

MARYA L. BESHAROV

Saïd Business School, University of Oxford
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ACADEMIC POSITIONS

Saïd Business School, University of Oxford

Professor of Organisations and Impact, 2020-present

Academic Director, Skoll Centre for Social Entrepreneurship, 2021-present

ILR School, Cornell University

Associate Professor of Organizational Behavior (with tenure), 2015 - 2019

Assistant Professor of Organizational Behavior, 2008 - 2015

(On leave July 2010 - June 2011)

EDUCATION

Harvard University, 2008

Ph.D., Organizational Behavior and Sociology

Harvard University, 2005

A.M., Sociology

Stanford University, 2002

M.B.A.

Harvard University, 1996

A.B., Social Studies, Summa cum Laude

ARTICLES IN REFEREED JOURNALS—KEY

Besharov, M. L. & Mitzinneck, B. Forthcoming. “The multiple facets of corporate purpose: An analytical typology.” *Strategy Science*.

*Beer, H., Micheli, P., & **Besharov, M. L.** 2022. “Meaning, mission, and measurement: How organizational performance measurement shapes employees’ sense of worth.” *Academy of Management Journal* 65(6): 1923-1953.

Smith, W. K. & **Besharov, M. L.** 2019. “Bowing before dual gods: How structured flexibility sustains organizational hybridity.” *Administrative Science Quarterly*, 64(1): 1-44.

- Distinguished Winner, Responsible Research in Business and Management (RRBM) Award, 2020.
- Named to *Financial Times* list of Business School Research with Social Impact, 2020.

Litrico, J.-B. & **Besharov, M. L.** 2019. “Unpacking variation in hybrid organizational forms: Changing models of social enterprise among nonprofits, 2000-2013.” *Journal of Business Ethics*, 159(2): 343-360.

*Mitzinneck, B. & **Besharov, M. L.** 2019. “Managing value tensions in collective social entrepreneurship: The role of temporal, structural, and collaborative compromise.” *Journal of Business Ethics*, 159(2): 381-400.

* Doctoral student at start of project.

Besharov, M. L. & Smith, W. K. 2014. "Multiple institutional logics in organizations: Explaining their varied nature and implications." *Academy of Management Review*, 39(3): 364-381.

- Citation of Excellence from Emerald Publishing, 2017. Recognized as "one of the most highly cited and highly influential papers published in 2014 related to Business Management, Finance, Accounting, Economics and Marketing."

Besharov, M. L. 2014. "The relational ecology of identification: How organizational identification emerges when individuals hold divergent values." *Academy of Management Journal*, 57(5): 1485-1512.

Smith, W. K., Gonin, M., & **Besharov, M. L.** 2013. "Managing social-business tensions: A review and research agenda for social enterprise." *Business Ethics Quarterly*, 23(3): 407-442.

- An earlier version of this paper appeared as: Gonin, M., Smith, W. K., & Besharov, M. L. 2013. "Managing social-business tensions: A review and research agenda for social enterprise." *Academy of Management Proceedings*.

Smith, W. K., **Besharov, M. L.**, Wessels, A., & Chertok, M. 2012. "A paradoxical leadership model for social entrepreneurs: Challenges, leadership skills, and pedagogical tools for managing social and commercial demands." *Academy of Management Learning and Education*, 11(3): 463-478.

Podolny, J. M. & **Hill-Popper, M.** 2004. "Hedonic and transcendent conceptions of value." *Industrial and Corporate Change*, 13: 91-116.

ARTICLES IN REFEREED JOURNALS—OTHER

Hirst, J. A., Logan, M., Fanshawe, T. R., Mwandigha, L., Wanat, M., Vicary, C. Perera, R. Tonkin-Crine, S. Lee, J. J., Tracey, I., Duff, G., Tufano, P., **Besharov, M.**, Tarassenko, L., Nicholson, B. D., Hobbs, F D R., "Feasibility and acceptability of community COVID-19 testing strategies (FACTS) in a university setting." *Open Forum Infectious Diseases*, 2021.

BOOKS AND EDITED VOLUMES

Besharov, M. L. & *Mitzinneck, B., Editors. 2020. *Organizational Hybridity: Perspectives, Processes, Contexts*. Volume 69 of *Research in the Sociology of Organizations*. Bingley, UK: Emerald Publishing.

BOOK CHAPTERS

Besharov, M. L. 2022. "Organizational hybridity, social enterprise, and social innovation: Disentangling concepts to advance theory and practice." In Vaccaro, A. & Ramus, T. (Eds.), *Handbook of Social Innovation and Social Enterprises*, New York: Springer.

Besharov, M. L. & *Mitzinneck, B., 2020. "Heterogeneity in organizational hybridity: A configurational, situated, and dynamic approach." Pp. 3-25 in Besharov, M. L. & *Mitzinneck, B. (Eds.). *Organizational Hybridity: Perspectives, Processes, Contexts*. Volume 69 of *Research in the Sociology of Organizations*. Bingley, UK: Emerald Publishing.

Besharov, M. L., Smith, W. K., & *Darabi, T. 2019. "A framework for sustaining hybridity in social enterprises: Combining differentiating and integrating." Pp. 394-413 in George, G., Baker, T., Tracey, P., & Joshi, H. (Eds.), *Handbook of Inclusive Innovation: The Role of Organizations, Markets, and Communities in Social Innovation*. UK: Edward Elgar.

Battilana, J., **Besharov, M. L.**, & *Mitzinneck, B. 2017. “On hybrids and hybrid organizing: A review and roadmap for future research.” Pp. 128-162 in Greenwood, R., Oliver, C. Lawrence, T., & Meyer R. (Eds.), *The SAGE Handbook of Organizational Institutionalism*. Thousand Oaks, CA: SAGE Publications.

Besharov, M. L. & *Sharma, G. 2017. “Paradoxes of Organizational Identity.” Pp. 178-196 in Lewis, M. W., Smith, W. K., Jarzabkowski, P., & Langley, A. (Eds.), *The Oxford Handbook of Organizational Paradoxes: Approaches to Plurality, Contradictions, and Tensions*. New York: Oxford University Press.

Besharov, M. L. & Brickson, S. L. 2016. “Organizational identity and institutional forces: Toward an integrative framework.” Pp. 396-414 in Pratt, M. G., Schultz, M., Ashforth, B. E., & Ravasi, D. (Eds.), *The Oxford Handbook of Organizational Identity*. New York: Oxford University Press.

Trefalt, S. & **Besharov, M. L.** 2016. “The journey from data to qualitative inductive paper: Who helps and how?” Pp. 401-410 in Elsbach, K. D. & Kramer, R. M. (Eds.), *Handbook of Qualitative Organizational Research: Innovative Pathways and Methods*. New York: Routledge.

Besharov, M. L. & Khurana, R. 2015. “Leading amidst competing technical and institutional demands: Revisiting Selznick’s conception of leadership.” *Research in the Sociology of Organizations*, 44: 53-88.

Podolny, J. M., Khurana, R., & +**Hill-Popper, M.** 2005. “Revisiting the meaning of leadership.” In Staw, B. M. & Kramer, R. M. (Eds.), *Research in Organizational Behavior*, 26: 1-37.

- Reprinted as Chapter 3 in Nohria, N. & Khurana, R. (Eds.). 2010. *Handbook of Leadership Theory and Practice*. Boston, MA: Harvard Business Publishing.

BOOK REVIEWS

Besharov, M. L. 2019. Review of Christian Seelos and Johanna Mair, *Innovation and Scaling for Impact: How Effective Social Enterprises Do It*. *Administrative Science Quarterly*, 2019.

Besharov, M. L. 2017. Review of Michael Haedicke, *Organizing Organic: Conflict and Compromise in an Emerging Industry*. *Organization Studies*, 38(2): 285-288.

PRACTITIONER ARTICLES AND REPORTS

Andreou, N. & **Besharov, M. L.** 2022 “Rethinking how we measure companies on social and environmental performance.” *Sloan Management Review*, October 6, 2022.

Besharov, M. L., Joshi, R., Vaara, E., & *West, D. 2021. *The Decisive Decade: Organising Climate Action – Catalytic Collaboration for Systems Change*. University of Oxford Saïd Business School and Mission 2020 Campaign.

Litrico, J.-B. & **Besharov, M. L.** “How non-profits can use business as a force for good.” *The Conversation*, August 27, 2019. Reposted on *Salon.com*, September 3, 2019.

Besharov, M. L., Litrico, J.-B., & *Kislenko, S. “Nonprofits’ many roads to revenue generation.” *Stanford Social Innovation Review*, Fall 2019, pp. 35-39.

Besharov, M. L., Smith, W. K., & Tushman, M. “How companies can balance social impact and financial goals.” *Harvard Business Review*, January 4, 2019.

+ Prior to 2006, I published under the name Marya Hill-Popper.

Smith, W. K. & **Besharov, M. L.** “How senior leaders sustain social and business objectives simultaneously.” *Cambridge Social Innovation Blog*, May 10, 2018.

Besharov, M. L. “What the Flint water crisis can teach us about leadership.” *The Huffington Post*, May 4, 2016.

Besharov, M. L. “The line between non-profit and for-profit has become increasingly blurry.” *Quartz*, March 14, 2016.

WORKING PAPERS AND RESEARCH IN PROGRESS

Besharov, M. L., Casasnovas, G., Höllerer, M. & *Kimsey, M. “Systems perspectives in organization and management theory: Taking stock and moving forward.” Invitation to submit full paper at *Academy of Management Annals*.

*Jalan, R., Lawrence, T., & **Besharov, M. L.** “Making the makerspace: Managing dual embeddedness in technology collectives.” Invitation to revise and resubmit at *Academy of Management Journal*.

Besharov, M. L., Kislenco, S., Thompson, T. & Bushe, G. “The invisible work of sustaining counter-normative leadership.” Working paper. Target: *Administrative Science Quarterly*.

*Mitzinneck, B. & **Besharov, M. L.** “Revitalizing alternatives to capitalist systems: How intermediary organizations tackle social problems in the US food industry.” Working paper. Target: *Journal of Management Studies*.

*Mitzinneck, B. & **Besharov, M. L.** “Cultural entrepreneurship for community participation: How community-based enterprises promote decarbonization.” Working paper. Target: *Academy of Management Journal*.

*Jalan, R., **Besharov, M. L.**, & Lawrence, T. “Understanding the role of place work in boundary management: The case of a technology collective.” Working paper. Target: *Administrative Science Quarterly*.

Besharov, M. L. & O’Mahony, S. “The formalization dilemma: How do communities sustain open participation as they grow?” Working paper. Target: *Academy of Management Review*.

Besharov, M. L. “Leadership in complex institutional environments: Implementing asymptomatic COVID-19 testing in elite business schools.” Research in process.

Beer, H., Micheli, P., & **Besharov, M. L.** “How organizational performance measurement affects process performance: A behavioral perspective.” Research in process.

INVITED PRESENTATIONS, PANELS, AND WORKSHOPS

2023 George Mason University (scheduled)
Judge Business School, University of Cambridge (scheduled)

2022 ETH Zurich
Tilburg University
Medici Summer School
EUFORPP Paper Discussion and Development workshop
Rotterdam School of Management
George Washington University

2021 Ethnography Atelier, Emlyon Business School

- Junior Faculty Consortium, Academy of Management OMT Division (co-convener)
 EGOS sub-theme 12: Institutions, Innovation, Impact (co-convener)
 May Meaning Meeting, Yale School of Management
 INSEAD, Fontainebleau, France
 Skoll World Forum
 Skoll Centre Systems Week
 Leadership in Extraordinary Times webinar series, Saïd Business School, University of Oxford
- 2020 Social Innovation Summit, University of Southern California
 Junior Faculty Consortium, Academy of Management OMT Division (co-convener)
 EGOS sub-theme 27: Hybridity and Beyond (co-convener)
 Leadership in Extraordinary Times webinar series, Saïd Business School, University of Oxford
- 2019 Sustainability Salon, Ivey Business School, Western University
 Saïd Business School, University of Oxford
 Warwick Business School
 University of Edinburgh Business School
 WU Vienna University of Economics and Business
 Community of Social Innovation annual meeting, Smith School of Business, Queen's University
 May Meaning Meeting, Yale School of Management
 European Academy of Management annual meeting
- 2018 Ivey Business School, Western University
 Saïd Business School, University of Oxford
 PDW on The Future of Research on Hybrids Organizations and Social Enterprise
 Community of Social Innovation annual meeting, University of Michigan Ross School of Business
 Social Innovation and Change Conference, Harvard Kennedy School
- 2017 Price School of Public Policy, University of Southern California
 Harvard Business School
 Yale School of Management
 PDW on Emotions and Fieldwork, AOM Annual Meeting
 Milgard School of Business, University of Washington
 London School of Economics
 Judge Business School, University of Cambridge
 Cass Business School, City University of London
 Saïd Business School, University of Oxford
 School of Management, University of New South Wales
 INSEAD, Fontainebleau, France
 ESSEC, Paris, France
 HEC, Paris, France
 IESE, Barcelona, Spain
 Catolica, Lisbon, Portugal
- 2016 George Washington School of Business
 Social Enterprise Day, University of Massachusetts, Amherst
 PDW on The Value of Values for Organization Theory, AOM Annual Meeting
 Sub-Theme on Hybrids, Tensions, and Institutional Environments, EGOS Colloquium
 Community of Social Innovation annual meeting, Stanford University Graduate School of Business
 Bovay Program in History and Ethics of Engineering, Cornell University
- 2015 12th Annual Social Enterprise Conference, NYU Stern School of Business
 Process Research PDW, AOM Annual Meeting

- May Meaning Meeting, Yale School of Management
- 2014 May Meaning Meeting, Yale School of Management
University of Michigan Interdisciplinary Committee on Organization Studies Lecture Series
Wharton Organizational Behavior Conference
University of Alberta School of Business
- 2013 Conference on Connecting Rigor and Relevance in Institutional Analysis, Harvard Business School
Community of Social Innovation annual meeting, Queen's University
May Meaning Meeting, Yale School of Management
- 2012 May Meaning Meeting, Yale School of Management
Community of Social Innovation annual meeting, Harvard Business School
- 2010 Queen's University
Davis Conference on Qualitative Research, University of California at Davis
May Meaning Meeting, Yale School of Management
- 2009 May Meaning Meeting, Yale School of Management
MIT Sloan School of Management
- 2007/8 INSEAD
George Washington University
Cornell University
Harvard Business School
Boston University
Washington University

REFEREED PRESENTATIONS

- 2022 *Sustaining values in inter-organizational partnerships: The case of local food hubs*
Academy of Management Annual Meeting, Seattle WA (online)
- 2021 *Navigating value tensions in moral market formation: Local food in the United States*
European Group for Organizational Studies Colloquium (online)
- Responding to competing demands: Exploring relations of both/and and either/or responses to paradox*
Academy of Management Annual Meeting (online)
- Facing the profitability-people dilemma during crisis: New perspectives and practices*
Academy of Management Annual Meeting (online)
- 2020 *Understanding the role of place work in boundary management: The case of a technology collective*
European Group for Organizational Studies Colloquium (online, presented by co-author)
- Transforming from within or building an alternative? The role of intermediaries in systems change*
Academy of Management Annual Meeting (online)
- 2019 *Developing communities, organizations, and institutions to create social value*
Academy of Management Annual Meeting, Boston, MA
- Bridging value systems: Cultural intrapreneurs as tempered radicals, pluralists, and facilitators*
Academy of Management Annual Meeting, Boston, MA

- 2018 *From resistance to co-creation: A role-based perspective on organizational performance measurement*
European Group for Organizational Studies Colloquium, Tallinn, Estonia
- Institutional leadership: Integrating moral values and business*
Alberta Institutions Conference, Edmonton, Canada
European Group for Organizational Studies Colloquium, Tallinn, Estonia
Academy of Management Annual Meeting, Chicago, IL
- Unpacking variation in hybrid organizational forms*
Academy of Management Annual Meeting, Chicago, IL
- Attending to plurality in the relationship between identity and institutions*
Academy of Management Annual Meeting, Chicago, IL
- 2017 *Measuring social value: The process of performance measurement in nonprofit social enterprises*
14th Annual Social Entrepreneurship Conference, Northeastern University
- Of two minds: Making sense of hybrid organizing*
Annual Meeting of the Academy of Management, Atlanta, Georgia
- 2016 *Microfoundations of institutions: The role of identity as a filter and catalyst*
Annual Meeting of the Academy of Management, Anaheim, California
- Cooperative compromise: Avoiding logic tensions in practice*
European Group for Organizational Studies Colloquium, Naples, Italy
- 2015 *Bowing before dual gods: How paradoxical frames sustain multiple conflicting organizational identities*
Alberta Institutions Conference, Banff, Canada
Annual Meeting of the Academy of Management, Vancouver, Canada
- Organizational identity and institutional forces: Toward an integrative framework*
European Group for Organizational Studies Colloquium, Athens, Greece
- 2014 *Pathways toward institutional complexity: Changing conceptions of social enterprise among nonprofits, 2000-2010*
Annual Meeting of the Academy of Management, Philadelphia, PA
European Group for Organizational Studies Colloquium, Rotterdam, The Netherlands
- How identity flexibility enables multiple identity commitments: Sustaining social mission and business identities in a social enterprise*
Annual Meeting of the Academy of Management, Philadelphia, PA
- Juggling too many things or spicing things up? The challenge of managing social business*
Annual Meeting of the Academy of Management, Philadelphia, PA
- 2013 *Managing social-business tensions: A review and research agenda for social enterprise*
Annual Meeting of the Academy of Management, Orlando, FL
- Conveying hybridity: How social enterprises present themselves to external audiences*
Annual Meeting of the Academy of Management, Orlando, FL
- Enacting paradoxical tensions over time: A longitudinal study of a global social enterprise*

- Annual Meeting of the Academy of Management, Orlando, FL
- 2012 *Managing social-business tensions: A review and research agenda for social enterprise*
Satter Conference on Social Entrepreneurship, NYU Stern School of Business
- A paradoxical leadership model for social entrepreneurs: Challenges, leadership skills, and pedagogical tools for managing social and commercial demands*
Annual Meeting of the Academy of Management, Boston, MA
- The relational ecology of identification in a normative-utilitarian hybrid organization*
Annual Meeting of the Academy of Management, Boston, MA
- 2011 *Conflicting logics in hybrid organizations*
Satter Conference on Social Entrepreneurship, NYU Stern School of Business
- Identity adaptability in a social enterprise*
Annual Meeting of the Academy of Management, San Antonio, TX
- Paradoxes of social enterprises: Engaging utilitarian and normative identities*
Annual Meeting of the Academy of Management, San Antonio, TX
- 2010 *Paradoxes of social enterprises: Engaging utilitarian and normative identities*
Satter Conference on Social Entrepreneurship, NYU Stern School of Business

COURSES TAUGHT

University of Oxford

Capitalism in Debate

- Core MBA course
- 2021, 2022, 2023

Organisational Behaviour

- Core MBA course
- 2020, 2021, 2022

Executive Education and Diploma programs

- Sessions on organizational leadership, culture, and change; social impact and systems change
- 2020-present

Cornell University

Social Innovation Practicum (Undergraduate)

- Project-based course for students to develop and implement social innovation initiatives
- Spring 2019

Managing and Leading Social Innovation (Undergraduate and Masters)

- Case method elective exploring for-profit, non-profit, and hybrid models for social change
- Fall 2017, Fall 2018, Fall 2019

Introduction to Organizations and Management (Undergraduate)

- Core course for university-wide business minor
- Fall 2015

Introduction to Organizational Behavior (Undergraduate)

- Required introductory course for ILR majors
- Spring 2012, Spring 2013, Fall 2013

Organizational Change: Theory and Practice (Undergraduate)

- Case method elective with modules on design, culture, and leadership of change
- Fall 2008, Fall 2009, Fall 2014, Fall 2015, Spring 2018, Spring 2019

Organizational Design, Culture, and Change (Masters)

- Case method elective with modules on design, culture, and leadership of change
- Spring 2009, Spring 2010, Spring 2011, Spring 2014, Spring 2015, Spring 2016, Spring 2018, Spring 2019

Organizational Behavior: Managing Change (Executive Masters)

- Intensive two-day course for human resources executives in blended degree program
- Spring 2016, Spring 2018, Spring 2019, Spring 2020

Proseminar in Organizational Behavior (Ph.D.)

- Writing and professional development workshop for doctoral students
- Spring 2010, Spring 2011

Executive Education and Non-Degree Courses

- Sessions on organizational design, culture, change, and social innovation; delivered to general managers, human resources executives, and non-profit leaders
- Intensive, week-long seminar on Research Quality, Productivity, and Qualitative Methodology for Indian PhD students and faculty; delivered in person at XLRI, Jamshedpur, India
- 2011-2020

THESIS ADVISING

Doctoral Dissertation supervision

- Gun Jea Yu, Cornell ILR, chair (May 2013, placed at Hongik University)
- Shinwon Noh, Cornell ILR, committee member (May 2015, placed at Pace University)
- Bjoern Mitzinneck, Cornell Johnson School, co-chair (May 2018, placed at University of Groningen)
- Rohini Jalan, Cornell ILR, chair (December 2018; placed at Saïd Business School, Univ. of Oxford)
- Yuuki Nakayachi, Cornell Dept. of Nutritional Sciences, committee member
- Xiaofei Xie, Cornell ILR, co-chair
- Tiffany Darabi, Cornell ILR, co-chair
- Marissa Kimsey, Saïd Business School, University of Oxford, co-supervisor
- Pranav Dalmia, Saïd Business School, University of Oxford, co-supervisor
- Hanzel Kleeman, Saïd Business School, University of Oxford, co-supervisor

Master's thesis supervision

- Gun Jea Yu, Cornell ILR, chair (May 2012)
- Rohini Jalan, Cornell ILR, chair (May 2015)
- Bonnie Sanborn, Cornell Design and Environmental Analysis, committee member (May 2015)
- Hyun-Hee Cho, Cornell ILR, chair (May 2016)
- Jacqueline Callan, Cornell Design and Environmental Analysis, committee member (August 2018)
- Xiaofei Xie, Cornell ILR, chair (August 2020)
- Tiffany Darabi, Cornell ILR, chair (July 2021)

Undergraduate thesis supervision

- Grace Guichardo, Cornell ILR, second reader (2009-2010)
- Michael Rosenblum, Cornell ILR, second reader (2014-2015)
- Marc Getzoff, Cornell ILR, second reader (2015-2016)
- Chuhan Liu, Cornell Economics Department, advisor (2017-18)
- Clara Chung, Cornell ILR, second reader (2018-19)

TEACHING MATERIALS

Barker, R. & **Besharov, M.** 2022. “Greenhouse Gas Emissions @ Oxford Saïd.” Saïd Business School Case Study.

Marquis, C., **Besharov, M.**, & Thomason, B. 2009. “Whole Foods: Balancing Social Mission and Growth.” Harvard Business School Case, 9-410-023.

Koehn, N. F., **Besharov, M.**, & Miller, K. 2008. “Starbucks Coffee Company in the 21st Century.” Harvard Business School Case, 9-808-019.

Koehn, N. F., **Besharov, M.**, & Miller, K. 2007. “Oprah Winfrey.” Harvard Business School Teaching Note, 5-808-018.

PROFESSIONAL SERVICE

Editorial Positions: Associate Editor, *Academy of Management Annals* (2018-2021)

Editorial Board Member: *Academy of Management Journal* (2014-present), *Administrative Science Quarterly* (2014-present), *Organization Science* (2017-present), *Organization Theory* (2019-present), *Research in the Sociology of Organizations* (2020-present), *Academy of Management Review* (2014-2017)

Ad Hoc Reviewing: Academy of Management (OMT Division), *American Journal of Sociology*, *Business Ethics Quarterly*, INFORMS/Organization Science Dissertation Proposal Competition, *Journal of Business Ethics*, *Journal of Management Inquiry*, *Journal of Management Studies*, *Journal of Organizational Behavior*, *Journal of Social Entrepreneurship*, *Organization Studies*, *Social Forces*, Social Sciences and Humanities Resource Council of Canada, *Sociological Theory*, *Strategic Management Journal*, *Strategic Organization*

Prof. Associations Leadership roles: OMT Rep-at-Large (2019-2022)

Membership: Academy of Management (AOM), American Sociological Association (ASA), European Group for Organizational Studies (EGOS), Institute for Operations Research and the Management Sciences (INFORMS)

UNIVERSITY SERVICE

University of Oxford

Steering Committee, Skoll Centre for Social Entrepreneurship, 2020-2021

MBA Programme Committee, 2020-present

Cornell University

ILR Dean Search Committee, 2019

Faculty Advisory Board, Atkinson Center for a Sustainable Future, 2018-present

Interim Chair, Department of Organizational Behavior, Fall 2018
 Provost's Committee on Social Science Organizational Structures, 2017-18
 Organizational Behavior Search Committee (co-chair), 2012-2013, 2014-2015, 2016-17, 2019-20
 ILR Strategic Planning Sub-Committee on the Student Experience (member), 2015-16
 ILR Undergraduate Admissions Committee (member), 2014-2016, 2017-18
 ILR OB / Johnson Management and Organizations Seminar (co-coordinator), 2009-2011, 2014-2015
 ILR Research and Publications Committee (member), 2009-2012, Spring 2014
 University Assembly Childcare Subcommittee (member), 2009-2011

AWARDS AND HONORS

2020	Distinguished Winner, Responsible Research in Business and Management (RRBM) Award
2019	Research Grant, Institute for the Social Sciences, Cornell University (with B. Mitzinneck)
2017-18	Engaged Cornell undergraduate student research grant (with D. Burton, S. Gleeson, R. Applegate, L.J. Fleron, & M. Connelly)
2016-17	Engaged Cornell development grant and undergraduate student research grant (with D. Burton, S. Gleeson, R. Applegate, L.J. Fleron, & M. Connelly)
2015-16	General Mills Award for Exemplary Graduate Teaching, Cornell ILR Public Voices Fellow, the Op-Ed Project Engaged Cornell development grant (with D. Burton, S. Gleeson, R. Applegate, L.J. Fleron, & M. Connelly)
2013	Social Sciences and Humanities Research Council of Canada Insight Grant (with J.-B. Litrico)
2009	Research Grant, Center for International Studies, University of Delaware (with W. K. Smith) Research Grant, Institute for the Social Sciences, Cornell University (with W. K. Smith) Leadership Award, Center for Integrative Leadership, University of Minnesota (with W. K. Smith)
2007-2008	Graduate Society Fellowship, Harvard University
2003	Honors, General Exam in Sociology, Sociology Department, Harvard University
1996	Phi Beta Kappa Society, Harvard University

INDUSTRY EXPERIENCE

2001	McKinsey & Company, Washington, D.C. <i>Summer Associate</i>
1996-2000	The Advisory Board Company, Washington, D.C. <i>Senior Consultant, Associate Director, Senior Analyst/Analyst</i> <ul style="list-style-type: none"> Directed research initiatives for \$3-4 million division serving 400+ health systems. Authored reports and delivered findings to audiences of 50-100 senior executives.