

DIANA BILIMORIA

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POSITIONS HELD

Weatherhead School of Management, Case Western Reserve University, Cleveland, Ohio, USA.

Chair, Department of Organizational Behavior (July 2013 to present).

KeyBank Professor (September 2011 to present).

Professor of Organizational Behavior (July 2008 to present).

Associate Professor of Organizational Behavior (July 1996 - June 2008).

Assistant Professor of Organizational Behavior (July 1990 – June 1996).

Instructor of Organizational Behavior (July 1989 – June 1990).

Research Assistant (1984-88), and *Teaching Assistant* (1985, 1987-88), Department of Organizational Behavior and Human Resources Management, School of Business Administration, The University of Michigan, Ann Arbor, USA.

Human Resources Recruitment, Planning and Development Officer (1983-84), Taj Group of Hotels, Indian Hotels Company Ltd., Bombay, India. Responsibilities included recruitment, orientation, training and development of employees, and development of human resource plans.

Summer Intern, (1982), Larsen & Toubro, Ltd., Bombay, India. Responsibilities: creating descriptions for a variety of jobs.

EDUCATION

Doctor of Philosophy (Business Administration)

The University of Michigan, Ann Arbor, USA - December 1990.

Dissertation Title: "Owners, Managers and Boards of Directors: The Role of Control of the Corporation".

Honors : Gerald and Lillian Dykstra Fellowship, 1988-89.
Departmental Fellowships, 1984-88.

Master of Management Studies (Human Resource Management)

University of Bombay, India - May 1983.

Honors : The Kilachand Devchand Prize for first place in the university, 1983
The K. S. Basu Prize for first place in the university, 1983.

Bachelor of Commerce (Accounting and Financial Management)

University of Bombay, India - May 1981.

Honors : Sydenham College Open Merit Scholarship, 1980-81.
Government of Maharashtra Open Merit Scholarship, 1979-80.
National Merit Scholarship, 1978-79.

PROFESSIONAL HONORS, AWARDS AND RECOGNITIONS

Best Conference Paper Award, HR/RM Track, Southern Management Association Conference, 2020.

Outstanding Reviewer Award, Gender and Diversity in Organizations Division, Academy of Management, Virtual Conference, 2020.

Academy of Management Learning & Education Best Paper Award, Boston, MA, 2019.

Outstanding Reviewer Award, Gender and Diversity in Organizations Division, Academy of Management Conference, Boston, MA, 2019.

Outstanding Reviewer Award, Gender and Diversity in Organizations Division, Academy of Management Conference, Chicago, IL, 2018.

Scholarly Contributions to Educational Practice Advancing Women in Leadership Award, Gender and Diversity in Organizations Division, Academy of Management, Atlanta, GA, 2017.

Weatherhead Enduring Research Impact Award, Weatherhead School of Management, Case Western Reserve University, Cleveland, OH, 2017.

Janet Chusmir Distinguished Service Award, Gender and Diversity in Organizations Division, Academy of Management, Anaheim, CA, 2016.

Outstanding Reviewer Award, Gender and Diversity in Organizations Division, Academy of Management Conference, Anaheim, CA, 2016.

Woman of Distinction Award, Girl Scouts of North East Ohio, Cleveland, OH, 2016.

Commonwealth Businesswomen Network's Publication of the Year Award, London, UK, 2015.

Weatherhead Teaching Excellence Award, Weatherhead School of Management, Case Western Reserve University, Cleveland, OH, 2014.

Woman of Worth Award, Walsh University, Canton, OH, 2014.

ATHENA Award Finalist, Athena Foundation and *Inside Business* Magazine, Cleveland, Ohio, 2013.

Excellence in Higher Education Leadership Award, ACE Ohio Women's Network, Columbus, OH 2012.

Best Professor in Organizational Behavior Award, 1st World Education Congress, Mumbai, India, 2012.

Outstanding Reviewer Award, Gender and Diversity in Organizations Division, Academy of Management Conference, Boston, MA, 2012.

KeyBank Professorship, Weatherhead School of Management, Case Western Reserve University, Cleveland, Ohio, 2011.

Michael J. Driver Best Careers Paper in the Midwest Region (Co-authors: O'Neil, Deborah A., Hopkins, Margaret M. & Bilimoria, Diana), Careers Division, Academy of Management, 2009.

Flora Stone Mather Center for Women's Spotlight Series Prize for Women's Scholarship, Case Western Reserve University, Cleveland, Ohio, 2007.

Best Symposium Award (Chair: Diana Bilimoria, Facilitator: Ronda Callister), Careers Division, Academy of Management Conference, Honolulu, HI, 2005.

Doctoral Teaching Excellence Award, Weatherhead School of Management, Case Western Reserve University, Cleveland, Ohio, 2002.

Anbar Golden Page Award for the Most Original Content across management periodicals in all major management disciplines, awarded for editorship of the Journal of Management Education, London, UK, 1999.

Exceptional Leadership and Service Award, Organizational Behavior Division, Academy of Management Conference, Chicago, IL, 1999.

Most Innovative Symposium Award (Chair: Ken Thomson, Co-Chairs: Diana Bilimoria and Linda Livingstone), Organizational Behavior Division, Academy of Management Conference, Chicago, IL, 1999.

Outstanding Service Award, Organization and Management Theory Division, Academy of Management Conference, Boston, MA, 1997.

Who's Who in Business Higher Education, <http://business.academickeys.com>

International Who's Who of Professional and Business Women, 1999 (7th Edition), 2001 (8th Edition), 2003 (9th Edition).

RESEARCH & PUBLICATIONS

Research Interests

Gender, diversity, equity and inclusion in governance and leadership, particularly:

- Leadership and career development of women and minority directors, managers, faculty, and entrepreneurs.
- Composition of corporate and nonprofit boards of directors and top executive teams.

- Transformation of organizations and higher education institutions by enhancing diversity, equity and inclusion.

Grants and Contracts

- (1) **NSF AGEP (Alliances for Graduate Education and the Professoriate) Award**, “*NOA-AGEP*”, NSF # HRD-1432950, Start date 10/1/2015, End Date 3/31/2019, \$3,730,000 combined award for seven universities, Case Western Reserve University award \$2,365,540. PI: Charles Rozek. Research Director: Diana Bilimoria. <https://case.edu/noa-agep/>
- (2) **NSF ADVANCE PLAN-IHE (Partnerships for Learning and Adaptation Networks-Institutions of Higher Education)**, “*Institutions Developing Excellence in Academic Leadership-National-IDEAL-N*”, NSF # HRD-1464133, Start date 10/1/2015, End Date 3/31/2019, \$750,263. PI: Lynn Singer, Co-PIs: Diana Bilimoria and Deanne Snavely. <https://case.edu/ideal-n/>
- (3) **Social Justice Institute, Case Western Reserve University**, “*Lost and Found: Collective Identity Recovery through Legacy*”, (Start date 8/1/2015, End Date 7/30/2016), \$3000. PI: Diana Bilimoria, Co-PIs: Keimei Sugiyama and Morgan Bulger.
- (4) **NSF ADVANCE PAID (Partnerships for Application, Implementation and Dissemination)**, “*Institutions Developing Excellence in Academic Leadership-IDEAL*”, NSF # HRD-0929907, Start date 9/1/2009, End Date 8/31/2012), \$921,244. PI: Lynn Singer, Co-PIs: Diana Bilimoria and Helen Qammar. <https://case.edu/provost/ideal/index.html>
- (5) **NSF ADVANCE PAID (Partnerships for Application, Implementation and Dissemination)**, “*Institutional Transformation to Advance Gender Equity: Lessons from a National Program of Change in Higher Education*”, NSF # HRD-0914839, Start date 4/1/2009, End Date 3/31/2010), \$73,300. PI: Diana Bilimoria.
- (6) **NSF ADVANCE IT (Institutional Transformation)**, “*Academic Careers in Engineering and Science-ACES*”, NSF # SBE-0245054, Start Date 9/1/2003, End Date: 8/31/2008), \$3.5 million. PI: Lynn Singer, Co-PIs: John Angus, Mary Barkley, and Diana Bilimoria. <https://case.edu/aces/>
- (7) **Weatherhead School of Management, Case Western Reserve University**. “*Social and Commercial Entrepreneurship*”. PIs: Diana Bilimoria and Tracey Messer. 2007-2009, \$20,000.
- (8) **Office of the Dean, Weatherhead School of Management, Case Western Reserve University**, 1997, \$5000.
- (9) **Global Excellence in Management Program, Weatherhead School of Management, Case Western Reserve University**, 1995, \$7,389.
- (10) **Office of the Dean, Weatherhead School of Management, Case Western Reserve University**, 1994, \$5000.
- (11) **Office of the Dean, Weatherhead School of Management, Case Western Reserve University**, 1993, \$6,956.
- (12) **Veterans Administration Medical Center, Cleveland, Ohio**, 1992, \$29,115.

- (13) **Office of the Dean, Weatherhead School of Management, Case Western Reserve University**, 1992, \$5,000.
- (14) **Research Initiation Grant, Office of Research Administration, Case Western Reserve University**, 1990-91, \$5,000.
- (15) **Office of the Dean, Weatherhead School of Management, Case Western Reserve University**, 1991, \$11,111.
- (16) **Office of the Dean, Weatherhead School of Management, Case Western Reserve University**, 1990, \$10,667.

Books

- (1) **Bilimoria, Diana** & Lord, Linley (Eds). (2014). Women in STEM Careers: International Perspectives in Increasing Workforce Participation, Advancement and Leadership. London, UK & Northampton, MA: Edward Elgar. ISBN: 978 1 78195 406 5.
 - Winner of Commonwealth Businesswomen Network's 2015 Publication of the Year Award
- (2) **Bilimoria, Diana** & Liang, Xiangfen. (2011). Gender Equity in Science and Engineering: Advancing Change in Higher Education, New York: Routledge.
- (3) Vinnicombe, Susan, Singh, Val, Burke, Ronald J., **Bilimoria, Diana** & Huse, Morten (Eds.) (2008). Women on Corporate Boards of Directors: International Research and Practice, Northampton, MA: Edward Elgar Publishing.
- (4) **Bilimoria, Diana** & Piderit, Sandy Kristin (Eds.) (2007, 2009 soft cover), Handbook on Women in Business and Management, Northampton, MA: Edward Elgar Publishing.

Articles in Refereed Journals

- (1) Conley, Natasha & **Bilimoria, Diana**. (In Press). Barriers and Mitigating Strategies of Entrepreneurial Business Growth: The Role of Entrepreneur Race and Gender. Entrepreneurship Research Journal.
- (1) Bulger, Morgan, Joseph, Mark, McKinney, Sherise & **Bilimoria, Diana**. (In Press). Social Inclusion through Mixed-Income Development: Design and Practice in the Choice Neighborhoods Initiative. Journal of Urban Affairs.
- (2) Erskine, Samantha, Archibold, Estelle & **Bilimoria, Diana**. (2020). Afro-Diasporic Women Navigating the Black Ceiling: Individual, Relational, and Organizational Strategies. Business Horizons. <https://doi.org/10.1016/j.bushor.2020.10.004>
- (3) Li, Chengyan, **Bilimoria, Diana**, Guo, Xiaowei & Wang, Weylin. (2020). Gender Role Characteristics and Entrepreneurial Self-Efficacy: A Comparative Study of Female and Male

- Entrepreneurs in China. *Frontiers in Psychology*, 11: 3522.
<https://www.frontiersin.org/articles/10.3389/fpsyg.2020.585803/full>
- (4) Schwartz, H. Michael & **Bilimoria, Diana**. (2020). Busting the Gender Binary: Activities for Teaching Transgender Issues in Management Education. *Management Teaching Review*, 5, 4: 335-350. <https://journals.sagepub.com/doi/10.1177/2379298118819258>.
 - (5) Erskine, Samantha & **Bilimoria, Diana**. (2019). White Allyship of Afro-Diasporic Women in the Workplace: A Transformative Strategy for Organizational Change. *Journal of Leadership & Organization Studies*, 26, 3: 319–338.
<https://journals.sagepub.com/doi/10.1177/1548051819848993>.
 - (6) Combs, Gwendolyn M., Milosevic, Ivana & **Bilimoria, Diana**. (2019). Introduction to the Special Topic Forum: Critical Discourse: Envisioning the Place and Future of Diversity and Inclusion in Organizations. *Journal of Leadership & Organization Studies*, 26, 3: 277-286.
<https://doi.org/10.1177/1548051819857739>.
 - (7) **Bilimoria, Diana** & Singer, Lynn T. (2019). Institutions Developing Excellence in Academic Leadership (IDEAL): A Partnership Model to Advance Gender Equity, Diversity, and Inclusion in Academic STEM. *Equality, Diversity and Inclusion: An International Journal*, 38, 3: 362-381.
<https://doi.org/10.1108/EDI-10-2017-0209>.
 - (8) Jané, Sophie, van Esch, Chantal & **Bilimoria, Diana**. (2018). “‘Why’d You Wanna Study That?’ A Process Model of the Under-Legitimation of a Research Topic”, *Academy of Management Learning & Education*, 17, 4: 401-424. <https://doi.org/10.5465/amle.2016.0015>.
 - Received *Academy of Management Learning & Education* Best Paper Award, 2019.
 - (9) Wei, Hongguo, Zhu, Jinqiang, Li, Hai, & **Bilimoria, Diana**. (2018). A Cross-Level Study on Family Involvement and Job Satisfaction. *Frontiers in Psychology*, 9: 1547.
<https://doi.org/10.3389/fpsyg.2018.01547>.
 - (10) van Esch, Chantal, Hopkins, Margaret M., O’Neil, Deborah A. & **Bilimoria, Diana**. (2018). How Perceived Riskiness Influences the Selection of Women and Men as Senior Leaders. *Human Resource Management*, 57, 4: 915-930. <https://doi.org/10.1002/hrm.21902>.
 - (11) You, Jihae, Terjerson, Siri & **Bilimoria, Diana**. (2018). Women in the Upper Echelons: Women on Corporate Boards and in Top Management Teams, *Oxford Research Encyclopedia of Business and Management*, January: 1-47. DOI: 10.1093/acrefore/9780190224851.013.46
 - (12) McLaughlin, Hazel, Silvester, Jo, **Bilimoria, Diana**, Jané, Sophie, Sealy, Ruth, Peters, Kim, Möltner, Hannah, Huse, Morten & Göke, Juliane. (2018). Women in Power: Contributing Factors that Impact on Women in Organizations and Politics: Psychological Research and Best Practice. *Organizational Dynamics*, 47: 189-199. <http://dx.doi.org/10.1016/j.orgdyn.2017.09.001>.
 - (13) Robinson, Michael J., van Esch, Chantal & **Bilimoria, Diana**. (2017). Bringing Transgender Issues into Management Education. *Academy of Management Learning & Education*, 16, 2: 300-313. DOI: <https://doi.org/10.5465/amle.2015.0355>.

- (14) Van Oosten, Ellen B., Buse, Kathleen R. & **Bilimoria, Diana**. (2017). The Leadership Lab for Women: Advancing and Retaining Women in STEM through Professional Development, Frontiers in Psychology, 8: Article 2138. DOI: 10.3389/fpsyg.2017.02138. <https://www.frontiersin.org/articles/10.3389/fpsyg.2017.02138/full>
- (15) Wei, Hongguo, **Bilimoria, Diana** & Li, Shaobing. (2017). How Does Culture Matter? The Xin (heart-mind)-Based Social Competence of Chinese Executives. Management and Organization Review, 13, 2: 307-344. DOI: <https://doi.org/10.1017/mor.2016.37>.
- (16) Bernstein, Ruth Sessler, Buse Kathleen & **Bilimoria, Diana**. (2016). Revisiting Agency and Stewardship Theories: Perspectives from Nonprofit Board Chairs and CEOs, Nonprofit Leadership and Management, 26, 4: 489-498. DOI: 10.1002/nml.21199.
- (17) Manisaligil, Alperen & **Bilimoria, Diana**. (2016). Taking Your Talents to Business Communications: Analyzing Effective Communication through LeBron James' Career Moves, Journal of Management Education, 40, 6: 769-793. DOI: 10.1177/1052562916665657.
 - Listed in Top 10 Read Articles in Journal of Management Education in 2017.
- (18) Debebe, Gelaye, Anderson, Deirdre, **Bilimoria, Diana** & Vinnicombe, Susan M. (2016). Women's Leadership Development Programs: Lessons Learned and New Frontiers, Journal of Management Education, 40, 3: 231-252.
- (19) Sugiyama, Keimei, Cavanagh, Kevin V., van Esch, Chantal, **Bilimoria, Diana** & Brown, Cara. (2016). Inclusive Leadership Development: Pedagogies of Women's and General Leadership Development Programs, Journal of Management Education, 40, 3: 253-292. DOI: 10.1177/1052562916632553.
 - Listed in Top 10 Read Articles in Journal of Management Education in 2017.
- (20) Buse, Kathleen, Bernstein, Ruth S., & **Bilimoria, Diana** (2016). The Influence of Board Diversity, Board Inclusion Policies and Practices, and Board Inclusion Behaviors on Effective Nonprofit Governance Practices, Journal of Business Ethics, 133, 1: 179-191. DOI:10.1007/s10551-014-2352-z.
- (21) Hodigere, Renuka & **Bilimoria, Diana**. (2015). Human Capital and Professional Network Effects on Women's Odds of Corporate Board Directorships, Gender in Management: An International Journal, 30, 7: 523-550. <https://www.emerald.com/insight/content/doi/10.1108/GM-07-2015-0063/full/html>.
 - Listed in Best of 2015 Women's Leadership Research from Coles College of Business Women's Leadership Center, Kennesaw State University.
- (22) Joy, Simy, Liang, Xiangfen, **Bilimoria, Diana** & Perry, Susan. (2015). Doctoral Advisor-Advisee Pairing in STEM Fields: Selection Criteria and Impact of Faculty, Student and Department Factors, International Journal of Doctoral Studies, 10: 343-363. <http://ijds.org/Volume10/IJDSv10p343-363Joy0711.pdf>
- (23) Overbeke, Kathy, **Bilimoria, Diana** & Somers, Antionette. (2015). Shared Vision between Fathers and Daughters in Family Businesses: The Determining Factor that Transforms Daughters into

- Successors, Frontiers in Psychology, 6: Article 625, 1-15.
<http://journal.frontiersin.org/article/10.3389/fpsyg.2015.00625/full>
- (24) Bernstein, Ruth Sessler, Crary, Marcy & Bilimoria, Diana. (2015). Working Effectively across Differences: Diversity and Inclusion at the Individual, Team and Organizational Levels, Equality, Diversity and Inclusion: An International Journal, 34, 5: 354-359.
- (25) O'Neil, Deborah A., Hopkins, Margaret M. & **Bilimoria, Diana**. (2015). A Framework for Developing Women Leaders: Applications to Executive Coaching, Journal of Applied Behavioral Science, 51, 2: 253-276. DOI: 10.1177/0021886315575550.
- (26) Buse, Kathleen R. & **Bilimoria Diana**. (2014). Personal Vision: Enhancing Work Engagement and the Retention of Women in the Engineering Profession, Frontiers in Psychology, 5, 1-13. DOI: 10.3389/fpsyg.2014.01400, <http://journal.frontiersin.org/article/10.3389/fpsyg.2014.01400/full>.
- (27) Bernstein, Ruth S. & **Bilimoria, Diana**. (2013). Diversity Perspectives and Minority Nonprofit Board Member Inclusion, Equality, Diversity and Inclusion: An International Journal, 32, 7: 636-653. DOI:10.1108/EDI-02-2012-0010
- (28) Overbeke, Kathyann K., **Bilimoria, Diana** & Perelli, Sheri. (2013). The Dearth of Daughter Successors in Family Businesses: Gendered Norms, Blindness to Possibility, and Invisibility, Journal of Family Business Strategy, 4: 201-212.
- (29) Buse, Kathleen, **Bilimoria, Diana**, & Perelli, Sheri. (2013). Why They Stay: Women Persisting in US Engineering Careers, Career Development International, 18, 2: 139-154.
- (30) **Bilimoria, Diana**, O'Neil, Deborah A., Hopkins, Margaret M. & Murphy, Verena. (2010). Gender in the Management Education Classroom: A Collaborative Learning Journey, Journal of Management Education, 34, 6: 848-873.
- (31) O'Neil, Deborah A., Hopkins, Margaret M. & **Bilimoria, Diana**. (2009). Developing Women Athletes: Insights from Business and Management, Annual Review of High Performance Coaching and Consulting, 1: 73-96.
- (32) **Bilimoria, Diana** & Stewart Abigail J. (2009). "Don't Ask, Don't Tell": The Academic Climate for Lesbian, Gay, Bisexual and Transgender Faculty in Science and Engineering, NWSA (National Women's Studies Association) Journal, 21, 2: 85-103.
- (33) Hopkins, Margaret M., O'Neil, Deborah A., Passarelli, Angela & **Bilimoria, Diana**. (2008). Women's Leadership Development: Strategic Practices for Women and Organizations, Consulting Psychology Journal: Practice and Research, 60, 4: 348-365.
- (34) **Bilimoria, Diana**, Joy, Simy & Liang, Xiangfen (2008). Breaking Barriers and Creating Inclusiveness: Lessons of Organizational Transformation to Advance Women Faculty in Academic Science and Engineering, Human Resources Management, 47, 3: 423-441.
- (35) O'Neil, Deborah A., Hopkins, Margaret M & **Bilimoria, Diana** (2008). Women's Careers at the Start of the 21st Century: Patterns and Paradoxes, Journal of Business Ethics, 80, 4: 727-743.
- (36) Hopkins, Margaret M. & **Bilimoria, Diana** (2008). Social and Emotional Competencies Predicting Success for Male and Female Executives, Journal of Management Development, 27, 1: 13-35.

- (37) Zandee, Danielle P. & **Bilimoria, Diana** (2007). Institutional Transformation through Positive Textual Deviance, International Journal of Sociology and Social Policy, 27, 11/12: 469-482.
- (38) **Bilimoria, Diana** (2006). The Relationship between Women Corporate Directors and Women Corporate Officers, Journal of Managerial Issues, 18, 1: 47-61.
- (39) Hopkins, Margaret M., O'Neil, Deborah A. & **Bilimoria, Diana** (2006). Effective Leadership and Successful Career Advancement: Perspectives from Women in Health Care, Equal Opportunities International, 25, 4: 251-271.
- (40) Zelechowski, Deborah D., **Bilimoria, Diana** & Haug, Ralph, (2006). Female Directors, CEO Characteristics, and Board Structure, Journal of Academy of Business and Economics, 6, 1: 189-196.
- (41) **Bilimoria, Diana**, Perry, Susan, Liang, Xiangfen, Higgins, Patricia, Stoller, Eleanor & Taylor, Cyrus (2006). How Do Female and Male Faculty Members Construct Job Satisfaction? The Roles of Perceived Institutional Leadership and Mentoring and their Mediating Processes, Journal of Technology Transfer, 32, 3: 355-365.
- (42) O'Neil, Deborah A. & **Bilimoria, Diana** (2005). Women's Career Development Phases: Idealism, Endurance, and Reinvention, Career Development International, 10, 3: 168-193.
- (43) Hopkins, Margaret M. & **Bilimoria, Diana** (2004). Care and Justice Orientations in Workplace Ethical Dilemmas of Women Business Owners, Group and Organization Management, 29, 4: 495-517.
- (44) O'Neil, Deborah A., **Bilimoria, Diana** & Saatcioglu, Argun (2004). Women's Career Types: Attributions of Satisfaction with Career Success, Career Development International, 9, 5, 478-500.
- (45) Zelechowski, Deborah Dahlen & **Bilimoria, Diana** (2004). Characteristics of Women and Men Corporate Inside Directors, Corporate Governance – An International Review, 12, 3: 337-342.
- (46) Zelechowski, Deborah Dahlen & **Bilimoria, Diana** (2003). The Experience of Women Corporate Inside Directors on the Boards of Fortune 1000 Firms, Women In Management Review, 18, 7: 376-381.
- (47) **Bilimoria, Diana** (1997). Perspectives on Corporate Control: Implications for CEO Compensation, Human Relations, 50, 20: 23-52.
- (48) **Bilimoria, Diana** & Huse, Morten (1997). A Qualitative Comparison of the Boardroom Experiences of U.S. and Norwegian Women Corporate Directors, International Review of Women and Leadership, 3, 2: 63-76.
- (49) **Bilimoria, Diana** (1997). Management Educators: In Danger of Becoming Pedestrians on the Information Superhighway, Journal of Management Education, 21, 2:232-243.
- (50) Srikantia, Param & **Bilimoria, Diana** (1997). Isomorphism in Organization Studies: The Case of Research on Sustainability, Organization and Environment, 10, 4: 384-406.

- Listed in The 50 Most-Frequently Cited Articles in Organization and Environment as of August 1, 2006, http://oae.sagepub.com/reports/mfc_all_8.dtl
- (51) **Bilimoria, Diana** (1995). Corporate Control, Crime and Compensation, Human Relations, 48, 8, 891-908.
- Reprinted in Shover, Neal & Wright, John Paul (Eds.), 2000. Crimes of Privilege: Readings in White-Collar Crimes, Oxford, UK: Oxford University Press, pp. 297-312.
- (52) **Bilimoria, Diana** (1995). Modernism, Post-modernism, and Contemporary Grading Practices, Journal of Management Education, 19, 4, 440-457.
- (53) **Bilimoria, Diana** & Wheeler, Jane V. (1995). Learning-centered Education: A Guide to Resources and Implementation, Journal of Management Education, 19, 3, 409-428.
- (54) **Bilimoria, Diana**, Cooperrider, David L., Kazcmariski, Katherine, Khalsa, Gurudev., Srivastva, Suresh., & Upadhyaya, Punya. (1995). A Call to Organizational Scholarship: The Organization Dimensions of Global Change - No Limits to Cooperation, Journal of Management Inquiry, 4, 1, 71-90.
- (55) Srivastva, Suresh, **Bilimoria, Diana**, Cooperrider, David L., & Fry, Ronald. E. (1995). Management and Organizational Learning for Positive Global Change, Management Learning, 26, 1, 37-54.
- (56) Walck, Christa & **Bilimoria, Diana** (1995). Challenging "Globalization" Discourses, Journal of Organizational Change Management, 8, 4, 3-6.
- (57) Walck, Christa & **Bilimoria, Diana** (1995). Challenging "Globalization" Discourses, Journal of Organizational Change Management, 8, 5, 3-4.
- (58) **Bilimoria, Diana** & Piderit, Sandy K. (1994). Board Committee Membership: Effects of Sex-Based Bias, Academy of Management Journal, 37, 6: 1453-1477.
- A Research Translation of this article appears in Schor, Susan. M. 1995. Sex Bias in the Boardroom. Academy of Management Executive, 9, 3, 80-81.
- (59) **Bilimoria, Diana** & Piderit, Sandy K. (1994). Qualifications of Corporate Board Committee Members. Group and Organization Management, 19, 3: 334-362.
- (60) Cameron, Kim S. & **Bilimoria, Diana**. (1985). Assessing Effectiveness in Higher Education, Review of Higher Education, 9: 101-118.

Chapters in Edited Volumes

- (61) van Esch, Chantal & **Bilimoria, Diana**. (2020). Managing Cultural Diversity. In Sharma, Radha R., Merrill Csurri & Kemi Ogunyemi (Eds), The Handbook for Sustainable Development: Strategies for Organizational Sustainability, New York: Business Expert Press, Chapter 6.
- (62) van Esch, Chantal, Assylkhan, Karlygash & **Bilimoria, Diana**. (2017). Using Organizational and Management Science Theories to Understand Women and Leadership. In Madsen, S.R. (Ed.),

- Handbook of Research on Gender and Leadership, Northampton, MA: Edward Elgar Publishing, pp. 127-144.
- (63) Bernstein, Ruth Sessler, Crary, Marcy, **Bilimoria, Diana** & Blancero, Donna Maria. (2015). Reflections on Diversity and Inclusion Practices at the Organizational, Group, and Individual Levels, in Bendl, Regine, Inge Bleijenbergh, Elina Henttonen & Albert J. Mills (Eds), Oxford Handbook of Diversity in Organizations. UK: Oxford University Press, pp. 109-126. DOI: 10.1093/oxfordhb/9780199679805.013.29
- (64) **Bilimoria, Diana**. (2015). Integrating Gender Equality into Management Education: An MBA Course on Women in Organizations. In Patricia M. Flynn, Kathryn Haynes & Maureen Kilgour (Eds), Integrating Gender Equality into Management Education, Sheffield, UK: Greenleaf Publishing, pp. 345-357.
- (65) Flynn, Patricia M., Cavanagh, Kevin V., & **Bilimoria, Diana**. (2015). Gender Gaps in Business Schools: The Elephant in the Room. In Patricia M. Flynn, Kathryn Haynes & Maureen Kilgour (Eds), Integrating Gender Equality into Management Education, Sheffield, UK: Greenleaf Publishing, pp. 26-54.
- (66) **Bilimoria, Diana** & Stewart, Abigail J. (2014). Intersectional Invisibility and the Academic Work Experience of Lesbian Faculty. In Kris De Welde & Andi Stepnick (Eds), Disrupting the Culture of Silence: Women Navigating the Academy and Making Change. Sterling, VA: Stylus Publishing, pp. 215-222.
- (67) **Bilimoria, Diana** & Liang Xiangfen. (2014). Effective Practices to Increase Women's Participation, Advancement and Leadership in US Academic STEM. In Bilimoria, Diana & Linley Lord (Eds), Women in STEM Careers: International Perspectives on Increasing Workforce Participation, Advancement and Leadership. London, UK: Edward Elgar, pp. 146-165.
- (68) Buse, Kathleen & **Bilimoria, Diana**. (2014). Women Persisting in the Engineering Profession: The Role of the Ideal Self and Engagement. In Bilimoria, Diana & Linley Lord (Eds), Women in STEM Careers: International Perspectives on Increasing Workforce Participation, Advancement and Leadership. London, UK: Edward Elgar, pp. 16-38.
- (69) **Bilimoria, Diana**, Lord, Linley & Marinelli, Melissa. (2014). An Introduction to Women in STEM Careers: International Perspectives on Increasing Workforce Participation, Advancement and Leadership. In Bilimoria, Diana & Linley Lord (Eds), Women in STEM Careers: International Perspectives on Increasing Workforce Participation, Advancement and Leadership. London, UK: Edward Elgar, pp. 3-15.
- (70) **Bilimoria, D.**, & Liang, X. (2013). State of knowledge about the workplace participation, equity, and inclusion of women in academic science and engineering. In M. Wyer, M. Barbercheck, D. Cookmeyer, H. O. Ozturk, & M. Wayner (Eds.), Women, Science and Technology: A Reader in Feminist Science Studies. London: Routledge, pp. 21-50.
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- (88) Suzanne, Pamela Agata, Estelle Archibold & **Bilimoria, Diana**. (2020). Relational Confidence: Theorizing the Process and Mechanisms of Validation in the Workplace. Best Paper Proceedings of the 80th Annual Meeting of the Academy of Management, Vancouver, CA. <https://journals.aom.org/doi/pdf/10.5465/AMBPP.2020.231>
- (89) Sugiyama, Keimei, Jaks, Queen & **Bilimoria, Diana**. (2019). Becoming a Minority Scientist: (De)Racialized Professional Identity Construction. Best Paper Proceedings of the 79th Annual Meeting of the Academy of Management, Boston, MA. <https://doi.org/10.5465/AMBPP.2019.72>
- (90) O'Neil, Deborah A., **Bilimoria, Diana**, & Saatcioglu, Argun (2003). Women's Ways of Instituting Careers: A Typology of Women's Career Development. Best Paper Proceedings of the Sixty-third Annual Meeting of the Academy of Management, Seattle, WA. <https://journals.aom.org/doi/pdf/10.5465/ambpp.2003.13793176>
- (91) **Bilimoria, Diana** & Mainemelis, Charalampos (1999). Emerging Technologies, Pedagogy, and Management Education in the 21st Century. Proceedings of the Re-Organizing Knowledge, Transforming Institutions: Knowing, Knowledge and the University in the 21st Century Conference, Amherst, Massachusetts.

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- (111) **Bilimoria, Diana**. 2017. How to Overcome Unconscious Gender Bias: Make It a Priority. September 5. <http://www.industryweek.com/talent/how-overcome-unconscious-gender-bias-make-it-priority>.
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- (114) French, Shannon E., **Bilimoria, Diana** & Boyatzis, Richard. 2015. Filosofia Disruptiva: Un Artista Del Cambio Con Corazon, Harvard Deusto Business Review, May, 16-30.
- (115) Flynn, Patricia, Cavanagh Kevin V. & **Bilimoria, Diana**. (2015). Closing the Gender Gap. BizEd, March-April. <http://www.bizedmagazine.com/archives/2015/2/features/closing-the-gender-gap>
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- (117) Buse, Kathleen & **Bilimoria, Diana**. (2013). Women Who Persist, Society for Women Engineers (SWE) Magazine, Fall: 45-51. <http://www.nxtbook.com/nxtbooks/swe/fall13/index.php#/48>
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- (124) Hopkins, Margaret M., O’Neil, Deborah A. & **Bilimoria, Diana**. (2010). What Could an Executive Coach Do for an Association Football Manager? A Commentary: Effective Coaching Requires the Feminine Qualities of Leadership, Annual Review of High Performance Coaching and Consulting (International Journal of Sports Science and Coaching Supplement), 49-52. <http://multi-science.metapress.com/content/121504/>
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- (126) Zelechowski, Deborah D. & **Bilimoria, Diana** (2006). Characteristics of CEOs and Boards with Women Inside Directors, Corporate Board: Roles, Duties and Composition, 2, 2: 14-21. <http://doi.org/10.22495/cbv2i2art2>
- (127) Interview with **Bilimoria, Diana** (2004). Boards and Women on Boards, Thoughts from the Top: A Collection of Interviews with Business Gurus, HR.Com Publishing, Ontario, Canada, 62-66.
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- (129) **Bilimoria, Diana** (1995). Women Directors: The Quiet Discrimination, Corporate Board, July/August, 10-14.
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Working Papers

- (1) Liang, Xiang fen, Joy, Simy, **Bilimoria, Diana** & Perry, Susan. Choosing Doctoral Advisors/ Advisees: Empirical Model from an American University. Working Paper Series WP-12-05, Department of Organizational Behavior, Case Western Reserve University, Cleveland, Ohio.
- (2) Buse, Kathleen R., Perelli, Sheri & **Bilimoria, Diana**. Why They Stay: The Ideal Selves Of Persistent Women Engineers. Working Paper Series WP-10-04, Department of Organizational Behavior, Case Western Reserve University, Cleveland, Ohio.

- (3) Bergeron, Diane, **Bilimoria, Diana** & Liang, Xiang fen. Thriving in the Academy: A Model of Faculty Career Outcomes. Working Paper Series WP-08-03, Department of Organizational Behavior, Case Western Reserve University, Cleveland, Ohio.
- (4) O'Neil, Deborah A. & **Bilimoria, Diana** (2006). Women and Careers: A Critical Perspective on the Theory and Practice of Women in Organizations. Working Paper Series WP-06-05, Department of Organizational Behavior, Case Western Reserve University, Cleveland, Ohio.
- (5) Jordan, C. Greer & **Bilimoria, Diana** (2005). The social process of creating and embedding a cooperative and productive science environment, Working Paper Series WP-05-05, Department of Organizational Behavior, Case Western Reserve University, Cleveland, Ohio.
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- (7) Dahlen Zelechowsky, Deb & **Bilimoria, Diana** (2001). Women Corporate Inside Directors: Tokens at the Top, Working Paper Series WP-01-01, Department of Organizational Behavior, Case Western Reserve University, Cleveland, Ohio.
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- (1) Dukhaykh, Suad A. & **Bilimoria, Diana**. [REDACTED]. Career Development International (under 3rd review).
- (2) H. Michael Schwartz, Khatija, Pooja & **Bilimoria, Diana**. [REDACTED]. Oxford Research Encyclopedia (Conditional Acceptance).
- (3) Sugiyama, Keimei, Ladge, Jamie & **Bilimoria, Diana**. [REDACTED]. Academy of Management Journal (under 1st revision).
- (4) Jané, Sophie E. & **Bilimoria, Diana**. [REDACTED]. Journal of Organizational Behavior (under 1st review).
- (5) Sugiyama, Keimei, Jaks, Queen, **Bilimoria, Diana** & Lui, Han. [REDACTED]. Journal of Organizational Behavior (under 1st review).
- (6) Wei, Hongguo, Wu, Bingqing, Park, Haesang, & **Bilimoria, Diana**. [REDACTED]. Journal of Business and Psychology (under 1st review).

- (7) Hopkins, Margaret M., O'Neil, Deborah A., **Bilimoria, Diana** & Broadfoot, Alison. [REDACTED] Frontiers in Psychology (under 1st review).
- (8) Jané, Sophie E., Sweitzer, Stormy C. & **Bilimoria, Diana**. [REDACTED] Submitted to 2021 Academy of Management Conference.

Manuscripts in Preparation

- (1) Sugiyama, Keimei & **Bilimoria, Diana**. Working Within and Working It Out: How Social Identity Workspace Produces Mechanisms of Inclusion (manuscript available).
- (2) Jané, Sophie E., Sweitzer, Stormy C. & **Bilimoria, Diana**. "A Bit of a Wolf Pack": The Social-Symbolic Work of Constructing a Radically Inclusive Organization (manuscript proposal available)
- (3) Wei, Hongguo, **Bilimoria, Diana**, Zhu, Yunxia, Weng. Measurement and Impacts of Supervisor-Episode: Incorporating Ethics of Mentoring and a Relational Perspective (manuscript available).
- (4) Archibold, Estelle, Jané, Sophie, Sugiyama, Keimei & **Bilimoria, Diana**. Multi-Level Organizational Factors that Support and Harm Women's Self-Confidence (manuscript available).
- (5) Yao, Ting, Post, Corinne and **Bilimoria, Diana**. Power behind the Scene: The Impact of Directors' Informal and Formal Power on Female Representation in Top Management Teams (manuscript available).
- (6) Yao, Ting & **Bilimoria, Diana**. Does the "Glass Cliff" Phenomenon Occur on Corporate Boards? The Relationship between Firm Performance and Board Gender Diversity (manuscript available).

Refereed Conference Presentations/Symposia/Workshops

- (1) Jané, Sophie E., Sweitzer, Stormy C. & **Bilimoria, Diana**. "A Bit of a Wolf Pack": The Social-Symbolic Work of Constructing a Radically Inclusive Organization. Paper presentation at 37th EGOS Colloquium 2021, virtual.
- (2) Wei, Hongguo, Wu, Bingqing, Park, Haesang, & **Bilimoria, Diana**. (October 2020). A Power-with versus Power-over Framework of Leadership Behaviors and Creativity. Paper presentation at Southern Management Association Conference, St. Pete Beach, FL.
 - Received Best Conference Paper Award, HR/RM Track, SMA Conference.
- (1) **Bilimoria, Diana**. (October 2020). The Leadership Lab for Women in STEM: Advancing and Retaining Women through Professional Development. National Academies of Science, Engineering and Medicine (NASEM) US-Kuwait Second Workshop on Improving the Inclusion of Women in STEM (virtual).

- (3) Suzanne, Pamela Agata, Estelle Archibold & **Bilimoria, Diana**. (August 2020). Relational Confidence: Theorizing the Process and Mechanisms of Validation in the Workplace. Paper presentation at Academy of Management Conference (virtual).
- (4) Gould, Jillian & **Bilimoria, Diana**. (August 2020). Innovative Approaches to Creating Gender Inclusive Academic Environments. Panel Symposium at Academy of Management Conference (virtual).
- (5) Erskine, Samantha & **Bilimoria, Diana**. (August 2020). Towards a Better Model for Advancing Research: Using Intersectionality as a Research Methodology. PDW at Academy of Management Conference (virtual).
- (6) van Esch, Chantal, & **Bilimoria, Diana**. (October 2019). Humble Mentoring: Understanding Humility's Impact on Mentoring Relationships and Career Outcomes. Paper presented at Southern Management Association Conference, Norfolk, VA.
- (7) Sugiyama, Keimei, Jaks, Queen & **Bilimoria, Diana**. (August 2019). Becoming a Minority Scientist: (De-)Racialized Identity Construction in Attaining a Professional Identity. Paper presentation at Academy of Management Conference, Boston, MA.
- (8) **Bilimoria, Diana**. (July 2019). Challenges and Remedies to Address the Workforce Participation, Advancement and Leadership of Women Faculty in STEM: The IDEAL-N Program. Symposium (Challenges and Innovative Initiatives to Advance Women's Careers) presentation at International Society for the Study of Individual Differences (ISSID) 2019 Conference. Florence, Italy.
- (9) Jané, Sophie & **Bilimoria, Diana**. (November 2018). Seeing Risk: Toward a Process Model of How Employers Learn to Perceive Risky Employees. Panel presentation at Pathways to Gender Equality Conference, Washington, D.C.
- (10) Conley, Natasha, **Bilimoria, Diana** & Gaskin, James. (October 2018). Discriminatory Business Practices and Business Growth: An Exploratory Study. Paper presentation at Midwest Academy of Management Conference, St. Louis, MO.
- (11) Archibold, Estelle, Jané, Sophie, Sugiyama, Keimei & **Bilimoria, Diana**. (August 2018). Multi-Level Organizational Factors that Support and Harm Women's Self-Confidence. Paper presentation at Academy of Management Conference, Chicago, IL.
- (12) Yao, Ting, Post, Corinne and **Bilimoria, Diana**. (August 2018). Female Directors in the CEO In-Group and New Female Director Appointments. Symposium presentation at Academy of Management Conference, Chicago, IL.
- (13) Debebe, Gelaye, O'Neil, Deborah A., Hopkins, Margaret M. & **Bilimoria, Diana**. (August 2018). Social Identity and Authentic Leader Development. PDW presentation at Academy of Management Conference, Chicago, IL.
- (14) Erskine, Samantha E., Archibold, Estelle E. & **Bilimoria, Diana**. (March 2018). Generating Power Currency: Afro-Diasporic Women Navigating the Black Ceiling. Paper presentation at Breaking Bias: Leadership Excellence and Gender in Organizations Symposium, Purdue University, Purdue, IN.

- (15) Yao, Ting, Post, Corinne and **Bilimoria, Diana**. (August 2017). Board Power Plays: Directors' Informal and Formal Power Predict Female Top Management Teams Representation. Paper presented at Academy of Management Conference, Atlanta, GA.
- (16) Sugiyama, Keimei & **Bilimoria, Diana**. (August 2017). Distinction and Integration: How Social Identity Processes and Workspaces Influence Outcomes of Diversity. Paper presented at Academy of Management Conference, Atlanta, GA.
- (17) **Bilimoria, Diana** and Jané, Sophie. (August 2017). Measuring Diversity and Inclusion in Institutions of Higher Education: Developing a Gender Equity Index. Paper presented at symposium, "Theory and Research on Diversity and Inclusion at the Organizational Level of Analysis" at Academy of Management Conference, Atlanta, GA.
- (18) **Bilimoria, Diana**. (August 2017). Initiating Change through Breaking Rules at the Interface. Panel presentation at All-Academy Theme Panel Symposium (organizers: Sanjeewa Perera, Sukhbir Sandhu & Shruti Sardeshmukh) at Academy of Management Conference, Atlanta, GA.
- (19) Jané, Sophie, Sugiyama, Keimei and **Bilimoria, Diana**. (August 2017). Self-Confidence: Themes and Aggregate Dimensions of the Construct from a Massive Online Open Course. Paper presented at PDW Presentation at Academy of Management Conference, Atlanta, GA.
- (20) Archibold, Estelle, Jané, Sophie and **Bilimoria, Diana**. (August 2017). Self-Confidence and Self-Efficacy: Conceptualization, Measurement and Practical Relevance. PDW presentation at Academy of Management Conference, Atlanta, GA.
- (21) Bataggia, A. & **Bilimoria, D**. (April 2017). How Do They Do It? Legislators as Leaders: A Study of Legislators' Faith and Family Values, Gender, and Policy Decision-Making. Paper presented at Midwest Political Science Association, Chicago, IL.
- (22) Jané, S.E., van Esch, C., & **Bilimoria, D**. (October 2016) The Risky Business of Studying Risk in Business: A Interdisciplinary Review. Paper presented at the Southern Management Association Conference, Charlotte, N.C.
- (23) Keimei Sugiyama, Jané, Sophie & **Bilimoria, Diana**. (August 2016). Doing More Harm than Good: Communicating the Gender Confidence Gap. Paper presented at Academy of Management Conference, Anaheim, CA.
- (24) Wei, Hongguo, Zhu, Jinqiang, Li, Hai, & **Bilimoria, Diana**. (August 2016). More Family Involvement, Less Job Satisfaction?: A Cross-Level Examination. Paper presented at Academy of Management Conference, Anaheim, CA.
- (25) Chantal van Esch, Jané, Sophie & **Bilimoria, Diana**. (August 2016). Think Management Faculty – Think Male? Understanding Gendered Perceptions of Management Faculty from a Student Rater Perspective. Symposium (Paper) Presentation at Academy of Management Conference, Anaheim, CA.
- (26) **Bilimoria, Diana**. (August 2016). Organizational Meaningfulness and Women's Leadership. All-Academy Theme PDW Presentation at Academy of Management Conference, Anaheim, CA.

- (27) Buse, Kathleen & **Bilimoria, Diana**. (August 2016). Organizational Meaningfulness and the Contributions and Achievement of Women in Leadership, All-Academy Theme PDW at Academy of Management Conference, Anaheim, CA.
- (28) **Bilimoria, Diana**. (August 2016). Facilitator for PDW “When Will They Realize the Truth: Identifying and Overcoming Impostor Phenomenon in Academia”, Academy of Management Conference, Anaheim, CA.
- (29) Jané, Sophie, van Esch, Chantal, & **Bilimoria, Diana**. (June 2016). Not Seen and Not Heard: Managing Our Learning Disabilities as Management Educators. Roundtable Discussion Session at Organizational Behavior Teaching Conference, Walsh University, North Canton, OH.
- (30) Robinson, Michael, van Esch, Chantal & **Bilimoria, Diana**. (June 2016). Beyond the Gender Binary: Bringing Transgender Issues into Management Education, General Discussion Session at Organizational Behavior Teaching Conference, Walsh University, North Canton, OH.
- (31) Sugiyama, Keimei, Bulger, Morgan & **Bilimoria, Diana**. (March 2016). I am Me as Part of We: Collective Legacy as a Mechanism for Inclusion, Paper at the Qualitative Research Methods Conference, Albuquerque, New Mexico.
- (32) van Esch, Chantal, Hopkins, Margaret, O’Neil, Deborah A. & **Bilimoria, Diana**. (March 2016). The Impact of Qualifications on Perceived Riskiness and Selection: Gendered Implications for Leadership. Paper presented at the Leadership Excellence and Gender Symposium, Purdue University.
- (33) Bernstein, R. S., Buse, K., & **Bilimoria, Diana**. (October 2015). Exploring the Impact of CEO Tenure and Effective Board Performance on Organizational Change and Oversight. Paper presented at the ARNOVA Conference, Chicago, IL.
- (34) van Esch, Chantal, Hopkins Margaret, M., O’Neil, Deborah A. & **Bilimoria, Diana**. (October 2015). Playing It Safe? How Qualifications, Perceived Riskiness, and Gender Impact Selection for Senior Leadership. Paper presented at Southern Management Association Conference, Saint Pete Beach, FL.
- (35) van Esch, Chantal & **Bilimoria, Diana**. (August 2015). The Gendered Experiences of Gender in Management Researchers. Paper presented at Academy of Management Conference, Vancouver, Canada.
- (36) Wei, Hongguo, Li, Shaobing & **Bilimoria, Diana**. (August 2015). Organizer and Facilitator in Teaching in the Rough: Opportunities and Challenges of Global Business/Management Education Symposium, Academy of Management Conference, Vancouver, Canada.
- (37) **Bilimoria, Diana**. (August 2015). Panelist in Effective Board Governance: What Can the Nonprofit and For-Profit Sectors Learn from Each Other? Professional Development Workshop, Academy of Management Conference, Vancouver, Canada.
- (38) **Bilimoria, Diana**. (August 2015). Diversity-related Biases. Presenter in Ramping our Game! How We Can Do a Better Job Teaching Diversity, Professional Development Workshop, Academy of Management Conference, Vancouver, Canada.

- (39) Bernstein, Ruthann Kessler, Buse, Kathleen & **Bilimoria, Diana**. (November 2014). Perspectives from Nonprofit Board Chairs and CEOs on Board Operations and Performance: Are They Really Working for the Same Agency? Paper presentation at ARNOVA Conference, Denver, CO.
- (40) Yao, Ting & **Bilimoria, Diana**. (August 2014). Women on Boards and Firm Performance: The Effects of Critical Mass, Symposium (Paper) presentation at the Academy of Management Conference, Philadelphia, PA.
- (41) Anderson, Deirdre, **Bilimoria, Diana**, Blake-Beard, Stacey, Debebe, Gelaye, Doldor, Elena, Lord, Linley, Moore Lynda, Vinnicombe Sue (August 2014). Developing Women Leaders: Sharing Teaching and Learning Practice, Professional Development Workshop, Academy of Management Conference, Philadelphia, PA.
- (42) Hodigere, Renuka & **Bilimoria, Diana**. (December 2013). Human Capital and Professional Network Effects on Women's (and Men's) Odds of Corporate Board Directorships. Paper presentation at Diversity in Boards Conference, Amsterdam, The Netherlands.
- (43) Hodigere, Renuka & **Bilimoria, Diana**. (December 2013). Impression Management: Means of Mitigating the Effects of Sex-Stereotyping in Organizations. Paper presentation at Indian Academy of Management, Ahmedabad, India.
- (44) Hodigere, Renuka & **Bilimoria, Diana**. (December 2013). Constructing Professional Resource Networks from Career Biographical Data. Paper presentation at Indian Academy of Management, Ahmedabad, India.
- (45) Bernstein, Ruthann Kessler, Buse, Kathleen & **Bilimoria, Diana**. (November 2013). Exploring the Influence of Nonprofit Board Diversity (Racial/Ethnic, Age, and Gender), Diversity Practices, and Inclusion Behaviors on Board Performance. Paper presentation at ARNOVA Conference, Hartford, CT.
- (46) Hodigere, Renuka & **Bilimoria, Diana**. (August 2013). A Comparative Evaluation of the Human Capital and Professional Network Capital Characteristics of Women and Men Board Directors. Symposium (Paper) presentation at the Academy of Management Conference, Orlando, FL.
- (47) **Bilimoria, Diana**. (August 2013). Stereotypes of Women in the Workplace. Showcase Symposium (Panel) presentation at the Academy of Management Conference, Orlando, FL.
- (48) **Bilimoria, Diana**. (August 2013). Academic Leadership Development Programs for Women Faculty in Science and Engineering. Professional Development Workshop panel presentation at the Academy of Management Conference, Orlando, FL.
- (49) Hodigere, Renuka & **Bilimoria, Diana**. (August 2012). Professional network: How does it affect the odds of board membership for women?, paper presented at the Academy of Management Conference, Boston, MA.
- (50) Lutzo, Eric, Perelli, Sheri & **Bilimoria, Diana**. (August 2012). Coming Out and Being Out in the Executive Suite: The Experiences of Senior Gay and Lesbian Leaders, paper presented at the Academy of Management Conference, Boston, MA.

- (51) Bernstein, Ruthann K., **Bilimoria, Diana** & Crary Laura M. (August 2012). Learning to Work Across Identities and Build Cultures of Inclusion in Organizational Settings, Professional Development Workshop at the Academy of Management Conference, Boston, MA.
- (52) **Bilimoria, Diana** & Liang, Xiang fen. (June 2012). Advancing Gender Equity in Science and Engineering: Initiatives and Outcomes of Institutional Transformation. In Leibnitz, Gretal, Bilimoria, Diana, Carpenter, Jenna , Fouad, Nadya, Khare, Manorama, & Singh, Romila's symposium workshop Stemming Corporate and Academic Tides: Climate and Cultural Impacts and Promising Practices for Recruiting, Retaining and Advancing Women in Science, Technology, Engineering and Mathematics (STEM) at WEPAN Conference, Columbus, OH.
- (53) Shaffer, Amanda, **Bilimoria, Diana** & Singer, Lynn T. (June 2012). Institutions Developing Excellence in Academic Leadership: Regional Cooperation, Regional Progress, Paper at WEPAN Conference, Columbus, OH.
- (54) Boland, Brodie & **Bilimoria, Diana**. (August 2011). Seeing leaders: Implicit Leadership Theory Formation of Academic Department Chairs, paper presented at the Academy of Management Conference, San Antonio, TX.
- (55) **Bilimoria, Diana** & Lord, Linley (Co-Chairs) (August 2011). Individual and Organizational Strategies to Increase the Workforce Participation of Women in Science, Technology, Engineering and Mathematics (STEM), Showcase Symposium presented at the Academy of Management Conference, San Antonio, TX.
- (56) O'Neil, Deborah A., Hopkins, Margaret M., **Bilimoria, Diana** & Schalk, Jaclyn. (August 2010). A Framework of Sustainable Career Development: The Career Triple Bottom Line, paper presented at the Academy of Management Conference, Montreal, Canada.
- (57) Kathy Overbeke & **Bilimoria, Diana**. (August 2010). Into the Family and Business Nexus: Succession and Daughters in Family Owned Businesses, paper presented at the Academy of Management Conference, Montreal, Canada.
- (58) McInerney-Lacombe, Nancy, **Bilimoria, Diana**, Somers, Antoinette & Perelli, Sheri. (August 2010). The Payoffs of Championing "Tough Issues" in the Executive Suite: Why Corporations Need to Nurture Quixotic Champions, paper presented at the Academy of Management Conference, Montreal, Canada.
- (59) O'Neil, Deborah A., Hopkins, Margaret M. & **Bilimoria, Diana**. (October 2009). Career Sustainability for Women: Running the Career Race over Time, paper presented at the Midwest Academy of Management, Chicago, IL.

Received the Michael J. Driver Best Careers Paper in the Midwest Region 2009, Careers Division of the Academy of Management.

- (60) **Bilimoria, Diana**, Hopkins, Margaret M., Murphy Verena & O'Neil, Deborah A. (August 2008). Female and Male Students' Experiences in a "Women in Organizations" Course: Lessons for Managing Gender Issues in the Management Education Classroom, paper, presented at the Academy of Management Conference, Anaheim, CA.

- (61) Liang, Xiang fen, Joy, Simy & **Bilimoria, Diana** (August 2008). Establishing Advisor-Advisee Relationships: Impact of Decision Factors, Schemas and Time Periods, presented at the Academy of Management Conference, Anaheim, CA.
- (62) **Bilimoria, Diana** (June 2008). Future Directions for the Scholarship of Management Teaching, symposium panelist at the Organizational Behavior Teaching Conference, Wellesley, MA.
- (63) Hopkins, Margaret M., Broadfoot, Alison, O'Neil, Deborah A. & **Bilimoria, Diana**. (April 2008). Invisible Leadership: Gender, Emotional Intelligence, and Performance and Potential Ratings, poster session at Society for Industrial and Organizational Psychology (SIOP) Conference, San Francisco, CA.
- (64) Liang, Xiang fen, Turell, Jeffrey & **Bilimoria, Diana**. (August 2007). Faculty in Early, Middle and Late Career Stages: Gender Effects on Academic Work Experiences, paper presented at the Academy of Management Conference, Philadelphia, PA.
- (65) Stevens, Christopher, O'Neil, Deborah A. & **Bilimoria, Diana**. (August 2007). The Career Phases of Women in Healthcare: Early, Middle, and Late Career Dynamics, paper presented at the Academy of Management Conference, Philadelphia, PA.
- (66) **Bilimoria, Diana**, Hopkins, Margaret M., O'Neil Deborah A., and Perry Susan R. (April 2007). Executive coaching: An effective strategy for faculty development, panel paper presented at American Educational Research Association Annual Meeting, Chicago. IL.
- (67) **Bilimoria, Diana** (February 2007). The Relationship Between Women Corporate Directors and Women Corporate Officers, panel paper presented at the Eastern Economic Association Meeting, New York, NY.
- (68) Zelechowski, Deborah D., **Bilimoria, Diana** & Haug, Ralph (October 2006). Female Directors, CEO Characteristics, and Board Structure. Paper at the International Academy of Business and Economics Conference, Las Vegas, Nevada.
- (69) Hopkins, Margaret M., **Bilimoria, Diana**, & O'Neil, Deborah A. (August 2006). Buried Treasure: Women, Emotional Intelligence Competencies And Invisible Leadership, paper presented at the Academy of Management Conference, Atlanta, GA.
- (70) Brenner, Nurete, Godwin, Lindsey, **Bilimoria, Diana**, O'Neil, Deborah A. & Piderit, Sandy K. (August 2006). Turning a Blind Eye: Executive Women Conforming to the Gendered Organization, symposium paper presented at the Academy of Management Conference, Atlanta, GA.
- (71) Danielle P. Zandee and **Bilimoria, Diana** (July 2006). Institutional Transformation Through Positive Textual Deviance, 7th International Conference on Organizational Discourse, Amsterdam, Netherlands
- (72) Perry, Susan R., Liang, Xiangfen, Joy, Simy, Higgins, Patricia, Stoller, Eleanor P., **Bilimoria, Diana**, Gordon, Nahida, & Taylor, Cyrus C. (August 2006). How do Graduate Students Pick Advisors? Focus Group Stud from a Mid-Western University, poster presented at the American Psychological Association, New Orleans, LA.

- (73) **Bilimoria, Diana** (Chair) (August 2005). (Chair) Applying Theory to University Transformation: Advancing Women Faculty in Science and Engineering, Showcase Symposium at the Academy of Management Conference, Honolulu, Hawaii.

Received the Academy of Management's Careers Division's Best Symposium Award, 2005.

- (74) **Bilimoria, Diana** & Perry, Susan (August 2005). Transforming the Faculty Mindset, symposium paper presented at the Academy of Management Conference, Honolulu, Hawaii.
- (75) **Bilimoria, Diana** (August 2005). The Academic Glass Ceiling: Women Faculty in Science and Engineering, symposium paper presented at the Academy of Management Conference, Honolulu, Hawaii.
- (76) O'Neil, Deborah A. & **Bilimoria, Diana** (August 2005). Factors Affecting Early Career Women's Choices: Implications for Organizations, symposium paper presented at the Academy of Management Conference, Honolulu, Hawaii.
- (77) O'Neil, Deborah A. & **Bilimoria, Diana** (June-July 2005). Women and Careers A Critical Perspective on the Theory and Practice of Women in Organizations, paper presented at the 21st EGOS (European Group and Organization Studies) Colloquium, Freie Universitat, Berlin, Germany.
- (78) Margaret Drugovich, Saatcioglu, Argun & **Bilimoria, Diana** (August 2004). Institutionalism and Transformational Leadership: Exploring Linkages between the Two Perspectives, paper presented at the Academy of Management Conference, New Orleans.
- (79) O'Neil, Deborah A. & **Bilimoria, Diana** (August 2004). Baby Boom or Baby Gloom? The Impact of Parenting on Women's Career Choices, symposium paper presented at the Academy of Management Conference, New Orleans.
- (80) O'Neil, Deborah A., **Bilimoria, Diana**, & Saatcioglu, Argun (August 2003). Women's Ways of Instituting Careers: A Typology of Women's Career Development, paper presented at the Academy of Management Conference, Seattle.
- (81) **Bilimoria, Diana** & Zelechowski, Deb Dahlen (August 2002). The Performance Outcomes of Agency Boards Vs. Stewardship Boards, symposium paper presented at the Academy of Management Conference, Denver, Colorado.
- (82) Hopkins, Margaret & **Bilimoria, Diana** (August 2001). Care and Justice Orientations in Workplace Ethical Dilemmas of Women Business Owners, paper presented at the Academy of Management Conference, Washington, D.C.
- (83) Dahlen-Zelechowsky, Deb & **Bilimoria, Diana** (August 2001). Tokens at the Top: The Representation and Status of Women Inside Directors in Large Corporations, paper presented at the Academy of Management Conference, Washington, D.C.
- (84) Susan S. Case & **Bilimoria, Diana** (Co-Chairs) (August 2001). Feminist Research Methodologies: A Workshop to Stretch the Boundaries of Knowledge, pre-conference symposium session at the Academy of Management Conference, Washington, D.C.

- (85) **Bilimoria, Diana** & Messer, Tracey (August 2000). The Impact of Women Corporate Directors on Senior Corporate Women, paper presented at the Academy of Management Conference, Toronto, Canada.
- (86) **Bilimoria, Diana** (Chair) (August 2000). We're Not Just Talking About It: We're doing It – A Multimedia Presentation of Employing Technology to Facilitate Learning and Thinking Critically About Global Business, symposium session at the Academy of Management Conference, Toronto, Canada.
- (87) **Bilimoria, Diana** & O'Neil, Deborah (Co-Chairs) (June 2000). Excellence in Reviewing: Developing Scholars in Management Education, symposium at the Organizational Behavior Teaching Conference, Carrollton, Georgia.
- (88) Thompson, Ken (Chair), **Bilimoria, Diana** & Livingstone, Linda (Co-Chairs) (August 1999). From Both Sides Now: Perspectives on How to Improve the Quality of Organizational Behavior Education From Those Who Have Been in Academe and Industry, symposium at the Academy of Management Conference, Chicago.
- Received the Academy of Management's Organizational Behavior Division's Most Innovative Symposium Award, 1999.
- (89) **Bilimoria, Diana** (August 1999). The Shift to Real World learning: Opportunities and Challenges for Management Education, symposium paper presented at the Academy of Management Conference, Chicago.
- (90) **Bilimoria, Diana** (August 1999). Teaching for Emotional Competence, symposium paper presented at the Academy of Management Conference, Chicago.
- (91) **Bilimoria, Diana** (August 1998). The Business Case for Women Corporate Directors. Paper presented at the Academy of Management Conference, San Diego, California.
- (92) **Bilimoria, Diana** (Chair) (August 1998). Research on Women at the Top: Theory Is What Matters Most, All-Academy Showcase Symposium at the Academy of Management Conference, San Diego, California.
- (93) Livingstone, Linda, **Bilimoria, Diana** & Thompson, Kenneth R. (Co-Chairs) (August 1998). What Matters Most to University OB Education: Views from the Inside and the Outside, All-Academy Showcase Symposium at the Academy of Management Conference, San Diego, California.
- (94) **Bilimoria, Diana**, Wilmot, Timothy B. & Cooperrider, D. L. (August 1997). The Challenges and Responses of Multi-Organizational Collaboration for Global Change: New Opportunities for Organizational Change and Development, symposium paper presented at the Academy of Management Conference, Boston, Massachusetts.
- (95) **Bilimoria, Diana** (June 1997). Teaching Future Management Teachers To Teach: Experiences and Learnings From A Doctoral Teaching Seminar, Organizational Behavior Teaching Conference, Cleveland, Ohio.
- (96) Huse, Morten & **Bilimoria, Diana** (March 1997). Tales about Directorates - As Reported by Women Directors, paper presented at the International Association for Business and Society, Destin, Florida.

- (97) **Bilimoria, Diana** & Wilmot, Timothy B. (August 1996). Multi-organizational collaboration for Global Social Change, paper presented at the Academy of Management Conference, Cincinnati, Ohio.
- (98) **Bilimoria, Diana** (June 1996). The class as an organization: Lessons from an experience in learning-centered education, paper presented at the Organizational Behavior Teaching Conference, Keene, New Hampshire.
- (99) **Bilimoria, Diana** (June 1996). Management educators: Pedestrians on the information superhighway? paper presented at the Organizational Behavior Teaching Conference, Keene, New Hampshire.
- (100) **Bilimoria, Diana** (Chair) (August 1995). Corporate Women Directors: Domains of Organizational Action and Scholarship, symposium at the Academy of Management Conference, Vancouver, Canada.
- (101) **Bilimoria, Diana** & Wheeler, Jane V. (August 1995). Women Directors: Directions for Future Research, symposium paper presented at the Academy of Management Conference, Vancouver, Canada.
- (102) **Bilimoria, Diana** & Wilmot, Timothy B. (August 1995). Challenges and Responses of Collaborative Alliances for Global Change, symposium paper presented at the Academy of Management Conference, Vancouver, Canada.
- (103) **Bilimoria, Diana** & Srikantia, Param (May 1995). Sustainability: The New Horizon of Organizational Excellence, paper presented at the Interdivisional Conference of the Academy of Management, Cleveland.
- (104) **Bilimoria, Diana** (Chair). (August 1994). Organization Dimensions of Global Change, symposium at the Academy of Management Conference, Dallas.
- (105) **Bilimoria, Diana** (June 1994). Modernism, Post-modernism and Contemporary Teaching and Grading Practices, paper presented at the Organizational Behavior Teaching Conference, Windsor, Canada.
- (106) **Bilimoria, Diana** (April 1994). On Organizing a Post-modern Global Conference, paper presented at the International Academy of Business Disciplines meeting, Pittsburgh.
- (107) **Bilimoria, Diana** (August 1992). Perspectives on Corporate Control: Implications for CEO Compensation, paper presented at the Academy of Management Conference, Las Vegas.
- (108) **Bilimoria, Diana** & Cooperrider, David L. (October 1991). The Romanian Orphans Project: Challenges and Responses of the Collaborative Alliance, paper presented at the Association for Research on Non-Profit Organizations and Voluntary Action Conference, Chicago.
- (109) **Bilimoria, Diana** & Cooperrider, David L. (October 1991). Interorganizational Ties in Global Social Innovation: The Romanian Orphans Program, paper presented at the International Strategic Management Society Conference, Toronto, Canada.

- (110) **Bilimoria, Diana** (August 1989). Corporate Control, Crime, and Compensation, paper presented at the Academy of Management Conference, Washington, D.C.
- (111) **Bilimoria, Diana** & Cameron, Kim S. (August 1988). Organizational Effectiveness and Constituency Preferences, paper presented at the Academy of Management Conference, Anaheim, California.

Other (Non-Refereed) Conference Research Presentations, Abstracts, and Posters

- (1) Battaglia, Alison J., Bilimoria, Diana, Lyytinen, Kalle, Buse, Kathleen & Doherty-Sil, Eileen. Does Mindful Decision-Making Matter? A Study of Legislators' Decision Making. Presentation at 2020 Engaged Management Scholarship Conference, Case Western Reserve University, Cleveland, OH.
- (2) Bilimoria, D. & Singer L. T. (October 2019). Customizing Gender Equity Transformation to Institutional Needs: Examples from the IDEAL-N Consortium. Symposium session at 2019 NSF ADVANCE Resource and Coordination (ARC) Network's Equity in STEM Community Convening, Cleveland, OH.
- (3) Sugiyama, K., Jaks, Q., & Bilimoria, D. (May 2019). Becoming a Minority Scientist: (De-) Racialized Identity Construction in Attaining a Professional Identity. Poster under review for Diverse Pathways in STEM: Achieving the Dream, 2019 AGEP National Research Meeting, Coeur d'Alene, ID.
- (4) Jaks, Queen, Sugiyama, K. & Bilimoria, Diana. (March 2018). Inclusive Program and Institutional Environments: Identity Development Interventions in STEM Doctoral Programs at Minority Serving Institutions. Paper presented at Understanding Interventions Conference, Baltimore, MD.
- (5) Bilimoria, D., Sugiyama, K. & Jaks, Q. (March 2018). Moral Competence and Community: URM Scientist Development at Minority Serving Institutions. Paper presented at Pathways to a Diverse Professoriate: AGEP National Research Conference, Berkeley, CA.
- (6) Singer, Lynn T., Munro-Stasiuk, Mandy, Marculescu, Diana & **Bilimoria, Diana**. (October 2017). Innovative Faculty Development Initiatives. Symposium presentation at NSF ADVANCE/GSE Meeting, Washington, D.C.
- (7) Burton, Heather, Singer, Lynn, **Bilimoria, Diana** & Snavey, Deanne. (October 2017). Year 2 Initiatives and Outcomes of Institutions Developing Excellence in Academic Leadership-National (IDEAL-N). Poster at NSF ADVANCE/GSE Meeting, Washington, D.C.
- (8) Jaks, Queen V., Sugiyama, Keimei & **Bilimoria, Diana**. (January 2017). The Underrepresented Minority Experience: An Exploratory Study of Doctoral Students in STEM. Poster at AGEP National Forum, Washington, D.C.
- (9) Heller, Shelly, Mavriplis, Catherine & **Bilimoria, Diana**. (May 2016). 15 Years of NSF ADVANCE Projects: How Do We Leave a Lasting Legacy? Presentation at NSF ADVANCE PI Meeting, Baltimore, MD.

- (10) Singer, Lynn, **Bilimoria, Diana**, Snaveley, Deanne & Burton, Heather. (May 2016). Institutions Developing Excellence in Academic Leadership-National (IDEAL-N). Presentation at NSF ADVANCE PI Meeting, Baltimore, MD.
- (11) **Bilimoria, Diana**, Shaffer, Amanda & Singer, Lynn T. (March 2013). Institutions Developing Excellence in Academic Leadership: A University Partnership Model to Seed Institutional Transformation. Presentation at NSF ADVANCE PI Meeting, NSF, Washington, D.C.
- (12) Shaffer, Amanda, **Bilimoria, Diana**, & Singer, Lynn T. (November 2011). Institutions Developing Excellence in Academic Leadership: Year Two Accomplishments. Poster at NSF ADVANCE PI Meeting, NSF, Washington, D.C.
- (13) **Bilimoria, Diana** & Liang, Xiangfen. (July 2011). The Outcomes of Institutional Transformation to Advance Gender Equity. (July 2011). Presentation at the 15th International Conference on Women Engineers and Scientists (ICWES), Adelaide, Australia.
- (14) **Bilimoria, Diana**, Singer, Lynn T. & Shaffer, Amanda. (May 2011). Institutions Developing Excellence in Academic Leadership: Year Two Accomplishments, Poster at NSF HRD JAM Meeting, NSF, Washington, D.C.
- (15) **Bilimoria, Diana**, Singer, Lynn T. & Shaffer, Amanda. (November 2010). Institutions Developing Excellence in Academic Leadership. Poster at the 15th International Conference on Women Engineers and Scientists (ICWES), Adelaide, Australia.
- (16) **Bilimoria, Diana** & Liang, Xiangfen. The Outcomes of 19 Institutional Transformation Efforts to Advance Gender Equity. (November 2010). Presentation at NSF ADVANCE PI Meeting, NSF, Washington, D.C.
- (17) **Bilimoria, Diana**, Singer, Lynn T. & Shaffer, Amanda. (November 2010). Institutions Developing Excellence in Academic Leadership: Year One Accomplishments. Poster at NSF ADVANCE PI Meeting, NSF, Washington, D.C.
- (18) **Bilimoria, Diana** & Liang, Xiangfen. The Outcomes of Institutional Transformation Efforts to Advance Gender Equity. (October 2010). Presentation at the Leadership, Equality and Diversity (LEAD) Symposium on Women in Science and Medicine, Dartmouth College School of Medicine, Hanover, New Hampshire.
- (19) **Bilimoria, Diana** & Liang, Xiangfen. (September 2010). Gender Equity and Institutional Transformation: Advancing Change in Academic Science and Engineering. Presentation at NSF ADVANCE Internal Committee Meeting, NSF, Washington, D.C.
- (20) **Bilimoria, Diana**. (September 2010). Good Places to Do Science: Improving Diversity, Equity and Inclusion in Academic S&E Departments. Presentation at Society for Neuroscience's IWIn Department Chair Meeting to Increase Women in Neuroscience, Washington, D.C.
- (21) **Bilimoria, Diana**, O'Neil, Deborah A. & Hopkins, Margaret M. (June 2010). Women's Careers: Patterns, Paradoxes, and Strategies for Advancement. Women in Leadership Conference, Cranfield University, London, UK.

- (22) **Bilimoria, Diana** & Liang, Xiangfen. (June 2010). Changes in STEM Women Faculty Numbers. Presentation at Midwest Regional NSF ADVANCE PI Meeting, Purdue, Indiana.
- (23) **Bilimoria, Diana** & Liang, Xiangfen. (June 2010). The Outcomes of Institutional Transformation Efforts to ADVANCE Gender. Presentation at NSF 2010 Joint Annual Meeting (JAM), Washington, D.C.
- (24) **Bilimoria, Diana**, Hopkins, Margaret M. & O'Neil, Deborah A. (June 2010). Culture Change through Diversity Initiatives in Universities. Presentation at 2010 Workplace Diversity: Practice and Research Conference, George Mason University, Washington, D.C.
- (25) **Bilimoria, Diana**. (April 2010). Good Places to Do Science: Improving Diversity, Equity and Inclusion in Academic S&E Departments. Presentation at Society for Neuroscience's IWiN Department Chair Training to Increase Women in Neuroscience, Washington, D.C.
- (26) **Bilimoria, Diana**. (April 2009). Refashioning Careers for STEM Faculty. Symposium panel at Association of American Colleges and Universities, San Diego, CA.
- (27) C. Greer Jordan & **Bilimoria, Diana**. (April 2009). The Dynamics of Organizational Inclusion: A Revised Theoretical Model. Poster at 2009 Research ShowCASE, Case Western Reserve University, Cleveland, OH.
- (28) **Bilimoria, Diana**, Joy, Simy & Liang Xiang fen. (July 2008). Breaking Barriers and Creating Inclusiveness: Lessons of Organizational Transformation to Advance Women in Academic Science and Engineering. Presentation at Federal Interagency Title IX Symposium, Washington, D.C.
- (29) **Bilimoria, Diana**, Joy, Simy & Liang Xiang fen. (May 2008). Breaking Barriers and Creating Inclusiveness: Lessons of Organizational Transformation to Advance Women in Academic Science and Engineering. Presentation at NSF ADVANCE PI Meeting, Washington D.C.
- (30) Liang, Xiang fen, Turell, Jeffrey & **Bilimoria, Diana** (May 2008). Faculty in Early, Middle and Late Career Stages: Gender Effects on Academic Work Experiences. Roundtable Presentation at NSF ADVANCE PI Meeting, Washington D.C.
- (31) **Bilimoria, Diana**. (May 2008). Academic Careers in Engineering and Science (ACES): An Overview of the NSF ADVANCE Award (2003-2008) at Case Western Reserve University. Poster at NSF ADVANCE PI Meeting, Washington D.C.
- (32) Turell, Jeffrey, **Bilimoria, Diana**, Miller, Lakisha & Liang, Xiang fen. (April 2008). Tracking Diversity in Science, Engineering and Management Faculty Searches. Poster at 2008 Research ShowCASE, Case Western Reserve University, Cleveland, OH.
- (33) **Bilimoria, Diana**. (May 2007). Leadership Development of Women Faculty. Round-table discussion presenter at NSF ADVANCE PI Meeting, Washington D.C.
- (34) Turell Jeffrey, Baker, Allison, **Bilimoria, Diana**, Higgins, Patricia & Gordon, Nahida. (May 2007). Candidate Pool Diversity for S&E Faculty Searches. Round-table discussion presenter at NSF ADVANCE PI Meeting, Washington D.C.

- (35) Liang, Xiangfen, Joy, Simy, Higgins, Patricia, **Bilimoria, Diana**, Turell, Jeffrey & Gordon Nahida. (May 2007). Advisor-Advisee Selection in STEM Fields: Findings from Focus Group Interviews. Poster presented at NSF Advance PI Meeting, Washington, D.C.
- (36) Liang Xiangfen, Turell, Jeff, Baker, Allison, **Bilimoria Diana**. (May 2007). Gender Effects on Faculty Work Experiences by Career Stage. Poster presented at NSF Advance PI Meeting, Washington, D.C.
- (37) Liang, Xiang fen, Turell, Jeff, Baker, Allison & **Bilimoria, Diana**. (April 2007). Gender Effects on Faculty Work Experiences by Career Stage. Poster presented at 2007 Research ShowCASE, Case Western Reserve University, Cleveland, OH.
- (38) Liang, Xiang fen, Joy, Simy, Higgins, Patricia, **Bilimoria, Diana**, Turell, Jeff, & Gordon, Nahida. (April 2007). Advisor-Advisee Selection in STEM Fields: Findings from Focus Group Interviews. Poster presented at 2007 Research ShowCASE, Case Western Reserve University, Cleveland, OH.
- (39) **Bilimoria, Diana**. (February 2007). Creating a Productive and Inclusive Academic Work Environment. Panel paper presented at American Council on Education Annual Meeting, Washington, D.C.
- (40) **Bilimoria, Diana**, Perry, Susan R., Liang, Xiang fen, Gordon, Nahida, Higgins, Patricia, Stoller, Eleanor, Taylor, Cyrus & Joy, Simy. (May 2006). Basing ADVANCE Interventions on Research Evidence. Poster presented at NSF Advance PI Meeting, Washington, D.C.
- (41) Perry, Susan R., Liang, Xiang fen, McGee, Shanna Beth, Higgins, Patricia, Stoller, Eleanor, and **Bilimoria, Diana**. (May 2006). Why Faculty Leave Case: Findings from Two Waves of Exit Surveys. Poster presented at NSF Advance PI Meeting, Washington, D.C.
- (42) **Bilimoria, Diana** & Valian, Virginia. (May 2006). Leadership Development at ADVANCE Institutions. Presentation at NSF Advance PI Meeting, Washington, D.C.
- (43) **Bilimoria, Diana** & Perry, Susan. (May 2006). How Do We Know That Our Executive Coaching Interventions Are Working? Presentation at NSF Advance PI Meeting, Washington, D.C.
- (44) **Bilimoria, Diana**, Perry, Susan R., Liang, Xiangfen, Higgins, Patricia, Stoller, Eleanor P. & Taylor, Cyrus C. (December 2005). How do faculty members construct job satisfaction? Poster presented at the National Academies Convocation on Biological, Social, and Organizational Contributions to Science and Engineering Success, Washington DC
- (45) **Bilimoria, Diana**, Jordan, C. Greer & Perry, Susan R. (December 2005). A good place to do science: A case study of an academic science department. Poster presented at the National Academies Convocation on Biological, Social, and Organizational Contributions to Science and Engineering Success, Washington DC
- (46) **Bilimoria, Diana**, Hopkins, Margaret M., O'Neil, Deborah A. & Perry, Susan R. (December 2005). An integrated coaching and mentoring program for university transformation. Poster presented at the National Academies Convocation on Biological, Social, and Organizational Contributions to Science and Engineering Success, Washington DC

- (47) **Bilimoria, Diana** (June 2005). The Role of Research in Institutional Change. Symposium presentation at the National Council for Research on Women (NCRW) Annual Conference, New York.
- (48) **Bilimoria, Diana**, Hopkins, Margaret M. & O'Neil, Deborah A. (May 2005). An Integrated Coaching and Mentoring Program for University Transformation. Poster presentation at NSF Advance PI Meeting, Washington, D.C.
- (49) **Bilimoria, Diana** & Jordan, C. Greer. (May 2005). A Good Place to Do Science: A Case Study of an Academic Science Department. Poster presentation at NSF Advance PI Meeting, Washington, D.C.
- (50) **Bilimoria, Diana**, Perry, Susan, Liang, Xiangfen, Higgins, Patricia, Robson, Linda, Stoller, Eleanor & Taylor, Cyrus (May 2005). How Do Female and Male Faculty Members Construct Job Satisfaction? Poster presentation at NSF Advance PI Meeting, Washington, D.C.
- (51) Perry, Susan R., Joy, Simy, Liang, Xiangfen, **Bilimoria, Diana**, Gordon, Nahida, Higgins, Patricia, Stoller, Eleanor P., & Taylor, Cyrus (May 2005). Graduate Student-Faculty Relations: Exploring Gender and Nationality. Poster presentation at NSF Advance PI Meeting, Washington, D.C.
- (52) **Bilimoria, Diana** & Mainemelis, Charalampos (September 1999). Emerging Technologies, Pedagogy, and Management Education in the 21st Century. Paper presented at the Re-Organizing Knowledge, Transforming Institutions: Knowing, Knowledge and the University in the 21st Century Conference, Amherst, Massachusetts.
- (53) **Bilimoria, Diana** (September 1999). Creating the Learning Organization, presentation at the Second International Seminar on the Learning Organization, Recife, Brazil.

Reports

- (1) NSF ADVANCE PLAN IHE (IDEAL-N) Final Report, April 2020. <https://drive.google.com/file/d/1F2QSIgpFq9a75GWfPUDHdqRzsVsXsDEm/view>
- (2) NSF ADVANCE PLAN IHE (IDEAL-N) Year 3 Report, September 2018. <https://case.edu/ideal-n/sites/case.edu.ideal-n/files/2018-11/NSF%202018%20Submission%20Document.pdf>.
- (3) NSF ADVANCE PLAN IHE (IDEAL-N) Year 2 Report, September 2017. <https://case.edu/ideal-n/sites/case.edu.ideal-n/files/2018-04/YEAR-TWO-EXTERNAL-EVALUATION-REPORT-Sept-25pm.pdf>.
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Invited Keynote Addresses, Panels, Talks, and Workshops

- (1) *“Mitigating Unconscious Gender Bias: Advancing Women’s Career Development and Leadership”*. J P Morgan Chase, (virtual), 9 April 2021.
- (2) *“Women Leaders: Challenges and Opportunities for Career Development and Advancement”*. Novartis--Cambridge Women’s Resource Group, Empowering Women to Impact Now, & Women in Leadership 2021 Level Up Series, (virtual), 4 March 2021.
- (3) *“Unconscious Gender Bias in the Workplace”*. 2020 Women in Manufacturing Summit, (virtual), 29 September 2020.
- (4) *“Engaged Management Scholarship: Thought Leadership to Transform Business and Society”*, 2020 Engaged Management Scholarship Conference, (virtual), 11 September 2020.
- (5) *“Women Leaders in the Workplace: Challenges and Opportunities”*, Division of Pediatrics Seminar, Case Western Reserve University, (virtual), OH, 29 April 2020.

- (6) *“Developing a Global Mindset”*, Keynote Speech at Women in Leadership Conference, Bowling Green State University and University of Toledo, Perrysburg, OH, 26 October 2018.
- (7) *“I Am Me as a Part of We: A Legacy of Significance for Inclusion”*, Distinguished Lecturer (with Keimei Sugiyama, Morgan Bulger, and Frank Abe.), National Security, National Origin, and the Constitution: 75 Years After Executive Order 9066 Law Symposium, Case Western Reserve University, Cleveland, OH, 17 November 2017.
- (8) *“Achieving STEM Gender Equity through University Culture Transformation: Insights from the IDEAL and IDEAL-N Projects”* (with Lynn Singer), STEM Gender Equality Congress, Berlin, Germany, June 8-9, 2017.
- (9) *“Making the Business Case for a Diverse Workforce”*, Panelist for US News & World Report STEM Solutions National Leadership Conference, San Diego, 30 June 2015.
- (10) *“Women in STEM: Leading to Serve”*, Keynote Speech at WISER Awards Banquet, Case Western Reserve University, Cleveland, OH, 16 April 2015.
- (11) *“Achieving Equity Through Leadership Development of Women and Men Faculty”*, Talk at University of California, Davis ADVANCE Roundtable, Davis, CA, 10 April 2015.
- (12) *“Becoming the Ideal Leader”*, Keynote Talk, CWRU Alumni Leaders Conference, Cleveland, OH, 26 April, 2014.
- (13) *“Leadership for Women Faculty”*, Keynote Talk at University of Iowa, Carver College of Medicine Annual Conference, 28 February 2014.
- (14) *“Advancing Gender Equity in Science and Engineering: Promising Practices from the ADVANCE Community”*, Talk at Syracuse University ADVANCE Program, Syracuse, NY, September 2012.
- (15) *“Advancing Gender Equity in Science and Engineering: Promising Organizational Transformation Practices from ADVANCE Institutions”*, Talk at Department of Management, University of Massachusetts Amherst, Amherst, MA, September 2012.
- (16) *“Learning More about Gender Inequity in Work and Business by Taking a Multidisciplinary Approach”*, Panelist for caucus at Academy of Management Conference, Boston, MA, August 2012.
- (17) *“Advancing Gender Equity in Science and Engineering: Initiatives and Outcomes of Institutional Transformation”*, Talk at ADVANCE VT Program, Virginia Tech, Roanoke, VA, April 2012.
- (18) *“Advancing Gender Equity in Science and Engineering: Initiatives and Outcomes of Institutional Transformation”*, Keynote Address at ADVANCE LEADER Consortium, University of Dayton and Wright State University, Dayton, OH, March 2012.
- (19) *“Advancing Gender Equity in Science and Engineering: Initiatives and Outcomes of Institutional Transformation”*, Talk at ADVANCE UCI Program, University of California, Irvine, February 2012.
- (20) *“Best Practices in Faculty Mentoring”*, Talk for CSU IDEAL (Institutions Developing Excellence in Academic Leadership), Cleveland State University, OH, November 2011.

- (21) “*Creating Inclusive Environments*”, Talk for CSU IDEAL (Institutions Developing Excellence in Academic Leadership), Cleveland State University, OH, April 2011.
- (22) “*Best Practices in Faculty Mentoring*”, Talk for Institutions Developing Excellence in Academic Leadership (IDEAL), University of Toledo, OH, March 2011.
- (23) “*ADVANCE and IDEAL*”, Talk for Institutions Developing Excellence in Academic Leadership (IDEAL), University of Toledo, OH, March 2011.
- (24) “*What is the ROI of Women on Boards?*”, Panelist for Closing the Gender Gap: Global Perspectives on Women in the Boardroom Conference, Center for Transatlantic Relations, Paul H. Nitze School of Advanced International Studies (SAIS), Washington, D.C., September 2010.
- (25) “*Women's Careers: Patterns, Paradoxes, and Strategies for Research and Advancement*”, Speaker at Cranfield University’s Women in Leadership: Between Corporate Reality and Research Agendas Seminar, London, UK, June 2010.
- (26) “*Breaking Barriers and Creating Inclusiveness: Institutional Transformation to ADVANCE Women Faculty in Academic Science and Engineering*”, Distinguished Speaker for 2010 National Women’s History Month Women in Science Lecture, Middle Tennessee State University, Murfreesboro, TN, March 2010.
- (27) “*Creating an Inclusive Faculty Climate at CWRU: Improving the Recruitment, Advancement and Retention of Women and Underrepresented Minority Faculty*”, Inaugural Speaker for the Faculty Diversity Office’s Power of Diversity Lecture Series, Case Western Reserve University, Cleveland, OH, September 2009.
- (28) “*Breaking Barriers and Creating Inclusiveness: Lessons of Organizational Transformation to Advance Women Faculty in Academic Science and Engineering*”, Talk at National Science Foundation, Washington, D.C., July 2008
- (29) “*COACHE Survey Users Workshop*”, Case Western Reserve University Representative at Harvard University, Cambridge, MA, June 2008.
- (30) “*NSF ADVANCE Institutional Transformation at Case Western Reserve University*”, Panelist at Association of Neuroscience Departments and Programs, Bethesda, MD, 6 May 2007.
- (31) “*Things That Work for Departments at Case*”, Speaker (with Greer Jordan, Diana Kunze & John Anderson) at the Provost’s Leadership Retreat, Case Western Reserve University, Cleveland, 18 November 2005.
- (32) “*Women Leaders: Creating Careers of Impact*”, Speaker (with Deborah A. O’Neil) at Women Leaders Executive Development Workshop, Cranfield University, Cranfield, England, 25 October 2005.
- (33) “*Women’s Careers: What Do We Know and What Do We Still Need to Study?*” Speaker (with Deborah A. O’Neil) at Cranfield University’s Faculty Seminar, Cranfield, England, 24 October 2005.

- (34) “*The Business Case for Women Corporate Directors*”, Talk at A Voice on the Board Conference, Cranfield University, London, England, 30 November 2001.
- (35) “*Editors’ Panel Discussion*”, Panelist at the Academy of Management Conference, Toronto, Canada, 6 August 2000
- (36) “*Publishing in the Journal of Management Education*”, Speaker at Organizational Behavior Teaching Conference, Carrolton, Georgia, 9 June 2000.
- (37) “*Developing Emotional Intelligence*”, Talk at Midwest Academy of Management Conference, Chicago, 1 April 2000.
- (38) “*Technology and Pedagogy: New Opportunities for Management Education*”, Panelist at Midwest Academy of Management Conference, Lincoln, Nebraska, 30 April 1999.
- (39) “*Publishing in the Journal of Management Education*”, Talk at Organizational Behavior Teaching Conference, Las Cruces, New Mexico, June 1999.
- (40) “*The Role of the Journal of Management Education and Publishing in it*”, Talk at Organizational Behavior Teaching Conference, La Verne, California, June 1998.
- (41) “*The Authentic Taste of Learning: Food As A Source of Aesthetic Experience in the Classroom*”, Invited Workshop Presenter (with Ilma Barros, Alice Yoko Oku, and Dorothy Marcic) at the Organizational Behavior Teaching Conference, Cleveland, Ohio, June 1997.

Quotations, Popular Press Interviews, Contributions, Write-Ups, and Panels

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- (2) WorkingNation. October 23, 2020. “*A Path to Leadership Roles for Women in Manufacturing*”. <https://workingnation.com/a-path-to-leadership-roles-for-women-in-manufacturing/>
- (3) Mechanical Engineering Magazine (2020, Vol. 142, Issue 9, pages 43-47). “*Pathway to STEM: STEM Education Has Been a National Priority for More than a Decade but Have We Moved the Needle?*” <https://asmedigitalcollection.asme.org/memagazineselect/article-standard/142/09/42/1086486/Pathway-to-STEMSTEM-Education-has-Been-a-National>
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- (8) Abilene Reporter News. August 11, 2019. "Though Its Narrative Has Become a Cliché, Reality Calls for More Girls in STEM". <https://www.reporternews.com/story/news/education/2019/08/11/abilene-isd-stem-program-needs-more-girls-role-models-inspiration/3335194002/>
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- (20) Society for Human Resource Management. “*Women in leadership.*” Interviewed by TK Arnold. Will appear in January-February 2016.
- (21) Crain’s Cleveland Business. April 16, 2016. “*Q&A: Diana Bilimoria: Chair, Department of Organizational Behavior, Weatherhead School of Management*”. http://www.crainscleveland.com/article/20160416/WOMEN_MGMT16/160419845/qa-diana-bilimoria-chair-department-of-organizational-behavior.
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TEACHING AND CURRICULUM INNOVATION

Degree Program Innovation and Leadership

- Led development and implementation of **Organizational Leadership Concentration in BS in Management**, 2015 to present.
- Led development and implementation of **Leadership Minor**, 2013 to present.
 - **Developed and implemented 7 new and/or revised undergraduate courses** within the Minor and the Concentration, 2013-2021.
 - **Increased total enrollment in the Department's undergraduate courses** from 261 in 2012-13 to 621 in 2017-18.
 - **Increased average course size** from 31 in 2012-13 to 36 in 2017-18.
 - **Instituted an annual *Academic Excellence in Organizational Leadership Award*** for undergraduate students in the Department of Organization Behavior, April 2018.
- **Redesign of Master of Positive Organization Development** program.
 - **Curriculum and delivery innovations**, 2020. Worked with Program Director to introduce a mastery pedagogy and curriculum (project based courses, certification standards, and badge credentialing), and introduced a new hybrid (online and in-person) program delivery format. MPOD first year enrollment increased from 19 in 2019-20 to 33 in 2020-21.

- **Redesign and re-pricing of program**, 2014. Worked with Program Director to introduce new courses and pricing change. MPOD first year enrollment increased from 17 in 2013-2014 to 37 in 2017-18 and 32 in 2018-19.

Degree Program Courses Taught

- **Executive Leadership** (MBA)
- **Women in Organizations** (MBA)
- **Inclusive Leadership in a Global Context** (Master of Positive Organizational Development and Change)
- **Organizational Theory and Systems** (PhD in Organizational Behavior)
- **Research Seminar** (PhD in Management: Designing Sustainable Systems)
- **Inclusive Leadership** (Master of Positive Organizational Development-India)
- **Organizational Behavior and Analysis** (MBA)
- **Advanced Inquiry Methods** (Doctor of Management)
- **Knowledge, Technology & Management** (Doctor of Management)
- **European Summer Institute** (MBA)
- **Introduction to Organizational Behavior and Management** (B.S. in Management)

MOOC – Massive Open Online Course

Designed and teach a MOOC, *Women in Leadership: Inspiring Positive Change!* on the Coursera platform (<https://www.coursera.org/learn/women-in-leadership>). This five week course consists of 5 topic modules, 8 video segments of approximately 10-15 minutes each, required and suggested readings, and homework assignments. Enrollments are as follows:

- **156,077 Total Visitors** (as of May 22, 2020): 44,051 1st and 2nd Run unique visitors, 112,026 On Demand unique visitors.
- **First Run** (May 15, 2015 – July 20, 2015): 17,104 total learners enrolled from 184 countries, with 216 learners enrolled in signature track, and 5,738 learners (34%) from emerging economies.
- **Second Run** (September 8, 2015 – November 16, 2015): 14,938 total learners enrolled from 185 countries, with 229 learners enrolled in signature track, and 5,887 learners (39%) from emerging economies.
- **On Demand** (introduced in June 2016). 24,716 total learners enrolled as of March 2021.

Executive Education Program Innovation, Development and Leadership: Conceptualized, co-created, lead, and teach in a number of multi-day programs targeted at diverse audiences in a variety of corporate and organizational settings:

- **Leadership Institute for Women in STEM and Manufacturing:** 9 day online program spread over 3 modules, 2021.
- **Leadership Lab for Women in Manufacturing Certificate Program:** 6.5 day program spread across 3 modules, offered annually in collaboration with Women in Manufacturing Association, 2016-2019.
- **Leadership Lab for Women in STEM Certificate Program:** 6.5 day program spread across 3 modules, offered annually, 2014-2017. Hybrid program (residency + online modules) offered in 2018 and 2019. Merged with Leadership Lab for Women in Manufacturing in 2020.
- **Women in Leadership Certificate Program:** 4 day program spread across a year, offered annually, 2005 to present.

- ***Women in Health Care Leadership Certificate Program:*** 4 day program spread over a year, 2000-2009.
- ***Diversity and Inclusion Certificate Program:*** 4 day program spread over a year, 2017-18.

Executive Education One-day Seminars Taught: Developed and teach a number of one-day courses to a wide range of corporate and nonprofit audiences, including open enrollment as well as custom programs for companies, in both in-person and virtual formats:

- ***Introduction to Emotional Intelligence***
- ***Inclusive Leadership***
- ***High Impact Leadership for Women***
- ***Unconscious Gender Bias in the Workplace: Dynamics and Strategies***
- ***Helping Women Succeed: Overcoming Gender Bias and Barriers***
- ***Creating and Communicating Vision***
- ***Win-Win Negotiation***
- ***Leadership That Makes a Difference***
- ***Power, Influence, and Organizational Politics***
- ***Women in Senior Leadership: Leveraging Influence and Effectiveness***
- ***Communicating Effectively Across Genders***
- ***Leveraging Human and Social Capital for Women Leaders***

Sample Clients for Executive Education/Consulting

Abarta, Inc.
Alcoa
American Greetings
American Red Cross
Arcelor-Mittal Steel
Arthur Andersen, LLP
A. Schulman Inc
Booz & Company
Brookings Executive Education
Cleveland Clinic
Clinical Research Management, Inc.
Diebold
Ernst & Young LLP
Edgepark Surgical Instruments
Eaton
Elkay Manufacturing
Federal Reserve Bank of Cleveland
Georgia Tech
GPG (Moen)
Hayes-Lemmerz
In Counsel with Women
J.M. Smucker Company
LEADER Consortium (the Air Force Institute of Technology, Central State University, University of Dayton, and Wright State University)
Lubrizol
Moen/GPG
Middle Tennessee State University

NASA
National City Corporation
Penske
Roadway Express Inc.
Rockwell Automation
Scotts Company, LLC
Sparrow Health Care System
Swagelok
Syracuse University
Ulmer & Berne, LLP
United Nations Police
University Hospitals of Cleveland
University of California, Irvine
University of Texas, Austin
U.S. Defense Intelligence Agency
U.S. Department of Veterans Affairs
U.S. Environmental Protection Agency
Virginia Tech
Women's Community Foundation of Cleveland
World Vision International

Executive Education Webinars/Podcasts

- “Advancing Women in STEM” Podcast, Weatherhead Executive Education, **Case Western Reserve University**, 2016 (with D. Douglas, K. Buse & E. Van Oosten).
- “Self Confidence for Women Leaders in the Workplace”, **Brookings Executive Education**, 2016.
- “Women in Federal Government Leadership”, **Brookings Executive Education**, 2016.
- “The Power of Personal Vision: Linking Undergraduate Engineering Education and Women's Persistence in the Profession”, **Women in Engineering Proactive Network**, 2015 (with K. Buse).
- “Why So Few, Why So Slow? Barriers Facing Women in STEM and What We Can Do To Change Our Workplaces”, **Smith College Executive Education**, 2012.
- “Women in Leadership: Challenges and Opportunities”, Master of Positive Organization Development Program, **Case Western Reserve University**, 2011.

Other Teaching

- (1) “*Law and Business*”, 2 sessions (“Leadership Styles” and “Women on Corporate Boards of Directors”) taught at School of Law, Case Western Reserve University, Fall 2015.
- (2) “*Leadership Assessment and Development*”, ESADE Management School, Barcelona, Spain, EMBA course, March 2003 (Barcelona, Spain).
- (3) “*Leadership and Emotional Intelligence*”, MGMT 421 (Master of Engineering) course session, Case Western Reserve University, December 2000, October 2001, October 2002, October 2003.
- (4) “*The Advanced Craft of Teaching*”, Bi-monthly seminar for Ph.D. students, Weatherhead School of Management, Case Western Reserve University, Spring 1997.

- (5) “*The Craft of Teaching*”, Bi-monthly seminar for Ph.D. students, Weatherhead School of Management, Case Western Reserve University, Fall 1996.
- (6) “*Effective Communication*”, Master of Science in Information Systems Management Program, Weatherhead School of Management, Case Western Reserve University, 1996.
- (7) “*Personal Development*”, Professional Challenge Program, Case Western Reserve University, Summer 1996.
- (8) “*Personal Development*”, Minority Management Education Preparatory Program, Weatherhead School of Management, Case Western Reserve University, Summers of 1991 and 1992.
- (9) “*Introductory Organizational Behavior*”, School of Business Administration, University of Michigan, 1985, 1987, 1988.
- (10) “*Preparatory Management for International Students*”, English Language Institute, University of Michigan, Summers of 1985, 1986, 1987, and 1988.

SERVICE

Professional Service

International Governing Boards and Committees

- **Academy of Management (AOM)**
 - Member (elected), **AOM Board of Governors**, 2018-2021.
 - Member, **Committee on Publications Portfolio**, 2020-21.
 - Member, **Journals Committee**, 2020-2021. Served on search for incoming editor of *Academy of Management Perspectives*.
 - Member, **Ethics Committee**, 2020-2021.
 - Chair, **Journals Committee**, 2019-2020. Chaired searches for incoming editors of *Academy of Management Review*, *Academy of Management Learning & Education*, *Academy of Management Discoveries*, *Academy of Management Collections*, and *Academy of Management Proceedings*.
 - Member, **Journals Committee**, 2018-2019. Served on searches for incoming editors of *Academy of Management Journal* and *Academy of Management Annals*.
- **Gender & Diversity in Organizations (GDO) Division, Academy of Management.**
 - **Past Division Chair** (elected), 2012-2013.
 - **Division Chair** (elected), 2011-2012.
 - **Division Chair Elect** (elected), 2010-2011.
 - **Program Chair** (elected), 2009-2010.
 - **Professional Development Workshops Chair** (elected), 2008-2009.
 - Member, **Janet Chusmir Service Award Committee Member**, 2018.
 - Member, **5-Year Division Review Committee Member**, 2014-15.
 - Chair, **Scholarly Contributions to Educational Practice Award Committee**, 2013.
 - Chair, **Bylaws Revision Committee**, 2012-13.
 - Co-Chair, **Scholarly Contributions to Educational Practice Award Committee**, 2012.

- Chair, **Scholarly Contributions to Gender and Diversity Award Committee**, 2011.
- Chair, **Fundraising Initiative**, 2010-11.
- **Management and Organizational Behavior Teaching Society**
 - Organizer and Faculty, **Early Educator Institute**, 2018.
 - Member, **Editor Search Committee**, *Journal of Management Education*, 2006.
 - Member (elected), **Executive Board**, 1997-2000.

National Advisory Boards and Committees

- Member, **Alliance to Catalyze Change for Equity in STEM Success (ACCESS)+**, NSF ADVANCE Advisory Board, 2020 to present.
- Member, **Cleveland State University**, NSF ADVANCE FLAGS Program External Advisory Board, 2020 to present.
- Member, **American Geophysical Union**, NSF Geosciences Research Coordination Networks (LANDInG: Building, Developing and Sustaining DEI Leaders) External Advisory Board, 2020-2024.
- Member, **Xavier University of Louisiana**, NSF ADVANCE STriDES Program External Advisory Board, 2019-2022.
- Member, **Clarkson University**, NSF ADVANCE STEM LEAF (Leadership, Equity, and Advancement for Faculty) External Advisory Board, 2019-2022.
- Member, **ADVANCE Resource and Coordination (ARC) Network** Research Advisory Board, 2017 to present.
- Member, **National Academies Committee on Understanding and Addressing the Underrepresentation of Women in Particular Science and Engineering Disciplines**, 2018-2019.
- Member, **University of California, Davis**, NSF ADVANCE Institutional Transformation Program External Advisory Board, 2013-2018.
- Member, **University of Virginia**, NSF ADVANCE Institutional Transformation Program External Advisory Board, 2013-2018.
- Member, **ADVANCE Implementation Mentors (AIM) Network Allies & Partners**, 2012-2013.
- Member, **George Mason University**, Workplace Diversity: Practice & Research Conference Planning Committee, 2012.
- Member, **Virginia Tech University**, NSF ADVANCE Website Portal Advisory Committee, 2008-2009.

Editor, *Journal of Management Education*, 1997-2000.

Journal Editors' Advisory Councils

- *Equality, Diversity & Inclusion: An International Journal*, 2018 to present.
- *Journal of Management Education*, 2016-2020.

Journal Editorial Review Boards

- *Academy of Management Learning and Education*, 2001-2004.
- *Annual Review of High Performance Coaching and Consulting*, 2007 to present.
- *Equality, Diversity and Inclusion: An International Journal*, 2006-2013.
- *Journal of Research in Innovative Teaching and Learning*, 2016 to present.
- *Journal of Leadership and Organizational Studies*, 2003 to present.
- *Journal of Management Education*, 2000 to 2016.
- *Journal of Managerial Issues*, 2002 to present.

- *Management Teaching Review*, 2018 to present.

Journal Special Issue Editor

- *Journal of Leadership and Organization Studies*, 2019 (Volume 26, Issue 3) Special Topic Forum on “Critical Discourse: Envisioning the Place and Future of Diversity and Inclusion in Organizations” (with G. M. Combs and I. Milosevic).
<https://journals.sagepub.com/doi/10.1177/1548051819857739>
- *Frontiers in Psychology*, 2019 (online) Research Topic on “Gender Diversity in the Workplace, Organizational Virtuousness and Well-Being” (with R. R. Sharma, M. M. Hopkins and D. A. O’Neil). <https://www.frontiersin.org/research-topics/7893/gender-diversity-in-the-workplace-organizational-virtuousness-and-well-being>
- *Journal of Management Education*, 2016 (Volume 40, Issue 3) Special Issue on “Women’s Leadership Development Programs: Lessons Learned and New Frontiers” (with G. Debebe, D. Anderson and S. M. Vinnicombe).
<https://journals.sagepub.com/doi/full/10.1177/1052562916639079>
- *Equality, Diversity and Inclusion: An International Journal*, 2015 (Volume 34, Issue 5) Special Section on “Working Effectively Across Differences – at the Individual, Team and Organizational Levels” (with R. Bernstein and M. Crary).
https://www.researchgate.net/publication/279224711_Working_effectively_across_differences_-_diversity_and_inclusion_at_the_individual_team_and_organizational_levels
- *Journal of Organizational Change Management*, 1995 (Volume 8, Issues 4 and 5), Special Issue on “Challenging ‘Globalization’ Discourses” (with C. Walck).

Ad Hoc Journal Manuscript Reviewer

- *AAAS Science Advances*
- *Academy of Management Executive*
- *Academy of Management Journal*
- *Academy of Management Learning and Education*
- *Academy of Management Discoveries*
- *Academy of Management Review*
- *Accounting Management and Information Technologies*
- *Africa Journal of Management*
- *Canadian Journal of Administrative Sciences*
- *Corporate Governance: An International Review*
- *Gender, Work, and Organization*
- *Group and Organization Management*
- *Human Relations*
- *Human Resource Management*
- *Journal of Business Ethics*
- *Journal of Management and Governance*
- *Journal of Management Education*
- *Journal of Management Inquiry*
- *Journal of Management Studies*
- *Journal of Non-Profit Management and Leadership*
- *Journal of Technology Transfer*
- *Leadership Quarterly*
- *Management Learning*
- *Management Teaching Review*
- *Organization Management Journal*
- *Organization Science*

- *Work and Occupations*

Proposal/Program Review Panelist or Reviewer

- **National Science Foundation**, Education and Human Resources Division, 2018.
- **AWIS ARC**, Virtual Visiting Scholars Program, 2018 (8 proposals).
- **European Research Council**, ERC Starting Grant, 2018.
- **AAUW Review Panel** for International Fellowships, 2016 (27 proposals).
- **National Science Foundation**, Education and Human Resources Division, 2015 (11 research proposals).
- **Social Sciences and Humanities Research Council of Canada**, 2015.
- **U.S.-Israel Binational Science Foundation**, 2015.
- **University of Michigan ADVANCE Program Review**, 2010
- **National Science Foundation**, ADVANCE Awards, 2005 (3 proposals).
- **Research Council of Norway**, 2001.

Conference Paper Reviewer

- **Gender and Diversity in Organizations Division**, Academy of Management Conference, 2003, 2009-2021.
- **Business Policy and Strategy Division**, Academy of Management Conference, 1992, 1994.
- **Organization Theory Division**, Academy of Management Conference, 1988-91, 1993-95, 1997, 2002.
- **Women in Management Division**, Academy of Management Conference, 1996.
- **Organizational Behavior Teaching Conference**, 1997.

Conference Service

- Session Facilitator, **Fostering Gender and Work-Life Inclusion for Faculty in Business Schools and Understudied Contexts: An Organizational Science Lens**, Purdue University, 2018.
- PDW Paper Development Workshop Reviewer and Facilitator, **Academy of Management Conference**, Chicago, 2018.
- Organizer, **Early Educator Institute, Management & Organizational Behavior Teaching Conference**, Myrtle Beach, 2018.
- Moderator, **Gender and Leadership Symposium**, Purdue University, 2016.
- Panelist, **Gender and Diversity in Organizations Division Doctoral Consortium**, Academy of Management Conferences, 2010, 2012, 2014, 2015.
- Panelist, **Gender and Diversity in Organizations Division Junior Faculty Consortium**, Academy of Management Conference, 2012, 2014, 2015.
- Mentor, **New Doctoral Student Consortium**, Academy of Management Conference, 2011.
- Member, **Organizational Behavior Division Long Range Planning Committee**, Academy of Management, 2001-2003.
- Member, **Organizational Behavior Division Committee on Teaching**, Academy of Management, 2000-2003.
- Session Chair, **Gender and Diversity in Organizations Division**, Academy of Management Conferences, 1995, 1998, 2001, 2003, 2005, 2011, 2014.
- Chair, **Showcase Symposium, Gender and Diversity in Organizations, Organizational Development and Change, and Careers Divisions**, Academy of Management Conference, Honolulu, Hawaii, 2005.
- Caucus Coordinator, **Academy of Management Conference**, San Diego, California, 1998.
- Session Chair, **Organizational Behavior Teaching Conference**, La Verne, California, 1998.

- Taskforce Co-Chair, **Organizational Behavior Division Taskforce on Organizational Behavior in Universities**, Academy of Management, 1997-1999.
- Session Chair, **Executive Wisdom and Courage Symposium**, Cleveland, 1996.
- Paper Session Discussant, **Academy of Management Conference**, Atlanta, 1993.
- Facilitator, **International Conference on Experiential Learning**, Washington, D.C., 1994.
- Session Chair, **Executive and Organizational Continuity Symposium**, Cleveland, 1990.
- Session Chair and Group Facilitator, **Social Innovations in Global Management Symposium**, Cleveland, 1989.

Promotion/Tenure Evaluations:

- Promotion to Professor at **Vanderbilt University**, 2020.
- Promotion to Professor at **American University of Beirut – Lebanon**, 2020.
- Tenure at **American University of Beirut – Lebanon**, 2020.
- Tenure and Appointment to Associate Professor at **University of Massachusetts-Amherst**, 2020.
- Promotion to Professor at **Bentley University**, 2020.
- Promotion to Professor at **University of Wisconsin-Madison**, 2020.
- Tenure and Appointment to Professor at **Vanderbilt University**, 2020.
- Promotion to Professor at **University of Texas at Dallas**, 2019.
- Promotion to Professor at **University of Michigan-Dearborn**, 2019.
- Tenure to Associate Professor at **American University of Beirut – Lebanon**, 2018.
- Promotion to Associate Professor with Tenure at **Naval Postgraduate School**, 2017.
- Promotion to Professor at **University of Southern Maine**, 2017.
- Tenure and Appointment to Associate Professor at **The New School**, 2017.
- Promotion to Adjunct Full Professor at **University of California, Berkeley**, 2015.
- Promotion to Professor at **Columbia University**, 2015.
- Promotion to Professor at **Utah State University**, 2015.
- Promotion to Professor at **Lafayette University**, 2015.
- Promotion to Associate Professor at **American University of Beirut – Lebanon**, 2014.
- Promotion to Associate Professor at **George Washington University**, 2013.
- Promotion to Professor at **New Mexico State University**, 2013.
- Tenure and Promotion to Associate Professor at **Babson College**, 2013.
- Tenure and Promotion to Associate Professor at **American University**, 2012.
- Letter of Support for Tenure and Promotion to Associate Professor at **North Carolina Agricultural and Technical State University**, 2012.
- Tenure and Full Professorship at **Syracuse University**, 2012.
- Tenure and Promotion to Associate Professor at **Lehigh University**, 2012.
- Promotion to Professor at **Clarkson University**, 2011.
- Tenure and Promotion to Associate Professor at **Kent State University**, 2011.
- Tenure and Promotion to Associate Professor at **Cornell University**, 2010.
- Tenure and Promotion to Associate Professor at **Lehigh University**, 2010.
- Promotion to Professor at **Babson College**, 2009.
- Promotion to Professor at **Bentley University**, 2009.
- Tenure and Promotion to Associate Professor at **University of Michigan-Dearborn**, 2009
- Promotion to Associate Professor at **University of Melbourne, Australia**, 2009
- Promotion to Research Assistant Professor at MSASS, **Case Western Reserve University**, 2009
- Promotion to Professor at **University of Texas at Arlington**, 2008.
- Tenure and Promotion to Associate Professor at **Oakland University**, 2002.
- Tenure and Promotion to Associate Professor at **Indiana Purdue University Fort Wayne**, 2001.
- Tenure and Promotion to Associate Professor at **Bucknell University**, 2000.
- Tenure and Promotion to Associate Professor at **University of New Hampshire**, 1999.
- Tenure and Promotion to Associate Professor at **Indiana University**, 1998.

- Tenure and Promotion to Associate Professor at **Colorado State University**, 1998.
- Promotion to Distinguished Teaching Professorship at **University of Missouri-Columbia**, 1998.

Doctoral Thesis External Committee Member/Overseas Examiner:

- PhD Dissertation of Virginia Sadhana Phillips, **Xavier University Bhubaneswar, India**, 2020.
- PhD Dissertation of Sonam Chawla, **Management Development Institute, Gurgaon, India**, 2020.
- PhD Dissertation of Vasilias Vasiliou, **Bentley University**, 2016-2020.
- PhD Dissertation of Jill Gould, **University of South Australia**, 2016.
- DBA Dissertation of Rosanne Hawarden, **Massey University, New Zealand**, 2010.

Book Proposal Reviewer

- Book proposal reviewer for Edward Elgar Publications (*Leaky Pipes and Cracked Prisms: The Intensification of Gender Stratification in the IT Workforce*), 2009
- Book proposal reviewer for Edward Elgar Publications (*Women's Work/Family Decision Making and International Career Management*), 2006.
- Book Proposal reviewer for Edward Elgar Publications (*Women and Minorities in Science, Technology, Engineering and Mathematics: Opening the Pipeline*), 2005.

Informal Doctoral Advising

- Ting Yao, Case Western Reserve University and University of North Carolina, Chapel Hill,
 - 2012-2018.
- Sonal Jain, Nirmala Niketan College of Home Science, Mumabi, India, 2009.
- Jennifer Miner Knippen, Warrington College of Business, University of Florida, 2008-2009.
- Eva Cabre, University of Puerto Rico-Mayaguez Campus, 2007.
- Þóranna Jónsdóttir, School of Management, Cranfield University, 2006-2007.

Case Western Reserve University Service (CWRU)

Program Leadership and Organizing

- **Department Chair Leadership Development Program** (convene leadership forums and lead executive coaching for 100+ department chairs in the University, 2010 to present.
- **New Department Chair Annual Orientation**, 2010 to present.
- **Annual Orientation for Newly Tenured and Promoted Faculty**, 2006 to present.
- **What's Next? Leadership Development Program for Mid-Career Women Faculty**, (organize and teach annual faculty development program of 3 half-day sessions for all mid-career tenure track and non-tenure track women faculty (alternating) across the University), 2012 to present.
- **To Tenure and Beyond Program** (organize and teach annual faculty development program of 5 half-day sessions for all second year tenure-track faculty across the University), 2020-21.
- **Asian Faculty Association Leadership and Professional Development Program**, (organize and teach faculty development program of 5 half-days for Asian faculty across the University), 2020.
- **NSF ADVANCE Institutions Developing Excellence in Academic Leadership-National (IDEAL-N) Co-Principal Investigator and CWRU Team Director** (a consortium of 50+ administrative and academic leaders from 10 universities in Northern Ohio and Pennsylvania), 2015-2020.
- **NSF AGEP (NOA-AGEP) Research Director** (a consortium of 8 universities from Northern Ohio), 2015-2020.
- **Provost's Annual Leadership Retreat for Deans and Chairs**, 2004-2018.

- **NSF ADVANCE Institutions Developing Excellence in Academic Leadership (IDEAL) Program Co-Principal Investigator and CWRU Team Director** (a consortium of 35+ administrative and academic leaders from 6 universities in Northern Ohio), 2009-2012.
- **NSF ADVANCE Academic Careers in Engineering and Sciences (ACES) Program Co-Principal Investigator and Research Director** (designed and implemented leadership development and faculty development activities across the University, and led the research and evaluation team), 2003-2008.

Committee Service

- Chair, **Faculty Development Council**, 2011 to present.
- Member, **Diversity Liaisons Group**, 2020-21.
- Member, **President's Advisory Committee on Promotion and Tenure**, 2019-2020, 2020-21.
- Member, **NIH FIRST Cohort Taskforce**, 2020-21.
- Member, **Thinkers Group** (CWRU Strategic Planning Committee), 2019.
- Member, **Faculty Affiliates Council, Inamori International Center for Ethics and Excellence**, 2008 to present.
- Member, **Advisory Committee, Women Faculty Leadership Development Institute, Flora Stone Mather Center for Women**, 2011-2020.
- Member, **ACES+ Steering Committee**, 2008-2018.
- Member, **Search Committee for VP of Inclusion, Diversity and Equal Opportunity**, 2018, 2019.
- Member, **Search Committee for Director of Flora Stone Mather Center for Women**, 2015-2016.
- Member, **CWRU 2026 Strategic Planning Working Group**, 2013.
- Member, **Search Committee for the Director of Flora Stone Mather Center for Women**, 2013.
- Member, **Steering Committee, Flora Stone Mather Center for Women**, 2003-2013.
- Member, **Executive Committee, Inamori International Center for Ethics and Excellence**, 2009-2011
- Member, **Advisory Board, University Center for Innovation in Teaching and Education**, 2008-2011.
- Member, **Search Committee for Vice President of Inclusion, Diversity and Equal Opportunity**, 2008.
- Member, **Resource Equity Committee**, 2001-2008.
- Member, **Faculty Senate Committee on Women**, 2005-2008.
- Member, **University Distinguished Lecture Committee**, 2005-2006.
- Member, **Accreditation Subcommittee on Faculty Engagement, Motivation, and Commitment**, 2003-2004.
- Member, **Faculty Senate Compensation Committee**, 2002-2004.
- Member, **Provost's Panel for Review of LeaderShape: Undergraduate Leadership Experience**, 2002.
- Member, **Search Committee for Director, Mandel Center for Nonprofit Organizations**, 2001.
- Member, **Faculty Senate**, 1998-2001.
- Member, **Committee on Graduate Studies**, 1998-2001.
- Member, **Search Committee for Assistant Dean of Graduate Studies**, 2000.
- Member, **Strategic Review of Research Committee, Mandel Center for Nonprofit Organizations**, 1999-2000.
- Treasurer, **Women Faculty Association**, 1995-1997.
- Member, **Advisory Committee on Mandel Center for Nonprofit Organizations Trusteeship Initiative**, 1995-1996.
- Member, **Executive Committee, Women's Faculty Association**, 1994-1997.

Program Faculty

- **Women's and Gender Studies Program**, 2008 to present.
- **Mandel Center for Nonprofit Organizations**, 1993-2012.

Doctoral Dissertation Committee Member

- **Valencia Harriot**, Department of Psychological Sciences, 2017-19.

Presentations and Other Service

- Speaker, **Office of Inclusion, Diversity and Equal Opportunity**, Train the Champion Series, 2015, 2016, 2017, 2020, 2021.
- Speaker, **Human Resources, Wellness, Employee Relations, and Professional Development Center**, Supervisor Training, 2020.
- Speaker, **Provost Assembly of Leaders**, 2019.
- Facilitator, **Diversity Leadership Council Retreat**, 2019.
- Keynote Speaker, **Administrative Professionals Network Conference**, 2017.
- Speaker, **Law & Leadership Conference, School of Law**, 2016.
- Speaker, **Provost's Leadership Retreat for Deans and Chairs**, 2016.
- Facilitator, **Mandel School of Social Work's Women Faculty and Schoolwide Faculty Meetings**, 2015-2016.
- Speaker, **Law and Business Course, School of Law**, 2014, 2016.
- Speaker, **Mentor Fellows Program, University Center for Innovation in Teaching and Education**, 2011-2015.
- Speaker, **Undergraduate Student Fall Leadership Conference**, 2013, 2015.
- Panelist, **Corporate Visiting Committee**, 2015.
- Speaker, **Women Faculty of the School of Medicine Career Development Fair**, 2015.
- Speaker, **Women Faculty of the School of Medicine**, 2015.
- Speaker, **Human Resources Implicit Bias Campus Initiative Discussion Series**, 2015.
- Speaker, **Faculty Senate Committee on Women Faculty**, 2015.
- Facilitator, **Mission and Vision Retreats, Flora Stone Mather Center for Women**, 2014.
- Speaker, **Mandel School of Applied Social Work**, 2013.
- Proposal Reviewer, **University Center for Innovation in Teaching and Education**, 2011-2012.
- Speaker, **Women Who Rock Conference**, 2011.
- Speaker, **Deans' Leadership Workshops**, 2006, 2007.
- Speaker, **ACES Graduate Student Seminar**, 2006.
- Speaker, **Postdoctoral Mentoring Program, School of Medicine**, 2006.
- Speaker, **Women Faculty Association of the School of Medicine**, 2006.
- Speaker, **Center for Women Ambassadors Committee**, 2005.
- Speaker, **Department of Epidemiology and Biostatistics, School of Medicine**, 2005.
- Panelist, **College of Arts and Sciences**, 2004.
- Speaker, **Women in Science Roundtable**, 2004.
- Speaker, **Center for Women**, 2003.
- Speaker, **University Library Committee**, 2003.
- Speaker, **University Center for Innovations in Teaching and Education**, 2003.
- Facilitator, **Dedication of the Center for Women**, October 2003.
- Speaker, **Department of Otolaryngology/Head and Neck Surgery, School of Medicine**, 2001.
- Panelist, **Center for Women**, 2001.
- Resource Faculty, **Professional Challenge Program for Incoming Students**, 1996.

Weatherhead School of Management Service (WSOM)

Committee Service

- Co-Chair, **Diversity and Inclusion Strategic Pillar Implementation**, 2020-21.
- Chair, **Budget Committee**, 2020-2021.
- Member, **PhD in Management: Designing Sustainable Systems Curriculum Implementation Committee**, 2020-21.
- Chair, **PhD in Management: Designing Sustainable Systems Curriculum Redesign Committee**, 2020.
- Member, **Executive Director, External Relations Search Committee**, 2020.
- Member, **Faculty Council** (elected school-wide for multiple 3 year terms), 1996-1999, 2008-2013, 2015-2018.
- Member, **Appointments Committee** (elected school-wide for multiple 3 year terms), 2000-2003, 2004-2016.
- Member, **Research Committee**, 2013-2016.
- Member, **Enduring Impact Research Award Committee**, 2016.
- Member, **Distinguished University Professor Committee**, 2016.
- Member, **Distinguished University Research Professor Committee**, 2012, 2015, 2016.
- Member, **Nancy and Joseph Keithley Professorship in Technology Management Search Committee**, 2016.
- Member, **Elizabeth M. and William C. Treuhaft Professorship in Management Design Search Committee**, 2016.
- Member, **Steering Committee, Accenture School Review**, 2015.
- Secretary, **Appointments Committee**, 2014.
- Member, **Search Committee for WSOM Chief Financial Officer**, 2013.
- Chair, **Distinguished University Professor Committee**, 2013.
- Chair (elected), **Faculty Council**, 2007-2008, 2010-2011, 2011-2012.
- Member, **Governance Task Force**, 2009-2012.
- Chair, **Faculty Development and Diversity Committee**, 2009-2010.
- Member, **Interdepartmental Seminar Series Planning Group**, 2007-2011.
- Member, **Team visiting India to explore Masters' programs**, September 2008, October 2007.
- Member, **Appointments Subcommittee on Faculty Promotions and Tenure**, 2007.
- Chair, **Dean Search Committee**, 2006.
- Member, **Research Committee**, 2000-2005.
- Member, **Summer Research Grants Committee**, 2005, 2003, 2002.
- Member, **Junior Faculty Best Paper Committee**, 2004.
- Program Faculty, **Executive Doctor of Management Program**, 2000 to present.
- Member, **Ad Hoc Disciplinary Grievance Committee**, 2001.
- Member, **Ad Hoc Sexual Harassment Disciplinary Panel**, 2001.
- Member, **Peter B. Lewis Building Committee**, 2000, 1996-1997.
- Member, **Executive MBA Futures Committee**, 2000-2002.
- Member, **Committee on Action Learning**, 1999-2000.
- Member, **Faculty Personnel Policy Committee**, 1996-1997.
- Member, **Professional Degrees Program Committee**, 1994-1995, 1996-1997.
- Member, **MBA Core Implementation Committee**, 1996-1997.
- Member, **Program Planning Team, Master of Science in Information Systems Management**, 1995-1996.
- Member, **Executive MBA Review Committee**, 1994.
- Member, **Library Committee**, 1991-1993.
- Member, **Undergraduate Committee**, 1989-1993.

Chair, Ph.D. in Management Dissertation Committees

- (1) Jennifer Bishop (Ph.D. in Management: Designing Sustainable Systems), 2020-2022
- (2) Natasha Conley (Ph.D. in Management: Designing Sustainable Systems), 2017-2018.
- (3) Alison Battaglia (Ph.D. in Management: Designing Sustainable Systems), 2015-2017.

Member, Ph.D. in Management Dissertation Committees:

- (1) Lucia Heddleson (PhD in Management: Designing Sustainable Systems), 2018-2019.
- (2) Suad Abedallah Dukhaykh (PhD in Management: Designing Sustainable Systems), 2018-2019.
- (3) Natasha Conley (PhD in Management: Designing Sustainable Systems), 2017.
- (4) Jodi Berg (PhD in Management: Designing Sustainable Systems), 2016-2017.
- (5) Lori Kendall (PhD in Management: Designing Sustainable Systems), 2015-2016.
- (6) Manoj Babu (PhD in Management: Designing Sustainable Systems), 2015-2016.
- (7) Stephen P. Miller (PhD in Management: Designing Sustainable Systems), 2014-2015.
- (8) Nicholas Spezza (PhD in Management: Designing Sustainable Systems), 2013.
- (9) Bernard Bailey (PhD in Management: Designing Sustainable Systems), 2011-2012.
- (10) Kathy Buse (PhD in Management: Designing Sustainable Systems), 2011-12.
- (11) Mimi Lord (PhD in Management: Designing Sustainable Systems), 2011-12.
- (12) Reiko Kishida (PhD in Management: Entrepreneurship), 2003-2004.
- (13) Dowan Kwon (PhD in Management: IS), 2001-2002.
- (14) Mincheol Shin (PhD in Management: Marketing), 1995-1997.
- (15) Debi Prasad Misra (PhD in Management: Marketing), 1993-1995.

Advisor, Doctor of Business Administration, formerly Doctor of Management (DM), and Executive Doctor of Management (EDM), Annual Research Projects of:

- (1) Cindy Miño (DBA), 2020-21
- (2) Jason Brooks (DM), 2020-21.
- (3) Jennifer Bishop (DM), 2019-2020.
- (4) Andrew McArthur (DM), 2015-2019.
- (5) Suad Abedallah Dukhaykh (DM), 2015-2017.
- (6) Natasha Conley (DM), 2014-2016.
- (7) Alison Battaglia (DM), 2014-2015.
- (8) Eric Lutzo (DM), 2010-2013.
- (9) Kathleen Buse (DM), 2008-2010.
- (10) Nancy McInerary-Lacombe (EDM), 2006-2009.
- (11) Katherine Overbeke (EDM), 2006-2009.
- (12) Susan Catalano (EDM), 2007-2008.
- (13) Jane Van Buren (EDM), 2003-2005.
- (14) Margaret Drugovich (EDM), 2002-2004.
- (15) Barbara Mystic (EDM), 2002-2003.
- (16) Karie Willyerd (EDM), 2001-2003.
- (17) Deb Zelechowski (EDM), 1999-2001.

Member, EDM Applied Research Project Committee of:

- (1) Ed DeJagher (EDM), 1999-2001.

Member, Ph.D. in Management Qualifying Committees:

- (1) Sergey Anokhin (Entrepreneurship), 2005.
- (2) Reiko Kishida (Entrepreneurship), 2003.
- (3) Zhineng Li (Entrepreneurship), 2001-2002

- (4) Branco Bukar (Entrepreneurship), 2001
- (5) Soumya Sivakumar (Marketing), 1999.
- (6) Bostjan Anionic (Entrepreneurship), 1998.
- (7) Rick Noonon (Policy Studies), 1993.

Presentations and Other Service

- Faculty Advisor, **Weatherhead Women in Business Student Club**, 2005-06, 2011 to present.
- Moderator, **Women in Leadership Symposium**, 2015.
- Speaker, **Women in Leadership Panel**, 2007, 2012.
- Speaker, **Alumni Weekend**, 2010.
- Speaker, **Executive Doctor of Management Alumni and Student Reunion**, 2005.
- Author of White Paper, “**Making the Weatherhead School a Benchmark Institution for Women Faculty**”, 2006.
 - **Women Faculty**”, 2006.
- Speaker, **Dean’s Weekend**, 2005.
- Speaker, **Black MBAs and Women in Management Student Clubs**, 2005.
- Speaker, **Bold Ideas Conference**, 2003.
- Speaker, **Mandel Center for Nonprofit Organizations**, 2002.
- Speaker, **Executive Doctor of Management Mandel Center Fellows Colloquium**, 2002.
- Speaker, **Alumni Gathering, Chicago**, 2002.
- Speaker, **Weatherhead Women in Business Club**, 2002.
- Speaker, **Professional Fellows Alumni Society**, 2002.
- Speaker, **Executive Doctor of Management Fellows Conference**, 2001.
- Speaker, **Executive Education Breakfast Forum for Human Resources Directors**, 2000.
- Instructor, **MBA Orientation**, 1990-1997.
- Faculty Advisor, **MBA Students Community Service Recognition Committee**, 1995-1997.

Department of Organizational Behavior Service

Chair, Department of Organizational Behavior, 2013 to present.

Program Leadership

- **Director, PhD in Organizational Behavior Program**. Development and leadership of all
- academic and program elements for 24-30 doctoral students, 2013 to present.
- Developed and lead:
 - **Professional Development Workshop Series**, 2013 to present.
 - **Distinguished Speaker Series**, 2013 to present.
 - **Brown Bag Research Seminar Series**, 2015 to present.
- Led **Anti-Racism, Diversity, Equity and Inclusion Initiative**, 2020-21.
- Led **10-Year PhD in Organizational Behavior Program External Review**, 2014-2015.

Chair, Ph.D. Dissertation Committee of:

- (1) Sophie Jané, 2018 to present.
- (2) Karlygash Assylkhan, 2018 to present.
- (3) Queen Jaks, 2017-2020.
- (4) Estelle Archibold, 2019-2020.
- (5) Keimei Sugiyama, 2015-2019.
- (6) Morgan Bulger, 2017-2018.
- (7) Chantal van Esch, 2014-2017.
- (8) Hongguo Wei, 2014-2017.

- (9) Meredith Myers, 2012- 2014.
- (10) Tracey Messer, 2004-2015.
- (11) Renuka Hodigere, 2011-2013.
- (12) C. Greer Jordan, 2005-2009.
- (13) Christopher Stevens, 2007-2008.
- (14) Margaret Hopkins, 1999-2004.
- (15) Janet Kiehl, 1999-2004.
- (16) Deborah O'Neil, 1999-2003.

Member, Ph.D. Dissertation Committee of:

- (1) Mercedes McBride-Walker, 2019 to present.
- (2) Phil Thompson, 2015-2019.
- (3) Hector Martinez, 2015-2016.
- (4) Andrew Schnackenberg, 2012-2014.
- (5) Angela Passarelli, 2012-2014.
- (6) Sarah (Walleck) de Swart, 2003-2009.
- (7) Simy Joy, 2006-2009
- (8) Anita Howard, 2002-2009.
- (9) Guy Hutt, 2004-2007.
- (10) Argun Saatcioglu, 2001-2007.
- (11) Deniz Kirazci, 2003-2007.
- (12) Kristin Zakariasen, 2003-2006.
- (13) Elizabeth Stubbs, 2003-2005.
- (14) Charlampos Mainemelis, 1999-2001.
- (15) Mary Fambrough, 1997-2000.
- (16) Jane Wheeler, 1996-1999.
- (17) Punya Upadhyaya, 1995-1997.
- (18) Mark Sullivan, 1995-1997.
- (19) Debra Griest, 1994-1995.
- (20) Lionel Maia, 1992-1993.
- (21) Jack Marsick, 1991.

Chair, Ph.D. Qualifying Committee of:

- (1) Pooja Khatija, 2019 to present.
- (2) Samantha Erskine, 2018 to present.
- (3) H. Michael Schwartz, 2018 to present.
- (4) Estelle Archibold, 2017-2019.
- (5) Sophie Jané, 2015-2018.
- (6) Karlygash Assylkhan, 2015-2018.
- (7) Queen Jaks, 2015-2017.
- (8) Keimei Sugiyama, 2014-2015.
- (9) Chantal van Esch, 2012-2014.
- (10) Renuka Hodigere, 2009-2011
- (11) Christopher Stevens, 2005-2007.
- (12) Lindsey Godwin, 2003-2005.
- (13) Nurete Brenner, 2003-2005.
- (14) C. Greer Jordan, 2002-2005.
- (15) Margaret Hopkins, 1997-1999.
- (16) Rama Bhalla, 1995-1997.

Member, Ph.D. Qualifying Committee of:

- (1) Melissa Cooper, 2018.
- (2) Morgan Bulger, 2016.
- (3) Kevin Cavanagh, 2014 -2015.
- (4) Kylie Rochford, 2013-2015.
- (5) Alperen Manisaligil, 2014-2015.
- (6) Angela Pasarelli, 2008-09.
- (7) Guy Hutt, 2003-2004.
- (8) Deniz Kirazci, 2003.
- (9) Kristin Zakariasen, 2003.
- (10) Verena Murphy, 2001-2003.
- (11) Sarah Walleck, 2002-2003.
- (12) Anita Howard, 2002.
- (13) Bonnie Richley-Cody, 2001-2003.
- (14) Leslie Sekerka, 1999-2000.
- (15) Yoshi Yamazaki, 1999-2000.
- (16) Charlampos Mainemelis, 1999
- (17) Punya Upadhyaya, 1995-1996.
- (18) Jane Wheeler, 1995-1996.

Awards Received by Supervised Students

- ***Outstanding Ph.D. Dissertation Proposal Award***, Weatherhead School of Management, Case Western Reserve University.
 - Karlygash Assylkhan, 2020.
 - Morgan Bulger, 2018.
 - Keimei Sugiyama, 2017.
 - Hongguo Wei, 2016.
- ***Don Wolfe Dissertation Scholarship***, Department of Organizational Behavior, Weatherhead School of Management, Case Western Reserve University.
 - Sophie Jané, 2020-21.
 - Queen Jaks, 2019-20.
 - Keimei Sugiyama, 2017-18.
 - Hongguo Wei, 2016-17.
 - Tracey Messer, 2011-12.
- ***Sherm Grinnell Research Scholarship***, Department of Organizational Behavior, Weatherhead School of Management, Case Western Reserve University.
 - Estelle Archibold, 2019-20.
 - Queen Jaks, 2018-19.
 - Karlygash Assylkhan, 2018-19.
 - Morgan Bulger, 2017-18.
 - Hongguo Wei, 2015-16.
 - Keimei Sugiyama, 2015-16.
 - Chantal van Esch, 2014-15.
- ***NSF Graduate Research Fellowship Program Award***, Sophie Jané, 2017.

Committee Service

- Chair, **OB Department Resources Taskforce**, 2021.
- Chair, **OB Department Conduct Guidelines Taskforce**, 2021.
- Chair, **Anti-Racism, Diversity and Inclusion Taskforce**, 2020-21.

- Member, **MPOD 2.0 Curriculum Redesign Committee**, 2019-21.
- Chair, **Non-Tenure Track Faculty Search Committee**, 2015-16.
- Chair, **Non-Tenure Track Faculty Search Committee**, 2014-15.
- Chair, **Ph.D. Admissions Committee**, 1994, 2008, 2010, 2011.
- Member, **Ph.D. Admissions Committee**, 1991, 1996, 2001, 2006.
- Chair, **Don Wolfe Retirement and Alumni Reunion Planning Committee**, 2002.
- Coordinator, **Visiting Speaker Series**, 2001-2003.
- Member, “**Managerial Assessment and Development**” **Course Planning Group**, 1990-1999.
- Member, **Planning Committee, Organizational Behavior Teaching Conference**, 1996-1997.
- Member, **Master of Organization Development Program Oversight Committee**, 1995.
- Member, **Planning Committee, Interdivisional Academy of Management Conference**, 1993-
 - 1995.
- Member, **Global Excellence in Management Initiative Project Team**, 1994-1996.
- Member, **Planning Committee, International Experiential Learning Conference**, 1993-1994.
- Member, **SIGMA Doctoral Program Design Planning Group**, 1993.
- Member, **Planning Committee, Herb Shepard Memorial Award**, 1991-1992.
- Member, **Research Committee**, 1989-1990.

Presentations and Other Service

- Speaker, **Master of Organization Development/Master of Positive Organization Development 40th Anniversary Alumni Reunion**, 2016.
- Speaker, **Coaching Research Lab**, 2015.
- Speaker, **Reception for Prospective Students, American Society of Training and Development, Atlanta**, 2007.
- Speaker, **Master of Organization Development Alumni Reunion**, 2000.
- Coordinator, “**Organizational Behavior and Analysis**” **MBA course**, 1996-1997.
- Speaker, **Managerial Assessment and Development Course Training Annual Workshops**, 1990-1997.
- Instructor, “**The Craft of Reviewing**” **doctoral course**, 1997, 1998.
- Facilitator, **Global Excellence in Management Initiative**, 1995.
- Facilitator, **Retreat of Masters of Organization Development students**, 1994, 1991.
- Facilitator, **Group Theory class for Ph.D. students**, 1991.
- Facilitator, **Life Planning Retreat for Ph.D. students**, 1991.

Community Engagement and Volunteer Service – Talks and Panels in Cleveland and Regional Communities

- “*Leading with Emotional Intelligence*”. **Weatherhead 100 Webinar Series**, (virtual), 11 March 2021.
- “*Emotional Intelligence*”. **Mentoring Monday**, (virtual), 22 February 2021.
- “*Career Lessons*”. Career Breakout Session, **St. Joseph Academy**, (virtual), 3 February 2021.
- “*Toward Gender Equality in the Workplace: The Impact of the COVID-19 Pandemic on Women*”. **Siegel Lifelong Learning Webinar Series**, (virtual), 26 January 2021.
- “*Leading with Emotional Intelligence: Developing Great Leaders and High Performing Teams through Deploying Emotional Intelligence Competencies*”. Talk at **Cleveland Society for Human Resource Managers (CSHRM)**, Cleveland OH, 2 October 2020.
- “*Women Leaders in the Workplace: Challenges and Opportunities*”, Talk at **Division of Developmental/Behavioral Pediatrics and Psychology, Rainbow Babies and Children's Hospital**, Cleveland, OH, 29 April 2020.

- “*Women in the Workplace: Leadership Challenges and Opportunities*”, Talk at **Parker Hannifin**, Elyria, OH, 7 November 2019.
- “*The Status of Women in Leadership*”, Talk and Panel Facilitation at GCSAE’s Women in Not-For-Profit and Association Leadership Luncheon, **Precision Metalforming Association**, Independence, OH, 15 May 2018.
- “*Towards Gender Parity in the Workplace*”, Talk at **UTC Aerospace (Goodrich)**, Independence, OH, 8 March 2018.
- “*Win-Win Negotiating*” and “*Intentional Career Development*”, Talks at **Woman of Power Conference**, Cleveland, OH, 6 March 2018.
- “*Advancing Gender Parity in Leadership*”, Talk at **The Cleveland Life Institute**, Cleveland, OH, 28 February 2018.
- “*Gender Stereotypes and Wage Equity*”, Talk at **First Unitarian Church**, Shaker Heights, OH, 18 February 2018.
- “*Women in the Workplace: Leadership Challenges and Opportunities*”, Talk at **BASF**, Beachwood, OH, 12 September 2017.
- “*Gender Bias in Science and Engineering*”, Talk at **Healthcare Businesswomen’s Association**, Cleveland, OH, 8 February 2016.
- “*Organizational Change in the 21st Century: Women in Executive Leadership, Challenges and Opportunities*”, Talk at **Greater Cleveland Alumnae Chapter of Delta Sigma Theta Sorority, Inc.**, Cleveland, OH, 12 April 2014.
- “*Women in Leadership*”, Keynote Talk at **Women Who Rock Conference, Walsh University**, North Canton, OH, 12 March 2014.
- Q&A Moderator, **Cleveland Town Hall**, Cleveland, OH, 7 October 2013.
- “*Women in Executive Leadership: Challenges and Opportunities*”, Talk at **Tuesday Study Club**, Cleveland, OH, 17 September 2013.
- “*Women in Nonprofit Leadership*”, Talk with Women Who Lead Institute participants, **Mandel School of Applied Social Work**, Cleveland, OH, 19 July 2013.
- “*NSF ADVANCE Activities and Outcomes*”, Talk with **Women’s Professional Association Board, Cleveland Clinic**, 17 January 2013.
- “*Organizational Change in the 21st Century: Women in Executive Leadership, Challenges and Opportunities*”, Keynote Address, **American Association of University Women**, Cleveland, OH, 30 March 2013.
- “*Why So Few? Why So Slow? Barriers Facing Women’s Advancement and What Can Be Done to Change Our Workplaces*”, Talk at the **University of Akron’s Department of Biology**, Akron, OH, 31 January 2013.
- “*Women in Leadership Panel*”, Discussion Facilitator for **Weatherhead School of Management’s Dynamic Women in Business MBA Student Association, Case Western Reserve University**, Cleveland, OH, 6 November 2012.
- “*Inclusive Leadership*”, Talk at 2012 **Leadership Cleveland**, Cleveland, OH, 7 September 2012.
- “*Women Leaders Panel*”, Panelist for Women's Leadership Dialogue Series, **Women of Color Foundation**, Cleveland, OH, 17 May 2012.
- “*Best Practices in Faculty Mentoring*”, Talk at Division Chiefs Meeting, **Department of Pediatrics, Rainbow Babies & Childrens Hospital**, Cleveland, OH, 9 November 2011.
- “*Women Who Rock Panel*”, Panelist for **Women in Leadership Week, Case Western Reserve University**, Cleveland OH, 30 September 2011.
- “*Panel on Continuing Education for Women Professionals*”, Panelist for **Women in Networking**, Cleveland, OH, 19 September 2011
- “*Challenges and Opportunities Facing Women in Science and Technology Workplaces*”, Talk at **Lerner Research Institute Diversity Council, Cleveland Clinic**, Cleveland, OH, 17 May 2011.

- “*Women in Leadership Panel*”, Discussion Facilitator for **Women of Color Foundation Conference**, Cleveland, OH, 15 March 2011.
- “*Best Practices in Faculty Mentoring*”, Grand Rounds Talk, **Department of Pediatrics, Rainbow Babies & Childrens Hospital**, Cleveland, OH, 3 March 2011.
- “*Women in Corporate Boardrooms: What Some Countries are Doing to Bring About Change*,” Talk for Mather Salon Series: Dialogue & Discourse for 21st Century Women, **Flora Stone Mather Center for Women, Case Western Reserve University**, Shaker Heights, OH, 15 March 2011
- “*Women in Leadership*”, Talk at **Penske Logistics**, Beachwood, OH, 7 December 2010.
- “*Increasing Diversity, Equity and Inclusion in Organizations*”, Panelist for Alumni Weekend, **Weatherhead School of Management, Case Western Reserve University**, Cleveland, OH, October 2010.
- “*The Foundations of Leadership*”, Speaker at Building on Your Strengths: A Leadership Development Conference for Healthcare Professionals, **Cleveland Clinic**, Cleveland, OH, September 2010.
- “*Authentic Leadership*”, Talk at Momentum Program for Women Leaders, **YWCA of Greater Cleveland**, Cleveland, OH, March 2010.
- “*Women Business Leaders Panel*”, Discussion Facilitator for **Weatherhead School of Management, Case Western Reserve University**, Cleveland, OH, 29 October 2007.
- “*What’s A Graduate Student To Do?*”, Panelist for the Center for Women and ACES Graduate Student Seminar, **Case Western Reserve University**, Cleveland, OH, 14 November 2006.
- “*Women in Science*”, Speaker for Postdoctoral Mentoring Program, **Office of Graduate Education, School of Medicine, Case Western Reserve University**, Cleveland, OH, 9 November 2006.
- “*Leadership*”, Speaker at Deans’ Leadership Workshop, **Case Western Reserve University**, Cleveland, OH, 30 October 2006.
- “*Women’s Leadership: Creating Careers of Impact*”, Speaker at **E&Y Health Sciences Advisory Services Group’s Women’s Network**, Cleveland, OH, 25 October 2006.
- “*Building Your Career Board of Directors*”, Panel Moderator at **E&Y Professional Women’s Network Committee**, Cleveland, OH, 10 July 2006.
- “*Women in Law*”, Presentation at Diversity Committee, **Ulmer & Berne, LLP**, Cleveland, OH, 30 March 2006.
- “*Women Leaders: Creating Careers of Impact*”, Speaker, **Women Faculty of the School of Medicine, Case Western Reserve University**, Cleveland, OH, 10 March 2006.
- “*Building Your Board of Directors*”, Speaker at Women’s Leadership Initiative, **YWCA/American Bar Association**, Cleveland, OH, 15 November 2005.
- “*Research on Women’s Leadership*”, Speaker, Center for Women’s Ambassadors Committee, **Case Western Reserve University**, Cleveland, 18 October 2005.
- “*High Impact Leadership*”, Speaker for **Women In Networking (WIN)**, Cleveland, OH, 17 October 2005.
- “*Successful Mentoring*”, Speaker at PhD Seminar, **Department of Epidemiology and Biostatistics, School of Medicine, Case Western Reserve University**, Cleveland, OH, 23 August 2005.
- “*Can Research Promote Institutional Change: A Case Study of Research on the Underrepresentation of Women in Science, Management, and Engineering*”, Talk at **Executive Doctor of Management Alumni and Student Reunion, Case Western Reserve University**, Cleveland, OH, 26 August 2005.
- “*Emotional Intelligence*”, Speaker at **HR Star Conference**, Cleveland, OH, 27 July 2005.
- “*Mentoring and Coaching*”, Speaker at Dean’s Weekend, **Weatherhead School of Management, Case Western Reserve University**, Cleveland, OH, 18 February 2005.

- *Diversity Breakfast*, Speaker at Weatherhead Student Clubs (Black MBAs, Women in Management, and Diversity, Inc.), **Weatherhead School of Management, Case Western Reserve University**, Cleveland, OH, 31 March 2005.
- “*Building Your Board of Directors*”, Speaker at the Women’s Leadership Initiative, **YWCA of Greater Cleveland**, Cleveland, OH, 14 January 2005.
- “*Panel Discussion on Being a Good Boss*”, Panelist, **College of Arts and Sciences, Case Western Reserve University**, Cleveland, OH, 2 December 2004.
- “*Panel Discussion on Mentoring*”, Panelist for **Women’s City Club of Cleveland**, Cleveland, OH, 21 September 2004.
- “*The Brand That Is You*”, Talk at **Cleveland Professional 20/30 Club**, Cleveland, OH, 12 May 2004.
- “*Strategies for Surviving Group Work*”, Talk at **Women in Science Roundtable (WISeR), Case Western Reserve University**, Cleveland, OH, 8 April 2004.
- “*Staff-Supervisor Relationships*”, Talk at **Center for Women, Case Western Reserve University**, Cleveland, OH, 6 September 2003.
- “*Women’s Career Needs*”, Speaker at Bold Ideas Conference, **Weatherhead Executive Education, Case Western Reserve University**, Cleveland, OH, 19 September 2003.
- “*Emotional Intelligence*”, Talk for **Library Committee, Case Western Reserve University**, Cleveland, OH, 7 May 2003.
- “*Teaching Women Students*”, Talk for **University Center for Innovations in Teaching and Education, Case Western Reserve University**, Cleveland, OH, 3 April 2003.
- “*Surviving Group Work*”, Talk for **Women in Science Roundtable (WISeR), Case Western Reserve University**, Cleveland, OH, 13 November 2002.
- “*Women Leaders in Nonprofit Organizations*”, Talk at **Jewish Community Federation**, Cleveland, OH, 4 October 2002.
- “*Women Leaders: Leveraging Human and Social Capital*”, Talk at Colloquium, **Mandel Center for Nonprofit Organizations, Case Western Reserve University**, Cleveland, OH, 28 October 2002.
- “*Status of Women and Social Capital*”, Speaker at Executive Doctor of Management Fellows Colloquium, **Mandel Center for Nonprofit Organizations, Case Western Reserve University**, Cleveland, OH, 28 October 2002.
- “*You as a Leader*”, Talk at Alumni Gathering, **Weatherhead School of Management/Case Western Reserve University**, Chicago, OH, 12 April 2002.
- “*Women and Power*” Panelist, **Weatherhead Women in Business Club, Case Western Reserve University**, Cleveland, OH, 24 January 2002.
- “*Leading with Vision*”, Speaker at **Professional Fellows Alumni Society, Case Western Reserve University**, Cleveland, OH, 14 January 2002.
- “*Adult Learning and Residents’ Training Curriculum Development*”, Talk at **Department of Otolaryngology–Head and Neck Surgery, School of Medicine, Case Western Reserve University**, Cleveland, OH, 13 December 2001.
- “*Leadership, Power, and Gender*”, Talk at **West Shore Unitarian Universalist Church**, Cleveland, OH, 18 November 2001.
- “*Women’s Alliances and Networks Panel*”, Panelist for **Center for Women, Case Western Reserve University**, Cleveland, OH, 17 October 2001.
- “*Leadership and the New Organization*”, Speaker at Breakfast Forum for Human Resources Directors, **Weatherhead Executive Education, Case Western Reserve University**, Cleveland, OH, 5 October 2000.
- “*Tokens at the Top: The Representation and Status of Women Inside Directors in Large Corporations*” Talk (with Deb Dahlen Zelechowsky) at **Executive Doctor of Management Fellows Conference, Case Western Reserve University**, Cleveland, OH, 26 January 2001.

- “*The Glass Ceiling: Facts and Consequences*”, Talk at **West Shore Unitarian Universalist Church**, Cleveland, 14 May 2000.
- “*What is Emotional Intelligence?*” Talk at **Master of Organization Development Alumni Reunion, Case Western Reserve University**, Cleveland, OH, 6 May 2000.

Community Engagement, Board Memberships, and Voluntary Service

- Board member, **Girl Scouts of North East Ohio**, October 2014 to present.
 - Member of Executive Committee, June 2016 to present.
 - Chair, STEM Advisory Committee, 2017 to present.
 - Member, STEM Center of Excellence Capital Campaign Committee, 2019 to present.
 - Member, Women of Distinction Award Committee, 2017, 2018, 2019, 2020.
 - Member, CEO Evaluation Committee, 2018, 2019, 2020.
 - Member, Dessert First Committee, 2016, 2018.
 - Chair, Programs & Membership Committee, 2014-2017.
 - Member, Strategic Learning Committee, 2014 – 2016.
- Board member, **Athena International**, January 2017-2019.
 - Member, Program Committee, 2017-2019.
 - Member, Affiliate Communities Research Committee, 2018.
- Corporate Advisory Board member, **Avon Foundation for Women and No More, Ohio Domestic Violence Network (ODVN) and Ohio Alliance to End Sexual Violence (OAESV)**, 2014-15.
- Board member, **Women’s Community Foundation**, Cleveland, OH, 1995-1997.

PROFESSIONAL DEVELOPMENT ACTIVITIES

- Academy of Management Conference, 1987-1989, 1991-2001, 2003-2020.
- NSF AGEP National Forum, Washington, DC, 2017, 2020.
- ARC (NSF ADVANCE) Equity in STEM Convening, Cleveland, OH, 2019.
- NSF ADVANCE Principal Investigators’ Meeting, Washington, DC, 2005-2013, 2016, 2017.
- Organizational Behavior Teaching Conference, 1994, 1996-2000, 2008, 2016.
- Gender and Leadership Symposium, Purdue University, 2016.
- WEPAN Conference, Columbus, OH, 2012.
- AACSB Aspiring Deans Seminar, Tampa, FL, 2011.
- ICWES Conference, Adelaide, Australia, 2011.
- NSF Human Resource Division Joint Annual Meeting, Washington, D.C., 2010, 2011, 2012.
- NSF ADVANCE Regional (Midwest) Meeting, Purdue University, West Lafayette, IN, 2010.
- Workplace Diversity Conference, George Mason University, Washington, D.C., 2009, 2010.
- Federal Interagency Title IX Symposium: Gender Equity in Science, Technology, Engineering and Mathematics, Federal Interagency Title IX Working Group, Department of Energy, Washington, D.C. 2008.
- Case Western Reserve University Diversity Summit, Cleveland, OH, 2006.
- National Council for Research on Women Conference, New York, NY, June 2005.
- NSF ADVANCE Conference, Georgia Tech University, Atlanta, GA, April 2004.
- NSF ADVANCE Mini-PI meeting, University of Washington, Seattle, February 2004.

- Alumni Reunion, Department of Organizational Behavior, Case Western Reserve University, Cleveland, October 2002.
- A Voice on the Board Conference, London, England, 2001.
- In Counsel with Women Annual Conference for Senior Executive Women, Cleveland, 2001.
- In Counsel with Women Conference, 2001.
- Annual Midwest Academy of Management Conference, 1999-2000.
- Executive Wisdom and Courage Symposium, Case Western Reserve University, Cleveland, 1996.
- Valuing Diversity Workshop, Department of Organizational Behavior, Case Western Reserve University, Cleveland, 1993.
- Romanian Health Care Professionals Seminar, Department of Organizational Behavior, Case Western Reserve University, Cleveland, 1992.
- Prejudice Reduction Workshop, Case Western Reserve University, Cleveland, 1992.
- World Vision-CWRU Workshop, Department of Organizational Behavior, Case Western Reserve University, 1991.
- Human Interaction Workshop, National Training Laboratories, Bethel, Maine, 1990.
- Junior Faculty Workshop, Organization and Management Theory Division, Academy of Management Conference, 1991.
- Doctoral Consortium, Social Issues in Management Division, Academy of Management Conference, New Orleans, 1987.

PROFESSIONAL AFFILIATIONS

- Academy of Management.
- MOBTS Teaching Society for Management Educators.
- American Association of University Women.