

STEPHANIE J. CREARY
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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)
- Affiliated Faculty, Penn Center for Africana Studies

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

RESEARCH INTERESTS

Identity, diversity and inclusion, relationships across difference

My research identifies the work that individuals and leaders do to manage identity in asymmetric relationships - where power differentials between relationship partners are high - and how their efforts shape self-views, relationship quality, and the performance of work. I examine these dynamics in relationships between managers and their subordinates, minority and majority group members, and workers and their employing institutions.

PUBLICATIONS AND RESEARCH IN PROGRESS

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] Minority identity and power fluidity in asymmetric relationships. *Revising for 4th round resubmission, Academy of Management Journal, August 2, 2019.*
5. **Creary, S.J.** & Locke, K. [Title blinded for review]. Redefining the ideal worker through non-work relationships and communities. *Revising for 2nd round resubmission, Organization Science, June 12, 2019.*
6. Gartenberg, C., **Creary, S.J.**, & Serafeim, G.[Title blinded for review]. Race, gender, and beliefs about workplace culture. *Under 1st round review, Strategy Science, October 1, 2019.*

Research in Progress

7. **Creary, S.J.**, Petriglieri, G., Crosina, E.C., & Gordon, J.R. From unrequited love to resilient hope: A psychodynamic perspective on leaders' identity responses to ruptures in institutional relationships. *Drafting manuscript. Target: Organization Science.*
8. **Creary, S.J.**, Caza, B.B., Gibson, H., Roberts, L.M., & Caza, A. Who helps who and how? A theory of culturally- and emotionally-contingent help in work units with low social diversity in leadership roles. *Drafting manuscript. Target: Academy of Management Journal.*
9. **Creary, S.J.**, Do, B., & Baren, J. Not my job or is it? Understanding professionals' disownership and ambivalent ownership of identity-intruding work. *Drafting manuscript. Target: Administrative Science Quarterly.*
10. **Creary, S.J.** Self- versus other-oriented identity growth narratives and their relationship to the selection of social impact leaders. *Data analysis. Target: Organizational Behavior and Human Decision Processes.*
11. **Creary, S.J.**, Seegars, L. & Ramarajan, L. Diversity work in global organizations. *Data analysis. Target: Organization Science.*

12. Clair, J.A., **Creary, S.J.**, & Humberd, B. Temporality in institutionalized professional training and identity construction of new professionals. *Data analysis*.
13. **Creary, S.J.**, Rothbard, N., & Scruggs, J. The impact of diversity and inclusion practices on belonging and other workplace experiences. *Data collection*.
14. **Creary, S.J.**, Ulloa, A., & Preston, M. Always an ally? How identity dynamics affect the propensity to speak up on gender and racial diversity issues at work. *Data collection*.
15. **Creary, S.J.**, & McDonnell, M. The relational culture of diverse boards. *Data collection*.

Other articles

16. **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.
17. 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.
18. **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.
19. 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.
20. **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.
21. **Creary, S.J.** & Gordon, J.R. 2015. Role conflict, role overload, and role strain. In C. Shehan (Ed.), *Encyclopedia of family studies*, Wiley.
22. 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.
23. 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

24. Thomas, D.A. & Creary, S. J. 2011. Renewing GE: The Africa Project (B). Harvard Business School Case 412-028.
25. Thomas, D.A. & Creary, S. J. 2011. Renewing GE: The Africa Project (A). Harvard Business School Case 411-093.
26. Thomas, D.A. & Creary, S. J. 2011. Shifting the Diversity Climate: The Sodexo Solution. Harvard Business School Case 412-020.
27. Thomas, D.A. & Creary, S. J. 2011. Teach Plus: Mobilizing a New Generation of Teacher Leaders. Harvard Business School Case 412-027.
28. Creary, S.J. 2010. Is Age Really Just a Number? Investigating Approaches to Employee Engagement. Research Report 1465.
29. Mitchell, C. & Creary, S.J. 2010. Diversity and Inclusion: Global Challenges and Opportunities. Council Perspectives 004.
30. Thomas, D.A. & Creary, S.J. 2009. Meeting the Diversity Challenge at PepsiCo: The Steve Reinemund Era. Harvard Business School Case 410-024.

31. Thomas, D.A. & Creary, S.J. 2009. Creating the Partnership Solutions Group at Lehman Brothers. Harvard Business School Case 409-042.
32. Thomas, D.A., Roberts, L.M. & Creary, S.J. 2009. The Rise of President Barack Hussein Obama. Harvard Business School Case 409-115.
33. 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.
34. Creary, S.J. 2009. The Impact of Workforce Reductions on Layoff ‘Survivors’: Results from a Global Survey. Executive Action 316.
35. Creary, S.J. & Rosner, L. 2009. Mission Accomplished? What Every Leader Should Know about Survivor Syndrome. Executive Action 307.
36. Creary, S.J. 2008. Leadership, Governance, and Accountability: A Pathway to a Diverse and Inclusive Organization. Research Report 1429.

TEACHING EXPERIENCE

- **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.

GRANTS, HONORS & AWARDS

- Wharton School Dean’s Office for the Leading Diversity@Wharton Speaker Series, 2019-2020 (Total: \$7,500)
- Wharton School Dean’s Research Fund, 2019. (Total: \$6,505)
- Wharton Center for Leadership and Change Management Research Grant, 2019. (Total: \$5,520)
- Wharton School Dean’s Office for the Leading Diversity@Wharton Speaker Series, 2018-2019 (Total: \$7,600)
- Deloitte/Wharton People Analytics, 2018-2019 (Total: \$50,000)
- Wharton School Teaching, 2018, 2019.
- 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)
- Academy of Management Organizational Behavior (OB) Division Showcase Symposium, Symposium Chair, 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 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.
- Cornell University Small Group Mentoring Program Grant, 2015. (Total: \$700)
- 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.

INVITED RESEARCH SEMINARS

- UNC Chapel Hill Kenan-Flagler Business School, 2020
- Case Western Reserve University Weatherhead School of Management, 2020
- Children's Hospital of the University of Pennsylvania, 2020
- University of Pennsylvania Perelman School of Medicine, 2019
- University of Denver, 2019
- Johns Hopkins University Applied Physics Laboratory, 2019
- INSEAD, Fontainebleau, France, 2019
- Georgia Tech Scheller College of Business, 2019
- 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
- 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

CONFERENCE, KEYNOTE, AND COMPANY PRESENTATIONS

- KPMG, LLP, 2020
- Academy of Management Meeting, Boston, MA, 2019
- Boston College Center for Work and Family, 2019
- University of Michigan Ross Business School, Center for Positive Organizations, 2019
- AIG PC Global Services, Inc., 2019
- Kering S.A., 2019
- New Directions in Identity Research Conference, The Wharton School, 2019
- Philadelphia Chamber of Commerce, Philadelphia, 2018
- The Wharton School of the University of Pennsylvania, 2018
- Purdue University Krannert School of Management, 2018
- New Directions in Identity Research Conference, INSEAD, Fontainebleau, France, 2018
- Academy of Management Meeting, Chicago, IL, 2018
- WorkHuman Conference, Globoforce, Austin, TX, 2018
- University of Pennsylvania Perelman School of Medicine, 2018
- Work Family Researchers Network Conference, Washington, DC, 2018
- Positive Relationships at Work Microcommunity Research Meeting at George Mason University, Fairfax, VA, 2018
- Harvard Business School Gender & Work Conference, Learning about and from Black Experience, 2018
- Academy of Management Meeting, Atlanta, GA, 2017
- New Directions in Leadership Conference, INSEAD, Fontainebleau, France, 2017
- Academy of Management Meeting, Anaheim, CA, 2016
- Association of Fundraising Professionals, Ithaca, NY, 2016
- Cornell University Hospitality, Health, and Design Symposium, 2016
- Cornell University Public Service Center Patient Care Advocate Team Program, 2016
- Cornell University College of Business, Management and Organizations, 2016
- Academy of Management Meeting, Anaheim, CA, 2016
- 3rd Biennial Positive Relationships at Work Microcommunity Meeting, 2016
- United Nations ID2020 Summit, New York, NY, 2016
- Cornell University 91st Annual Hotel Ezra Cornell Diversity Dialogue Series, 2016
- International Summer School on Advanced Practice-based Studies, Warwick Business School, United Kingdom, 2015
- 7th International Process Symposium, Kos, Greece, 2015
- Academy of Management Meeting, Vancouver, Canada, 2015
- 7th Biennial Positive Organizational Scholarship Research Conference, Lake Buena Vista, FL, 2015
- Oxfam CGO International Symposium on Gender & Intersectionality, Boston, MA, 2015
- 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, 2014
- Academy of Management Meeting, Symposium presentation, Philadelphia, PA, 2014
- Academy of Management Meeting, Lake Buena Vista, FL, 2013

- University of Michigan Ross School of Business 6th Biennial POS Research Conference, 2013
- Boston College Carroll School of Management, Meaning, Identity, and Institutions Working Group, 2012
- 1st Biennial Positive Relationships at Work Microcommunity Meeting, Ashland, MA, 2012
- Eastern Academy of Management International Meeting, Bangalore, India, 2011
- Eastern Academy of Management Annual Meeting, Boston, MA, 2011
- Academy of Management Annual Meeting, Montreal, Canada, 2010
- Academy of Management Annual Meeting, Philadelphia, PA, 2007
- Spelman College, 2007

PROFESSIONAL SERVICE

Editorial Boards

- *Academy of Management Journal*, 2020-present
- *Organizational Behavior and Human Decision Processes*, 2020-present

Journal Reviewer

- *Administrative Science Quarterly*, since 2015
- *Journal of Personality and Social Psychology*, since 2019
- *Organization Science*, since 2016

Academy of Management

- 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.
- 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, 36th EGOS Colloquium, 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

- Co-organizer, Wharton OB Conference, 2017- present
- Co-organizer, OB IDEAS Lab, 2017- present
- Guest, Wharton Business Daily Radio with Dan Loney, 2019.
- Guest, Knowledge@Wharton Business Radio with Dan Loney, 2018-2019.
- Management Seminar Committee, OB Representative, 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.

Center for Positive Organizations, University of Michigan Ross School of Business

- Research Advisory Board, 2019-2022.

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)
- 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.
- 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.

PROFESSIONAL MEMBERSHIPS

- Academy of Management (AOM)
- European Group for Organizational Studies (EGOS)
- The PhD Project Management Doctoral Students Association (Faculty Member)

OTHER PROFESSIONAL EXPERIENCE

- Board Director, Women in Dance (non-profit organization), 2019- present.
- Medical Speech-Language Pathologist, 2000 – 2016.
- Yoga instructor, 2005-2015.
- Modern dancer/choreographer/dance instructor, 1998 – 2010.