

STEPHANIE J. CREARY
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COUNTRY OF CITIZENSHIP: USA

EDUCATIONAL BACKGROUND

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

ACADEMIC APPOINTMENTS

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

RESEARCH INTERESTS

- How identity, emotional, and power dynamics shape proactive diversity-related behavior
- How individuals navigate multiple identities and ideal worker norms
- How to improve the quality of relationships across differences

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. 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.

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.**, 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*.
10. **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

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

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

29. Thomas, D.A. & **Creary, S. J.** 2011. Renewing GE: The Africa Project (B). Harvard Business School Case 412-028.
30. Thomas, D.A. & **Creary, S. J.** 2011. Renewing GE: The Africa Project (A). Harvard Business School Case 411-093.
31. Thomas, D.A. & **Creary, S. J.** 2011. Shifting the Diversity Climate: The Sodexo Solution. Harvard Business School Case 412-020.
32. Thomas, D.A. & **Creary, S. J.** 2011. Teach Plus: Mobilizing a New Generation of Teacher Leaders. Harvard Business School Case 412-027.

33. **Creary, S.J.** 2010. Is age really just a number? Investigating approaches to employee engagement. *The Conference Board*, Research Report 1465.
34. **Creary, S.J.** 2010. Is Age Really Just a Number? Investigating Approaches to Employee Engagement. Research Report 1465.
35. Mitchell, C. & **Creary, S.J.** 2010. Diversity and Inclusion: Global Challenges and Opportunities. Council Perspectives 004.
36. Thomas, D.A. & **Creary, S.J.** 2009. Meeting the Diversity Challenge at PepsiCo: The Steve Reinemund Era. Harvard Business School Case 410-024.
37. Thomas, D.A. & **Creary, S.J.** 2009. Creating the Partnership Solutions Group at Lehman Brothers. Harvard Business School Case 409-042.
38. Thomas, D.A., Roberts, L.M. & **Creary, S.J.** 2009. The Rise of President Barack Hussein Obama. Harvard Business School Case 409-115.
39. 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.
40. **Creary, S.J.** 2009. The Impact of Workforce Reductions on Layoff ‘Survivors’: Results from a Global Survey. *The Conference Board*, Executive Action 316.
41. **Creary, S.J.** & Rosner, L. 2009. Mission Accomplished? What Every Leader Should Know about Survivor Syndrome. *The Conference Board*, Executive Action 307.
42. **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.** Power dynamics shaping how corporate board directors participate in DEI tasks. *Revising manuscript*.
- **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*, 2020-2025
- *Academy of Management Review*, 2023-2026
- *Organization Science*, 2020-2024
- *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, 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-Convenor, 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-Convenor, 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-Convenor, 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-Convenor, 33rd 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

- Best Reviewer Award, Academy of Management Journal, 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, 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

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