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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

**RESEARCH-RELATED EMPLOYMENT HISTORY AND AFFILIATIONS**

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
- Affiliated Faculty, Gender, Sexuality, and Women’s Studies Program and the Center for Research in Feminist, Queer, and Transgender Studies.

Harvard Business School, Harvard University

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

Michigan Ross Center for Positive Organizations, University of Michigan

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

SC Johnson College of Business, Cornell University July 2015 – June 2017

- Assistant Professor, Management and Organizations, School of Hotel Administration

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

**RESEARCH INTERESTS**

allyship and relationships across differences; navigating identity differences; DEI-supportive practices/behavior

## 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 managerial anxiety shapes managers' allyship actions toward professionals from historically marginalized groups. *Resubmitted to Academy of Management Review*.
2. **Creary, S.J.**, Barnes, T., & Moore, O.A. LEAP at work: Implicit theories, organizational expectations, and positive spirals of allyship behavior at work. *Under review at Organizational Behavior and Human Decision Processes*.
3. **Creary, S.J.**, Caza, B.B., Gibson, H., & Caza, A. (Not)Your average G.I. Joe: How White hegemonic masculinity shapes the support that male managers provide to racial minority professionals. *Revising for resubmission to Organization Science*.
4. **Creary, S.J.**, Rothbard, N., Scruggs, J, & Parke, M. How the sense of belonging affects the willingness to speak up for DEI issues at work. *Revising manuscript*.
5. **Creary, S.J.** Why and how corporate board directors engage in diversity work. *Data analysis*.
6. **Creary, S.J.**, Moore, O., & Seegars, L. From downplaying to decrying systemic racism: How a re-enacted racial violation shapes organizational stances on race. *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*.
7. **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*.

8. **Creary, S.J.** & Younge, A. The impact of sponsorship training on leader advocacy for Black and Latinx employees at work. *Data collection for Study 3 of 3 (field experiment)*.

#### **Other articles, book chapters, and reports**

- **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: Rutgers Business School – Newark and New Brunswick; Harvard Business School; McGill University Desautels Faculty of Management

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

## CONFERENCE AND KEYNOTE PRESENTATIONS

2022: Think2Perform EVOLVE Conference; National Association of Corporate Directors; Warner Music Group; American Physical Therapy Association; Academy of Management Meeting, Seattle; Valley National Bank; International Association of Conflict Management; Johnson Controls; DiversityInc; Acushnet; Medidata Solutions; Deloitte; Paul, Weiss; Hospital of the University of Pennsylvania; Harris Williams; IBM

2021: Acushnet; Abbott; RBC Capital Markets; Medidata Solutions; Genentech; Deloitte; Edelman; Academy of Management Meeting, Virtual; Boston College Center for Work and Family; Center for Positive Organizations Positive Organizational Scholarship Roundtable; South African Society of Industrial and Organizational Psychology; Morgan Stanley; Microsoft; Citi; PepsiCo; IBM

2020: Medidata Solutions; PepsiCo; IBM; Pfizer; DiversityInc; Academy of Management Meeting, Virtual; KPMG, LLP

2019: Academy of Management Meeting, Boston, MA; Boston College Center for Work and Family; University of Michigan Ross Business School, Center for Positive Organizations; AIG; Kering S.A.; New Directions in Identity Research Conference, The Wharton School

2018: Philadelphia Chamber of Commerce, Philadelphia; The Wharton School of the University of Pennsylvania; Purdue University Krannert School of Management; New Directions in Identity Research Conference, INSEAD, Fontainebleau, France; Academy of Management Meeting, Chicago, IL; 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

2015-2017: 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; 3<sup>rd</sup> Biennial Positive Relationships at Work Microcommunity Meeting, 2016; United Nations ID2020 Summit, New York, NY, 2016; Cornell University 91<sup>st</sup> Annual Hotel Ezra Cornell Diversity Dialogue Series, 2016; International Summer School on Advanced Practice-based Studies, Warwick Business School, United Kingdom, 2015; 7<sup>th</sup> International Process Symposium, Kos, Greece, 2015; Academy of Management Meeting, Vancouver, Canada, 2015; 7<sup>th</sup> Biennial Positive Organizational Scholarship Research Conference, Lake Buena Vista, FL, 2015; Oxfam CGO International Symposium on Gender & Intersectionality, Boston, MA, 2015

Pre-2015: 2<sup>nd</sup> Biennial Positive Relationships at Work Microcommunity Meeting, Malvern, PA, 2014; 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 6<sup>th</sup> Biennial POS Research Conference, 2013; Boston College Carroll School of Management, Meaning, Identity, and Institutions

Working Group, 2012; 1<sup>st</sup> 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 Review Boards**

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

### **Ad-Hoc Journal Reviewer**

- *Administrative Science Quarterly*, since 2015
- *Academy of Management Review*, since 2017

### **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, 37<sup>th</sup> 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, 36<sup>th</sup> 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, 35<sup>th</sup> 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, 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**

- 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 (HSMIA) 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**

- Visiting Faculty Fellowship, Harvard Business School Institute for the Study of Business in Global Society (BiGS), 2022-2024
- Fellowship, Center for Advanced Study in the Behavioral Sciences (CASBS), Stanford University Institute on Diversity, 2023
- Finalist x 2, 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
- OBHDP Best Reviewer Award, 2021
- Academy of Management Journal Best Reviewer Award, 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
- 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

## **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 to present

### **Faculty Workshops Taught**

- **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.

## **DISSERTATION COMMITTEE SERVICE**

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

(Reader) McKenzie Preston, PhD Candidate, The Wharton School of the University of Pennsylvania: “The benefits and burdens of leaders’ felt responsibility for improving diversity, equity, and inclusion” Dissertation Proposal Defense: October 4, 2022.

## **UNIVERSITY-RELATED ADVISING**

### **University of Pennsylvania**

- Dr. Tianna Barnes, Post-Doctoral Fellowship Co-Mentor (with Dr. Drew Carton), 2020 - present
- McKenzie Preston, Second Year Paper Committee Member (PhD), 2020-2021; Primary Advisor (PhD), 2018-2019
- Natalie Sheng, Independent Study Advisor (MBA), 2021
- Annie Li, Independent Study Advisor (MBA), 2021
- Shanae Davis, Independent Study Advisor (MBA), 2020
- Rachel (Olivia) Moore, Independent Study Advisor (MBA), 2018-2019
- Elena Mariscal, Independent Study Advisor (MBA), 2018-2019
- Natalia Villarman, Independent Study Advisor (MBA), 2018-2019
- Arianna Beetz, Independent Study Advisor (PhD), 2018-2019

### **Cornell University**

- Ryan Nowicki, Independent Study Advisor (undergraduate), 2016 -2017
- Kirsten Wohlers, Independent Study Advisor (undergraduate), 2016-2017
- Melissa Call, Independent Study Advisor (undergraduate), 2017
- Sarah Malek, Independent Study Advisor (undergraduate), 2017
- Mahilet Kebede, Independent Study Advisor (undergraduate), 2017
- Alexandra Bruns-Smith, Independent Study Advisor (undergraduate), 2016-2017
- Lu Kong, Independent Study Advisor (PhD), 2016-2017
- Archana Podury, Independent Study Advisor (undergraduate), 2016-2017
- José Guzman-Rodriguez, Independent Study Advisor (undergraduate), 2016
- Samuel Clement, Independent Study Advisor (undergraduate), 2016

## GRANT ACTIVITY

<b>Current Grants</b>					
<b>Title of Project</b>	<b>Funding Agency</b>	<b>Amount of Grant</b>	<b>Period of Grant</b>	<b>Type of Grant</b>	<b>Role in Grant</b>
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

<b>Past Grants</b>					
<b>Title of Project</b>	<b>Funding Agency</b>	<b>Amount of Grant</b>	<b>Period of Grant</b>	<b>Type of Grant</b>	<b>Role in Grant</b>
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	Wharton Center for Leadership	\$5,520	2019	Research	PI

and Racial Minorities	and Change Management				
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