

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

Relationships across differences, emotions of DEI, identity dynamics and ideal worker norms

PUBLICATIONS

Articles published in refereed journals

1. **Creary, S.J.** 2024. Taking a LEAP: How workplace allyship initiatives shape leader anxiety, allyship, and power dynamics that contribute to workplace inequality. *Academy of Management Review*.
2. **Creary, S.J.** & Locke, K. 2022. Breaking the cycle of overwork and recuperation: Altering somatic engagement across boundaries. *Organization Science*, 33(3): 872-900.
3. 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.
4. 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*, 76(1): 63-77.
5. **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.
6. 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.
7. 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.**, Caza, B.B., Caza, A., Jiang, B., & Gibson, H. (Not)Your average G.I. Joe: An intersectional theory of how male leaders provide career support to Black men. *Under Second Round Review, Organization Science. Winner of the 2023 Dorothy Harlow/McGraw Hill Best Paper Award, Diversity, Equity, and Inclusion (DEI) Division, Academy of Management*.
2. **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*.
3. **Creary, S.J.** Staying alive: A systems psychodynamic perspective on how social conflict around racial and gender inequality is managed on corporate boards. *Revise-and-Resubmit, Academy of Management Journal*.
4. **Creary, S.J.**, Barnes, T., & Moore, O.A. LEAP at work: The role of experienced identity responsiveness in fostering allyship behavior at work. *Under Review, Organization Science*.
5. **Creary, S.J.** & Younge, A. When and how diversity training motivates leaders to provide career-enhancing support to racial minority professionals at work. *Data analysis*.
6. **Creary, S.J.**, Seegars, L., Bilgin, B., & Martin, A. Downplaying and decrying systemic racism: How organizational allyship behavior evolves in response to moral outrage. *Revising manuscript. 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. Fixing the bucket: How professionals manage overwork and burnout through anchored and elastic relational workspaces. *Revising manuscript.*

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 ACADEMIC RESEARCH PRESENTATIONS

2024: University of Southern California Marshall School of Business, University of Windsor Odette School of Business, VA Ann Arbor Center for Clinical Management Research

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

- Co-organizer, Relationships Across Differences Conference, 2024.
- Co-organizer, DEI in Business Workshop: Legal & Ethical Issues, 2024.
- 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

- 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

University of Pennsylvania

Wharton Visiting Scholar

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

Wharton Post-Doctoral Fellow

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

Wharton 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

Graduate School of Education EdD Student

- John Mackey, Dissertation Committee Member (EdD), 2023-present.

Post-Baccalaureate / Pre-PhD Research Assistants, Wharton

- 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

Wharton 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 Boston-area PhD students' research ideas and projects.

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

Past 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
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