

**STEPHANIE J. CREARY**  
2031 Steinberg Hall-Dietrich Hall  
Philadelphia, PA 19104  
Ph: 215-898-6391  
Email: [sjcreary@wharton.upenn.edu](mailto:sjcreary@wharton.upenn.edu)

**COUNTRY OF CITIZENSHIP: USA**

### **EDUCATIONAL BACKGROUND**

|  |                                   |
|--|-----------------------------------|
| <b>Boston College Carroll School of Management</b><br>Doctor of Philosophy, Management   | Chestnut Hill, MA<br>August, 2015 |
| <b>Boston College Carroll School of Management</b><br>Master of Science, Management  | Chestnut Hill, MA<br>May, 2012    |
| <b>Simmons School of Management</b><br>Master of Business Administration, <i>High Honors</i>   | Boston, MA<br>August, 2007        |
| <b>Boston University Sargent College of Health and Rehabilitation Sciences</b><br>Master of Science, Speech-Language Pathology                   | Boston, MA<br>September, 2000     |
| <b>Boston University Sargent College of Health and Rehabilitation Sciences</b><br>Bachelor of Science, Communication Disorders, <i>cum laude</i> | Boston, MA<br>May, 1998           |

### **ACADEMIC APPOINTMENTS**

|  |   |
|--|---|
| <b>The Wharton School of the University of Pennsylvania</b><br>Assistant Professor, Management Department          | July, 2017 – present<br><i>Off tenure clock 2017-18, 2020-21, 2023-24</i> |
| <b>Harvard Business School</b><br>Faculty Fellow, Institute for Business in Global Society                         | Sept, 2022 – June, 2024   |
| <b>Cornell University Nolan School of Hotel Administration</b><br>Assistant Professor, Management and Organization | July, 2015 – June, 2017   |

### **RESEARCH INTERESTS**

Relationships across differences; power and marginality; effectiveness of DEI work

## PUBLICATIONS

### Articles Published or Forthcoming 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. Humbert, 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.

### Articles Submitted to Referred Journals

8. **Creary, S.J.**, Caza, B.B., Caza, A., Jiang, B., & Gibson, H. (Not)Your average G.I. Joe: A theory of how male leaders provide career support to Black men. *Second Revise-and-Resubmit, Organization Science. Winner of the 2023 Dorothy Harlow/McGraw Hill Best Paper Award, Diversity, Equity, and Inclusion (DEI) Division, Academy of Management*.
9. **Creary, S.J.** Staying alive: A systems psychodynamic perspective on how DEI tasks are managed on corporate boards. *Under Second Review, Academy of Management Journal*.
10. **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*.
11. **Creary, S.J.**, Barnes, T., & Moore, O.A. LEAP at work: The role of experienced identity responsiveness in fostering allyship behavior at work. *Revise-and-Resubmit, Organization Science*.

### Other Articles, Including Chapters in Books

12. **Creary, S.J.**, Foutty, J., & Mitchell, K. 2023. How diversity can boost board effectiveness. *MIT Sloan Management Review*, Published April 3, 2023.
13. **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.

14. **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*.
15. **Creary, S.J.** & Rogers, J. 2021. How board directors can advance racial justice. *Strategy+business*. Spring 2021, Issue 102.
16. **Creary, S.J.** 2020. How company leaders can promote racial justice in the workplace. *Strategy+business*. Winter 2020, Issue 101.
17. **Creary, S.J.** 2020. How to elevate diversity, equity, and inclusion work in your organization. *Knowledge@Wharton*, Published on July 20, 2020.
18. **Creary, S.J.** 2020. How to be a better ally to your Black colleagues. *Harvard Business Review*, Published on July 8, 2020.
19. **Creary, S.J.** 2020. How to begin talking about race in the workplace. *Knowledge@Wharton*, Published on June 15, 2020.
20. **Creary, S.J.** 2020. Speaking out on racism as a company leader. *Wharton Magazine*, Published on June 10, 2020.
21. **Creary, S.J.** 2020. A framework for leading classroom conversations about race. *Harvard Business Publishing Education*, Published on June 15, 2020.
22. **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.
23. 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.
24. **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.
25. 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.
26. **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.
27. **Creary, S.J.** & Gordon, J.R. 2015. Role conflict, role overload, and role strain. In C. Shehan (Ed.), *Encyclopedia of family studies*, Wiley.
28. 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.
29. 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.

### Reports and Other Materials

30. Thomas, D.A. & **Creary, S. J.** 2011. Renewing GE: The Africa Project (B). Harvard Business School Case 412-028.
31. Thomas, D.A. & **Creary, S. J.** 2011. Renewing GE: The Africa Project (A). Harvard Business School Case 411-093.

32. Thomas, D.A. & **Creary, S. J.** 2011. Shifting the Diversity Climate: The Sodexo Solution. Harvard Business School Case 412-020.
33. Thomas, D.A. & **Creary, S. J.** 2011. Teach Plus: Mobilizing a New Generation of Teacher Leaders. Harvard Business School Case 412-027.
34. **Creary, S.J.** 2010. Is age really just a number? Investigating approaches to employee engagement. *The Conference Board*, Research Report 1465.
35. **Creary, S.J.** 2010. Is Age Really Just a Number? Investigating Approaches to Employee Engagement. Research Report 1465.
36. Mitchell, C. & **Creary, S.J.** 2010. Diversity and Inclusion: Global Challenges and Opportunities. Council Perspectives 004.
37. Thomas, D.A. & **Creary, S.J.** 2009. Meeting the Diversity Challenge at PepsiCo: The Steve Reinemund Era. Harvard Business School Case 410-024.
38. Thomas, D.A. & **Creary, S.J.** 2009. Creating the Partnership Solutions Group at Lehman Brothers. Harvard Business School Case 409-042.
39. Thomas, D.A., Roberts, L.M. & **Creary, S.J.** 2009. The Rise of President Barack Hussein Obama. Harvard Business School Case 409-115.
40. 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.
41. **Creary, S.J.** 2009. The Impact of Workforce Reductions on Layoff ‘Survivors’: Results from a Global Survey. *The Conference Board*, Executive Action 316.
42. **Creary, S.J.** & Rosner, L. 2009. Mission Accomplished? What Every Leader Should Know about Survivor Syndrome. *The Conference Board*, Executive Action 307.
43. **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.** & Younge, A. When and how diversity training motivates leaders to provide career-enhancing support to racial minority professionals at work. *Data analysis*.
- **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.*
- **Creary, S.J.** & Do, B. Fixing the bucket: How professionals manage overwork and burnout through anchored and elastic relational workspaces. *Revising manuscript.*

## SERVICE

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

#### 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**

- 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, 2019, 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.

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

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

### **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***

- Lead organizer, Relationships Across Differences (RADs) Roundtable, McNulty Leadership Program, 2023-present.
- Leading Diversity at Work, Knowledge at Wharton Podcast Host, 2020 – present
- Co-organizer, Wharton OB Conference, 2017- present
- Co-organizer, OB IDEAS Lab, 2017- present
- Faculty Fellow, Wharton Coalition for Equity and Opportunity, 2023 to 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.
- Leading Diversity at Wharton Speaker Series Organizer and Host, 2018 – 2021.
- Lead Organizer, Wharton People Analytics Diversity, Equity, Inclusion Convening, 2019, 2020, 2021
- 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 at 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

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

- Provide developmental feedback on work-in-progress research related to gender, race, status, and identity in organizations, 2009 – 2015 and 2022 – 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), 2015-2016.
- 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.

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

- 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

### ***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 – 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
- Faculty Fellowship, Harvard Business School Institute for 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 opportunity*)
- 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

### **INVITED RESEARCH PRESENTATIONS**

#### **2024**

- UC Berkeley Haas School of Business
- UCLA Anderson School of Management
- 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 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

### 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), “Behaviors affecting African American men 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 RESEARCH EMPLOYMENT**

### **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>        |
| 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                          |