023. *Faculty Placement:* Tuck School of Business, Dartmouth College

PhD Students

- McKenzie Preston, Dissertation Committee Member (PhD), 2022-present; Second Year Paper Committee Member (PhD), 2020-2021; Primary Advisor (PhD), 2018-2019
- Brook Jiang, Independent Study Advisor (PhD), 2023-present
- Arianna Beetz, Independent Study Advisor (PhD), 2018-2019

Post-Baccalaureate / Pre-PhD program

- Brook Jiang, 2022-2023. *PhD Program Placement:* The Wharton School of the University of Pennsylvania, Management/Organizational Behavior
- Tiffany D. Smith, 2018-2021. *PhD Program Placement:* Harvard Business School, Organizational Behavior

MBA Candidates (Independent/Advanced Studies)

- Megan Helzner, 2023, “Women on Boards”
- Emily Maxie, 2023, “Women on Boards”
- Angela Romero-Monsalve, 2023, “Women on Boards”
- Samiksha Agarwal, 2023, “Deaf People in the American Workplace”
- Megan Burton, 2023, “Deaf People in the American Workplace”
- My-Hanh Do, 2023, “Deaf People in the American Workplace”
- Rodolfo Fumero Quiros, 2023, “Deaf People in the American Workplace”
- Cezar Gherghel, 2023, “Deaf People in the American Workplace”
- Elizabeth Mullarney, 2023, “Deaf People in the American Workplace”
- Sheila Xu, 2022-2023, “Disability Inclusion in Space”

- Natalie Sheng, 2021, “Leading Diversity in Organizations”
- Annie Li, 2021, “Leading Diversity in Organizations”
- Valerie Chia, 2020-2021, “Evidence-Based DEI Practices”
- Andrew Sparks, 2020-2021, “Evidence-Based DEI Practices”
- Georgia Swee, 2020-2021, “Evidence-Based DEI Practices”
- Ayanna Warrington, 2020-2021, “Evidence-Based DEI Practices”
- Shanae Davis, 2020, “Evidence-Based DEI Practices”
- Ayanna Kennedy, 2020, “Evidence-Based DEI Practices”
- Rachel (Olivia) Moore, 2018-2019, “Evidence-Based DEI Practices”
- Elena Mariscal, 2018-2019, “Evidence-Based DEI Practices”
- Natalia Villarman, 2018-2019, “Evidence-Based DEI Practices”
- Matthew Diephuis, 2018, “Evidence-Based DEI Practices”

NON-WHARTON/UPENN DOCTORAL STUDENT MENTORSHIP

Identity & Diversity Lab (“IDL” – *Faculty Mentor*). IDL is a doctoral student-focused lab whose purpose is to develop PhD students' research ideas and projects.

- Mary Struzska-Tyamayev, Boston College Carroll School of Management, PhD Student
- Angela Ianniello, Boston College Carroll School of Management, PhD Student
- Sarah Kostanski, UMass Lowell, PhD Student
- Micah Rajunov, Boston University Questrom School of Management, PhD Candidate
- Yue Wu, Boston University Questrom School of Management, PhD Student

University of Cape Town (*Thesis Examiner*)

Cecile Feront, “How do privileged insiders become change agents? A study of institutional volition” PhD Granted: July 2021. Placement: Lecturer, Sustainability Institute, Stellenbosch University

Cornell University (*Independent Studies*)

- Ryan Nowicki, undergraduate, 2016 -2017
- Kirsten Wohlars, undergraduate, 2016 -2017
- Melissa Call, undergraduate, 2016 -2017
- Sarah Malek, undergraduate, 2016 -2017
- Mahilet Kebede, undergraduate, 2016 -2017
- Alexandra Bruns-Smith, undergraduate, 2016 -2017
- Lu Kong, PhD student, 2016-2017
- Archana Podury, undergraduate, 2016 -2017
- José Guzman-Rodriguez, undergraduate, 2016
- Samuel Clement, undergraduate, 2016

GRANT ACTIVITY

Current Grants					
Title of Project	Funding Agency	Amount of Grant	Period of Grant	Type of Grant	Role in Grant
Inclusion in the Workplace	Moody's/ Wharton Center for Leadership and Change Management	\$43,000 over two years	2021-2022	Research	Principal Investigator (PI)
Black Leaders	Executive Leadership Council/ Wharton Center for Leadership and Change Management	\$20,000	2021-2022	Research	PI
Black Leaders	DiversityInc/ Wharton Center for Leadership and Change Management	\$35,000	2021-2022	Research	PI
Women and URM Leaders	Deloitte/ Wharton Center for Leadership and Change Management	\$325,000 over three years	2021-2023	Research and Programs	PI

Past Grants					
Title of Project	Funding Agency	Amount of Grant	Period of Grant	Type of Grant	Role in Grant
Inclusion in the Workplace	Wharton Dean's Research Fund	\$13,010	2019-2021	Research	Co-PI with Nancy Rothbard
Hospital Emergency Departments	Wharton Dean's Research Fund	\$12,720	2018-2020	Research	PI
Speaking Up for Women and Racial Minorities	Wharton Center for Leadership and Change Management	\$5,520	2019	Research	PI

Leadership and Promotion Experiences in the US Army	Wharton Center for Leadership and Change Management	\$10,000	2018	Research	PI
Corporate Board Diversity	Deloitte/Wharton People Analytics	\$50,000	2018	Research	PI