

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. I also examine diversity/people analytics and the effectiveness of diversity and inclusion practices.

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. *Under 4th round review, Academy of Management Journal, January 31, 2020.*
5. **Creary, S.J.** & Locke, K. [Title blinded for review]. Redefining the ideal worker through non-work relationships and communities. *Under 2nd round review, Organization Science, February 1, 2020.*

Research in Progress

6. **Creary, S.J.**, Petriglieri, G., Crosina, E.C., & Gordon, J.R. Unrequited love and resilient hope: A psychodynamic perspective on the process of professional identity maturation. *Drafting manuscript. Target: Organization Science.*
7. **Creary, S.J.**, Caza, B.B., Gibson, H., Roberts, L.M., & Caza, A. Who helps who and how? A theory of culturally-contingent help in elite work units with low social diversity in leadership roles. *Drafting manuscript. Target: Academy of Management Journal.*
8. **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: Academy of Management Journal.*
9. **Creary, S.J.** Self- versus other-oriented identity growth narratives and their relationship to leadership selection decisions. *Data analysis. Target: Organizational Behavior and Human Decision Processes.*
10. **Creary, S.J.**, Rothbard, N., & Scruggs, J. The impact of diversity and inclusion practices on belonging and other workplace experiences. *Data collection.*
11. **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.*
12. **Creary, S.J.**, & McDonnell, M. The relational culture of diverse boards. *Data collection.*

Other articles

13. **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.
14. 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.
15. **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.
16. 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.
17. **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.
18. **Creary, S.J.** & Gordon, J.R. 2015. Role conflict, role overload, and role strain. In C. Shehan (Ed.), *Encyclopedia of family studies*, Wiley.
19. 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.
20. 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

21. Thomas, D.A. & Creary, S. J. 2011. Renewing GE: The Africa Project (B). Harvard Business School Case 412-028.
22. Thomas, D.A. & Creary, S. J. 2011. Renewing GE: The Africa Project (A). Harvard Business School Case 411-093.
23. Thomas, D.A. & Creary, S. J. 2011. Shifting the Diversity Climate: The Sodexo Solution. Harvard Business School Case 412-020.
24. Thomas, D.A. & Creary, S. J. 2011. Teach Plus: Mobilizing a New Generation of Teacher Leaders. Harvard Business School Case 412-027.
25. Creary, S.J. 2010. Is Age Really Just a Number? Investigating Approaches to Employee Engagement. Research Report 1465.
26. Mitchell, C. & Creary, S.J. 2010. Diversity and Inclusion: Global Challenges and Opportunities. Council Perspectives 004.
27. Thomas, D.A. & Creary, S.J. 2009. Meeting the Diversity Challenge at PepsiCo: The Steve Reinemund Era. Harvard Business School Case 410-024.
28. Thomas, D.A. & Creary, S.J. 2009. Creating the Partnership Solutions Group at Lehman Brothers. Harvard Business School Case 409-042.
29. Thomas, D.A., Roberts, L.M. & Creary, S.J. 2009. The Rise of President Barack Hussein Obama. Harvard Business School Case 409-115.
30. 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.

31. Creary, S.J. 2009. The Impact of Workforce Reductions on Layoff ‘Survivors’: Results from a Global Survey. Executive Action 316.
32. Creary, S.J. & Rosner, L. 2009. Mission Accomplished? What Every Leader Should Know about Survivor Syndrome. Executive Action 307.
33. 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
- 2rd 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 Wohlars, 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.