

## DIANA BILIMORIA

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### POSITIONS HELD

*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).

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

*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), The 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 AND AWARDS

KeyBank Professorship, Weatherhead School of Management, Case Western Reserve University, 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, 2007.

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

*Doctoral Teaching Excellence Award*, Weatherhead School of Management, Case Western Reserve University, 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, 1999.

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

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

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

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

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

## RESEARCH & PUBLICATIONS

### Research Interests

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

- Leadership and career development of women directors, managers, faculty, and entrepreneurs
- Composition of boards of directors and top executive teams
- Gender equity-related transformation of organizations and higher education institutions

### Books

- (1) **Bilimoria, Diana & Liang, Xiangfen.** (2012, available in print in November 2011). Gender Equity in Science and Engineering: Advancing Change in Higher Education, New York, NY: Taylor and Francis (Routledge).

- (2) 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.
- (3) **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) **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.
- (2) 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.
- (3) **Bilimoria, Diana** & Abigail J. Stewart. (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.
- (4) 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.
- (5) **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.
- (6) O'Neil, Deborah A., Hopkins, Margaret M & **Bilimoria, Diana** (2008). Women's Careers at the Start of the 21<sup>st</sup> Century: Patterns and Paradoxes, Journal of Business Ethics, 80, 4: 727-743.
- (7) 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.
- (8) Zandee, Danielle P. & **Bilimoria, Diana** (2007). Institutional Transformation through Positive Textual Deviance, International Journal of Sociology and Social Policy, 27, 11/12: 469-482.
- (9) **Bilimoria, Diana** (2006). The Relationship Between Women Corporate Directors and Women Corporate Officers, Journal of Managerial Issues, 18, 1: 47-61.
- (10) 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.

- (11) 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.
- (12) **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.
- (13) O'Neil, Deborah & **Bilimoria, Diana** (2005). Women's Career Development Phases: Idealism, Endurance, and Reinvention, Career Development International, 10, 3: 168-193.
- (14) Hopkins, Margaret & **Bilimoria, Diana** (2004). Care and Justice Orientations in Workplace Ethical Dilemmas of Women Business Owners, Group and Organization Management, 29, 4: 495-517.
- (15) 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.
- (16) Zelechowski, Deborah Dahlen & **Bilimoria, Diana** (2004). Characteristics of Women and Men Corporate Inside Directors, Corporate Governance – An International Review, 12, 3: 337-342.
- (17) 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.
- (18) **Bilimoria, Diana** (1997). Perspectives on Corporate Control: Implications for CEO Compensation, Human Relations, 50, 20: 23-52.
- (19) **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.
- (20) **Bilimoria, Diana** (1997). Management Educators: In Danger of Becoming Pedestrians on the Information Superhighway, Journal of Management Education, 21, 2:232-243.
- (21) 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](http://oae.sagepub.com/reports/mfc_all_8.dtl)
- (22) **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.
- (23) **Bilimoria, Diana** (1995). Modernism, Post-modernism, and Contemporary Grading Practices, Journal of Management Education, 19, 4, 440-457.

- (24) **Bilimoria, Diana** & Wheeler, Jane V. (1995). Learning-centered Education: A Guide to Resources and Implementation, Journal of Management Education, 19, 3, 409-428.
- (25) **Bilimoria, Diana**, Cooperrider, David. L., Kazcmarski, 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.
- (26) 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.
- (27) Walck, Christa & **Bilimoria, Diana** (1995). Challenging "Globalization" Discourses, Journal of Organizational Change Management, 8, 4, 3-6.
- (28) Walck, Christa & **Bilimoria, Diana** (1995). Challenging "Globalization" Discourses, Journal of Organizational Change Management, 8, 5, 3-4.
- (29) **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.
- (30) **Bilimoria, Diana** & Piderit, Sandy K. (1994). Qualifications of Corporate Board Committee Members. Group and Organization Management, 19, 3: 334-362.
- (31) Cameron, Kim S. & **Bilimoria, Diana**. (1985). Assessing Effectiveness in Higher Education, The Review of Higher Education, 9: 101-118.

### **Chapters in Edited Volumes**

- (32) Bilimoria, Diana. (2008). Directions for Future Research on Women on Corporate Boards of Directors in Vinnicombe, Susan, Singh, Val, Burke, Ronald J., Bilimoria, Diana & Huse, Morten (Eds). Women on Corporate Boards of Directors: Research and Practice, Northampton, MA: Edward Elgar Publishing, pp 233-240.
- (33) McInerney-Lacombe, Nancy, **Bilimoria, Diana** & Salipante, Paul F. (2008). Championing Tough Issues: How Women Corporate Directors Contribute to Board Deliberations, in Vinnicombe, Susan, Singh, Val, Burke, Ronald J., Bilimoria, Diana & Huse, Morten (Eds), Women on Corporate Boards of Directors: Research and Practice, Northampton, MA: Edward Elgar Publishing, pp. 123-139.
- (34) **Bilimoria, Diana**, Hopkins, Margaret M., O'Neil, Deborah A, & Perry, Susan (2007). Executive Coaching: An Effective Strategy for Faculty Development, in Stewart, Abigail J., Janet Malley, and Danielle LaVaque-Manty (Eds.), Transforming Science and Engineering: Advancing Academic Women, Ann Arbor: University of Michigan Press, pp. 187-203.

- (35) Jordan, C. Greer & **Bilimoria, Diana** (2007). Creating a Productive and Inclusive Academic Work Environment, in Stewart, Abigail J., Janet Malley, and Danielle LaVaque-Manty (Eds.), Transforming Science and Engineering: Advancing Academic Women, Ann Arbor: University of Michigan Press, pp. 225-242.
- (36) Liang, Xiang fen & **Bilimoria, Diana** (2007) The Representation and Experience of Women Faculty in STEM Fields, in Burke, Ronald & Mattis, Mary (Eds.) Women and Minorities in Science, Technology, Engineering and Mathematics: Upping the Numbers, Northampton, MA: Edward Elgar Publishing, pp. 317-333.
- (37) **Bilimoria, Diana**, Piderit, Sandy Kristin (2007). Introduction: Research on Women in Business and Management, in Bilimoria, Diana & Sandy Kristin Piderit (Eds.), Handbook on Women in Business and Management, Northampton, MA: Edward Elgar Publications, pp 1-9.
- (38) **Bilimoria, Diana**, Godwin, Lindsey & Zelechowski, Deborah D. (2007). Influence and Inclusion: A Framework for Researching Women's Advancement to the Top of Organizations, in Bilimoria, Diana & Sandy Kristin Piderit (Eds.), Handbook on Women in Business and Management, Northampton, MA: Edward Elgar Publications, pp. 232-253.
- (39) Boyatzis, Richard E., **Bilimoria, Diana**, Godwin, Lindsey, Hopkins, Margaret M., and Lingham, Anthony (2006). Effective Leadership in Extreme Crisis, in Yuval Neria, Raz Gross, Randall Marshall and Ezra Susser (Eds.), Mental Health in the Wake of Terrorist Attacks. NY: Cambridge University Press, Chapter 13, pp. 197-214.
- (40) **Bilimoria, Diana** & Godwin, Lindsey (2005). Engaging People's Passion: Leadership for the New Century. In Ronald R. Sims & Scott A. Quatro (Eds.) Leadership: Succeeding in the Private, Public, and Not-for-Profit Sectors, Armonk, NY: M. E. Sharpe, Inc., Chapter 14, pp. 260-279.
- (41) **Bilimoria, Diana** & Fukami, Cynthia (2002). The Scholarship of Teaching and Learning in the Management Sciences: Disciplinary Style and Content, in Huber, Mary Taylor and Morreale, Sherwyn (Eds.) Disciplinary Styles in the Scholarship of Teaching and Learning: A Conversation, American Association of Higher Education, pp. 125-142.
- (42) **Bilimoria, Diana** (2000). Building the Business Case for Women Corporate Directors, in Burke, Ronald J. and Mattis, Mary C. (Eds.), Women on Corporate Boards of Directors: International Challenges and Opportunities, Dordrecht, The Netherlands: Kluwer Academic Publishers, pp. 25-40.
- (43) **Bilimoria, Diana** & Wheeler, Jane V. (2000). Women Corporate Directors: Current Research and Future Directions, in Davidson, Marilyn J. and Burke, Ronald J. (Eds.), Women in Management: Current Research Issues, Volume II, London: Paul Chapman Publishers, Chapter 10, pp. 138-163.
- (44) **Bilimoria, Diana**, Wilmot, Timothy B. & Cooperrider, David L. (1996). The Challenges and Responses of Multi-Organizational Collaboration for Global Change: New Opportunities for Organizational Change and Development. In Woodman, Richard & Pasmore, William. (Eds.), Research in Organizational Change and Development, Greenwich, CT: JAI Press, vol. 9, pp. 201-238.
- (45) Cooperrider, David L., & **Bilimoria, Diana** (1993). The Challenge of Global Change for Strategy: Opportunities for Charting a New Course, in Shrivastava, Paul, Huff, Anne & Dutton, Jane (Eds.),

Advances in Strategic Management: New Perspectives in Strategy - Responding to a Changing World, Greenwich, CT: Jai Press, vol. 9, pp. 99-142.

### **Refereed Conference Proceedings**

- (46) O'Neil, Deborah A., **Bilimoria, Diana**, & Saatcioglu, Argun (2003). Women's Ways of Instituting Careers: A Typology of Women's Career Development, Proceedings of the Sixty-third Annual Meeting of the Academy of Management, Seattle, WA.
- (47) **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.
- (48) Huse, Morten & **Bilimoria, Diana**. (1997). Tales about Directorates - As Reported by Women Directors, Proceedings of the Eighth Annual International Association for Business and Society Conference, 71-76.
- (49) **Bilimoria, Diana** (1992). Perspectives on Corporate Control: Implications for CEO Compensation, Proceedings of the Fifty-second Annual Meeting of the Academy of Management, 2-6.
- (50) **Bilimoria, Diana** (1989). Corporate Control, Crime, and Compensation: An Analysis of the Consequences of the Separation of Ownership and Control in Large Corporations, Proceedings of the Forty-ninth Annual Meeting of the Academy of Management, 163-167.

### **Journal of Management Education Editorial Comments (1998-2000)**

- (51) **Bilimoria, Diana** (2000). A New Scholarship of Teaching and Learning: An Agenda for Management Education Scholarship, Journal of Management Education, 24, 6, 704-707.
- (52) **Bilimoria, Diana** (2000). Management Education's Commitment to Students, Journal of Management Education, 24, 4, 422-423.
- (53) **Bilimoria, Diana** (2000). Teachers as Learners: Whither Our Own Development? Journal of Management Education, 24, 3, 299-301.
- (54) **Bilimoria, Diana** (2000). Redoing Management Education's Missions and Methods, Journal of Management Education, 24, 2, 161-166.
- (55) **Bilimoria, Diana** (1999). Management Education's Neglected Charge: Inspiring Passion and Poetry, Journal of Management Education, 23, 5, 464-466.
- (56) **Bilimoria, Diana** (1999). *JME's* Sections: Editorial Mission and Guidelines, Journal of Management Education, 23, 4: 334-337.
- (57) **Bilimoria, Diana** (1999). Emerging Information Technologies and Management Education, Journal of Management Education, 23, 3, 229-232.

- (58) **Bilimoria, Diana** (1999). Upgrading Management Education's Service to Women, Journal of Management Education, 23, 2, 118-122.
- (59) **Bilimoria, Diana** (1999). Assessment and Development of Teaching Contributions, Journal of Management Education, 23, 1, 8-12.
- (60) **Bilimoria, Diana** (1998). The Theoretical Content of What We Teach in the Management Classroom: Needs and Issues, Journal of Management Education, 22, 6: 677-681.
- (61) **Bilimoria, Diana** (1998). Transforming Undergraduate Management Education, Journal of Management Education, 22, 5: 563-564.
- (62) **Bilimoria, Diana** (1998). What If We Taught Management As If "All Our Relations" Mattered? Journal of Management Education, 22, 4: 450-452.
- (63) **Bilimoria, Diana** (1998). From Classroom Learning to Real World Learning: A Diasporic Shift in Management Education, Journal of Management Education, 22, 3: 265-268.
- (64) **Bilimoria, Diana** (1998). Teaching Diversity in the Management Classroom: Perspectives, Challenges, Approaches, and Tools, Journal of Management Education, 22, 2: 120-121.
- (65) **Bilimoria, Diana** (1998). A Tradition and Vision of Excellence in Management Education, Journal of Management Education, 22, 1: 6-8.

#### **Other Publications (Non-Refereed)**

- (66) Van Oosten, E. & **Bilimoria, Diana**. (2011). Coaching Philosophy, Eclecticism and Positivism: A Commentary - The Lens Matters: How Positive Framing and Emotional Intelligence Facilitate Sustained Changes in Coaching, Annual Review of High Performance Coaching and Consulting (International Journal of Sports Science and Coaching Supplement), 127-131. <http://multi-science.metapress.com/content/121504/>
- (67) McInerney-Lacombe, Nancy & **Bilimoria, Diana**. (2011). Championing the "Tough" Issues: Who is better at it — men or women directors? We have an answer, Directors & Boards, First Quarter: 42-45.
- (68) **Bilimoria, Diana** & Buch, Kim. (2010). The Search is On: Engendering Faculty Diversity through More Effective Search and Recruitment, Change, July/August, 27-32.
- (69) 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/>
- (70) **Bilimoria, Diana** (2008). Introduction: Learning How to Make Change Work, in Kiehl, Janet, Learning to Change: Organizational Learning and Knowledge Transfer, Saarbrucken, Germany:

VDM Publishers, [http://www.amazon.com/s/ref=nb\\_ss\\_gw?url=search-alias%3Daps&field-keywords=kiehl+janet](http://www.amazon.com/s/ref=nb_ss_gw?url=search-alias%3Daps&field-keywords=kiehl+janet)

- (71) 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.
- (72) 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.
- (73) **Bilimoria, Diana** (2000). Points of Perspective, Cleveland Enterprise, Summer: 51-52.
- (74) **Bilimoria, Diana** (1995). Women Directors: The Quiet Discrimination, Corporate Board, July/August, 10-14.
- (75) **Bilimoria, Diana** & Piderit, Sandy K. (5 February 1995). Sexism on High: Corporate Boards, New York Times, Section 3: 11.

### **Working Papers**

- (1) 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.
- (2) 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.
- (3) 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.
- (4) 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.
- (5) O'Neil, D. A. & **Bilimoria, Diana** (2005). Research on women's careers: A review and agenda. Working Paper Series WP-04-05, Department of Organizational Behavior, Weatherhead School of Management, Case Western Reserve University, Cleveland, Ohio.
- (6) 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.
- (7) **Bilimoria, Diana** & Wheeler, Jane V. (1997). Research on Corporate Women Directors: A Call For Enhanced Impact, Working Paper Series WP-97-4(4A), Department of Organizational Behavior, Case Western Reserve University, Cleveland, Ohio.

### **Submitted Manuscripts Under Review or Revision**

- (1) Buse, Kathleen Perelli, Sheri, & **Bilimoria, Diana**. Why They Stay: Women Persisting in US Engineering Careers, under second review at Career Development International.
- (2) Boland, Brodie & **Bilimoria, Diana**. Blended Implicit Leadership Theories: Contextual Prototypes of Academic Science and Engineering Department Chairs, under first review at Leadership Quarterly.
- (3) Bernstein, Ruth Sessler & **Bilimoria, Diana**. The Influence of Diversity Perspectives on Minority Nonprofit Board Member Inclusion, under first review at Journal of Business Ethics.
- (4) Overbeke, Kathyann Kessler, **Bilimoria, Diana** & Perelli, Sheri. The Dearth of Daughter Successors in Family Businesses: Gendered Norms, Blindness to Possibility, and Invisibility, under first review at Journal of Family Business Strategy.
- (5) Liang, Xiangfen, Joy, Simy, **Bilimoria, Diana** & Perry, Susan. Choosing doctoral advisors/advisees: Empirical model from an American University, under first review at Studies in Higher Education.

### **Manuscripts in Preparation**

- (1) Thomas, Njoke & **Bilimoria, Diana**. Institutional Factors that Shape Board of Trustees Characteristics in U.S. Research Universities (data being analyzed).
- (2) Hodigere, Renuka & **Bilimoria, Diana**. Networks of Female and Male Corporate Directors (data being analyzed).
- (3) Hodigere, Renuka & **Bilimoria, Diana**. Impression Management: Means of Mitigating the Effects of Sex-Stereotyping in Organizations (2010 Academy of Management Conference manuscript available).
- (4) O'Neil, Deborah A., Hopkins, Margaret M., **Bilimoria, Diana** & Schalk, Jaclyn. A Framework of Sustainable Career Development: The Career Triple Bottom Line (2010 Academy of Management Conference manuscript available).
- (5) McInerney-Lacombe, Nancy, **Bilimoria, Diana**, Somers, Antoinette & Perelli, Sheri. The Payoffs of Championing "Tough Issues" in the Executive Suite: Why Corporations Need to Nurture Quixotic Champions, (2010 Academy of Management Conference manuscript available).
- (6) O'Neil, Deborah A. & **Bilimoria, Diana**. Constructing Success: Women's Career Phases and the Actions that Matter, Beau-Bassin, Mauritius: VDM Publishing House Ltd.
- (7) Bergeron, Diane, **Bilimoria, Diana** & Liang, Xiang fen. Thriving in the Academy: How Accumulative Disadvantage Impacts the Career Outcomes of Women Faculty in Academic Science

- and Engineering (conceptual model development in final revision stage, 2007 Academy of Management Conference manuscript available).
- (8) Bilimoria, Diana, Shani Carter, Liang, Xiang fen, & Turrell, Jeffrey. Faculty in Early, Middle and Late Career Stages: Gender Effects on Academic Work Experiences (final revision stage; 2007 Academy of Management Conference manuscript available).
  - (9) Hopkins, Margaret M., **Bilimoria, Diana**, & O'Neil, Deborah A. Buried Treasure: Women, Emotional Intelligence Competencies And Invisible Leadership (data being reanalyzed; 2006 Academy of Management Conference manuscript available).
  - (10) Jordan, C. Greer & **Bilimoria, Diana**. Identity, Culture and the Inclusion of Women in a Scientific Work Environment (manuscript available).
  - (11) Stevens, Christopher, O'Neil, Deborah A. & **Bilimoria, Diana**. The Career Phases of Women in Healthcare: Early, Middle, and Late Career Dynamics (quantitative study in final writing stage, targeted for Career Development International; 2007 Academy of Management Conference manuscript available).
  - (12) Brenner, Nurete, Godwin, Lindsey, **Bilimoria, Diana**, O'Neil, Deborah A. & Piderit, Sandy K. Turning a Blind Eye: Executive Women Conforming to the Gendered Organization (qualitative case study in re-writing; 2005 Academy of Management Conference manuscript available).
  - (13) Higgins, Patricia A., Stoller, Eleanor P., Taylor, Cyrus, Robson, Linda, **Bilimoria, Diana** & Perry, Susan. Drawing on Supply-side and Demand-side Discourses: A Case Study of Faculty Perceptions of Gender and Academic Careers, (qualitative study; draft manuscript available).

### **Refereed Conference Presentations/Symposia**

- (1) 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.
- (2) **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.
- (3) 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.
- (4) 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.
- (5) 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.

- (6) 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.

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

- (7) **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.
- (8) 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.
- (9) **Bilimoria, Diana** (June 2008). Future Directions for the Scholarship of Management Teaching, symposium panelist at the Organizational Behavior Teaching Conference, Wellesley, MA.
- (10) 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.
- (11) 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.
- (12) 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.
- (13) **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.
- (14) **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.
- (15) 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.
- (16) 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.

- (17) 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.
- (18) Danielle P. Zandee and **Bilimoria, Diana** (July 2006). *Institutional Transformation Through Positive Textual Deviance*, 7th International Conference on Organizational Discourse, Amsterdam, Netherlands
- (19) 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.
- (20) **Bilimoria, Diana** (Chair) (August 2005). *Applying Theory to University Transformation: Advancing Women Faculty in Science and Engineering*, Showcase Symposium at the Academy of Management Conference, Honolulu, Hawaii.  

Winner of the Academy of Management's Careers Division's *Best Symposium Award*, 2005.
- (21) **Bilimoria, Diana** & Perry, Susan (August 2005). *Transforming the Faculty Mindset*, symposium paper presented at the Academy of Management Conference, Honolulu, Hawaii.
- (22) **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.
- (23) 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.
- (24) 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 21<sup>st</sup> EGOS (European Group and Organization Studies) Colloquium, Freie Universitat, Berlin, Germany.
- (25) 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.
- (26) 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.
- (27) 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.

- (28) **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.
- (29) 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.
- (30) 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.
- (31) 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.
- (32) **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.
- (33) **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.
- (34) **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.
- (35) 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.  

Winner of the Academy of Management's Organizational Behavior Division's *Most Innovative Symposium Award*, 1999.
- (36) **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.
- (37) **Bilimoria, Diana** (August 1999). *Teaching for Emotional Competence*, symposium paper presented at the Academy of Management Conference, Chicago.
- (38) **Bilimoria, Diana** (August 1998). *The Business Case for Women Corporate Directors*. Paper presented at the Academy of Management Conference, San Diego, California.
- (39) **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.

- (40) 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.
- (41) **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.
- (42) **Bilimoria, Diana** (June 1997). *Teaching Future Management Teachers To Teach: Experiences and Learnings From A Doctoral Teaching Seminar*, Organizational Behavior Teaching Conference, Cleveland, Ohio.
- (43) 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.
- (44) **Bilimoria, Diana** & Wilmot, Timothy B. (August 1996). *Multi-organizational collaboration for Global Social Change*, paper presented at the Academy of Management Conference, Cincinnati, Ohio.
- (45) **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.
- (46) **Bilimoria, Diana** (June 1996). *Management educators: Pedestrians on the information superhighway?* paper presented at the Organizational Behavior Teaching Conference, Keene, New Hampshire.
- (47) **Bilimoria, Diana** (Chair) (August 1995). *Corporate Women Directors: Domains of Organizational Action and Scholarship*, symposium at the Academy of Management Conference, Vancouver, Canada.
- (48) **Bilimoria, Diana** & Wheeler, Jane V. (August 1995). *Women Directors: Directions for Future Research*, symposium paper presented at the Academy of Management Conference, Vancouver, Canada.
- (49) **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.
- (50) **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.
- (51) **Bilimoria, Diana** (Chair). (August 1994). *Organization Dimensions of Global Change*, symposium at the Academy of Management Conference, Dallas.

- (52) **Bilimoria, Diana** (June 1994). *Modernism, Post-modernism and Contemporary Teaching and Grading Practices*, paper presented at the Organizational Behavior Teaching Conference, Windsor, Canada.
- (53) **Bilimoria, Diana** (April 1994). *On Organizing a Post-modern Global Conference*, paper presented at the International Academy of Business Disciplines meeting, Pittsburgh.
- (54) **Bilimoria, Diana** (August 1992). *Perspectives on Corporate Control: Implications for CEO Compensation*, paper presented at the Academy of Management Conference, Las Vegas.
- (55) **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.
- (56) **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.
- (57) **Bilimoria, Diana** (August 1989). *Corporate Control, Crime, and Compensation*, paper presented at the Academy of Management Conference, Washington, D.C.
- (58) **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) 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.
- (2) **Bilimoria, Diana & Liang, Xiangfen.** (July 2011). The Outcomes of Institutional Transformation to Advance Gender Equity. (July 2011). Presentation at the 15<sup>th</sup> International Conference on Women Engineers and Scientists (ICWES), Adelaide, Australia.
- (3) **Bilimoria, Diana**, Singer, Lynn T. & Shaffer, Amanda. (November 2010). *Institutions Developing Excellence in Academic Leadership*, Poster at the 15<sup>th</sup> International Conference on Women Engineers and Scientists (ICWES), Adelaide, Australia.
- (4) **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.
- (5) **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.

- (6) **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.
- (7) **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.
- (8) **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.
- (9) **Bilimoria, Diana**. (September 2010). *Good Places to Do Science: Improving Diversity, Equity and Inclusion in Academic S&E Departments*, Society for Neuroscience's IWiN Department Chair Meeting to Increase Women in Neuroscience, Washington, D.C.
- (10) **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.
- (11) Bilimoria, Diana & Liang, Xiangfen. (June 2010). *Changes in STEM Women Faculty Numbers*, Presentation at Midwest Regional NSF ADVANCE PI Meeting, Purdue, Indiana.
- (12) 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.
- (13) 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.
- (14) Bilimoria, Diana. (April 2010). *Good Places to Do Science: Improving Diversity, Equity and Inclusion in Academic S&E Departments*, Society for Neuroscience's IWiN Department Chair Training to Increase Women in Neuroscience, Washington, D.C.
- (15) Bilimoria, Diana. (April 2009). *Refashioning Careers for STEM Faculty*. Symposium panelist at Association of American Colleges and Universities, San Diego, CA.
- (16) 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.
- (17) **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.
- (18) **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.

- (19) 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.
- (20) **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.
- (21) 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.
- (22) **Bilimoria, Diana**. (May 2007). *Leadership Development of Women Faculty*. Round-table discussion presenter at NSF ADVANCE PI Meeting, Washington D.C.
- (23) 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.
- (24) 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.
- (25) 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.
- (26) Liang, Xiang fen, Turrell, 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.
- (27) Liang, Xiang fen, Joy, Simy, Higgins, Patricia, **Bilimoria, Diana**, Turrell, 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.
- (28) **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.
- (29) **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.
- (30) 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.
- (31) **Bilimoria, Diana** & Valian, Virginia. (May 2006). *Leadership Development at ADVANCE Institutions*. Presentation at NSF Advance PI Meeting, Washington, D.C.

- (32) **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.
- (33) **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
- (34) **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
- (35) **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
- (36) **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.
- (37) **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.
- (38) **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.
- (39) **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.
- (40) 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.
- (41) **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.
- (42) **Bilimoria, Diana** (September 1999). *Creating the Learning Organization*, presentation at the Second International Seminar on the Learning Organization, Recife, Brazil.

### **Reports Contributed To**

- (1) NSF IDEAL Year 2 Final Report, August 2011  
[http://www.case.edu/provost/ideal/doc/IDEAL\\_Y2\\_annual\\_report.pdf](http://www.case.edu/provost/ideal/doc/IDEAL_Y2_annual_report.pdf)
- (2) NSF IDEAL Year 1 Final Report, August 2010  
[http://www.case.edu/provost/ideal/doc/IDEAL\\_Year\\_One\\_Report\\_2010.pdf](http://www.case.edu/provost/ideal/doc/IDEAL_Year_One_Report_2010.pdf)
- (3) NSF ADVANCE ACES Final Report, August 2008 <http://www.case.edu/admin/aces/final.htm>.
- (4) NSF ADVANCE ACES Annual Report Year 4, June 2007  
[http://www.case.edu/admin/aces/documents/Annual\\_Report\\_YR4.pdf](http://www.case.edu/admin/aces/documents/Annual_Report_YR4.pdf).
- (5) NSF ADVANCE ACES Annual Report Year 3, 2006.  
[http://www.case.edu/admin/aces/documents/Annual\\_Report\\_YR3.doc](http://www.case.edu/admin/aces/documents/Annual_Report_YR3.doc)
- (6) A Good Place to Do Science: An Exploratory Study of an Academic Science Department, 2005,  
<http://www.case.edu/admin/aces/AGoodPlaceToDoScience.pdf>
- (7) NSF ADVANCE ACES Annual Report Year 2, 2005.  
[http://www.case.edu/admin/aces/documents/AnnualReport\\_YR2.pdf](http://www.case.edu/admin/aces/documents/AnnualReport_YR2.pdf)
- (8) Accreditation Subcommittee on Faculty Engagement, Motivation and Commitment and the Resource Equity Committee, 2004. Report of the 2004 University Climate and Community Survey,  
[http://www.case.edu/admin/aces/faculty\\_engagement\\_10\\_04.pdf](http://www.case.edu/admin/aces/faculty_engagement_10_04.pdf)
- (9) NSF ADVANCE ACES Annual Report Year 1, 2004.  
[http://www.case.edu/admin/aces/images/NSF\\_ADVANCE\\_ACES\\_Year\\_1\\_Annual.pdf](http://www.case.edu/admin/aces/images/NSF_ADVANCE_ACES_Year_1_Annual.pdf)
- (10) Bilimoria, Diana, Higgins, Patricia, Stoller, Eleanor & Taylor, Cyrus. 2003. Resource Equity at Case Western Reserve University: Results of Faculty Focus Groups,  
<http://www.case.edu/menu/president/resourceequity.doc>

### **Research Grants Awarded**

- (1) NSF ADVANCE PAID award (*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.
- (2) NSF ADVANCE PAID research grant (*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.
- (3) NSF ADVANCE Institutional Transformation award (*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, Diana Bilimoria.

- (4) Research Committee, Weatherhead School of Management, Case Western Reserve University, 1997, \$5000.
- (5) Global Excellence in Management Program, Weatherhead School of Management, Case Western Reserve University, 1995, \$7,389.
- (6) Research Committee, Weatherhead School of Management, Case Western Reserve University, 1994, \$5000.
- (7) Research Committee, Weatherhead School of Management, Case Western Reserve University, 1993, \$6,956.
- (8) Veterans Administration Medical Center, Cleveland, Ohio, 1992, \$29,115.
- (9) Office of the Dean, Weatherhead School of Management, Case Western Reserve University, 1992, \$5,000.
- (10) Research Initiation Grant, Office of Research Administration, Case Western Reserve University, 1990-91, \$5,000.
- (11) Office of the Dean, Weatherhead School of Management, Case Western Reserve University, 1991, \$11,111.
- (12) Office of the Dean, Weatherhead School of Management, Case Western Reserve University, 1990, \$10,667.

### **Invited Talks and Panels**

- (1) *"Best Practices in Faculty Mentoring"*, talk at CSU IDEAL (Institutions Developing Excellence in Academic Leadership), Cleveland State University, OH, November 2011.
- (2) *"Best Practices in Faculty Mentoring"*, talk at Division Chiefs Meeting, Department of Pediatrics, Rainbow Babies & Children Hospital, Cleveland, OH, November 2011.
- (3) *"Women Who Rock Panel"*, Women in Leadership Week, Case Western Reserve University, September 2011.
- (4) *"Panel on Continuing Education for Women Professionals"*, Women in Networking, Cleveland, OH, September 2011
- (5) *"Challenges and Opportunities Facing Women in Science and Technology Workplaces"*, talk at Lerner Research Institute Diversity Council, Cleveland Clinic, Cleveland, OH, May 2011.
- (6) *Leadership Panel*, Women of Color Foundation Conference, Case Western Reserve University, OH, April 2011.
- (7) *"Creating Inclusive Environments"*, CSU IDEAL (Institutions Developing Excellence in Academic Leadership), Cleveland State University, OH, April 2011.

- (8) “*Best Practices in Faculty Mentoring*”, Institutions Developing Excellence in Academic Leadership (IDEAL), University of Toledo, OH, March 2011.
- (9) “*Best Practices in Faculty Mentoring*”, Grand Rounds, Department of Pediatrics, Rainbow Babies & Children Hospital, Cleveland, OH, March 2011.
- (10) “*ADVANCE and IDEAL*”, Institutions Developing Excellence in Academic Leadership (IDEAL), University of Toledo, OH, March 2011.
- (11) “*Women in Corporate Boardrooms: What Some Countries are Doing to Bring About Change,*” Mather Salon Series: Dialogue & Discourse for 21st Century Women, Flora Stone Mather Center for Women, Shaker Heights, OH, March 2011
- (12) “*Women in Leadership*”, talk at Penske Logistics, Beachwood, OH, December 2010.
- (13) “*Increasing Diversity, Equity and Inclusion in Organizations*”, panelist, Alumni Weekend, Weatherhead School of Management, Cleveland, OH, October 2010.
- (14) “*What is the ROI of Women on Boards? Panel*”, 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.
- (15) “*The Foundations of Leadership*”, invited speaker, Building on Your Strengths: A Leadership Development Conference for Healthcare Professionals, Cleveland Clinic, Cleveland, OH, September 2010.
- (16) “*Women's Careers: Patterns, Paradoxes, and Strategies for Research and Advancement*”, invited presenter, Women in Leadership: Between Corporate Reality and Research Agendas Seminar, London, UK, June 2010.
- (17) “*Breaking Barriers and Creating Inclusiveness: Institutional Transformation to ADVANCE Women Faculty in Academic Science and Engineering*”, 2010 National Women’s History Month Women in Science Lecture, Middle Tennessee State University, Murfreesboro, TN, March 2010.
- (18) “*Authentic Leadership*”, invited speaker, YWCA of Cleveland Momentum Program for Women Leaders, Cleveland, OH, March 2010.
- (19) “*Creating an Inclusive Faculty Climate at CWRU: Improving the Recruitment, Advancement and Retention of Women and Underrepresented Minority Faculty*”, Faculty Diversity Office Lecture Series, invited speaker, Case Western Reserve University, Cleveland, OH, September 2009.
- (20) “*Breaking Barriers and Creating Inclusiveness: Lessons of Organizational Transformation to Advance Women Faculty in Academic Science and Engineering*”, invited speaker, National Science Foundation, Washington, D.C., July 2008
- (21) “*COACHE Survey Users Workshop*”, invited participant, Harvard School of Education, Harvard University, Cambridge, MA, June 2008.
- (22) “*Women Business Leaders*”, panel facilitator, Weatherhead School of Management, Cleveland, 29 October 2007.

- (23) “*NSF ADVANCE Institutional Transformation at Case Western Reserve University*”, panel presenter at Association of Neuroscience Departments and Programs, Bethesda, MD, 6 May 2007.
- (24) “*What’s A Graduate Student To Do?*”, panel member at Center for Women and ACES graduate student seminar, Case Western Reserve University, Cleveland, 14 November 2006.
- (25) “*Women in Science*” Postdoctoral Mentoring Program, speaker, Office of Graduate Education, School of Medicine, Case Western Reserve University, Cleveland, 9 November 2006.
- (26) “*Leadership*”, presentation at Deans’ Leadership Workshop, Case Western Reserve University, Cleveland, 30 October 2006.
- (27) “*Women’s Leadership: Creating Careers of Impact*”, E&Y Health Sciences Advisory Services Group’s Women’s Network, Cleveland, 25 October 2006.
- (28) “*Building Your Career Board of Directors*”, panel moderator at E&Y Professional Women’s Network Committee, Cleveland, 10 July 2006.
- (29) “*Women in Law*”, presentation at Ulmer & Berne, LLP’s Diversity Committee, Cleveland, 30 March 2006.
- (30) “*Women Leaders: Creating Careers of Impact*”, presentation for the Women Faculty of the School of Medicine, Case Western Reserve University, Cleveland, 10 March 2006.
- (31) “*Leading Excellence: The Role of Senior Faculty at Case*”, ½ day workshop at Case Western Reserve University, Cleveland, 3 February 2006.
- (32) “*Things That Work for Departments at Case*” presentation with Greer Jordan, Diana Kunze & John Anderson at the Provost’s Leadership Retreat, Case Western Reserve University, Cleveland, 18 November 2005.
- (33) “*Building Your Board of Directors*”, presentation at YWCA/American Bar Association’s Women’s Leadership Initiative, Cleveland, 15 November 2005.
- (34) “*Women Leaders: Creating Careers of Impact*”, presentation with Deborah A. O’Neil at Women Leaders Executive Development Workshop, Cranfield University, Cranfield, England, 25 October 2005.
- (35) “*Women’s Careers: What Do We Know and What Do We Still Need to Study?*” presentation with Deborah A. O’Neil at the Faculty Seminar, Cranfield University, Cranfield, England, 24 October 2005.
- (36) “*Research on Women’s Leadership*”, Case Western Reserve University’s Center for Women Ambassadors Committee, Cleveland, 18 October 2005.
- (37) “*High Impact Leadership*”, Women In Networking seminar, Cleveland, 17 October 2005.
- (38) “*Can Research Promote Institutional Change: A Case Study of Research on the Under-representation of Women in Science, Management, and Engineering*” 2005 EDM Alumni and Student Reunion, Case Western Reserve University, 26 August 2005.

- (39) *“Successful Mentoring”*, PhD Seminar, Department of Epidemiology and Biostatistics, School of Medicine, Case Western Reserve University, 23 August 2005.
- (40) *“Emotional Intelligence”*, HR Star Conference, Cleveland, 27 July 2005.
- (41) *“Mentoring and Coaching”*, Dean’s Weekend, Weatherhead School of Management, Cleveland, 18 February 2005.
- (42) *Diversity Breakfast*, Weatherhead Student Clubs (Black MBAs, Women in Management, and Diversity, Inc.), Weatherhead School of Management, Cleveland, 31 March 2005.
- (43) *“Building Your Board of Directors”* presentation at the YWCA Women’s Leadership Initiative, Cleveland, 14 January 2005.
- (44) *“Panel Discussion on Being a Good Boss”*, College of Arts and Sciences, CWRU, 2 December 2004.
- (45) *“Panel Discussion on Mentoring”*, Women’s City Club of Cleveland, Cleveland, 21 September 2004.
- (46) *“The Brand That Is You”*, Cleveland Professional 20/30 Club, Cleveland, 12 May 2004.
- (47) *“Strategies for Surviving Group Work”* CWRU Women in Science Roundtable (WISeR), Cleveland, 8 April 2004.
- (48) *“Staff-Supervisor Relationships”*, CWRU Center for Women, 26 September 2003.
- (49) *“Women’s Career Needs”*, Bold Ideas Conference, Weatherhead Executive Education, 19 September 2003.
- (50) *“Emotional Intelligence”*, CWRU Library Committee, 7 May 2003.
- (51) *“Teaching Women Students”*, CWRU UCITE, 3 April 2003.
- (52) *“Surviving Group Work”*, CWRU Women in Science Roundtable (WISeR), Cleveland, 13 November 2002.
- (53) *“Women Leaders in Nonprofit Organizations”*, Jewish Community Federation, Cleveland, 4 October 2002.
- (54) *“Women Leaders: Leveraging Human and Social Capital”*, Mandel Center for Nonprofit Organizations Colloquium, Cleveland, 28 October 2002.
- (55) *“Status of Women and Social Capital”* EDM Colloquium for Mandel Center EDM Fellows, Cleveland, 28 October 2002.
- (56) *“You as a Leader”* CWRU/Weatherhead Alumni, Chicago, 12 April 2002.
- (57) *“Women and Power”* Panel, Weatherhead Women in Business Club, Cleveland, 24 January 2002.
- (58) *“Leading with Vision”*, Professional Fellows Alumni Society, Cleveland, 14 January 2002.

- (59) “*Adult Learning and Residents’ Training Curriculum Development*”, Department of Otolaryngology – Head and Neck Surgery, School of Medicine, Case Western Reserve University, Cleveland, 13 December 2001.
- (60) “*The Business Case for Women Corporate Directors*”, A Voice on the Board Conference, Cranfield University, London, England, 30 November 2001.
- (61) “*Leadership, Power, and Gender*”, West Shore Unitarian Universalist Church, Cleveland, 18 November 2001.
- (62) “*Women’s Alliances and Networks*” Panel, Women’s Center Panel Discussion, Case Western Reserve University, 17 October 2001.
- (63) “*Tokens at the Top: The Representation and Status of Women Inside Directors in Large Corporations*” (with Deb Dahlen Zelechowsky), Executive Doctor of Management Fellows Conference, Case Western Reserve University, Cleveland, Ohio, 26 January 2001.
- (64) “*Leadership and the New Organization*”, Weatherhead Executive Education Breakfast Forum for Human Resources Directors, Case Western Reserve University, 5 October 2000.
- (65) “*Editors’ Panel Discussion*”, Academy of Management Conference, Toronto, Canada, 6 August 2000
- (66) “*Publishing in the Journal of Management Education*”, Organizational Behavior Teaching Conference, Carrolton, Georgia, 9 June 2000.
- (67) “*The Glass Ceiling: Facts and Consequences*”, West Shore Unitarian Universalist Church, Cleveland, 14 May 2000.
- (68) “*What is Emotional Intelligence?*”, Master of Organization Development Alumni reunion, Case Western Reserve University, Cleveland, 6 May 2000.
- (69) “*Developing Emotional Intelligence*”, Midwest Academy of Management Conference, Chicago, 1 April 2000.
- (70) “*Technology and Pedagogy: New Opportunities for Management Education*”, Midwest Academy of Management Conference, Lincoln, Nebraska, 30 April 1999.
- (71) “*Publishing in the Journal of Management Education*”, Organizational Behavior Teaching Conference, Las Cruces, New Mexico, June 1999.
- (72) “*The Role of the Journal of Management Education and Publishing in it*”, Organizational Behavior Teaching Conference, La Verne, California, June 1998.
- (73) “*The Authentic Taste of Learning: Food As A Source of Aesthetic Experience in the Classroom*”, (with Ilma Barros, Alice Yoko Oku, and Dorothy Marcic), Organizational Behavior Teaching Conference, Cleveland, Ohio, June 1997.

### **Popular Press Interviews, Write-Ups, Quotations, and Panels**

- (1) MSNBC.com, 20 June 2011. (“*Getting Women to the Top is Still an Uphill Battle*”), [http://www.msnbc.msn.com/id/43426525/ns/business-personal\\_finance/](http://www.msnbc.msn.com/id/43426525/ns/business-personal_finance/)
- (2) USNews.com, 15 June 2011. (“*Business Schools Hope to Shatter Sturdy Glass Ceiling*”). <http://www.usnews.com/education/best-graduate-schools/top-business-schools/articles/2011/06/15/business-schools-hope-to-shatter-sturdy-glass-ceiling>.
- (3) The Daily: The Digital News of Case Western Reserve University, 14 September 2010. (“*Project Focused on Faculty Diversity in STEM Fields Enters Second Year*”), [http://blog.case.edu/case-news/2010/09/14/project\\_focused\\_on\\_faculty\\_diversity\\_in\\_stem\\_fields\\_enters\\_second\\_year](http://blog.case.edu/case-news/2010/09/14/project_focused_on_faculty_diversity_in_stem_fields_enters_second_year)
- (4) Weatherhead Magazine, 2010. (“*Women and Corporate Boards: Championing the Discussion of Tough Issues*”), Faculty in the Field Section.
- (5) The Chronicle of Higher Education, 26 January 2010, (“*Colleges Look for New Ways to Help Women in Science: After Federal Grants End, Programs for Female Professors Get Creative*”), Labor and Life Issues Section, <http://chronicle.com/article/After-Federal-Grants-End/63691/>.
- (6) Arkansas Business, 28 July 2008, (“*Arkansas’ Public Firms Lack Director Diversity*”) <http://arkansasbusiness.com/article.aspx?aID=106775.53670.118919&view=all>
- (7) The Plain Dealer, 16 July 2007, (“*Horse Sense: Horses Used as Coaches to Teach Executives Management Skills*”) <http://www.cleveland.com/search/index.ssf?/base/business-3/1184402161217510.xml?bxbiz&coll=2&thispage=1>
- (8) The Plain Dealer, 5 March 2007, page (“*Memorable Mentors*” and “*Old Pros Give Newbies A Boost Up the Career Ladder*”) <http://www.cleveland.com/businessmonday/plaindealer/index.ssf?/base/business/117300065351581.xml&coll=2>
- (9) The Plain Dealer, 6 February 2007, page C3 (“*Bywords for Success: Focus and Family – Women Entrepreneurs Share the Principles That Have Guided Accomplishments*”).
- (10) The Seattle Times, 9 April 2006, Business and Technology Section, (“*Meet the New Boss, Better Than the Old Boss*”) [http://seattletimes.nwsourc.com/html/businesstechnology/2002919844\\_nuleader09.html](http://seattletimes.nwsourc.com/html/businesstechnology/2002919844_nuleader09.html)
- (11) The Plain Dealer, 20 February 2006, page 1 (“*ABCs of Taking Charge*”).
- (12) Ideastream WCPN (90.3) Radio’s Morning Show, 2 February 2006, 9:00-10:00 (“*Women’s Career Issues*”).
- (13) Shaker Heights Magazine, November-December 2005, pages 38-41 (“*Motor City Native Shifts Career Gears*”).
- (14) The Associated Press, 9 August 2005 (*97-Year-Old CEO Still Soothes Baby Bottoms*) <http://www.pinxav.com/97-Year-OldCEOSTillSoothesBabyBottoms-NewYorkTimes.htm>

- (15) Case Magazine, Summer 2005, pages 10-15 (*“Architects of Change”*).
- (16) The Plain Dealer, 11 February 2005, page C1 (*“Women in the Boardroom”*).
- (17) Ideastream WCPN (90.3) Radio’s Morning Show, 27 January 2005, 9:00-10:00 (*“Women in Science”*).
- (18) Crain’s Cleveland Business, January 3-9, 2005, pages 9, 14 (*“Diversity Deficit: National ACES Program Aims to Add Tenure-Track Female Faculty to Those Academic Fields Dominated by Men”*).
- (19) <http://www.case.edu/news/2004/11-04/aces.htm> 3 November 2004 (*“Case Improving Climate for Women Faculty With Help From NSF Grant.”*)
- (20) Case Magazine, Winter 2004, pages 15-19 (*“A Place To Shine”*).
- (21) The Plain Dealer, 10 November 2003, page E1, E5 (*“Office Image Plays a Greater Role in Getting Promotions on the Job”*).
- (22) WCPN (90.3) Radio, 17 September 2003, 6:33 a.m. and 8:20 a.m. (*“Doing It Her Way: Women Entrepreneurs”*).  
  
Repeat broadcast on 31 March 2004, 6:33 a.m. & 8:20 a.m.
- (23) The Plain Dealer, 28 September 2003, page G1, G4 (*“Women Opt for Better Mix of Home, Work”*).
- (24) The Plain Dealer, 20 September 2003, page C1, (*“Midcareer Women at Crossroads, Speaker Says”*).
- (25) Case Campus News, 28 August 2003, pages 1, 4 (*“CASE to Enhance Campus Climate for Women”*), can be obtained at: <http://www.case.edu/pubs/cnews/2003/8-28/nsfadvance.htm>
- (26) Northern Ohio Live, Women Source Section, June 2003, pages 5-9 (*“Women and Mentoring”*)
- (27) WDOK (102.1) and WQAL (104.1) Radio, Sunday 12 January, 2003 (*“Women in Leadership”*).
- (28) The Plain Dealer, 25 October 2002, page C1, (*“Why the secrecy about salaries? Letting people know can be healthy, teacher says”*).
- (29) The Sun Herald, 3 November 2002, (*“Researchers Question Salary Secrecy: Don’t Ask Don’t Tell Mindset Still Rules”*)
- (30) <http://nafe.com/salariescoop.html>, 8 January 2001 (*“The Salary Scoop: NAFE’s 2002 salary survey suggests the gender wage gap is narrowing in a handful of occupations. How does your industry- and your own pay-rate? By Joanne Cleaver.*)

- (31) <http://www.HR.com> Monday 25 June 2001. ("*Boards and Women on Boards*"), can be found at: <http://startribune.hr.com/HRcom/index.cfm/WeeklyMag/94A8367F-59C3-11D5-9AC6009027E0248F?ost=wmFeature>
- (32) Inside Business, June 2000, pages 38-42 ("*Aces Not Faces*")
- (33) Akron Beacon Journal, 2 April 2000, page H1, H3 ("*Founder Steps Aside*").
- (34) The Plain Dealer, 3 October 1999, page 1A, 15A ("*Glass Ceiling Cracks - But Barely*").
- (35) WCPN Radio (90.3 FM), Infohio After Nine Program, 30 June 1999, 9:00-10:00 a.m., Account # 50/5588, Burrelle's Radio Clips ("*The Glass Ceiling*")
- (36) Akron Beacon Journal, 15 December 1997, page ("*He Said, She Said On Job*").
- (37) The Baltimore Daily Record, 4-10 October 1997, pages 1A, 25A-26A ("*Race and Sex in Maryland's Board Rooms*").
- (38) The Cleveland Plain Dealer, 16 January 1996, page 1E ("*Highest-Paid List Still Off-Limits*").
- (39) CWRU Magazine, November 1996, pages 25-29 ("*The Female Advantage*").
- (40) Strategy Magazine, Weatherhead School of Management, Case Western Reserve University, January 1996, Page 12 ("*Research Links Corporate Crime With Executive Pay*")
- (41) The New York Times, 5 March 1995, Section 3, page 9 ("*The Dynamics of Boardroom Politics*")
- (42) The New York Times, 5 February 1995, Section 3, page 11 ("*Sexism On High: Corporate Boards*").
- (43) The Pittsburgh Post-Gazette, 14 April 1995, Business Section, page B8 ("*The Glass Ceiling Shatters Slowly*").

## TEACHING

Responsibility for design, coordination, and teaching of several courses. Student ratings of instructor (1.0 = poor, 5.0 = excellent) for credit-bearing courses taught at the Weatherhead School of Management are listed below.

<u>Semester</u>	<u>Course Title</u>	<u>Student Type</u>	<u>Instructor Rating</u> (out of 5.0)
Fall 1989	Intro. to Organizational Behavior & Management	Undergrad.	4.6
Spring 1990	Intro. to Organizational Behavior & Management	Undergrad.	4.8
Fall 1990	Intro. to Organizational Behavior & Management	Undergrad.	4.8
Fall 1990	Intro. to Organizational Behavior & Management	Undergrad.	4.4
Fall 1990	Managerial Assessment & Development, team-taught	MBA (Eve.)	3.8
Spring 1991	Organizational Behavior & Analysis	MBA (Day)	4.5
Fall 1991	Managerial Assessment & Development, team-taught	MBA (Eve.)	3.7

Fall 1991	Organizational Behavior & Analysis	MBA (Eve.)	4.6
Spring 1992	Managerial Assessment & Development, team-taught	MBA (Eve.)	4.1
Spring 1992	Organizational Behavior & Analysis	MBA (Day)	4.2
Fall 1992	Managerial Assessment & Development, team-taught	MBA (Eve.)	4.0
Fall 1992	Organizational Behavior & Analysis	MBA (Eve.)	4.5
Spring 1993	Organizational Systems	Ph.D.	4.7
Spring 1993	Organizational Behavior & Analysis	MBA (Eve.)	4.8
Fall 1993	Organizational Behavior & Analysis	MBA (Eve.)	4.7
Fall 1993	Managerial Assessment & Development	MBA (Day)	4.0
Spring 1994	Organizational Behavior & Analysis	MBA (Day)	4.1
Spring 1994	Organizational Behavior & Analysis	MBA (Day)	4.1
Fall 1994	Managerial Assessment & Development	MBA (Eve.)	4.7
Spring 1995	Organizational Behavior & Analysis	MBA (Day)	4.5
Spring 1995	Organizational Behavior & Analysis	MBA (Day)	4.8
Fall 1995	Organizational Behavior & Analysis	MBA (Eve.)	4.5
Fall 1995	Managerial Assessment & Development	MBA (Eve.)	4.6
Spring 1996	Organizational Behavior & Analysis	MBA (Eve.)	4.8
Spring 1996	Organizational Systems	Ph.D.	4.5
Fall 1996	Organizational Behavior & Analysis	MBA (Eve.)	4.9
Fall 1996	Managerial Assessment & Development	MBA (Eve.)	4.9
Spring 1997	Organizational Behavior & Analysis	MBA (Eve.)	4.8
Spring 1997	Organizational Systems	Ph.D.	4.9
Fall 1997 & Spring 1998 - Sabbatical Leave			
Fall 1998	Executive Leadership	MBA (Eve.)	4.6
Spring 1999	Women in Organizations	MBA (Eve.)	4.9
Spring 1999	Leadership Assessment and Development, team taught	EMBA	4.6
Spring 1999	Organizational Systems	Ph.D.	4.7
Fall 1999	Executive Leadership	MBA (Eve.)	4.8
Spring 2000	Executive Leadership	MBA (Day)	4.8
Spring 2000	Leadership Assessment and Development, team taught	EMBA	4.8
Spring 2000	Organizational Systems	PhD	5.0
Summer 2000	European Summer Institute, team taught	MBA	4.3
Fall 2000	Executive Leadership	MBA (Eve.)	4.4
Fall 2000	Knowledge, Technology and Organizing	EDM	4.9
Fall 2000	Advanced Inquiry Methods	EDM	4.4
Spring 2001	Leadership Assessment and Development, team taught	EMBA	4.8
Spring 2001	Organizational Systems	PhD	5.0
Spring 2001	Women in Organizations	MBA (Eve.)	4.7
Summer 2001	European Summer Institute, team taught	MBA	4.6
Fall 2001	Executive Leadership	MBA	5.0
Fall 2001	Knowledge, Technology and Organizing	EDM	4.8
Spring 2002	Leadership Assessment and Development, team taught	EMBA	4.7
Spring 2002	Organizational Systems	PhD	5.0
Spring 2002	Women in Organizations	MBA	4.9
Fall 2002	Executive Leadership	MBA	5.0
Spring 2003	Leadership Assessment and Development, team taught	EMBA	4.6
Spring 2003	Organizational Systems	PhD	4.8
Spring 2003	Women in Organizations	MBA	5.0
Fall 2003	Executive Leadership	MBA	4.9
Spring 2003	Organizational Systems	PhD	3.3
Spring 2003	Women in Organizations	MBA	4.9

Fall 2004	Executive Leadership	MBA	4.9
Spring 2005	Women in Organizations	MBA	4.9
Fall 2005	Executive Leadership	MBA	4.8
Spring 2006	Women in Organizations	MBA	4.8
Fall 2006	Executive Leadership	MBA	4.6
Spring 2007	Women in Organizations	MBA	4.7
Fall 2007	Executive Leadership	MBA	4.9
Spring 2008	Women in Organizations	MBA	4.7
Fall 2008	Executive Leadership	MBA	4.8
Spring 2009	Women in Organizations	MBA	4.9
Fall 2009	Executive Leadership	MBA	4.9
Spring 2010	Women in Organizations	MBA	4.9
Fall 2010	Executive Leadership	MBA	4.8
Spring 2011	Women in Organizations	MBA	4.9

Recipient of the Doctoral Teaching Excellence Award, Weatherhead School of Management, Case Western Reserve University, 2002.

Nominated for the Weatherhead School of Management's MBA Teaching Excellence Award, 1990, 1991, 1992, 1993, 1994, 1997, 1999, 2001, 2002, 2007, 2009, 2010.

Nominated for Case Western Reserve University's John S. Diekhoff Award for Distinguished Graduate Teaching, 1995.

### **Executive Education Seminars**

- (1) *"Introduction to Emotional Intelligence"*, Affiliate and Open Enrollment Program, Weatherhead Executive Education, October 2002, January 2003, March 2003, October 2003, February 2004, October 2004, January 2005, January 2006, March 2006, October 2006, March 2007, October 2007, March 2008, October 2008, March 2009, October 2009, April 2010, October 2010, March 2011, October 2011, December 2011.
- (2) *"Leading with Emotional Intelligence"*, Leading in a Diverse and Changing World, Arcelor-Mittal Cleveland Works, September 2010, January 2011, September 2011.
- (3) *"Creating and Communicating Vision"*, Affiliate and Open Enrollment Program, Weatherhead Executive Education, January 2011, September 2011.
- (4) *"High Impact Leadership for Women"*, Affiliate and Open Enrollment Program, Weatherhead Executive Education, September 2005, November 2006, October 2007, October 2008, October 2009, October 2010, September 2011.
- (5) *"Introduction to Emotional Intelligence"*, American Greetings, Weatherhead Executive Education, Cleveland, OH, August 2011.
- (6) *"Creating and Communicating Vision"*, NASA, Weatherhead Executive Education, June 2011.

- (7) *“Leading with Emotional Intelligence”*, ESADE (Spain) EMBA Program, Weatherhead Executive Education, July 2003, June 2004, July 2005, June 2006, June 2007, June 2008, July 2009, June 2010, June 2011.
- (8) *“Women, Power, and Organizational Politics”*, with Claire Scott Miller, Affiliate and Open Enrollment Program, Weatherhead Executive Education, May 2005, May 2006, May 2007, May 2008, May 2009, May 2010, May 2011.
- (9) *“Introduction to Emotional Intelligence”*, Hayes-Lemmerz Corporation, Weatherhead Executive Education, Cleveland, OH, April 2011.
- (10) *“Leadership and Emotional Intelligence”*, U.S. Department of Veterans Affairs Health Care Leadership Institute, Houston, March 2005, Cincinnati, February 2006, Nashville, TN, October 2006, Cincinnati, February 2007, San Francisco, July 2007, February 2008, September 2008, February 2009, August 2009, February 2010, August 2010, February 2011.
- (11) *“Inclusive Leadership”*, Affiliate and Open Enrollment Program, Weatherhead Executive Education, March 2011.
- (12) *“Inclusive Leadership”*, Leadership Deep Dive Program, Weatherhead Executive Education, December 2009, January 2011.
- (13) *“Engaging Women Leaders: Setting Your Goals”*, Cleveland Clinic Academy, Cleveland Clinic, Cleveland, OH, November 2010.
- (14) *“Leading with Emotional Intelligence”*, Women’s Leadership Development Program, Arcelor Mittal, Cleveland, OH, November 2010.
- (15) *“High Impact Leadership for Women”* and *“Women in Senior Leadership: Leveraging Your Influence and Effectiveness”*, The Scotts Company LLC, OH, September 2010.
- (16) *“Women & Organizational Politics: Developing Power & Influence”*, American Greetings Corporation, Weatherhead Executive Education, September 2009.
- (17) *“Engaging People’s Passion: Leadership through Vision”*, Health Care Executive Education Program, Weatherhead Executive Education, March 2000, May 2001, May 2002, May 2003, May 2004, May 2005, May 2006, May 2007, May 2008, March 2009.
- (18) *“Women in Healthcare Leadership: Leadership That Makes a Difference”* (with Claire Scott Miller), Health Care Executive Education, Weatherhead Executive Education, March 2007, March 2008, February 2009.
- (19) *“High Impact Careers for Women”* (with Claire Scott Miller), High Impact Leadership for Women Program, Booz & Company, August 2008.
- (20) *Session for Male Partners and Principals on Women’s Leadership Development* (with Claire Scott Miller), High Impact Leadership for Women Program, Booz Allen Hamilton, February 2008.
- (21) *“Women and Organizational Politics: Developing Power and Influence”* (with Claire Scott Miller), High Impact Leadership for Women Program, Booz Allen Hamilton, February 2008.

- (22) *“Developing Your Leadership Presence: Communicating with Impact”* (with Claire Scott Miller), High Impact Leadership for Women Program, Booz Allen Hamilton, December 2007.
- (23) *“Women in Healthcare Leadership: Leading with Emotional Intelligence”*, Health Care Executive Education, Weatherhead Executive Education, November 2006, November 2007.
- (24) *“Leading with Emotional Intelligence”* (with Claire Scott Miller), High Impact Leadership for Women Program, Booz Allen Hamilton, August 2007.
- (25) *“Personal Leadership through Emotional Intelligence”*, Solvay Chemicals Women’s Conference, Weatherhead Executive Education, Santa Fe, NM, April 2007.
- (26) *“Emotional Intelligence”*, U.S. Department of Veterans Affairs, Center for Patient Safety, Washington, D.C., March 2007.
- (27) Physicians’ Executive Institute, Health Care Executive Education, Weatherhead Executive Education
  - a. *“Introduction to Emotional Intelligence”*, March 2002, January 2003, January 2004, January 2005, January 2006, January 2007.
  - b. *“Developing Emotional Intelligence”*, March 2002, February 2003, February 2004, February 2005, February 2006, March 2007.
- (28) *“Leading with Emotional Intelligence”* Abarta, Inc., Pittsburgh, October 2006.
- (29) *“High Impact Leadership for Women”*, with Claire Scott Miller, US Environmental Protection Agency, Boston, MA, May 2006.
- (30) *“Leading with Emotional Intelligence”*, Swagelok Leadership Program, Weatherhead Executive Education, May 2003, September 2003, March 2004, May 2004, September 2004, March 2005, June 2005, October 2005.
- (31) *“Competitive Advantage Through Leadership”*, Industrial Suppliers Association, Weatherhead Executive Education, July 2004.
- (32) *“Emotional Intelligence”*, American Red Cross, Columbus, OH, October 2003, December 2003, May 2004.
- (33) *“Emotional Intelligence”*, Alcoa Leadership Development Program, Weatherhead Executive Education, June 2003.
- (34) *“Leading with Emotional Intelligence 3 Day Program”*, Elkay Manufacturing Program, Weatherhead Executive Education, April-May, September 2003.
- (35) *“Women in Leadership: Leveraging Your Human and Social Capital: A Unique Program for Women Leaders”* (with Claire Scott Miller), Affiliate and Open Enrollment Program, Weatherhead Executive Education, April 2003.
- (36) *“Engaging People’s Passion: Leadership Through Vision”*, Alcoa Leadership Program, Weatherhead Executive Education, April 2003.

- (37) *“Emotional Intelligence”*, Roadway Express Inc, Leading Breakthrough Organizations Program for Breakbulk Managers and District Sales Managers, Weatherhead Executive Education, March 2003.
- (38) *“Engaging People’s Passion: Leadership Through Vision”*, Affiliate and Open Enrollment Program, Weatherhead Executive Education, February 2002, February 2003.
- (39) *“Leading with Emotional Intelligence”*, Elkay Manufacturing Program, Weatherhead Executive Education, January 2003.
- (40) *“Leading with Emotional Intelligence”*, Swagelok Leadership Program, Weatherhead Executive Education, May 2002, October 2002.
- (41) *“Engaging People’s Passion: Leadership Through Vision”*, Primary Care Physicians Fellows Program, Department of Family Medicine, School of Medicine, CWRU, 23 October 2002.
- (42) *“Emotional Intelligence”*, Eaton Corporation Leadership Development Program, Weatherhead Executive Education, June 2002.
- (43) *“Leading with Emotional Intelligence”*, High Impact Leadership Program, Rockwell Automation Corporation, May 2002.
- (44) *“Leading through Vision”*, High Impact Leadership Program, Rockwell Automation Corporation, May 2002.
- (45) *“Emotional Intelligence”*, OKO Bank Group Leadership Program, Weatherhead Executive Education, May, 2002.
- (46) *“Leading with Emotional Intelligence”*, Top Management Leadership Program, Edgepark Surgical Inc., Weatherhead Executive Education, April 2002.
- (47) *“Leading through Vision”*, Top Management Leadership Program, Edgepark Surgical Inc., Weatherhead Executive Education, May 2002.
- (48) *“Women in Leadership: Leveraging Your Human and Social Capital - A Unique Program for Women Leaders”*, (with Susan Case and Claire Scott Miller), Affiliate and Open Enrollment Program, Weatherhead Executive Education 25 January 2002.
- (49) *“Women in Leadership: Leading With Integrity - Women’s Opportunities and Challenges 2 Day Program”*, (with Susan Case and Claire Scott Miller), Affiliate and Open Enrollment Program, Weatherhead Executive Education
  - a. *“Leadership, Organizational Structures, and Power”*, February 2002
  - b. *“Communication, Career-Life Integration, and Integrity”*, March 2002.
- (50) *“Introduction to Emotional Intelligence”* (with Poppy McLeod), One-day Affiliate and Open Programs, Weatherhead Executive Education, January 2001, February 2001, January 2002, February 2002.
- (51) Leading Breakthrough Organizations Program for Breakbulk Managers, District Sales Managers, and AGO Officers at Roadway Express Inc., Weatherhead Executive Education:

- a. *“Assessing Emotional Intelligence”*, March 2000 (2 sessions), May 2001, February 2002.
  - b. *“Visioning the Future”*, May 2000, June 2000, September 2001.
- (52) CEO Program, Executive Development, Inc., Weatherhead School of Management, Case Western Reserve University,
- a. *“Personal Development for CEOs of Small Businesses”* October, 2001
  - b. *“Personal Development for Senior Executives of Small Businesses”*, October 2001.
- (53) Sparrow Hospital System Program, Weatherhead Health Care Executive Education,
- a. *“Engaging People’s Passion: Leadership through Vision For Physician Leaders”*, November 2000,
  - b. *“Engaging People’s Passion: Leadership through Vision for Hospital Administrators”*, October 2001, November 2001.
- (54) Next Generation of Family Business Program, Weatherhead Executive Education:
- a. *“Assessing Emotional Intelligence”*, October 2001
  - b. *“Creating the Future”*, November 2001.
- (55) From Learners to Leaders Program, Rockwell Automation Corporation
- a. *“Developing Emotional Intelligence”*, October 2000 (two sessions); February 2001, May 2001, June 2001.
  - b. *“Leading with Vision”*, October 2000 (two sessions), February 2001, May 2001, June 2001.
- (56) Physicians’ Executive Institute, Weatherhead Health Care Executive Education,
- a. *“Introduction to Emotional Intelligence”* (with Poppy McLeod) January, 2001
  - b. *“Developing Emotional Intelligence”* (with Poppy McLeod) February 2001
- (57) *“Approaching Organizational Diversity with Emotional Intelligence”* (with Susan Case), Women in Technology Luncheon Series, Lubrizol Corporation, March 2001.
- (58) Senior Women’s Leadership Development Program, Arthur Andersen LLP:
- a. *“Leadership and Influence”*, August 2000.
  - b. *“Effective Communication”*, October 2000.
  - c. *“Networking and Relationship Building”*, November 2000.
  - d. *“Developing Self and Others”*, December 2000.
- (59) *“Emotional Intelligence”*, HR Managers Retreat, Rockwell Automation, May 2001.
- (60) From Sons and Daughters to CEOs Program, Weatherhead Executive Education:
- a. *“Assessing Emotional Intelligence”*, October 1999, October 2000
  - b. *“Visioning the Future”*, May 2000, November 2000.
- (61) *“Developing Emotional Intelligence for Leaders”*, Northern Ohio Health Information Specialists Society, November 2000.
- (62) *“Developing Outstanding Leadership”*, Primary Care Physicians Fellowship Program, Department of Family Medicine, School of Medicine, Case Western Reserve University, October 2000.
- (63) *“Developing Leadership and Emotional Intelligence”*, Diebold Sales Leaders Program, Weatherhead Executive Education, August 2000.

- (64) *“Developing Emotional Intelligence”*, 5-day Emotional Intelligence Program, Weatherhead Executive Education, Workshop, February 2000-April 2000.
- (65) *“Developing Leaders at Roadway”*, Leading Breakthrough Organizations Program for Senior Corporate Officers and Leaders at Roadway Express Inc., Weatherhead Executive Education, February 2000, March 2000.
- (66) *“Visionary Leadership”*, Coca-Cola Foundation World Leaders Fellowship Program, Weatherhead School of Management, February 2000, February 2001.
- (67) *“Developing Leadership and Brilliant Organizations with Emotional Intelligence”* (with Richard Boyatzis and Poppy McLeod), 1-Day Emotional Intelligence Program, Weatherhead Executive Education, November 1999, December 1999, February 2000.
- (68) *“Visioning and Strategic Planning”*, Opera America Program for the Managing Directors of Operas Program, Mandel Center for Nonprofit Management, Case Western Reserve University, August 1996.
- (69) *“Executive Skill Assessment and Action Plan Development”*, Cleveland Area Community Development Corporations Program for Executive Directors and Board Members, Mandel Center for Nonprofit Management, Case Western Reserve University, January 1995.

**Ratings of Executive Education Seminars** (since Summer 2005) at Weatherhead are provided below (out of 5.0). Some of the courses are team-taught.

<b>Program and Date</b>	<b># Respondents</b>	<b>Speaker's Communication Skills</b>	<b>Overall Reaction to the Program</b>
Introduction to Emotional Intelligence 12/5/11.			
Introduction to Emotional Intelligence 10/4/11.	63	4.59	4.48
High Impact Leadership for Women 9/26/11	25	4.88	4.63
Creating and Communicating Vision 9/12/11	19	4.79	4.74
American Greetings-Introduction to Emotional Intelligence 8/24/11	13	4.77	4.62
NASA-Creating and Communicating Vision 7/12/11	NA - not collected		
ESADE - Developing Authentic Leadership 6/22/11	42	4.49	4.16
Women & Organizational Politics: Developing Power & Influence 5/10/11	29	4.79	4.66
Hayes-Lemmerz - Introduction to Emotional Intelligence 4/16/11.	18	5.0	4.89
Inclusive Leadership through Emotional Intelligence 3/1/11	33	4.88	4.82

Creating and Communicating Vision 1/28/11	29	4.54	4.64
Leadership Deep Dive - Inclusive Leadership 1/18/11	11	3.64	4.55
Introduction to Emotional Intelligence 10/25/10.	64	4.78	4.67
High Impact Leadership for Women 10/12/10	31	4.84	4.66
ESADE – Developing Authentic Leadership 6/15/10	37	4.43	4.38
Women & Organizational Politics: Developing Power & Influence 5/12/10	32	4.74	4.66
Introduction to Emotional Intelligence 4/13/10.	55	4.63	4.46
Leadership Deep Dive - Inclusive Leadership 3/24/09	28	3.86	4.89
Leadership Deep Dive - Inclusive Leadership 12/16/09	26	3.84	4.63
Engaging People’s Passion: Leadership Through Vision 11/11/09	10	4.70	4.50
Introduction to Emotional Intelligence 10/27/09.	54	4.79	4.58
High Impact Leadership for Women 10/8/09	29	4.97	4.83
American Greetings - Women and Leadership: Women & Organizational Politics: Developing Power & Influence 9/10/09	14	4.86	4.50
ESADE – Developing Authentic Leadership 6/24/09	39	4.54	4.39
Women & Organizational Politics: Developing Power & Influence 5/7/09	25	4.80	4.79
Engaging People’s Passion: Leadership Through Vision in Healthcare Organizations 3/12/09	15	4.93	4.93
Women in Healthcare Leadership: Leadership That Makes a Difference 2/20/09	6	5.00	5.00
Introduction to Emotional Intelligence 10/14/08	56	4.84	4.68
High Impact Leadership for Women 10/3/08	27	5.00	4.50
ESADE – Developing Authentic Leadership 6/25/08	48	4.44	4.42
Women & Organizational Politics: Developing Power & Influence 5/2/08	29	4.66	4.44
Engaging People’s Passion: Leadership Through Vision in Healthcare Organizations 5/19/08	24	4.79	4.83
Introduction to Emotional Intelligence 3/11/08	53	4.66	4.65
Women in Healthcare Leadership - Leadership That Makes a Difference 3/7/08	16	4.88	4.75
Women in Healthcare Leadership – Leading with Emotional Intelligence 11/9/07	10	5.0	5.0
High Impact Leadership for Women 10/25/07	29	4.97	4.76

Introduction to Emotional Intelligence 10/2/07	42	4.78	4.63
ESADE – Developing Authentic Leadership 6/26/07	46	4.30	4.17
Engaging People’s Passion: Leadership Through Vision in Healthcare Organizations 5/11/07	24	4.50	4.38
Women & Organizational Politics: Developing Power & Influence 5/9/07	42	4.66	4.64
Solvay Chemicals Women’s Personal Leadership through EI 4/26/07	23	4.87	4.83
Introduction to Emotional & Social Intelligence 3/27/07	57	4.77	4.53
Women in Healthcare Leadership - Leadership That Makes A Difference 3/23/07	30	4.87	4.79
Physician Executive Institute – Part I 1/31/07	13	4.77	4.50
High Impact Leadership for Women 11/6/06	NA – lost electronically		
Women in Healthcare Leadership - Leading with Emotional Intelligence 11/3/06	34	4.48	4.79
Introduction to Emotional & Social Intelligence 10/12/06	66	4.66	4.57
ESADE – Developing Authentic Leadership 6/21/06	37	3.92	4.19
Healthcare Executive Education: Engaging People’s Passion: Leadership Through Vision 5/12/06	66	4.35	4.52
Women & Organizational Politics: Developing Power & Influence 5/15/06	36	4.53	4.50
Introduction to Emotional Intelligence 3/28/06	76	4.63	4.49
Physician Executive Institute – Part II 2/8/06	17	4.76	4.53
Introduction to Emotional Intelligence 1/18/06	54	4.68	4.60
Physician Executive Institute – Part I 1/25/06	20	4.40	4.70
Swagelok Leadership Development - Leadership Through Emotional Intelligence 10/5-7/05	32	4.07	4.23
High Impact Leadership for Women 9/29/05	38	4.71	4.57
ESADE – Developing Authentic Leadership 7/5- 8/05	41	4.54	3.95
Swagelok Leadership Development - Leadership Through Emotional Intelligence 6/15-17/05	32	4.19	4.14

## **Other Teaching**

- (1) “*Leadership Assessment and Development*”, ESADE Management School, Barcelona, Spain, EMBA course, March 2003 (Barcelona, Spain).

- (2) *“Leadership and Emotional Intelligence”*, MGMT 421 (Master of Engineering) course session, Case Western Reserve University, December 2000, October 2001, October 2002, October 2003.
- (3) *“The Advanced Craft of Teaching”*, Bi-monthly seminar for Ph.D. students, Weatherhead School of Management, Case Western Reserve University, Spring 1997.
- (4) *“The Craft of Teaching”*, Bi-monthly seminar for Ph.D. students, Weatherhead School of Management, Case Western Reserve University, Fall 1996.
- (5) *“Effective Communication”*, Master of Science in Information Systems Management Program, Weatherhead School of Management, Case Western Reserve University, 1996.
- (6) *“Personal Development”*, Professional Challenge Program, Case Western Reserve University, Summer 1996.
- (7) *“Personal Development”*, Minority Management Education Preparatory Program, Weatherhead School of Management, Case Western Reserve University, Summers of 1991 and 1992.
- (8) *“Introductory Organizational Behavior”*, School of Business Administration, University of Michigan, 1985, 1987, 1988.
- (9) *“Preparatory Management for Foreign Students”*, English Language Institute, University of Michigan, Summers of 1985, 1986, 1987, and 1988.

## **CONSULTING/TALKS/EXECUTIVE EDUCATION**

### *Sample List of Organizations*

Abarta, Inc.  
Alcoa  
American Greetings  
American Red Cross  
Arcelor-Mittal Steel  
Arthur Andersen, LLP  
Booz & Company  
Cleveland Clinic  
Clinical Research Management, Inc.  
Diebold  
Ernst & Young LLP  
Edgepark Surgical Instruments  
Eaton  
Elkay Manufacturing  
Hayes-Lemmerz  
Lubrizol  
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  
University of Dayton  
University Hospitals of Cleveland  
US Department of Veterans Affairs  
US Environmental Protection Agency  
Women's Community Foundation of Cleveland  
World Vision International

## SERVICE

### Professional Service

Officer and Executive Committee Member, Gender and Diversity in Organizations (GDO) Division, Academy of Management, 2008 to present, inclusive of:

Division Chair, 2011-2012

Division Chair Elect, 2010-2011

GDO Program Chair, 2009-2010.

Professional Development Workshops (pre-conference program) Chair, 2008-2009.

Journal Editorial Review Board Member:

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 to present

Journal of Leadership and Organizational Studies, 2003 to present

Journal of Management Education, 2000 to present

Journal of Managerial Issues, 2002 to present

Ad Hoc Journal Manuscript Reviewer:

Academy of Management Journal, 1992, 1994, 1996.

Academy of Management Review, 1993, 1994, 1995.

Academy of Management Executive, 1994.

Academy of Management Learning and Education, 2005, 2007, 2008, 2009, 2010.

Accounting Management and Information Technologies, 1996.

Canadian Journal of Administrative Sciences, 2007, 2008

Gender, Work, and Organization, 2002, 2003, 2007.

Group and Organization Management, 2001, 2005, 2008.

Corporate Governance: An International Review, 2003, 2004, 2005, 2006.

Human Relations, 1996, 1998, 2001, 2004.

Human Resource Management, 1993, 2006, 2007, 2008.

Journal of Business Ethics, 2004, 2005, 2006, 2007.

Journal of Management and Governance, 2003.

Journal of Management Education, 1996, 1997.

Journal of Management Inquiry, 1997, 2002.

Journal of Management Studies, 2007, 2008

Journal of Non-Profit Management and Leadership, 1992, 1993.

Journal of Technology Transfer, 2005  
Management Learning, 2000, 2001.  
Organization Science, 1996.

Promotion/Tenure Evaluations for candidates for:

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.

Overseas Examiner for DBA Dissertation of Rosanne Hawarden, Massey University, New Zealand, 2010.

Review Panel Member, University of Michigan *ADVANCE* Program Review, 2010

Member, NSF *ADVANCE* Web Site Portal Advisory Committee, 2008-2009.

Editor, Journal of Management Education, 1998-2000.

Informal Doctoral Advising

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.  
Þórunna Jónsdóttir, School of Management, Cranfield University, 2006-2007.

Member, Editor Search Committee, Journal of Management Education, 2006.

Research Proposal Evaluator:

Book proposal evaluator for Edward Elgar Publications (Leaky Pipes and Cracked Prisms: The Intensification of Gender Stratification in the IT Workforce), 2009

Book proposal evaluator for Edward Elgar Publications (Women's Work/Family Decision Making and International Career Management), 2006.

Proposal evaluator for NSF: evaluation of 2 *ADVANCE* Institutional Transformation Award proposals, 2005.

Book Proposal evaluator for Edward Elgar Publications (Women and Minorities in Science, Technology, Engineering and Mathematics: Opening the Pipeline), 2005.

Proposal evaluator for The Research Council of Norway: "The Value Creating Board: A

Research Program on Boards of Directors”, 2001.

Member, Faculty Planning Committee, ASCENT: The National Leadership Institute for Multicultural Women, Tuck School of Business, Dartmouth University, April 2004.

Member, Long Range Planning Committee, Academy of Management’s Organizational Behavior Division, 2001-2003.

Member, Committee on Teaching, Academy of Management’s Organizational Behavior Division, 2000-2003.

Board Member, Organizational Behavior Teaching Society, 1997-2000.

Taskforce Co-Chair of the Organizational Behavior in Universities Taskforce of the Academy of Management's Organizational Behavior Division, 1997-1999.

Co-Editor for a two-volume Special Issue entitled, "Challenging 'Globalization' Discourses", in the Journal of Organizational Change Management, 1995, volume 8, issues 4 and 5.

#### Conference Paper Reviewer

Business Policy and Strategy Division, Academy of Management Conference, 1992, 1994.

Organization Theory Division, Academy of Management Conference, 1988, 1989, 1991, 1993, 1994, 1995, 1997, 2002

Women in Management Division, Academy of Management Conference, 1996  
Organizational Behavior Teaching Conference, 1997

#### Conference Service

Showcase Symposium Chair, GDO, ODC, and CAR Divisions, Academy of Management Conference, Honolulu, Hawaii, 2005.

Session Chair, GDO Division, Academy of Management Conference, Seattle, 2003

Caucus Coordinator (with Linda Livingstone and Kenneth R. Thompson) for the Academy of Management Conference, San Diego, California, 1998.

Session Chair, Organizational Behavior Teaching Conference, La Verne, California, 1998.

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.

### **Case Western Reserve University Service**

Chair, Faculty Development Council, 2011.

Co-organizer, Department Chair Leadership Forums, Case Western Reserve University, 2010 to present.

Co-organizer of and presenter at the Annual Provost's Leadership Retreat for Deans and Chairs, Case Western Reserve University, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011.

Co-organizer and Co-facilitator, "*Leading Excellence: The Role of Senior Faculty*", Orientation for New Tenured and New Full Professors at Case Western Reserve University, February 2006, January 2007, October 2007, July 2009, July 2011.

Member, Steering Committee, Flora Stone Mather Center for Women, 2003 to present.

Member, Advisory Committee, Women Faculty Leadership Development Institute, Flora Stone Mather Center for Women, 2011 to present.

Member, Faculty Affiliates Council, Inamori International Center for Ethics and Excellence, 2008 to present; Member, Executive Committee, 2009 to present.

Program Faculty, Women's and Gender Studies Program, 2008 to present.

Program Faculty, Mandel Center for Nonprofit Organizations, 1993 to present.

Member, ACES+ Steering Committee, 2008 to present.

Co-Principal Investigator, NSF *ADVANCE* PAID award to Case Western Reserve University – Institutions Developing Excellence in Academic Leadership (IDEAL), 2009-2012.

Co-organizer, IDEAL Plenary Conference, Case Western Reserve University, 2010, 2011

Member, Advisory Board, University Center for Innovation in Teaching and Education (UCITE), 2008-2011.

Member, Search Committee for CWRU's Vice President of Inclusion, Diversity and Equal Opportunity, 2008.

Co-Principal Investigator, NSF *ADVANCE* award to Case Western Reserve University - Academic Careers in Engineering and Science (ACES), 2003-2008.

Member, Resource Equity Committee, 2001-2008.

Member, Faculty Senate Committee on Women, 2005-2008.

Speaker and Participant in Deans' Leadership Workshops hosted by the President and Provost, Case Western Reserve University, Cleveland, October 2006, January 2007.

Member, University Distinguished Lecture Committee, 2005-2006.

Weatherhead Faculty Participant, University Strategic Planning process, 2004-2005.

Member, CWRU Accreditation Subcommittee on Faculty Engagement, Motivation, and Commitment, 2003-2004. Responsible for the 2004 Case Community and Climate Faculty Survey.

Member, Faculty Senate Compensation Committee, 2002-2004.

Facilitator, Small Group Discussion, for the Dedication of the CWRU Center for Women, October 2003.

Member, Writing Team for the NSF ADVANCE grant proposal (Institutional Transformation Award) for Women in the Sciences and Engineering), 2002.

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.

Member, Advisory Committee on Mandel Center for Nonprofit Organizations Trusteeship Initiative, 1995-1996.

Member, Executive Committee, Women's Faculty Association, 1994-1997.

Treasurer, Women's Faculty Association, 1995-1997.

Resource Faculty, Professional Challenge Program for Incoming Students, 1996.

### **Weatherhead School of Management Service**

Chair, Faculty Council, 2011-12, 2010-11; 2007-08.

Member, Faculty Council, 2008 to present, 1996-1999.

Member, Appointments Committee, 2000-2003, 2004 to present.

Chair, Faculty Development and Diversity Committee, 2009-2010.

Member, Governance Task Force, 2009-2010.

Member, Interdepartmental Seminar Series Planning Group, 2007 to present.

Member, team visiting India to explore Masters' programs, September 2008, October 2007.

Member, Appointments Subcommittee on Faculty Promotions and Tenure, 2007.

Chair, Weatherhead School of Management Dean Search Committee, 2006.

Author of White Paper: Making the Weatherhead School a Benchmark Institution for Women Faculty, 2006

Member, Research Committee, 2000-2005.

Member, Summer Research Grants Subcommittee of the Research Committee, 2002, 2003, 2005.

Member, Junior Faculty Best Paper Subcommittee of the Research Committee, 2004.

Faculty Advisor, Weatherhead Women in Business Student Club, 2005 to present.

Program Faculty, Executive Doctor of Management Program, 2000 to present.

Chair, EDM Applied Research Project Committee of:

- (1) Deb Zelechowski (EDM), 1999-2001.

Advisor, DM/EDM Annual Research Projects of:

- (1) Eric Lutzo (DM), 2010-to present
- (2) Kathleen Buse (DM), 2008-2010
- (3) Nancy McInerary-Lacombe (EDM), 2006-2009
- (4) Katherine Overbeke (EDM), 2006-2009
- (5) Susan Catalano (EDM), 2007-2008
- (6) Jane Van Buren (EDM), 2003-2005
- (7) Margaret Drugovich (EDM), 2002-2004
- (8) Barbara Mystic (EDM), 2002-2003
- (9) Karie Willyerd (EDM), 2001-2003

Member, EDM Applied Research Project Committee of:

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

Member, Ph.D. Dissertation Committees:

- (1) Bernard Bailey (PhD in Management), 2010-2011
- (2) Kathy Buse (PhD in Management), 2010-11
- (3) Mimi Lord (PhD in Management), 2010-11
- (4) Reiko Kishida (Entrepreneurship), 2003-2004.
- (5) Dowan Kwon (IS), 2001-2002.
- (6) Mincheol Shin (Marketing), 1995-1997.
- (7) Debi Prasad Misra (Marketing), 1993-1995.

Member, Ph.D. 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.

Faculty Director, Executive Education Custom Programs:

- (1) ESADE (Spain) EMBA, 2003, 2004, 2005.
- (2) Swagelok, 2003, 2004, 2005.

- Member, Ad Hoc Disciplinary Grievance Committee for a Weatherhead EDM student, 2001.
- Member, Ad Hoc Sexual Harassment Disciplinary Panel for a Weatherhead MBA student, 2001.
- Member, Peter B. Lewis Campus Building Committee, 1996-1997, 2000.
- Member, Executive MBA Futures Committee, 2000-2002.
- Member, Committee on Action Learning, 1999-2000.
- Member, Faculty Personnel Policy Subcommittee of the Appointments Committee, 1996-1997.
- Member, Professional Degrees Program Committee, 1994-1995, 1996-1997.
- Member, MBA Core Implementation Committee, 1996-1997.
- Member, Program Planning Team for the Master of Science in Information Systems Management (MSISM), 1995-1996.
- Faculty Advisor, MBA Students Community Service Recognition Committee, 1995-1997.
- Member, Executive MBA Review Committee, 1994.
- Member, Managerial Assessment and Development Planning Group, 1990 to present.
- Instructor, MBA Orientation and Residency, 1990-1997.
- Member, Library Committee, 1991-1993.
- Member, Undergraduate Committee, 1989-1993.

### **Department of Organizational Behavior Service**

Chair, Ph.D. Dissertation Committee of:

- (1) Renuka Hodigere, 2011 to present.
- (2) Tracey Messer, 2004 to present.
- (3) C. Greer Jordan, 2005-2009.
- (4) Christopher Stevens, 2007-2008.
- (5) Margaret Hopkins, 1999-2004.
- (6) Janet Kiehl, 1999-2004.
- (7) Deborah O'Neil, 1999-2003.

Member, Ph.D. Dissertation Committee of:

- (1) Sarah (Walleck) de Swart, 2003-2009.
- (2) Simy Joy, 2006-2009
- (3) Anita Howard, 2002-2009.
- (4) Guy Hutt, 2004-2007.
- (5) Argun Saatcioglu, 2001-2007.

- (6) Deniz Kirazci, 2003-2007.
- (7) Kristin Zakariasen, 2003-2006.
- (8) Elizabeth Stubbs, 2003-2005.
- (9) Charlampos Mainemelis, 1999-2001.
- (10) Mary Fambrough, 1997-2000.
- (11) Jane Wheeler, 1996-1999.
- (12) Punya Upadhyaya, 1995-1997.
- (13) Mark Sullivan, 1995-1997.
- (14) Debra Griest, 1994-1995.
- (15) Lionel Maia, 1992-1993.
- (16) Jack Marsick, 1991.

Chair, Ph.D. Qualifying Committee of:

- (1) Renuka Hodigere, 2009-2011
- (2) Christopher Stevens, 2005-2007.
- (3) Lindsey Godwin, 2003-2005.
- (4) Nurete Brenner, 2003-2005.
- (5) C. Greer Jordan, 2002-2005.
- (6) Margaret Hopkins, 1997-1999.
- (7) Rama Bhalla, 1995-1997.

Member, Ph.D. Qualifying Committee of:

- (1) Angela Pasarelli, 2008-09.
- (2) Guy Hutt, 2003-2004.
- (3) Deniz Kirazci, 2003.
- (4) Kristin Zakariasen, 2003.
- (5) Verena Murphy, 2001-2003.
- (6) Sarah Walleck, 2002-2003.
- (7) Anita Howard, 2002.
- (8) Bonnie Richley-Cody, 2001-2003.
- (9) Leslie Sekerka, 1999-2000.
- (10) Yoshi Yamazaki, 1999-2000.
- (11) Charlampos Mainemelis, 1999
- (12) Punya Upadhyaya, 1995-1996.
- (13) Jane Wheeler, 1995-1996.

Chair, Ph.D. Admissions Committee, 1994, 2008, 2010, 2011.

Member, Ph.D. Admissions Committee, 1991, 1996, 2001, 2006.

Reception for Prospective Students, American Society of Training and Development, Atlanta, 2007.

Chair, Don Wolfe Retirement and Alumni Reunion Planning Committee, 2002

Coordinator, Visiting Speaker Series, 2001-2003

Course Coordinator of "Organizational Behavior and Analysis" (ORBH 407), 1996-1997

Member, Planning Committee to host Organizational Behavior Teaching Conference at CWRU, 1996-1997

Lead Investigator, Global Excellence in Management Initiative's PVO/NGO Boards of Directors Study, 1996-1997.

Discussion Leader and Trainer, Annual Managerial Assessment and Development Faculty and Facilitator Training Workshops, 1990-1997.

Discussion Leader and Trainer, "The Craft of Reviewing" Doctoral Session, 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.

Trainer, Global Excellence in Management Initiative's Organizational Excellence Program, 1995.

Planning Committee, International Experiential Learning Conference, 1993-1994.

Trainer, Retreat for Masters of Organization Development students, 1994, 1991.

Participant, Global Excellence in Management Initiative Project Design Retreat, Washington, D.C., 1994.

Participant, SIGMA Doctoral Program Design Planning Session, 1993.

Member, Planning Committee, Herb Shepard Memorial Award, 1991-1992.

Facilitator, Group Theory class for Ph.D. students, 1991.

Facilitator, Life Planning Retreat for Ph.D. students, 1991.

Member, Research Committee, 1989-1990.

### **Community Service**

Member, YWCA Women's Leadership Initiative Executive Advisory Council, YWCA of Greater Cleveland, 2004-2006.

Member, Executive Director Search Committee, Women's Community Foundation, Cleveland, 1999.

Member, Board of Trustees, Women's Community Foundation, Cleveland, 1995-1997.

Member, Board Development Committee, Women's Community Foundation, Cleveland, 1994-1997.

Member, Links Database Organizing Committee on Corporate Women Directors, Cleveland, 1995-1996.

### **PROFESSIONAL DEVELOPMENT ACTIVITIES**

Academy of Management Conference, 1987-1989, 1991-2001, 2003-2011.

NSF ADVANCE Principal Investigators' Meeting, Washington, DC, 2005-2011.

AACSB Aspiring Deans Seminar, Tampa, FL, 2011.

NSF ADVANCE Regional (Midwest) Meeting, Purdue University, West Lafayette, IN, 2010.

NSF Human Resource Division Joint Annual Meeting, Washington, D.C., 2010, 2011.

Workplace Diversity Conference, George Mason University, Washington, D.C., 2009, 2010.

Organizational Behavior Teaching Conference, 1994, 1996-2000, 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.  
OBTS Teaching Society for Management Educators.  
American Association of University Women.