

**STEPHANIE J. CREARY**  
Steinberg Hall-Dietrich Hall  
Philadelphia, PA 19104  
Email: [sjcreary@wharton.upenn.edu](mailto:sjcreary@wharton.upenn.edu)

**COUNTRY OF CITIZENSHIP: USA**

### **EDUCATIONAL BACKGROUND**

<b>Boston College Carroll School of Management</b> Doctor of Philosophy, Management	Chestnut Hill, MA August, 2015
--	-----------------------------------

<b>Boston College Carroll School of Management</b> Master of Science, Management	Chestnut Hill, MA May, 2012
---	--------------------------------

<b>Simmons School of Management</b> Master of Business Administration, <i>High Honors</i>	Boston, MA August, 2007
--	----------------------------

<b>Boston University Sargent College of Health and Rehabilitation Sciences</b> Master of Science, Speech-Language Pathology	Boston, MA September, 2000
--	-------------------------------

<b>Boston University Sargent College of Health and Rehabilitation Sciences</b> Bachelor of Science, Communication Disorders, <i>cum laude</i>	Boston, MA May, 1998
--	-------------------------

### **ACADEMIC APPOINTMENTS**

<b>The Wharton School of the University of Pennsylvania</b> Assistant Professor, Management Department Visiting Assistant Professor ( <i>non-tenure track</i> ), Management Department	Jan, 2018 – present July, 2017 – Dec, 2017
---	---

<b>Harvard Business School</b> Faculty Fellow, Institute for Business in Global Society	Sept, 2022 – June, 2024
--	-------------------------

<b>Cornell University Nolan School of Hotel Administration</b> Assistant Professor, Management and Organization	July, 2015 – June, 2017
--	-------------------------

### **RESEARCH INTERESTS**

Relationships across differences in the workplace: identity, emotions, organizational influences

## PUBLICATIONS

### Articles Published or Forthcoming in Refereed Journals

1. **Creary, S.J.** 2025. Transforming how ambivalence about DEI work is managed in organizations. *Journal of Management Studies*. First published: February 24, 2025.

*Press mentions: Harvard Business Review*

*Invited presentations: Systems Psychodynamic Gathering, Queen Mary University of London*

2. **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*, 49(4): 848-878.

*Press mentions: Harvard Business Review, SHRM*

*Invited presentations: Spring Institute on Disability, Harvard Business School, University of Calgary Haskayne School of Business, University of Windsor Odette School of Business, Consortium for Research on Emotional Intelligence in Organizations, INSEAD Lifelong Learning, Harvard TH Chan School of Public Health, University of Michigan Center for Positive Organizations*

3. **Creary, S.J. & Locke, K.** 2022. Breaking the cycle of overwork and recuperation: Altering somatic engagement across boundaries. *Organization Science*, 33(3): 872-900.

*Press mentions: Harvard Business Review, New York Times*

*Invited presentations: International Symposium on Process Organization Studies, Warwick Business School International Summer School on Advanced Practice-Based Studies, Academy of Management, Georgia Institute of Technology Scheller College of Business*

4. 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.

5. Kniffen, K., Narayanan, J., Anseel, F., Antonakis, J., Ashford, S.P., Bakker, A.B., Bamberger, P., Bapuji, H., Bhawe, D.P., Choi, V.K., **Creary, S.J.**, Demerouti, E., Flynn, F.J., Gelfand, M.J., Greer, L., Johns, G., Keszler, 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.

6. **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.

*Winner of the 2013 Best Student Paper Award, Academy of Management Gender and Diversity in Organizations Division*

*Invited presentations: Simmons School of Management, Boston College Carroll School of Management, Positive Relationships at Work Microcommunity, Academy of Management*

7. 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.
8. 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 Submitted to Refereed Journals**

9. **Creary, S.J.**, Barnes, T., & Moore, O.A. LEAP at work: How personal identity responsiveness, self-affirmation, and social context favorability influence allyship behavior at work. *Under Second Round Review, Organization Science*.

*Invited presentations: University of Calgary Haskayne School of Business, University of Southern California Marshall School of Business, University of Windsor Odette School of Business, Harvard Business School, Academy of Management*

10. **Creary, S.J.\***, Rothbard, N., Scruggs, J., & Parke, M. Creating the will and the way: How employee belonging and access to DEI practices enhance voice on DEI issues. *Revise-and-Resubmit, Organization Science*.

*Press mentions: Philadelphia Tribune, MIT Sloan Management Review, World Economic Forum, Thinkers50, New York Times*

*Invited presentations: \*UC Berkeley Haas School of Business, \*Academy of Management, +University of Virginia Darden School of Business, +Rice University Jones Graduate School of Business*

11. **Creary, S.J.**, Caza, B.B., Caza, A., Jiang, B., & Gibson, H. (Not)Your average G.I. Joe: A cultural theory of the mentoring support that leaders provide to Black men. *Under Third Round Review, Organization Science*.

*Winner of the 2023 Dorothy Harlow/McGraw Hill Best Paper Award, Diversity, Equity, and Inclusion Division, Academy of Management*

*Invited presentations: McGill University Desautels Faculty of Management, Rutgers Business School, Yale School of Management, Texas A&M University, York University Schulich School of Business, Brigham Young University Marriott School of Business, UNC Chapel Hill Kenan-Flagler Business School, University of Alberta School of Business, Benedictine University, University of Denver, Harvard Kennedy School*

#### **Other Articles, Including Chapters in Books**

12. **Creary, S.J.**, Baskerville, M., Bermiss, S., Charles, A., Hood, A., Roberson, Q., Rogers, S., Stevens, F., & Washington, A.S. 2025. Merit-based management demands DEI. *MIT Sloan Management Review*, Published on June 2, 2025.

13. **Creary, S.J.**, Baskerville, M., Bermiss, Y.S., Charles, A., Roberson, Q., Rogers, S.E., Smith, A.N., & Stevens, F. 2025. To make your DEI efforts more effective, challenge outdated models. *Harvard Business Review*, Published on April 23, 2025.
14. **Creary, S.J.**, Foutty, J., & Mitchell, K. 2023. How diversity can boost board effectiveness. *MIT Sloan Management Review*, Published on April 3, 2023.
15. **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.
16. **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*.
17. **Creary, S.J.** & Rogers, J. 2021. How board directors can advance racial justice. *Strategy+business*. Spring 2021, Issue 102.
18. **Creary, S.J.** 2021. Seizing the moment: Having difficult conversations about race in the workplace. *Management and Business Review*.1(1), 53-58.
19. **Creary, S.J.** 2020. How company leaders can promote racial justice in the workplace. *Strategy+business*. Winter 2020, Issue 101.
20. **Creary, S.J.** 2020. How to elevate diversity, equity, and inclusion work in your organization. *Knowledge at Wharton*, Published on July 20, 2020.
21. **Creary, S.J.** 2020. How to be a better ally to your Black colleagues. *Harvard Business Review*, Published on July 8, 2020.
22. **Creary, S.J.** 2020. How to begin talking about race in the workplace. *Knowledge at Wharton*, Published on June 15, 2020.
23. **Creary, S.J.** 2020. Speaking out on racism as a company leader. *Wharton Magazine*, Published on June 10, 2020.
24. **Creary, S.J.** 2020. A framework for leading classroom conversations about race. *Harvard Business Publishing Education*, Published on June 15, 2020.
25. **Creary, S.J.** 2020. Diversity workspaces: Pathways for cultivating inclusion in diverse organizations. In B.M. Ferdman, J. Prime, and R.E. Riggio, *Inclusive leadership: Transforming diverse lives, workplaces and societies*. Routledge.
26. **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.
27. 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.
28. **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.
29. 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.
30. **Creary, S.J.** & Gordon, J.R. 2016. Role conflict, role overload, and role strain. In C. Shehan (Ed.), *Encyclopedia of family studies*, Wiley.
31. **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.

32. 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.
33. Roberts, L.M. & **Creary, S.J.** 2012. Positive identity construction: Insights from classical and contemporary theoretical perspectives. In K. Cameron and G. Spreitzer (Eds.), *Oxford handbook of positive organizational scholarship*, Oxford University Press.

## **Reports and Other Materials**

34. Thomas, D.A. & **Creary, S. J.** 2011. Renewing GE: The Africa Project (B). Harvard Business School Case 412-028.
35. Thomas, D.A. & **Creary, S. J.** 2011. Renewing GE: The Africa Project (A). Harvard Business School Case 411-093.
36. Thomas, D.A. & **Creary, S. J.** 2011. Shifting the Diversity Climate: The Sodexo Solution. Harvard Business School Case 412-020.
37. Thomas, D.A. & **Creary, S. J.** 2011. Teach Plus: Mobilizing a New Generation of Teacher Leaders. Harvard Business School Case 412-027.
38. **Creary, S.J.** 2010. Is age really just a number? Investigating approaches to employee engagement. *The Conference Board*, Research Report 1465.
39. **Creary, S.J.** 2010. Is Age Really Just a Number? Investigating Approaches to Employee Engagement. Research Report 1465.
40. Mitchell, C. & **Creary, S.J.** 2010. Diversity and Inclusion: Global Challenges and Opportunities. Council Perspectives 004.
41. Thomas, D.A. & **Creary, S.J.** 2009. Meeting the Diversity Challenge at PepsiCo: The Steve Reinemund Era. Harvard Business School Case 410-024.
42. Thomas, D.A. & **Creary, S.J.** 2009. Creating the Partnership Solutions Group at Lehman Brothers. Harvard Business School Case 409-042.
43. Thomas, D.A., Roberts, L.M. & **Creary, S.J.** 2009. The Rise of President Barack Hussein Obama. Harvard Business School Case 409-115.
44. 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.
45. **Creary, S.J.** 2009. The Impact of Workforce Reductions on Layoff ‘Survivors’: Results from a Global Survey. *The Conference Board*, Executive Action 316.
46. **Creary, S.J.** & Rosner, L. 2009. Mission Accomplished? What Every Leader Should Know about Survivor Syndrome. *The Conference Board*, Executive Action 307.
47. **Creary, S.J.** 2008. Leadership, Governance, and Accountability: A Pathway to a Diverse and Inclusive Organization. *The Conference Board*, Research Report 1429.

## **Research in Progress**

- **Creary, S.J.**, Seegars, L., Bilgin, B., & Martin, A. Downplaying and decrying systemic racism: How and why organizational ally signaling evolves in response to a racial transgression. *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*

*Invited presentations: UC Berkeley Haas School of Business, Rice University, London Business School, Yonsei University School of Business, Academy of Management*

- **Creary, S.J. & Seegars, L.** How secure base relationships shape diversity-related voice on corporate boards. *Revising manuscript.*

*Press mentions: Harvard Business Review, Marketplace, Strategy + Business, MIT Sloan Management Review, Time Magazine, Bloomberg*

*Invited presentations: University of Oxford Saïd Business School*

- Ezzeddine, R., Burmeister, A., & **Creary, S.J.** The inclusion co-creation process. *Developing manuscript.*
- **Creary, S.J. & Younge, A.** How emotional ambivalence shapes leaders' support for racial minority professionals. *Study 1 (field experiment) of 2 completed. Designing Study 2.*

*Invited presentation: Academy of Management*

- **Creary, S.J.** Managerial interventions to reduce gender and racial disparities in the use of generative AI in the workplace. *Idea development (pilot study completed).*

## **SERVICE**

### ***A. Editorial Boards, Conferences, and Other Field Activities***

#### **Editorial Review Boards**

- *Academy of Management Journal*, 2020 to present \*Recognized as "Best Reviewer" in 2021 and 2024
- *Academy of Management Review*, 2023 to present \*Recognized as "Best Reviewer" in 2023
- *MIT Sloan Management Review*, 2022 to present
- *Organization Science*, 2020 to present
- *Organizational Behavior and Human Decision Processes*, 2020-2023 \* Recognized as "Best Reviewer" in 2021

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

- *Administrative Science Quarterly*

#### **Academy of Management**

- Relationships Across Differences/DEI Microcommunity Meet-up Organizer, Organizational Behavior (OB) Division, 2022 to present
- Organization and Management Theory (OMT) Division Junior Faculty Consortium, 2024
- Diversity, Equity, Inclusion (DEI) Division Doctoral Student Mentor, 2023
- Organizational Behavior (OB) Division Doctoral Consortium, 2021
- Subject Matter Expert (SME) Program, 2021 to present
- Chair, Phillips and Nadkarni Outstanding Paper on Diversity and Cognition Award Committee, Management and Organizational Cognition (MOC), 2020-2021

- Elected Representative-at-Large, MOC Division, 2017-2020
- Diamonds in the Rough, Professional Development Workshop, Co-Chair, MOC Division, 2018-2020
- Most Innovative Student Paper Award Committee Member, Organizational Behavior (OB) Division, 2017

### **Relationships Across Differences (RADs) Roundtable**

- Founder and lead organizer of a community co-sponsored by Wharton, Harvard Business School, and INSEAD, focused on developing and disseminating research focused on relationships across differences in workplaces and organizations, 2023 to present.
- Co-organized the RADs Roundtable hosted by Wharton, 2023 to 2024.

### **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.

### **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

#### ***B. Wharton Activities***

- Faculty Director, Relationships Across Differences (RADs) Roundtable, McNulty Leadership Program, 2023 to present.
- Leading Diversity at Work, Knowledge at Wharton Podcast Host, 2020 to present
- Co-organizer, Wharton OB Conference, 2017 to present
- Co-organizer, OB IDEAS Lab, 2017 to present
- Leading Diversity at Wharton Speaker Series Organizer and Host, 2018 to 2021
- Lead Organizer, Wharton People Analytics Diversity, Equity, Inclusion Convening, 2019 to 2021
- Moderator and Presenter, Whitney M. Young Conference, 2019 to 2022
- Moderator and Presenter, One Wharton Week, 2018 to 2020
- 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, 2018, 2022
- 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

#### ***C. Harvard Business School Activities***

- Provide developmental feedback on work-in-progress research related to gender, race, status, and identity in organizations, 2009 to 2015 and 2022 to 2024

#### ***D. Cornell University Activities***

- 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 to 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

#### ***E. Boston College Carroll School of Management Activities***

- Co-organized, Work, Identity, and Meaning Research Community, 2014 to 2015



- Member, Work, Identity, and Meaning Research Community, 2009 to 2015
- Invited to represent Boston College at DocNet and PhD Project recruiting sessions, 2012
- Served on new doctoral student orientation committee, 2010 to 2011
- Student interviewer for prospective PhD students, 2010, 2013 to 2014

#### ***F. Simmons School of Management Activities***

- Participant in an incubator/think tank on developing research on intersectionality and integrating it into MBA and executive education curricula, 2012 to 2013

#### **HONORS & AWARDS**

- Best Reviewer Award, Academy of Management Journal, 2021, 2024
- Faculty Fellowship, Harvard Business School Institute for Business in Global Society (BiGS), 2022 to 2024
- Dorothy Harlow/McGraw Hill Best Paper Award, Academy of Management Diversity, Equity, and Inclusion Division (DEI), 2023
- Outstanding Reviewer Award, Academy of Management Review, 2023
- Fellowship recipient, Center for Advanced Study in the Behavioral Sciences (CASBS), Stanford University Institute on Diversity, 2023 (*declined due to competing opportunity*)
- NACD Directorship 100, 2023
- Thinkers Radar Class of 2023
- 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, Organizational Behavior and Human Decision Processes, 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

## INVITED RESEARCH PRESENTATIONS

### 2025

- Rutgers University School of Management and Labor Relations
- UC Berkeley Haas School of Business

### 2024

- UCLA Anderson School of Management (*postponed*)
- University of Calgary Haskayne School of Business
- University of Southern California Marshall School of Business
- University of Windsor Odette School of Business

### 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
- UC 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

## **2018**

- Harvard Kennedy School
- Harvard TH Chan School of Public Health

## **2016**

- The Wharton School of the University of Pennsylvania
- Cornell University Institute for Healthy Futures

## **2015**

- Harvard T.H. Chan School of Public Health
- Cornell University School of Hotel Administration
- Rutgers School of Business, Camden, NJ
- Columbia University Mailman School of Public Health
- Simmons Center for Gender in Organizations

## **2014**

- Pepperdine University Graziadio Business School, Malibu, CA
- Washington University in St. Louis Olin Business School

## **2013**

- Simmons Center for Gender in Organizations

## **TEACHING, MENTORING, AND ADVISING**

### **The Wharton School of the University of Pennsylvania**

- Instructor, Leading Across Cultural and Relational Differences (formerly, Leading Diversity in Organizations) (Undergraduate and MBA courses): 2017 to present.
- Instructor, Inclusion in the Workplace Executive Education Session: 2022.
- Wharton Visiting Scholar Supervisor, Channing Spencer, PhD Candidate, Harvard Business School, 2023-2024.
- Wharton Post-Doctoral Fellow Co-Mentor, Dr. Tianna Barnes, Co-Mentor (with Dr. Drew Carton), 2020-2023. *Faculty Placement*: Tuck School of Business, Dartmouth College
- PhD Student Mentor, McKenzie Preston (2018-2024). Second Year Paper Committee Member (PhD), 2020-2021; Primary Advisor (PhD), 2018-2019. *Faculty Placement*: NYU Stern School of Business.
- PhD Student Mentor, Brook Jiang (2023 to present). Pre-PhD Student Mentor (2022-2023)
- PhD Student Mentor, Arianna Beetz (2018-2019).
- Pre-PhD Student Mentor, Tiffany Smith (2018-2021). *PhD Program Placement*: Harvard Business School Organizational Behavior.
- MBA Student Independent Study Advisor. “Women on Boards,” Megan Helzner, Emily Maxie, and Angela Romero-Monsalve, Spring 2023.
- MBA Student Independent Study Advisor. “Deaf People in the American Workplace,” Samiksha Agarwal, Megan Burton, My-Hanh Do, Rodolfo Fumero Quiros, Cezar Gherghel, Cezar Gherghel, Elizabeth Mullarney, Spring 2023.
- MBA Student Mentor. “Disability Inclusion in Space,” Sheila Xu, 2022-2023.
- MBA Student Independent Study Advisor. “Leading Diversity in Organizations,” Natalie Sheng, Annie Li, 2021.

- MBA Student Independent Study Advisor. “Evidence Based DEI Practices,” Valerie Chia, Andrew Sparks, Georgia Swee, Ayanna Warrington, Fall 2020-Spring 2021; Shanae Davis, Ayanna Kenneda, Fall 2020; Rachel (Olivia) Moore, Elena Mariscal, Natalia Villarman, Matthew Diephuis Fall 2018- Spring, 2019

### **Identity & Diversity Lab (“IDL” pronounced “Ideal”)**

- Faculty mentor of a 6-8 member Boston-area PhD student-focused research community whose purpose is to develop research ideas focused on identity and diversity in the workplace and organizations, 2022 to present.

### **Harvard Business School**

- Faculty Workshop Instructor, Engaging MBA Students in Conversations about Race and Intersectionality in the Classroom: 2020-2023. Harvard Business School.

### **Duke University Fuqua School of Business**

- Faculty Workshop Instructor, Tips for Leading Classroom Conversations about Race and Other DEI Topics: 2023.

### **Queen’s University Smith School of Business**

- Faculty Workshop Instructor, Engaging in Difficult Conversations about EDI in the Classroom: 2022.

### **Cornell University Nolan School of Hotel Administration**

- Instructor, Strategic Management (Undergraduate): 2016-2017
- Instructor, Foundations of Social Entrepreneurship (Undergraduate and Graduate): 2016
- Undergraduate Student Independent Study Advisor. Ryan Nowicki (2016 -2017), Kirsten Wohlers (2016 -2017), Melissa Call (2016 -2017), Sarah Malek (2016 -2017), Mahilet Kebede (2016 -2017), Alexandra Bruns-Smith (2016 -2017), Archana Podury (2016-2017), José Guzman-Rodriguez (2016), Samuel Clement (2016)
- PhD Student Independent Study Advisor. Lu Kong, PhD student (2016-2017)

### **Simmons School of Management**

- Instructor, Leading Individuals and Groups (MBA course): 2014-2015

### **Boston College Carroll School of Management**

- Instructor, Organizational Behavior (Undergraduate course): 2011

## **DISSERTATION COMMITTEES**

### **The Wharton School of the University of Pennsylvania**

- Dissertation Committee Member, McKenzie Preston, “Moral framing as a double-edged sword for motivating majority group leaders to support DEI issues.” PhD Granted: May 2024. Placement: Assistant Professor of Management, NYU Stern School of Business.

### **University of Pennsylvania Graduate School of Education**

- Dissertation Committee Member, John Mackey (EdD program), “African American men’s engagement in the US corporate workplace.” 2023 to present.

### **University of Massachusetts-Boston College of Management**

- Dissertation Committee Member, Patricia Naya (PhD program), “Becoming an anti-racist organization: Sense-making, inequality regimes, and resistance.” 2024 to present.

### **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

## **OTHER ACADEMIC AFFILIATIONS AND RESEARCH EMPLOYMENT**

### **University of Michigan Center for Positive Organizations**

- Faculty Affiliate, 2020 to present

### **Harvard Business School**

- Research Associate, 2007-2011

### **The Conference Board, Inc. (NYC)**

- Research Associate, 2007 – 2010

## **GRANT ACTIVITY**

<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>
Reducing Gender and Racial Disparities in the Use of Generative AI in the Workplace	Wharton AI and Analytics Initiative	\$6,500	2024-2026	Research	Principal Investigator (PI)
		\$2,400	2024-2026	Curriculum Development	Course Instructor
LEAP Allyship at Work	Wharton Center for Leadership and Change Management	\$10,000	2024-2026	Research	PI
Belonging and Voice on DEI Issues in	Wharton Center for Leadership and Change Management	\$10,000	2024-2026	Research	Co-PI with Nancy Rothbard, and Michael Parke

the Workplace					
Inclusion in the Workplace	Moody's/ Wharton Center for Leadership and Change Management	\$43,000 over two years	2021-2022	Research	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