

Keimei Sugiyama

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ACADEMIC POSITIONS HELD

Post-doctoral Research Associate D'Amore-McKim School of Business, Northeastern University	2019-Present
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EDUCATION

Ph.D. in Organizational Behavior Weatherhead School of Management, Case Western Reserve University	2019
M.S. Organizational Development and Knowledge Management School of Public Policy, George Mason University	2008
B.A. English Language and Literature Smith College, Departmental High Honors	2001

RESEARCH INTERESTS

Diversity, Identity, Careers, and Work-life supports

JOURNAL PUBLICATIONS

- Masterson, C., **Sugiyama, K.** & Ladge, J.J. (2020). The value of 21st century work-family supports: Review and cross-level path forward. *Journal of Organizational Behavior*. Early View.
- Modestino, A.S., **Sugiyama, K.** & Ladge, J.J. (2019). Careers in construction: An examination of the career narratives of young professionals and their emerging career self-concepts. *Journal of Vocational Behavior*, 115(December 2019), 103306.
- Ladge, J.J., Eddleston, K.A. & **Sugiyama, K.** (2019). Am I an entrepreneur? How imposter fears hinder women entrepreneurs' business growth. *Business Horizons*, 62(5), 615-624.
- Thomas, N.*, **Sugiyama, K.*** & Rochford, K.*, Stephens, J.P.*, Kanov, J. (2018). Experiential organizing: Pursuing relational and bureaucratic goals through symbolically and experientially oriented work. *Academy of Management Review*, 43(4), 749-771.
*First four authors share equal contribution. Order decided using random list generator.
- Philipsen, M., Case, S., Oetama-Paul A., **Sugiyama, K.** (2017). Academic womanhood: A life-course career perspective. *Community, Work, and Family*, 20(5), 623-644.

- Sugiyama, K.**, Cavanagh, K., van Esch, C., Bilimoria, D. & Brown, C. (2016). Inclusive leadership development: Drawing from pedagogies of women's and general leadership development programs. *Journal of Management Education*, 40(3), 253-292.
 **Named one of the top 10 read articles in 2017
 **Earlier version invited to the 2015 *Academy of Management Best Paper Proceedings*

BOOKS

- Thatchenkery, T. & **Sugiyama, K.** (2011). *Making the Invisible Visible: Understanding Leadership Contributions of Asian Minorities in the Workplace*. New York: Palgrave Macmillan.

OTHER PUBLICATIONS

- Lazlo, C., Gullett, K., Dicht, C., Buchter, M.S. & **Sugiyama, K.** (2015). *Food Donation Connection: Profitably Scaling Food Waste Reduction*. Ontario, Canada: Ivey Publishing. [Teaching case].

MANUSCRIPTS UNDER REVIEW

- Sugiyama, K.**, Jaks, Q. & Bilimoria, D. [Minority professional identity in STEM fields]. **Revise and resubmit.** *Human Relations*.
 **Earlier version invited to the 2019 *Academy of Management Best Paper Proceedings*
 **Winner of National Science Foundation Alliances for Graduate Education and the Professoriate (NSF-AGEP) conference poster session lightning talk competition
- Sugiyama, K.**, Ladge, J.J., Dokko, G. [Navigating tensions in constructing career identity]. **Under review.** *Academy of Management Review*.
- Ladge, J.J., **Sugiyama, K.**, Smith, A. & Watkins, M.B. [Executive level interracial/intergender relationships at work]. **Under review.** *Organization Science*.

MANUSCRIPTS IN PREPARATION

- Sugiyama, K.**, Ladge, J.J., Bilimoria, D. [Tensions of facilitating diversity talk]. (Manuscript drafted, Target: *Academy of Management Journal*, to be submitted Fall 2020).
- Ladge, J.J.*, Lincoln, A.*, Modestino, A. S*., **Sugiyama, K.*** & Vroman, S.* [Work-family challenges and opportunities during COVID-19]. (Data analysis phase, Target: *Journal of Applied Psychology*).
- Jones, E.*, Ladge, J.J.* & **Sugiyama, K.*** [Career construction of young professionals, longitudinal data]. (Data analysis phase, Target: *Academy of Management Journal*).
- Sugiyama, K.** & Bilimoria, D. [Inclusion workspaces in STEM fields]. (Revising manuscript, Target: *Journal of Organizational Behavior*).

Sugiyama, K., Bulger, M. & Bilimoria, D. I am me as a part of we: Identity significance as a mechanism for inclusion. (Data analysis phase, Target: *Human Relations*).

Sugiyama, K., Chui, C. & Tong, N. From coding to construction: Building and elaborating theoretical models in qualitative research. (Data analysis phase, Target: *Management Learning*).

Eddleston, K.A.*, Ladge, J.J.* & **Sugiyama, K.*** [Women's entrepreneurial identity and collective meeting spaces]. (Design phase).

Rochford, K.*, Stephens, J.P.*, **Sugiyama, K.*** & Thomas, N.* [Experiential organizing in interprofessional healthcare]. (Design phase).

*Listed in alphabetical order

GRANTS, AWARDS, HONORS

Academy of Management Careers Division	2018
Arnon Reichers Best Student Paper Award (with Ladge, Modestino & Kenney)	
The Weatherhead School Outstanding Research Proposal Award	2017
Recipient. Total amount: \$3,000.	
Department of Organizational Behavior Don Wolfe Dissertation Scholarship	2017
Recipient. Total amount: \$5,000.	
National Science Foundation (NSF) Northern Ohio Alliance-Alliances for Graduate Education and the Professoriate (NOA-AGEP) Grant	2015
Social Science Research Grant Writer and Research Assistant. PIs: Charles Rozek and Lynn Singer. Research Director: Diana Bilimoria. Total for intervention and social science research: \$3.73 million.	
Social Justice Institute Research Grant	2015
Co-recipient. PI: Diana Bilimoria. Total amount: \$3,500.	
Sherm Grinnell Scholarship	2015
Recipient. Total amount: \$1,000.	

CONFERENCE PARTICIPATION

Refereed Conference Presentations

Sugiyama, K., Tong, N., Chui, C., Yates, M. (2021). Collaborative theorizing in qualitative research. *Qualitative Research in Management Conference*, March 30-April 1, 2021, Albuquerque, NM.

- Sugiyama, K.** (2019). Becoming an includer: Attaining identity holism from manifesting inclusion. Paper presentation at the *Academy of Management Annual Meeting*. August 9-13, 2019, Boston, MA.
- Sugiyama, K., Jaks, Q. & Bilimoria, D.** (2019). Becoming a minority scientist: (De-)racialized identity construction in attaining a professional identity. Paper presentation at the *Academy of Management Annual Meeting*. August 9-13, 2019, Boston, MA.
 **Invited to the 2019 Academy of Management Best Paper Proceedings
- Sugiyama, K., Jaks, Q. & Bilimoria, D.** (2019). Becoming a minority scientist: (De-)racialized identity construction in attaining a professional identity. Poster presented at the *Diverse Pathways in STEM: AGEP National Research Conference*. May 19-21, 2019. Coeur d'Alene, ID.
 **Winner of the NSF-AGEP conference poster session lightning talk competition.
- Sugiyama, K., Ladge, J.J., Modestino, A.S. & Kenney, K.** (2018). Careers in construction: Developing career identity out of redefining moments. Paper presentation at the *Academy of Management Annual Meeting*. August 10-15, 2018, Chicago, IL.
 **Awarded Best Student Paper in the Academy of Management Careers Division.
- Archibold, E., Jané, S., Bilimoria, D. & **Sugiyama, K.** (2018). Multi-level organizational factors that support and harm women's self-confidence. Paper presentation at the *Academy of Management Annual Meeting*. August 10-15, 2018, Chicago, IL.
- Sugiyama, K.** (2018). Negotiating work life boundaries in identity-based inclusion work. Presented in The Interplay of Work/Family Dynamics with Individual's Identity Work Symposium organized by Creary S.J. & Jones E. at the *Work Family Researchers Network Conference*. June 21-23 2018, Washington, D.C.
- Bilimoria, D., **Sugiyama, K.**, Jaks, Q. (2018). Moral competence and community: URM scientist development at minority serving institutions. Paper presented at the *Pathways to a Diverse Professoriate: AGEP National Research Conference*. March 15-16, 2018. Berkeley, CA.
- Sugiyama, K. & Bilimoria, D.** (2017). Distinction and integration: How identity processes and workspaces influence outcomes of diversity. Paper presentation at the *Academy of Management Annual Meeting*. August 4-8, 2017, Atlanta, GA.
- Sugiyama, K., Kenney, K. & Ladge, J. J.** (2017). Early career identity construction: Navigating tensions between stability and provisionality. Paper presentation at the *International Conference of Work and Family*. July 3-4, 2017, Barcelona, Spain.
- Thomas, N.*, **Sugiyama, K.*** & Rochford, K.C*, Stephens, J.P.*, Kanov, J. (2017). Achieving the common good through experiential organizing: Extending relational and bureaucratic pathways for organizations with purpose. Paper presentation at the *Positive Organizational Scholarship Research Conference*, May 9-10, 2017, Ann Arbor, MI.
 *Shared first authorship
- Sugiyama, K., Jané, S. & Bilimoria, D.** (2016). Doing more harm than good? Communicating the gender confidence gap. Paper presentation at the *Academy of Management Annual Meeting*, August 5-9, 2016, Anaheim, CA.

Sugiyama, K., Bulger, M. & Bilimoria, D. (2016). I am me as part of we: Collective legacy as a mechanism for inclusion. Paper presentation at the *Qualitative Research in Management Conference*, March 22-24, 2016. Albuquerque, NM.

Sugiyama, K., Cavanagh, K., van Esch, C. & Brown, C. (2015). Constructing leadership development: Pedagogical assumptions of women's and general leadership development programs. *Academy of Management Annual Meeting*. August 7-11, 2015, Vancouver, BC.
**Included in the Academy of Management Best Paper Proceedings.

Thatchenkery, T. & **Sugiyama, K.** (2008). Missing in mobility: An analysis of leadership invisibility of Asian Americans in organizations. Paper presentation at the *Academy of Management Annual Meeting*, August 8-13, Anaheim, CA.

Conference Session Chair/Organizer

Sugiyama, K., Guarana, C., Chang, Y., Chui, C., Tong, N. (2019). Reviewing in the rough: A PDW for doctoral students and junior faculty. Professional Development Workshop at the *Academy of Management Annual Meeting*, August 9-13, 2019. Boston, MA.

Sugiyama, K., Guarana, C., Chang, Y., Chui, C., Tong, N. (2018). Reviewing in the rough: A PDW for doctoral students and junior faculty. Professional Development Workshop at the *Academy of Management Annual Meeting*, August 10-14, 2018. Chicago, IL.

Sugiyama, K. (2017). Negotiating identity construction at the work life interface. Symposium at the *Academy of Management Annual Meeting*, August 4-8, 2017, Atlanta, GA.

Chui, C.*, Schinoff, B.*, **Sugiyama, K.***, Tong, N.*, Yates, M.* (2017). INSIDE/OUT: How authors and editors collaborate on theoretical contribution. Symposium at the *Academy of Management Annual Meeting*, August 4-8, 2017, Atlanta, GA.

Sugiyama, K., Chui, C. & Tong, N. (2016). From coding to construction: Building and elaborating theoretical models in qualitative research. Professional Development Workshop at *Academy of Management Annual Meeting*, August 4-9, 2016, Anaheim, CA.

Case, S.*, Philipsen, M.*, Oetama-Paul*, A., **Sugiyama, K.*** (2016). Academic womanhood: A life course – career perspective. Panel discussion at the *Work Life Researchers Network Conference*, June 22-25, 2016. Washington, DC.

Rochford, K.C.*, **Sugiyama, K.*** & Thomas, N.* (2015). Unpacking the black box of relationships at work: Using a social mechanism lens to explore the “how.” Symposium at the *Academy of Management Annual Meeting*, August 7-11, 2015, Vancouver, BC.

Chui, C.*, **Sugiyama, K.*** Tong, N.* & Yates, M.* (2015). Navigating qualitative dissertations: Advice from the experts. Professional Development Workshop at the *Academy of Management Annual Meeting*, August 7-11, 2015, Vancouver, BC.

van Esch, C. & **Sugiyama, K.** (2013). Advancing the research on stereotypes in the management field. Symposium at the *Academy of Management Annual Meeting*, August 9-13, 2013, Orlando, FL.

*In alphabetical order

INVITED TALKS

Sugiyama, K. (2019). But how do you live it? Manifesting inclusion across identity tensions. Carey Business School Research Presentation. Johns Hopkins University, Baltimore, MD.

Sugiyama, K. (2019). Taking inclusion home: Crossing boundaries and negotiating tensions to become an includer. Department of Management Research Presentation. Marquette University, Milwaukee, IL.

Sugiyama, K. (2018). Taking inclusion home: Identity holism from includer identity development. Gustavson School of Business Research Presentation. University of Victoria, Victoria, BC.

Sugiyama, K., Ladge, J.J., Kenney, K., Modestino, A.S. (2017). Career construction: Navigating tensions between predictability and experimentation. Managerial and Organizational Development Group Research Presentation. Northeastern University, Boston, MA.

Sugiyama, K., Bulger, M., and Bilimoria, D. (2017). I am me as a part of we: A legacy of significance for inclusion. Invited research presentation at the Law Review Symposium, Case Western Reserve University, Cleveland, OH.

TEACHING EXPERIENCE

Date	Course
Summer 2020	ORGB3201: Organizational Behavior (Undergraduate required, Northeastern University [NU])
Spring 2020	ORGB3201: Organizational Behavior (Undergraduate required, NU)
Spring 2019	MGMT 560: Qualitative Research Methods (Doctoral required, Case Western Reserve University [CWRU])
Fall 2016	ORBH 391: Leadership in Diversity & Inclusion (Undergraduate elective, CWRU)
Summer 2016	Global MBA 403C: Inclusive Leadership Strategies, Strategic Thinking III (Graduate required, CWRU)
Fall 2015	ORBH 391: Leadership in Diversity & Inclusion (Undergraduate elective, CWRU)
Summer 2015	Global MBA 403C: Inclusive Leadership Strategies, Strategic Thinking III (Graduate required, CWRU)

LEADERSHIP COACHING AND TEAM FACILITATION EXPERIENCE

Undergraduate courses

Spring 2014 Leading Teams (T-group facilitator)

Graduate courses

Winter 2014 Developing Interpersonal Skills for Managers (T-group facilitator)

Fall 2014 Leading People and Organizations (Leadership coach)

Executive Education

Spring 2015 Women in Leadership: Inspiring Positive Change (Online course facilitator)

PROFESSIONAL AFFILIATION

2012-present: Academy of Management (AOM) Gender and Diversity in Organizations (GDO), Managerial and Organizational Cognition (MOC), Careers (CAR), and Organizational Behavior (OB) Divisions

2013-present: Work Family Researchers Network

PROFESSIONAL SERVICE

2019: Chair, AOM CAR Division Best Student Paper Award Committee

2019-present: Ad hoc Reviewer, *Journal of Management Studies*

2018-present: Ad hoc Reviewer, *Journal of Vocational Behavior*

2017-2019: Student Representative-At-Large, AOM MOC Division Executive Committee

2015-2018: Ad hoc Reviewer, *Journal of Management Education*

2017: Reviewer, POS Conference

2014-present: Reviewer, Academy of Management Conference

2016: Ambassador, AOM MOC Division

2016: Committee Member, AOM GDO Division Best Student Paper Award Committee

2014: Committee Member, AOM GDO Division Media Relations Committee

UNIVERSITY AND DEPARTMENT SERVICE

2016-2017: Diversity 360 & Sustained Dialogue, Office of Multicultural Affairs

2015-2016: Departmental Activities Committee (Planning speakers for faculty & students)

2015: Department of Organizational Behavior PhD Program Admissions Committee

PREVIOUS EMPLOYMENT

2012: Coray Gurnitz Consulting, Human Capital Strategy Project Lead

- Conducted human capital assessment and developed human capital strategy

2007-2012: Accenture LLP, Training/Communications Lead and Change Management Specialist

- Designed and executed change management and talent management strategy
- Conducted employee surveys and focus groups to assess employee engagement
- Developed training strategy and delivered training
- Designed and executed strategic communication plan
- Managed staffing plan to meet ongoing demand of 40-50 open positions

2003-2007: Accenture HR Services, HR Training and Staffing Specialist

- Provided performance management, staffing, and career management services to 150 employees
- Advised senior executives in the areas of performance management and career development
- Managed annual ratings and compensation administration
- Delivered orientation and additional training programs
- Led staffing for approximately 100 monthly orientation sessions across the U.S
- Designed and delivered online training for HR personnel

2001-2003: Sidwell Friends School, HR Generalist

- Managed benefits administration for approximately 150 faculty and staff
- Designed and executed HR communications
- Conducted annual salary administration