

JAMIE JOCELYN LADGE, PH.D.

Associate Professor,
Management and Organizational Development
D'Amore-McKim School of Business (DMSB)
Northeastern University
112 Hayden Hall, Boston, MA 02115
j.ladge@northeastern.edu; 617-373-8176

ACADEMIC APPOINTMENTS

Northeastern University, D'Amore-McKim School of Business in Management and Organizational Development Group

- Patrick F. & Helen C. Walsh Professor, April, 2018-April, 2020
- Associate Professor, June 2014-Present
- Assistant Professor, August 2008-June 2014

University of Exeter, Business School, Distinguished Research Professor, 2019-2022

Faculty Affiliate, Boston College Center for Work and Family, 2008-2017

EDUCATION

Boston College, Wallace E. Carroll School of Management, Chestnut Hill, MA

Ph.D. in Organization Studies, 2008

M.S. in Organization Studies, 2006

Simmons College, Graduate School of Management, Boston, MA

M.B.A., 2002

Babson College, Babson Park, MA

B.S. in Management Information Systems, 1995

ACADEMIC AWARDS AND HONORS

- 2020 Recipient of Saroj Parasuraman Outstanding Publication Award, Academy of Management
- 2020 Finalist for the Best Published Paper Award, Careers Division, Academy of Management
- 2018-2020 Patrick F. & Helen C. Walsh Professor
- 2018 Finalist, Rosabeth Moss Kanter Award for Excellence in Work-Family Research (top 5 finalist out of 2500 papers reviewed across 83 English language journals)
- 2018 Arnon Reichers Best Paper Award, Careers Division of Academy of Management (with K. Sugiyama and A. Sasser-Modestino)
- 2015, Nominated for Excellence in Teaching, Northeastern University
- 2013, 2015, 2017, 2018, 2020 DMSB Faculty Recipient of Summer Research Award

- 2009 Recipient of Sage Dissertation Award, GDO Division, Academy of Management
- 2007-2008 Recipient of Boston College's Organization Studies Department dissertation completion fellowship, \$31,000
- 2007-2008 Fellow, Boston College Center for Work and Family
- 2007 Best Student Paper Award Nominee, Careers Division, Academy of Management
- 2007 Best Reviewer Award, Career Division, Academy of Management
- 2006 Recipient of Boston College's Donald J. White Award for Excellence in Teaching
- 2005 & 2006 Recipient of the Best Student Paper Award, Careers Division of the Academy of Management

BOOKS

Ladge, J.J. & Greenberg, D. (2019). Maternal Optimism: Forging Positive Paths through Work and Family, *Oxford University Press*, New York, NY.

JOURNAL ARTICLES (BLIND PEER-REVIEWED)

Hennekam, S. **Ladge, J.J. & Shymko, Y.*** From Zero to Hero: An Exploratory Study Examining Sudden Hero Status Among Non-Physician Healthcare Workers During the COVID-19 Pandemic, *Journal of Applied Psychology*, In press. (*equal authorship; authors listed alphabetically)

Masterson, C. Sugiyama, K., & **Ladge, J.J.** The Value of 21st Century Work-Family Supports: A Review and Cross-level Path Forward. *Journal of Organizational Behavior*, In press.

Greenberg, D. Clair, J.A. & **Ladge, J.J.** (2019). A Feminist Perspective on Conducting Personally Relevant Research: Working Mothers Studying Pregnancy and Motherhood at Work. *Academy of Management Perspectives*, In Press.

Smith, A.N., Baskerville-Watkins, M.*, **Ladge, J.J.*** & Carlton, P. (2019). Making the Invisible Visible: Paradoxical Effects of Intersectional Invisibility on the Career Experiences of Executive Black Women in the Workplace, *Academy of Management Journal*, 62(6): 1705-1734. *Shared 2nd authorship.

****WINNER OF 2020 SAROJ PARASURAMAN OUTSTANDING PUBLICATION AWARD,
ACADEMY OF MANAGEMENT*****

Ladge, J.J. & Little, L. (2019). When expectations become reality: Work-family image management and identity adaptation in organizational life. *Academy of Management Review*, 41(1): 126-149.
*Equal authorship.

Modestino, A. Sugiyama, K., & **Ladge, J.J.** (2019). Career Narrative Construction of Young Professionals, *Journal of Vocational Behavior*, 115: 1-21.

Ladge, J.J., Eddleston, K. & Sugiyama, K. (2019). Am I an Entrepreneur: How Imposter Fears Hinder Women Entrepreneurs' Business Growth. *Business Horizons*, 62(5): 615-624

- Ladge, J.J., Humberd, B. & Eddleston, K. (2018).** Retaining professionally-employed mothers: Reconciling maternal self-efficacy, work-family conflict and intent to stay, *Human Resource Management*, 57(4): 883-900.
- Hennekam, S. & **Ladge, J.J. (2017).** When lesbians become mothers: Identity validation, claiming birth “rights” and the role of diversity climate, *Journal of Vocational Behavior*, 103: 40-55.
- Sawyer, K., Thoroughgood, C. & **Ladge, J.J. (2017).** Invisible Families, Invisible Conflicts: Examining Identity-Based Work-Family Conflict for Lesbian, Gay, and Bisexual Employees, *Journal of Vocational Behavior*, 103: 23-39. ***KANTER AWARD FINALIST***
- Eddleston, K., **Ladge, J.J., Mitteness, C., & Balachandra, L. (2016).** Do you see what I see? Signaling effects of gender and firm characteristics on financing entrepreneurial ventures. *Entrepreneurship, Theory and Practice*, 40(3): 489–514.
- Clair, J., **Ladge, J. and Cotton, R. (2016).** This is how we do it: How HR professionals offset their distress over repeated downsizing work by helping others in need. *Journal of Management Inquiry*. 25(3): 301-321.
- Ladge, J.J. and Greenberg, D. (2015).** Becoming a working mother: Managing identity and efficacy uncertainties during re-socialization. *Human Resource Management*, 54(6): 977-998.
- Ladge, J.J. Humberd, B., Watkins, M.B. & Harrington, B. (2015).** Updating the organizational man: Fathers in the workplace, *Academy of Management Perspectives*. 29(1), 152-171.
- Humberd, B., **Ladge, J.J. and Harrington, B. (2015).** The new dad: Navigating fatherhood identity among work and personal contexts, *Journal of Business and Psychology*. 30(2), 249-266.
2015 Editor Commendation (only 9 out of 500 received this honor)
- Ladge, J., Clair, J and Greenberg, D. (2012).** Cross-domain identity transition during liminal periods: Constructing multiple selves as “professional and mother” during pregnancy, *Academy of Management Journal*, 55(6):1264-1294.
- Harrington, B. and **Ladge, J.J. (2009).** The evolution of work-life: Present dynamics and future directions for organizations. *Organizational Dynamics*: 38(2): 131-147.
- Greenberg, D., **Ladge, J.J. and Clair, J.A. (2009).** Private and public conflicts: negotiating pregnancy at work. *Negotiation and Conflict Management Research*, 2(1): 42-56.
- Valcour, M. and **Ladge, J.J. (2008).** Family and career path characteristics as predictors of women’s career success outcomes. *Journal of Vocational Behavior*, 73(2): 300-309.
- Clair, J.A., Dufresne, R., Jackson, N. and **Ladge, J.J. (2006).** Being the bearer of bad news: Challenges facing downsizing agents in organizations, *Organizational Dynamics*, 35(2): 131-144.

REVISIONS AND MANUSCRIPTS UNDER REVIEW

Hennekam, S. & **Ladge**, J.J. Identity and gender transitions. **Journal of Applied Psychology**. *Under Third Review (moderate risk)* (Submitted August 6, 2020).

Gatrell, C., **Ladge**, J.J. & Powell, G.N. Fatherhood. **Journal of Management Studies**. *Revise & Resubmit*, (Due November 15, 2020).

Gatrell, C., **Ladge**, J.J. & Powell, G.N. Pregnancy discrimination. **Journal of Management Studies**, *Revise and Resubmit* (Due December 30, 2020).

Ladge, J, Sugiyama, K., Smith, A. & Watkins, M.B. Executive level cross-race/Cross-gender relationships at work. **Organization Science**, (Under Review; Submitted August 4, 2020).

Eddleston, K., Jennings, J. & **Ladge**, J.J. OB in Family Firms, Under Review, **Journal of Management**, (Under Review; Submitted August 7, 2020).

Sugiyama, K., **Ladge**, J.J. & Dokko, G. Career Tensions. **Academy of Management Review** (Under Review, Submitted August 26, 2020).

Hennekam, S. & **Ladge**, J.J., Powell, G.N. Stay at home orders, COVID-19 and Liminal Spaces, **Journal of Vocational Behavior** (Under Review, Submitted August 23, 2020)

Ladge, J., Modestino, A., Lincoln, A. & Sugiyama, K. Family Supportive Supervision and Parental Stress, **Journal of Occupational Health Psychology**, (Proposal Submitted August 31, 2020).

MANUSCRIPTS IN PREPARATION

Ladge, J., Modestino, A., Lincoln, A., Sugiyama, K. Paradoxical Perspective Taking, **Journal of Applied Psychology**, (Submitting September 2020). Status: Finalizing Draft.

Smith, A., Watkins, M. & **Ladge**, J. Glass Cliffs and Executive Black Women. Target: **Organizational Behavior and Human Decision Processes**. (Due: September 15, 2020). Status: Finalizing Draft.

Ladge, J, Smith, A. & Watkins, M.B. Intersectionality at Work. Target: **Academy of Management Annals**, (Due: October 1, 2020). Status: Finished.

Sugiyama, K., **Ladge**, J.J., Bilimoria, D. Tensions of diversity learning. Target: **Academy of Management Journal**, to be submitted by November 30, 2020). Status: Finalizing Draft.

Ladge, J.J., Modestino, A. S., Sugiyama, K., Lincoln, A. & Vroman, S. Work-family challenges and opportunities during COVID-19. (Data analysis phase, Target: **Journal of Applied Psychology**).

Arora, N., & Harvey, W., Corley, K., **Ladge, J.** & Spyridonidis, D. Rebuilding identity from reputation loss. Target: *Administrative Sciences Quarterly*. Status: Finalizing Draft.

Masterson, C., Greenberg, D. & **Ladge, J.J.** Life Trauma and work. Target: *Academy of Management Review* – (to be submitted by Winter, 2021). Status: Finalizing final draft.

Little, L.M. & **Ladge, J.J.** Allies and allyship. Status: writing. Target: *Academy of Management Review* (Winter 2021)

Smith, A., **Ladge, J.** & Watkins, M. Sponsorship and minority executives. Target: *Organization Science* (Spring, 2021). Status: Analyzing data.

Watkins, M., Smith, A., & **Ladge, J.** Minority women leading change. Target: *Organization Science* (Summer, 2020). Status: Analyzing data.

Little, L.M., **Ladge, J.J.** & Sharma, S. Work-family image and allies. Status: data collection.

Jones, E., Sugiyama, K., & **Ladge, J.J.** Career construction of young professionals – longitudinal. Status: Analyzing wave 2 data

Eddleston, K, Jennings, J., **Ladge, J.J** & Pieper, T. The role of women in family business. Status: data collection

Ladge, J.J. Mechanisms that undermine diversity initiatives. Status: Drafting.

Ladge, J.J. Modestino, A. & Austras, E. Finding Opportunities for Optimism during the COVID-19 Pandemic

EDITORIALY REVIEWED AND INVITED ARTICLES

Sasser-Modestino, A., **Ladge, J.** & Lincoln, A. (2020). The Importance of Childcare in Reopening the Economy, *Econofacts*. <https://econofact.org/the-importance-of-childcare-in-reopening-the-economy>

Greenberg, D., **Ladge, J.** (2019). What we miss when we talk about working mothers. *Harvard Business Review*, Harvard Business School Publishing Press: Cambridge, MA

King, M., Ortenblad, M., **Ladge, J.** (2018). What will it take to make Finance more gender balanced? *Harvard Business Review*, Harvard Business School Publishing Press: Cambridge, MA

Sawyer, K., Thoroughgood, C., **Ladge, J.** (2018). How Companies Make It Harder for Lesbian, Gay, and Bisexual Employees to Achieve Work-Life Balance. *Harvard Business Review*, Harvard Business School Publishing Press: Cambridge, MA

Smith, A., Watkins, M., **Ladge, J.** & Carlton, P. (2018). Interviews with 59 Black female executives explore intersectional invisibility. *Harvard Business Review*, Harvard Business School Publishing Press: Cambridge, MA

Clair, J., **Ladge**, J. and Cotton, R. (2016). Coping with the effects of emotionally difficult work. *Harvard Business Review*, Harvard Business School Publishing Press: Cambridge, MA

INVITED BOOK CHAPTERS

Ladge, J.J. & Humberd, B. Impossible standards and unlikely trade-offs: Can fathers be competent parents and professionals? Book Chapter for Springer (To be published in Grau Grau, M., Riley-Bowles, H. eds. *Elevating Fatherhood*, forthcoming in 2020).

Ladge, J.J. and McNett, J. (2017). Communicating work-life supports: Implications for organizations, individuals and families. McGlone, M. & Ballard, D. (eds.), *Work Pressures: New Agendas in Communications*. Routledge, London.

Ladge, J.J. Humberd, B.A., & McNett, J. (2016). The other half: Views of fatherhood in organizations. To be published in R. Matthews & C. Spitzmueller's edited volume, *Research perspectives on work and the transition to motherhood*, Springer Books.

Greenberg, D., Clair, J.A. & **Ladge**, J.J. (2016). Identity and the transition to motherhood: Navigating existing, emerging, and temporal identities. To be published in R. Matthews & C. Spitzmueller's edited volume, *Work and the transition to motherhood: Research perspectives*, Springer Books.

Harrington, B., **Ladge**, JJ, and Van Deusen, F. (2012). Managerial support helps fathers balance work and family in Mitchell Young (eds.), *Opposing Viewpoints: Work and Family*. Cengage Learning, Boston.

Ladge, J, Greenberg, D. and Clair, J. (2011). 'What to expect when she's expecting: Work-Family and identity integration challenges and opportunities of "soon-to-be" working professional mothers,' in Kaiser et al. (eds.) *Creating balance? International perspectives on the work-life integration of professionals*, Springer, New York.

Harrington, B. and **Ladge**, J.J. (2009). Got talent? It isn't hard to find. Recognizing and rewarding the value women create in the workplace, in Boushey and O'Leary (eds.) *The shriver report: A woman's nation changes everything*. Simon Shuster, New York.

BEST PAPER PROCEEDINGS

Sugiyama, K., **Ladge**, J.J. Modestino, A (2018). Identity construction in careers: navigating tensions between predictability and experimentation, *Academy of Management Best Paper Proceedings*, Chicago, IL.

Ladge, J.J. (2005). Never a good time? Exploring relationships between timing childbirth and perceived career success, *Academy of Management Best Paper Proceedings*, Honolulu, HI.

CORPORATE REPORTS

English, L. and **Ladge**, J.J. (2010). *Enhanced employee health, well-being, and engagement through dependent care supports*. A report/study done in cooperation with Bright Horizons. Watertown, MA.

Harrington, B., Van Deusen, F. and **Ladge**, J.J. (2010). *The new dad: Understanding fatherhood within a careers context*. Boston College Center for Work and Family. Chestnut Hill, MA.

Van Deusen, F., **Ladge**, JJ, James, J. and Harrington, B. (2009). *Making the business case for work-life programs*. Boston College Center for Work and Family Executive Briefing Series, Chestnut Hill, MA.

REFEREED CONFERENCE PRESENTATIONS

Little, L.M., **Ladge**, J.J. & Sharma, S. Work-family image and allies. Annual Academy of Management Meeting, Boston, MA 2019.

Ladge, J.J. Women Entrepreneurs and Imposter Fears (December 18, 2018). From Start-up to Scale-up Conference, Specialized Conference, Academy of Management, Tel Aviv, Israel

Sugiyama, K., **Ladge**, J.J. & Kenny, K. Careers in construction; Management stability and change in career transitions, 2018, Academy of Management Annual Meeting, Atlanta, GA. ****Best Paper****

Ladge, J.J. & Little, L. When expectations become reality: Work-family image management and identity adaptation in organizational life. Academy of Management Annual Meeting, Atlanta, GA.

Ladge, J.J. Sugiyama, K. & Kenny, K. Early career identity construction: Navigating tensions between stability and provisionality, 2017, Academy of Management Annual Meeting, Atlanta, GA.

Ladge, J.J. Sugiyama, K. & Kenny, K. Early career identity construction: Navigating tensions between stability and provisionality, IESE Business School, July, 2017

Masterson, C., **Ladge**, J.J., Sasser-Modestino, A. Policy over management practice: A review of work-life policies, managerial support and the effects on organizational outcomes, Community, Work and Family Conference, Milan, Italy, May, 2017

Humberd, B. K. & **Ladge**, J. J. 2016. "Involved Fathers or Ideal Workers? Examining Fatherhood in the Context of Work & Organizations". Presented as part of the symposium titled "Gender and the Ideal Worker Image: Impacts on Worker Outcomes and Organizational Life" *Academy of Management Annual Meeting*, Anaheim, CA.

Ladge, J.J. *Organizer and Panelist*, "Connecting the three Ps of Parenthood Research: Publishing, Policy & Practice." Presented June 2016 at the Work-Family Researchers Network Annual Conference, Washington, D.C. (with Laura Little and Courtney Masterson)

Gunderson, K. E., & Bailey, M. B., & Raelin, J. A., & **Ladge**, J., & Garrick, R. (2016, June), *The Effect of Cooperative Education on Retention of Engineering Students & the Transition to Full-Time Employment* Paper presented at 2016 ASEE Annual Conference & Exposition, New Orleans, Louisiana.

Ladge, J.J. & Eddleston, K.A. Am I an Entrepreneur? Presented at *Leadership Excellence and Gender Symposium*, Purdue University, March 2016.

Ladge, J.J. Updating the Organizational Man. Fathers in the Academy PDW. Presented at the annual meeting of the *Academy of Management*, Vancouver, CA.

Ladge, J.J. Will she stay or will she go? Assessing the role of career and maternal self-efficacies on turnover intentions of new mothers following workplace re- entry. Presented at the annual meeting of the *Academy of Management*, Vancouver, CA.

Sawyer, K., Thoroughgood, C. & **Ladge, J.J.** Invisible Families, Invisible Conflicts: Examining Identity-Based Work-Family Conflict for Lesbian, Gay, and Bisexual Employees, *European Group for Organization Studies (EGOS)*, 2015 Athens Greece

Ladge, J. J. & Larson, B. Bridging the research-teaching divide: Engaging our own research in the classroom and linking our two professional communities, *Organizational Behavior Teaching Conference*, LaVerne California 2015

Abraham, M. & **Ladge, J.** Do female leaders reduce gender inequality? The role of powerful women for reshaping organizations and professional labor markets and practices, Organized Symposium, *Academy of Management*, 2014

Ladge, J., Harrington, B., Behson, S & Promislo, M. “The New Dad”, Organized Symposium. *Work and Family Researchers Network*, New York City. (June 20, 2014).

Ladge, J. & Eddleston, K. Are we trying to fit Square Pegs into Round Holes? Navigating the Intersection of Parenting and Career Identity among Women in Professional and Managerial Roles, *Work and Family Researchers Network*, New York City. (June 20, 2014).

Ladge, J.J., Greer, T., Baskerville, M. & Eddleston, K. (2014). Will she stay or will she go? Assessing the role of career and maternal self-efficacies on turnover intentions of new mothers following workplace re- entry. Presented at the annual meeting of the *Society of Industrial and Organizational Psychology*, Oahu, HI.

Ladge, J.J. and Greenberg, D.N. (2013). Becoming a working mother: Managing identity and efficacy uncertainties during re-socialization, Presented at the annual meeting of the *Academy of Management*, Orlando, FL.

Walsh, I.J. and **Ladge, J.J.** (2013). Re-entering organizations: An identity and socialization perspective. *EGOS*, Montreal, Canada

Ladge, J.J. (2013). Communicating work-life supports: Implications for organizations, individuals and families. Presented at the annual meeting of the *International Communications Association (ICA)*, London, England.

Ladge, J.J. and Greer, T. (2012). Why Mothers Stay at Work: Is Self-Efficacy the Missing Link? Status: Paper presented at the annual meeting of the *Work-Family Research Network*, New York, NY.

Ladge, J.J. (2011). Becoming a working mother: Identity, efficacy and resocialization. Paper presented at the annual meeting of the *Society of Industrial and Organizational Psychology*, Chicago, IL.

Ladge, J.J. and Harrington, B. (2010). The New Dad: Understanding fatherhood from a careers context. Paper presented at the annual meeting of the *Academy of Management*, Montreal, Canada.

Ladge, J., Clair, J and Greenberg, D. (2010). Neither here nor there: pregnancy as a period of liminality, identity exploration and elaboration, Paper presented at the annual meeting of the *Academy of Management*, Montreal, Canada.

Clair, J., **Ladge, J.** and Cotton, R. (2010). Hidden benefits of care: Perceived prosocial impact as a path to resilience for chronic downsizing agents. *Selected as an all Academy Symposium (I was the co-organizer)*. Presented at the annual meeting of the *Academy of Management*, Montreal.

Ladge, J.J. (2009). Becoming a working mother: Identity, efficacy and resocialization. Paper presented at the annual meeting of the *Academy of Management*, Chicago, IL and III Annual *International Conference on Work and Family* at IESE Business School, Barcelona, Spain.

Greenberg, D., **Ladge, J.J. & Harrington, B. (2009).** Finding your passion? Do what you love? CEO of me?: Introducing management students to a protean orientation to career development. Session developed and delivered at the annual meeting of the *Organizational Behavior Teaching Conference*, Santa Fe, NM.

Ladge, J.J. and Valcour, M. (2008). Family and career path characteristics as predictors of women's career success outcomes. Paper presented at the annual meeting of the *Academy of Management*, Anaheim, CA.

Ladge, J.J. (2007). In the eyes of the beholder: Self-evaluation in women's career re-entry experiences after first birth. Paper presented at the annual meeting of the *Academy of Management*, Philadelphia, PA. *Nominated for the division Best Student Paper Award*.

Ladge, J.J. (2006). Identity Altering Role Transitions: *A Study of Career Women and the Transition into Motherhood and Back to Work*. Paper presented at the annual meeting of the *Academy of Management*, Atlanta, GA. *Winner of the division Best Student Paper Award*.

Ladge, J.J. & Valcour, P.M. (2006). Better late than earlier? Timing Childbirth and its impact on career success. Presented at the annual meeting of the *Academy of Management*, Atlanta, GA. Part of symposium that was *nominated for Best Symposium Award*.

Ladge, J.J. (2005). Transitioning from working woman to working mother: Re-socialization after maternity leave. Paper presented at the annual meeting of the *Academy of Management*, Honolulu, HI.

Ladge, J.J. (2005). Never a good time? Exploring Relationships between Timing Childbirth and Perceived Career Success. Paper presented at the annual meeting of the *Academy of Management*, Honolulu, HI. **Winner of the division Best Student Paper Award and selected for Best Paper Proceedings.**

Ladge, J.J. & Walsh, I. (2005). When Politics and Ethics Collide: The case of TechPower. Paper presented at the annual meeting of the *Eastern Academy of Management*, Springfield, MA.

Ladge, J.J. (2004). Left out in the cold: Consequences for socially excluded individuals in the Workplace. Paper presented at the annual meeting of the *Academy of Management*, New Orleans, LA.

Ladge, J.J. & Ingols, C.A. (2003). Wendy Zinn at the YMCA of East Boston. Paper presented at the annual meeting of the *Eastern Academy of Management*, Providence, RI.

RESEARCH FUNDING (SUBMITTED AND APPROVED FELLOWSHIPS AND GRANTS)

- William T Grant Foundation. Grant on the retention of women engineers with RIT, Purdue. Submitted August 8, 2020. (PENDING)
- 2020 Provost Grant for COVID-19 research on building resilient families (with Sasser-Modestino and Lincoln; CSSH)
- 2017 Tier 1 Northeastern University Interdisciplinary Grant Recipient, “Exploring Intellectual Agility and its Effects on Career Success,” \$50,000 (with Alicia Sasser-Modestino/CSSH and Cigdem Talgar/CATLR)
- 2015-2017 Humanities Research Collaborative Cluster Grant on Gender Equity, Northeastern University, \$2,000 (with Alicia Sasser-Modestino/Economics/Public Policy)
- 2013-2015 Northeastern University ADVANCE Research Grant, \$10,000
- 2009-2011 Sloan Work-Family Early Career Development Grant Awardee, \$45,000
- 2005 MERInstitute Doctoral Student Fellowship Award Recipient; Management Education Research Institute is a division of the Graduate Management Admissions Council, \$16,000

TEACHING

Courses Taught

Undergraduate: ORGB3201 Organizational Behavior; MGMT3420 Managing Human Capital; MGMT3414 Careers in the 21st Century; Project Management

Graduate: HRMG6200 Managing People and Organizations

Executive Education: Center for Women in Leadership (Babson College); Biogen, WCBV, Greater Boston YMCA

Published Teaching Cases

Growth in a Non-Profit Context: The YMCA of East Boston and Wendy Zinn,” with Cynthia Ingols and Jeanne McNett. *Ivey Business School Publishing*, Case 9B12C049 (2012).

Charles Schwab, with Lynda Applegate and Warren McFarlan. *Harvard Business School Publishing*, Case N9-803-070. **** Selected as a “most popular” teaching case ****

Campbell Soup: Transforming for the 21st Century, with Lynda Applegate. *Harvard Business School Publishing*, Case N9-803-119.

Global Healthcare Exchange, with Lynda Applegate. *Harvard Business School Publishing*, Case N9-804-002.

Transforming Matsui Securities, with Lynda Applegate, Lynda Applegate, Haruki Umezawa and Masako Egawa. *Harvard Business School Publishing*, Case N9-804-064.

Online Securities Trading in Japan, with Lynda Applegate, Haruki Umezawa and Masako Egawa. *Harvard Business School Publishing*, Case N9-804-054.

When Politics and Ethics Collide: The Case of TechPower, with Ian Walsh. Published in the 2005 *Eastern Academy of Management Proceedings*, Springfield, MA.

Other Teaching Experience

Teaching Assistant, Organization Studies Department, Carroll School of Management, Boston College, Fall, 2005; Spring, 2006

Research Assistant, Organization Studies Department, Carroll School of Management, Boston College, 2003-2006

Research Associate, General Management and Entrepreneurship Management Departments, Harvard Business School, Boston, MA, July, 2002-July, 2003

INSTITUTIONAL SERVICE

Service to the Management Group and College

- Teaching Coordinator, MOD Group, 2019-Current
- Faculty and Staff Culture and Engagement Committee, 2018-
- Non-Tenure Track Committee, 2018-
- BSIB Degree Program Committee, 2018-2019
- Chair, Tenure & Promotions Committee, 2017-2018
- Tenure & Promotions Committee, 2016-2018
- Faculty Policy Committee, Member, 2014-2017
- Faculty advisor: NUWomen in MBA Club, 2015-current
- DMSB Brand Strategy Committee, Member, 2014-2016
- Phonathon for prospective students, 2010, 2011, 2012, 2013
- Invited Speaker, DMSB Women in Business Group, 2010, 2013
- Invited Speaker, NYC Alumni Group, October 2011
- Moderator, Panel Discussion International Careers, 2010 International Case Competition at Northeastern, November 2010
- Faculty Recruiting Committee, Fall 2010, Summer, 2013, Summer 2014
- Invited Speaker at Dean Moore’s Alumni Breakfast, Spring 2010
- Speaker, Welcome Day, Spring 2010, 2019

University Service

Invited Keynote Speaker, University Honors Program October 23, 2019
Invited Speaker, Office of Student Research, 2019
Invited Speaker, Advancement Office, May 8, 2018
Committee Member, President's Council on Diversity and Leadership
Organized and presented in the "Advancing Women in Entrepreneurship, Leadership and Policy" Conference at Northeastern, March 2017 and March 2019
Faculty Development Committee member, 2016- current
Dissertation Committee Member, Nakeisha Cody, Candidate for Ph.D. Candidate in Sociology and Simone Waterbury, Ph. D. Candidate, Law and Public Policy, School of Public Policy and Urban Affairs, Northeastern University
Invited Speaker, Women who Empower Summit, November 8, 2016
Invited Speaker, Alumni Relations – Entrepreneurship Speaker Series, November 1, 2016
Invited Speaker, ADVANCE on Mentoring, October 2014
Invited Speaker, ADVANCE on Career and Babies, February 2013
Interview for NU News, 3Qs this morning – Can women have it all? August 2012
Invited Speaker, ADVANCE on Work-life Issues, May 2010
Ad-hoc committee to address work-life balance issues for Northeastern Faculty. Assisted in the research and development of the policy that was instituted through the University. Spring, 2010; Fall 2010
Presenter, Research Day, Spring 2010
Graduation Marshall, Spring 2010, 2014, 2016

PROFESSIONAL SERVICE

Conference Leadership Activities

Immediate Past Division Chair, Careers Division, Academy of Management – 2020-Current
Division Chair, Careers Division, Academy of Management – 2019-2020
Division Chair Elect, Careers Division, Academy of Management – 2018-2019
Program Chair, Careers Division, Academy of Management – 2017-2018
Chair, Professional Development Workshop (PDW) of the Careers Division, Academy of Management – July 1, 2016-July 1, 2017
Invited Participant, Qualitative Dissertations Workshop. Accepted and organized for the 2014 and 2015, 2018, 2019 annual meeting of the *Academy of Management*.
Co-Organized Professional Development Workshop, Does this make sense or is it nonsense? Translating scholarship to practice-oriented outlets. Accepted and organized for the 2013 annual meeting of the *Academy of Management*, Orlando, FL.
AOM Careers Division program coordination for the 2013 Annual meeting of the *Academy of Management*. Assisted program chair, Kim Eddleston with organizing accepted papers into session and developing session titles.

Organized Professional Development Workshop, Hitting the airwaves: Learning to translate our work to media outlets. Organized for the 2012 annual meeting of the *Academy of Management*, Boston, MA.

Invited Paper Session Chair, 2012 *Work-Family Researcher Conference*, New York, NY.

Co-organizer of a symposium entitled, Bouncing Back from Negative Events: Individual, Interpersonal and Organizational Experiences. Paper presented at the annual meeting of the 2008 *Academy of Management*, Anaheim, CA.

Presenter at the GDO Doctoral Student Consortium 2010 annual meeting of the *Academy of Management*; Topic: Finishing your dissertation, getting a job.

International and National Invited Talks

Invited Keynote Speaker, Work-Family Research Conference, University of Alabama, February 29, 2020

Invited Speaker, Publishing Qualitative Research in Top Journals, University of Exeter Business School, February 22, 2020

Invited Speaker at the 2019 Psychological Science Conference in Washington DC, May 24, 2019

Invited Speaker, Purdue University NSF Sponsored Research Consortium on Gender and Diversity in Business Schools, October 2018.

Impossible standards and unlikely trade-offs: Can fathers be competent parents and professionals? Harvard University, Elevating Fatherhood Conference, June, 2018.

Mass General Hospital. "Parenting & Work: Insights from Research and Implications For Organizational Practice," January 12, 2018.

Intralinks Corporation, "Navigating Gender Inequality." October 27, 2017

Simmons College, "Involved Fathers or Ideal Workers? Examining Fatherhood in the Context of Work & Organizations." CGO Speaker Series, February 2017.

Harvard University, Kennedy School of Government Women in Public Policy Program, Cambridge, MA. Title: Can Professionally-employed Mothers Have It All? March 31, 2016.

Rouen Business School, Rouen, France. Title: Communicating and interpreting work-life support: Implications for organizations individuals, and families. June 2013.

University of Texas, Austin, Communication Studies. Title: Communicating work-life support: Implications for organizations individuals, and families. October 2012.

YMCA Leadership conference for Human Resources executives. Title: Gender and Leadership. August, 2012.

University College of Dublin, Ireland. Title: Becoming mothers and fathers in organizational contexts. November 2010.

New England Higher Education Recruiting Consortium (HERC) Annual Meeting. Title: Health and wellness benefits of work-life supports. October 2010.

Bright Horizons Webinar with CEO Dave Lissy. Title: Health and wellness benefits of work-life supports. May 2010.

AAUW Florida Chapter. Topic: Gender, work and organizations. April, 2010.

Boston University, School of Social Work, Title: Constructing multiple selves as professional and mother during pregnancy. January, 2010.

Press/Media Attention (2009-Current)

- Podcasts: Harvard Business Review, Women at Work, Season 3, April, 2019
- Radio and Television: NPR (September, 2019); Wharton Business Radio (May, 2015 and June 2019); Fox25 News TV Interview on the skills shortage (August, 2014); WBUR Boston Radio: Women's advancement and Mentoring (August, 2010)
- Business and Popular Press (Print and Online): CNN Money, New York Times, Forbes, Wall Street Journal, Washington Post, Today.com; Fast company, Yahoo, Globe and Mail, More Magazine, US News, The Glass Hammer, MSNBC, Boston Globe, Reuters, Parade, Boston Herald, Miami Herald, Montreal Gazette; Boston Parents Paper, New Jersey Record, Working Mother, The Atlantic Monthly Cover Story, Woman's Day Magazine, Boston Business Journal, Huffington Post, Pittsburg Post-Gazette, Benefits Selling Magazine Harvard Post-Gazette

Blogging:

Psychology Today: Career, Work-life Repeat

Journal and Conference Reviewing

- Editorial Board, Journal of Management, Journal of Organizational Behavior
- Ad-hoc reviewer:
Academy of Management Journal (2012-), Academy of Management Review (2016-), Organization Science (2019-), Administrative Sciences Quarterly (2020-), Journal of Applied Psychology (2020-), Journal of Management (Editorial Board), Journal of Organizational Behavior (Editorial Board), Human Relations, Journal of Business Venturing, Human Resource Management, Journal of Management Studies, Organization Studies, Journal of Vocational Behavior
- Conference Reviewer: Academy of Management annual meeting, 2005-present; Reviewer, OBTC Conference, 2009

Professional Membership and Affiliations

- Academy of Management, 2003-present
- American Psychological Associations, 2014-present
- Society for Human Resources Management Professionals, 2013- present
- Organizational Behavior Teaching Society, 2008-current
- Eastern Academy of Management, 2003-2005
- Boston College Center for Work and Family, Former faculty affiliate
- Work and Family Researcher's Network, Founding member
- Research Community Member, Gender and Diversity Research in Organizations, 2005-present, Harvard University; Boston Field Researchers Consortium

Professional Development (Research and Teaching)

- 2015-2016 participate in the Research Leadership Development Initiative (ReDI) at Northeastern University, selected by the University Provost
- Structural Equation Modeling Sessions 1 & 2, CARMA, Detroit Michigan, May 13-18, 2013
- Participant in Case Teaching Workshop at DMSB, Northeastern University, 2011

- Participant in the OB Faculty Teaching Workshop at the Academy of Management Meeting, 2009