

JAMIE JOCELYN LADGE, PH.D.

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

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

- 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 Best Paper Award, Careers Division of Academy of Management (with Sugiyama and Sasser-Modestino)
- 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)
- 2015, Nomination for Excellence in Teaching, Northeastern University
- 2013, 2015, 2017, 2018 DMSB Faculty Recipient of Summer Research Award.

- 2013-2015 Northeastern University ADVANCE Research Grant, \$10,000
- 2009-2011 Sloan Work-Family Early Career Development Grant Awardee, \$45,000
- 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
- 2005 MERInstitute Doctoral Student Fellowship Award Recipient; Management Education Research Institute is a division of the Graduate Management Admissions Council, \$16,000

BOOK (TO BE PUBLISHED IN SPRING, 2019)

Greenberg, D., & **Ladge**, J.J. Maternal Optimism: Forging a Positive Path through Work and Family, *Oxford University Press*, Forthcoming in May 2019

JOURNAL ARTICLES

Ladge, J.J., Eddleston, K. & Sugiyama, K. (2019). Am I an Entrepreneur: How Imposter Fears Hinder Women Entrepreneurs' Business Growth. *Business Horizons*, Accepted for Publication (5-year impact factor: 3.031), In Press.

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. (FT50; 5-year IF: 13.630; Top Management).

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. (FT50; 5-year impact factor: 3.268; Top specialty journal in HR).

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

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.

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

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. (5-year Impact Factor, 3.885; Top specialty journal in Careers).

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. (5-year Impact Factor, 3.885). ***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. In Press, *Entrepreneurship, Theory and Practice*, 40(3): 489–514 (FT50; 5-Year Impact Factor, 7.626; Top specialty journal in Entrepreneurship).

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 (5-Year Impact Factor, 1.684).

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

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., Baskerville, M. & Harrington, B. (2015). Updating the organizational man: Fathers in the workplace, *Academy of Management Perspectives*. 29(1), 152-171 (5-Year Impact Factor, 7.156).

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) (5-Impact Factor, 3.229).

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 (5-Year Impact Factor, 11.901).

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 (5-Year Impact factor: 1.228).

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.

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.

REVISIONS AND MANUSCRIPTS UNDER REVIEW

Smith, A.N., **Ladge**, J.J. & Watkins, M.B. Black Women executives and the experience of intersectional invisibility, *Academy of Management Journal*, Under Third Review. (Resubmitted February 1, 2019)

Eddleston, K., Jennings, J., & **Ladge**, J.J. Work-Family Interface in Family Firms, *Academy of Management Review*, Invited for First Round Revise & Resubmit (Due May 15, 2019)

Modestino, A. Sugiyama, K., **Ladge**, J.J. & Kenny, K, Career Construction of Young Professionals, *Journal of Vocational Behavior*, Under Second Review (Resubmitted December 15, 2018)

Greenberg, D. Clair, J.A. & Ladge, J.J. Feminist Perspective to Personally Relevant Research. *Academy of Management Perspectives*, Under Second Review (Resubmitted January 29, 2019).

Masterson, C. & **Ladge**, J.J. Work-Family Supports: Review and Cross-Level Path Forward, *Journal of Organizational Behavior*, Under First Review (Submitted January 5, 2019).

Gatrell, C., Ladge, J.J. & Powell, G.N. Pregnancy discrimination. *Journal of Management Studies*, Under First Review (Submitted, January 2019)

Ladge, J.J. & Humberd, B. Impossible standards and unlikely trade-offs: Can fathers be competent parents and professionals? Book Chapter for Springer (Under Editorial Review)

MANUSCRIPTS IN PREPARATION

Sugiyama, K., **Ladge**, J.J. Modestino, A. Identity construction in careers. Target: *Journal of Management Studies* (February 2019)

Gatrell, C., Ladge, J.J. & Powell, G.N. Fathering and fatherhood in organizational contexts. Target: *Academy of Management Annals* (Due by: April 15, 2019).

Masterson, C., Greenberg, D. & **Ladge**, J.J. Life Trauma and work. (To be Submitted to *Academy of Management Review* – Spring 2019)

Smith, A., Watkins, M., Ladge, J. Executive level cross-race/Cross-gender relationships at work. Target: Administrative Sciences Quarterly (Summer 2019)

Smith, A., Watkins, M., Ladge, J. Sponsorship and minority executives. (Summer 2019)

Interpersonal work/family relationships (Summer 2019)

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

BOOK CHAPTERS

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.

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

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.

TEACHING AND ADVISING

Courses Taught

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

Graduate: HRMG8200 Managing People and Organizations

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 AND PROFESSIONAL SERVICE

SERVICE TO THE GROUP AND DMSB

- Faculty and Staff Engagement Committee, 2018-
- Non-Tenure Track Committee, 2018-
- BSIB Degree Program Committee, 2018-
- 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

UNIVERSITY SERVICE

Invited Speaker, Office of Student Research, April 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

Division Chair Elect, Careers Division, Academy of Management – 2018-Current

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 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 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)

- Radio and Television: Wharton Business Radio (May, 2015); 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, Yahoo, Globe and Mail, More Magazine, US News, The Glass Hammer, MSNBC, Boston Globe, Reuters, 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

Journal and Conference Reviewing

- Editorial Board, Journal of Management
- Ad-hoc reviewer:
Academy of Management Journal, Academy of Management Review, Journal of Management (Editorial Board), Human Resource Management, Journal of Organizational Behavior, Human Relations, Journal of Business Venturing

- 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, Faculty Affiliate
- Work and Family Researcher's Network, Founding member
- Global Leadership Initiative, Northeastern University
- Research Community Member, Gender and Diversity Research in Organizations, 2005-present, Harvard University

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