JUDITH A. CLAIR

Professor & William S. McKiernan Family Faculty Fellow, Department of Management and
Organization, Boston College, 433 Fulton Hall, Chestnut Hill, MA 02467
clairju@bc.edu

EDUCATION

Ph.D.   University of Southern California. Field of Study: Organizational Behavior

B.A.   University of California at Los Angeles. Field of Study: Social Psychology

PROFESSIONAL APPOINTMENTS

	July 2024-Present Professor and William S. McKiernan Faculty Fellow, Boston College, Chestnut Hill, MA
	March 2023-Present Associate Professor and William S. McKiernan Faculty Fellow, Boston College, Chestnut Hill, MA
March 1999-Present	Associate Professor, Boston College, Chestnut Hill, MA
	July 2001- June 2005 Department Chairperson, Boston College, Chestnut Hill, MA
September 1993-February 1999	Assistant Professor, Boston College, Chestnut Hill, MA

COURSES TAUGHT

The Science of Thriving at Work: Individuals, Groups and Organizations (UG)
Diversity, Equity and Inclusion in Organizations Seminar (PhD)
Managing Multicultural Diversity and Differences (UG, MBA)
Leadership (UG, MBA)
Women and Leadership (MBA)
Gender and Leadership - Capstone (UG)
Organizational Behavior (UG)
Micro Organizational Theory (PhD)
Crisis and Environmental Management (PhD)
Courage to Know (UG)

HONORS AND AWARDS

"Teaching Star" awardee, Carroll School of Management, Boston College, Spring 2024
Reviewer of the Year Award, Academy of Management Review, August 2024

Best Conference Paper of the Year awardee for "Work-Life Ideologies: Measurement Development and Theoretical Refinement," Human Resources Division of the Academy of Management – August 2023

William S. McKiernan Faculty Fellowship awardee, Fall 2022

"Teaching Star" awardee, Carroll School of Management, Boston College, Spring 2022

Award for Outstanding Published Article in Positive Organizational Scholarship - "Hope Cultures in Organizations: Tackling the Grand Challenge of Commercial Sex Exploitation," awarded by the Center for Positive Organizations, University of Michigan, Spring 2022

Scholarly Achievement Best Paper of the Year Award – "Work-life ideologies: The contextual basis and consequences of beliefs about work and life," awarded by the Human Resources Division of the Academy of Management, Summer 2020

"President's Research Award" granted by the Anesthesia Patient Safety Foundation, Spring 2020

"Teaching Star" awardee, Carroll School of Management, Boston College, Spring 2018

Scholarly Contributions to Educational Practices Advancing Women in Leadership awardee, Academy of Management GDO Division, Summer 2014

Boston College CSOM Excellence in Teaching Award 2013

Finalist for best symposium of the year "She's Having a Baby," Academy of Management Conference 2006

Finalist for Outstanding Empirical Paper of the Year at the *Eastern Academy of Management Conference 2005*, "Athena, Prometheus, and Asclepius: Using Greek Archetypes to Understand the Role of the Professor"

Finalist for "Best Paper of 1998," OMT division of the Academy of Management, "Rethinking Crisis Management"

GRANTS

Anesthesia Patient Safety Foundation Grant, Co-Investigator, Fall 2020 – $149,371

Arthur Vining Davis Foundation Grant, Research Consultant on the $100,000 grant, 2014

Klovenbach Seed Grant, PI, 2014/5 -- $1000

Boston College Research Incentive Grant, PI, 2013/4 – $10,000

Boston College TAM Grant 2006/7 -- $7450

Boston College Catalyst Research Grant 2012 -- $5,000

Boston College CSOM Catalyst Research Grant 2007 -- $10,000

Boston College Research Incentive 2005 -- $14,555

CSOM Junior Faculty Fellowship Recipient, January 1996

Ford Foundation Grant Recipient to Design "Managing Diversity" course, 1994

MANUSCRIPTS AND RESEARCH IN PROGRESS
(* = indicates that author was a doctoral student or junior faculty member at time of project inception)

Sawyer*, K., Clair, J.A., Thoroughgood*, C., Gabriel*, K, & Brown*, J. Title hidden, under review[1]. *Stage: 1st R&R, Organization Science*

Clair, J.A. Title hidden, under review.. *Stage: 1st R&R, Administrative Science Quarterly*

Speights*, S.L., Leslie, L.M., King, E.B., Flynn*, E. & Clair, J.A. Title hidden, under review. *Stage: 1st R&R, Organizational Behavior and Human Decision Processes*

Clair, J.A., Sawyer*, K., Khan*, H. & Sala*, G. The dark side of organizational hope: Negative consequences of a positive virtue. *Stage: Manuscript writing. Target Journal: Academy of Management Review*

Clair, J.A., Arnett*, R., Humberd*, B., Chen*, K., & McGinn, K. Class matters: Narrative identity work in women's mobility stories. *Stage: Rejected in 2nd R&R from Organization Science in May 2023, Revising for new submission, Target Journal: Tbd*

Clair, J.A., Khan*, H. & Schinoff*, B. Blood in the operating room: Cross-occupational relational tensions between anesthesiologists and surgeons *Stage: Data collection & manuscript writing. Submission Target Date: Spring, 2025*

Clair, J.A., Sawyer, K. & Gabriel, K. Holding Oneself Accountable for a History of Cultural Harms: A Visual Ethnography of U.S. Museums. *Stage: Data collection & analysis*

PUBLICATIONS & PRESENTATIONS

Refereed Journal Articles
(* = indicates that author was a doctoral student or junior faculty member at time of project inception)

Clair, J.A. & Thomas*, N. 2025. Hidden costs: Bodily impacts on caregiver career progression. *Journal of Management Inquiry*, in press.
Sawyer*, K. & Clair, J.A. 2022. Hope cultures in organizations: Tackling the grand challenge of commercial sexual exploitation, *Administrate Science Quarterly*, 67: 289-338.

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[1] Name redacted to protect blind review

Greenberg, D., Clair, J. & Ladge, J.J. 2021. A feminist perspective on conducting personally relevant research: Working mothers studying pregnancy and motherhood at work. *Academy of Management Perspective*, 35: 400-417.

Jones*, K.P., Clair, J.A., King, E.B., Humberd, B.K. & Arena*, D.F. 2020. How help during pregnancy can undermine self-efficacy and increase postpartum intentions to quit. *Personnel Psychology*, 73: 431-458.

Clair, J.A., Humberd*, B., Rouse*, B., & Jones*, E. 2019. Loosening categorical thinking: Extending the terrain of theory and research on demographic identities in organizations. *Academy of Management Review*, 44: 592-617.

Leslie, L., King, E. & Clair, J. 2019. Work-life ideologies: The contextual basis and consequences of beliefs about work and life. *Academy of Management Review*, 44: 72-98.

Clair, J.A., Ladge*, J., Cotton*, R. 2016. This is how we do it. How perceived prosocial impact offsets negative personal outcomes associated with carrying out necessary evils. *Journal of Management Inquiry*, 25: 301-321.

Clair, J.A. 2015. Perceived injustice in the system of peer-review as an inciter of scientific misconduct. *Academy of Management Learning and Education*, 14: 159-172.

Clair, J.A. 2015. Toward a bill of rights for manuscript submitters. *Academy of Management Learning and Education*, 14: 111-131.

Humberd*, B., Clair, J.A., Creary*, S. 2015. In our own backyard: When a less inclusive community challenges organizational inclusion. *Equality, Diversity and Inclusion: An International Journal*, 34: 395-421.

Ladge*, J., Clair, J. & Greenberg, D. 2012. Cross-domain identity transitions during liminal periods: Constructing multiple selves as professional and mother during pregnancy. *Academy of Management Journal*, 55: 1449-1471.

Clair, J.A., Humberd*, B., Caruso*, H., & Roberts*, L.M. 2012. Marginal memberships: Psychological effects of identity ambiguity on professionals who are demographically different from the majority. *Organizational Psychology Review*, 2: 71-93.

Dufresne*, R.L. and Clair, J.A. 2008. Moving beyond media feast and frenzy: Imagining possibilities for renewal arising from scandalous organizational crisis. *Law and Contemporary Problems*, 71: 201-214.

Greenberg, D., Ladge*, J.J. and Clair, J.A. 2008. Private and public conflicts: Negotiating identity at work. *Negotiation and Conflict Management Journal*, 2: 42-56.

Clair, J.A. & Dufresne*, R.L. 2007. Turning poison into medicine: How companies can experience positive consequences from organizational crisis. *Organizational Dynamics*, 36: 63-77.

Greenberg, D., Clair, J., & MacLean, T. 2007. Athena, Prometheus, and Asclepius: Using Greek archetypes to understand the role of the professor. *Academy of Management Learning and Education*, 6: 439-457.

Clair, J.A. with Dufresne*, R.L., Jackson*, N., & Ladge*, J. 2006. Being the bearer of bad news: Challenges facing downsizing agents in organizations. *Organizational Dynamics,* 35: 131-144.

Clair, J.A., Beatty*, J., and MacLean*, T. 2005. Out of sight but not out of mind: How people manage invisible social identities in the workplace. *Academy of Management Review*, 30: 78-95.

Clair, J.A. & Dufresne*, R. 2004. Playing the grim reaper: How employees react to their roles in carrying out a downsizing. *Human Relations*, 57: 1597-1625.

Clair, J.A., Greenberg*, D., MacLean*, T. 2002. Teaching through traumatic events: How business school professors responded to the events of September 11th. *Academy of Management Learning and Education*, 1: 38-54. Flagship issue, lead refereed article.

Kovoor-Misra, S. Clair, J.A., Bettenhausen, K.L. 2001. Clarifying the attributes of organizational crises. *Technological Forecasting and Social Change*, 67:77-91.

Bradbury*, H., and Clair, J.A. 1999. Promoting sustainable organizations with Sweden's Natural Step. *Academy of Management Executive*, 13: 63-74.

Pearson*, C. M., and Clair*, J. A. 1998. Rethinking crisis management. *Academy of Management Review*, 23: 59-76.

Pearson*, C.M., Clair*, J.A., Kovoor Misra*, S., and Mitroff, I.I. 1997. Managing the unthinkable. *Organizational Dynamics*, Autumn: 51-64.

Clair*, J.A., Milliman*, J., and Whelan-Karhan*, K. 1996. Toward an environmentally sensitive philosophy for business management. *Industrial and Environmental Crisis Quarterly*, 9: 289-326.

Milliman*, J., and Clair*, J.A. 1995. Environmental HRM best practices: A review of the literature. *The Journal of Corporate Environmental Strategy and Practice*, 10: 34-48.

Milliman*, J., Clair*, J.A., and Mitroff, I.I. 1994. Environmental groups and business organizations: Conflict or cooperation? *SAM Advanced Management Journal*, 59: 41-46.

McCall, Morgan W. Jr., and Clair*, J.A. 1992. In transition from physician to manager--part 2. *Journal of Management, Physician Executive*, 18: 10-15.

McCall, Morgan W. Jr., and Clair*, J.A. 1992. In transition from physician to manager--part 1. *Journal of Management, Physician Executive*, 18: 3-9.

McCall, Morgan W. Jr., and Clair*, J.A. 1990. Why physician managers fail--part 2. *Journal of Management, Physician Executive*, 16: 8-14.

McCall, Morgan, W. Jr., and Clair*, J.A. 1990. Why physician managers fail--part 1. *Journal of Management, Physician Executive*, 16: 6-10.

Book or Volume Chapters

Dufresne, R. & Clair, J.A. 2023. Courage to strive: Hypocrisy monitoring, integrity striving, and ethical leadership. In R. Todnem (Ed.), Organizational Change, Leadership & Ethics (2nd Edition).

Clair, J. & Struzka-Tyamayev*, M. 2023 (in press). Categorization in Organization Studies. *Routledge*: Oxfordshire, U.K.

Sawyer*, K. & Clair, J.A. 2020. Stereotypes at work. *Oxford Research Encyclopedia of Business and Management*.

Milliman, J. & Clair, J. 2017. Best environmental HRM practices in the U.S. In Wehrmeyer, W. (Ed), *Greening People: Human Resources and Environmental Management, 2nd Ed.*, 49-74.

Greenberg, D.N., Clair, J.A. & Ladge, J. 2016. Identity and the transition to motherhood: Navigating existing, temporary, and anticipatory identities. In Ch. Spitzmueller & R.A. Matthews (Eds), *Research Perspectives on Work and the Transition to Motherhood*, 33-55.

Clair, J.A. & McCann*, C. 2016. A critical analysis of the "Lean In" self-help movement and its implications for individual women and women's equality at work, In Elliot, C. et al. (Eds) *Gender, Media, and Organization: Challenging Mis(s) Representations of Women, Leaders and Managers.* Charlotte, NC: Information Age Publishing.

Dufresne, R.L. & Clair, J.A. 2013 Mind the gap: Hypocrisy monitoring and integrity striving as a source of ethical leadership, in Todnem, R. (ed) *Organizational Change, Leadership and Ethics*.

Ladge, J, Greenberg, D. and Clair, J. 2011. 'What to expect when she's expecting: Work-family and identity integration challenges and opportunities of "soon-to-be" working professional mothers," in Kaiser et al.(eds.) *Creating Balance? International Perspectives on the Work-life Integration of Professionals*, Springer: New York.

Clair, J.A. 2007. Changing poison into medicine: How companies can experience positive transformation from a crisis. *Human Resource Management International Digest*, 15.

Clair, J.A. & Waddock. 2007. A 'total responsibility management' approach to crisis management and signal detection in organizations. Pearson, C., Roux-Dufort, C. & Clair, J.A. 2004 (Eds). *International Volume of Crisis Management*.

Clair, J.A. & Dufresne*, R. 2005. Phoenix rising: Positive consequences of organizational crises. In *Positive Psychology in Business Ethics and Corporate Social Responsibility*.

Clair, J.A. & Pearson, C. 2001. How organizations resolve employee fraud: Factors that help and hinder success. In Wagner, John A. III, J.M. Bartunek, and K.D. Elsbach (Eds.), 155-188, *Advances in Qualitative Organizational Research*, Volume 3.

Clair, J.A.*, Crary, M., McDaniels*, M., Spelman, D., MacLean*, T., and Buote*, J. 1997. A co-operative inquiry into teaching and taking a course on "Managing Diversity." In J.E. Post and S.A. Waddock (Eds.), *Research in Corporate Social Performance and Policy*: 25-62. Greenwich, Conn: JAI Press.

Clair* J.A., Milliman*, J., and Mitroff, I.I. 1995. Clash or cooperation?: Understanding environmental organizations and their relationship to business. In D. Collins and M. Starik (Eds.), *Research in Corporate Social Performance and Policy*: 163-193. Greenwich, Conn: JAI Press.

Milliman*, J., and Clair*, J. A. 1995. Best environmental HRM practices in the U.S.A. In Wehrmeyer, W. (Ed.), *Greening HRM: Human Resources and Environmental Opportunities*. Greenleaf Publishing: Shefield, U.K.

Books

Pearson, C., Roux-Dufort, C. & Clair, J.A. 2007 (Eds). *International Volume of Crisis Management*. Thousand Oaks, CA: SAGE Publications.

Harvard Business Review Articles

Sawyer, K. & Clair, J.A. 2022. The complicated role of hope in the workplace. Harvard Business Review, online edition, October 22.

Humberd, B., Clair, J.A. & Rouse, B. 2020. Employee demographics don't have to be at odds with employees' identities. *Harvard Business Review*, January 24.

Clair, J.A., Jones, K., King, E. & Humberd, B.K. 2016. The right and wrong way of helping pregnant workers. *Harvard Business Review*, online edition, September 27.

Clair, J.A., Ladge, J. & Cotton, R. 2016. Coping with the effects of emotionally difficult work. *Harvard Business Review*, online edition, August 16.

Cases

Coffman, K., McGinn, K.L., Clair, J.A., Chen, K. 2019. The boss has the wrong idea: Confidential role material for Julia Smith. *Harvard Business Publishing*. Product #: 920023

Coffman, K., McGinn, K.L., Clair, J.A., Chen, K. 2019. The boss has the wrong idea: Confidential role material for Lee Clancy. *Harvard Business Publishing*. Product #: 920024

Coffman, K., McGinn, K.L., Clair, J.A., Chen, K. 2019. The boss has the wrong idea: Teaching note. *Harvard Business Publishing*. Product #: 920053

Selected Refereed Conference Presentations (Last 10 Years)

Khan, H., Clair, J.A. & Schinoff, B 2023. Blood in the operating room: Cross-occupational relational tensions between anesthesiologists and surgeons. European Group and Organizations Conference, July, Sardinia, Italy.

Sawyer, K. & Clair, J. 2022. Hope cultures in organizations: Tackling the grand challenge of commercial sex exploitation. Ross School of Business, June, University of Michigan, Positive Organizational Scholarship Conference.

Clair, J.A., Sawyer, K. & Gabriel, K. 2022. Calls for racial social justice: Remembering, forgetting and paths to inclusive organizational identities. Ross School of Business, June, University of Michigan Positive Organizational Scholarship Conference.

LaChapelle, M., Bordeau, S. & Clair, J.A. 2021. Intertwined public and private selves among Youtubers: Privacy management in self-commodifying work. Academy of Management Conference, August, online format.

Clair, J.A. 2020. When is the right time to grow my family? An exploration into challenges of family planning for professional women in the 21st century. (Featured panelist, pre conference program). Academy of Management Conference, August, online format.

Clair, J.A., Creary, S. & Humberd, B. 2019. Temporality in institutionalized professional training and positive identity growth of new professionals. Academy of Management Conference, August, Boston, MA.

Sawyer, K. & Clair, J.A. 2019. Will 'we' ever be what we dreamed?: Characterizing collective hope and its contagious emergence in organizations. Eastern Academy of Management, June, Dubrovnik, Croatia.

Humberd, B., Bartunek, J. & Clair, J. 2018. How maternalism among religious educators in 19th century England can enlighten contemporary taken-for-granted understandings. Academy of Management Conference, Aug. 14, Chicago Ill.

Clair, J. 2018. Panelist, Me, myself and I: Opportunities and challenges in multiple identities research. Academy of Management Conference, Aug. 13, Chicago, Ill.

Sawyer, K. & Clair, J. 2018. Symposium organizer. Supporting Organizations that Intend to "Do Good": Qualitative and Quantitative Insights. Academy of Management Conference, Aug. 13, Chicago, Ill.

Clair, J.A. & Sawyer, K. 2018. Collective hope and organizational identity. Identity Research Meeting, INSEAD, March 25, Fontainebleau, France.

Clair, J.A., Humberd, B.K., Rouse, E.D. & Jones, E. 2016. Loosening categorical thinking: Extending the terrain of theory & research on demographic identities in organizations. Academy of Management Meeting, Aug. 8, Philadelphia, PA.

Clair, J.A., McGinn, K., Humberd, B.K. & Arnett, R. 2016. Class matters: Narratives of women firsts in socioeconomic context. Academy of Management Meeting, Aug. 9, Philadelphia, PA.

Sawyer, K & Clair, J.A. Conducting unconventional management research: Models and best practices. Academy of Management Meeting, Aug. 9, Philadelphia, PA.
nominated for best symposium by the OMT Division of the Academy of Management

Clair, J.A., Creary, S.J. & Humberd, B.K. 2015. Playing professional: Role performances during training as workspaces for identity formation. Academy of Management Meeting, Vancouver, BC

Clair, J.A. 2014. Beyond balance: Managing prescribed role identities in motherhood and academia. Academy of Management, August 1, Philadelphia, PA.

Humberd, B. & Clair, J.A. 2014. Co-organizers of symposium, Expanding the conversation on the community-organizational interface in the context of diversity. Academy of Management, August 4, Philadelphia, PA.

Clair, J.A. 2013. More Than Meets the Eye: Unpacking the Complexity of Invisible Stigmas and Their Disclosure. Academy of Management, August, Orlando, FL.

Clair, J.A. 2013. The stories behind some of management's greatest theories. Keynote Address at All Academy Session of the Academy of Management, August, Orlando, FL.

Clair, J. 2013. Facilitator: Coalition for faculty diversity publishing workshop. Academy of Management, August, Orlando, FL.

Humberd, B., Arnett, R., Clair, J., McGinn, K. 2013. Becoming a leader: High-achieving women's construction of professional and personal advancement. Panel participant. Academy of Management, August 7, Orlando, FL.

Dufresne, R. & Clair, J.A. 2013. Embracing leadership vulnerability. European Group and Organizations Conference, July 4, Montreal, CA.

Invited Professional Presentations, Conferences and Seminars

Holding Oneself Accountable for a History of Cultural Harms: A Visual Ethnography of U.S. Museums.
   MIT, April 2024
   UMass Amherst, May 2024
   Drexel, June 2024

Understanding gender socialization norms that can fuel sexism in the schools: Addressing issues and overcoming challenges. BC High, June 21, 2023

Like a roller coaster, just got to ride it: Temporality in institutionalized professional training and positive identity growth interpretations of new professionals. George Washington University, November 4, 2019

Temporality and coming to see the self as a professional in the context of institutionalized professional training, New Directions in Identity Research Working Conference, University of Pennsylvania, The Wharton School, March 2019.

Collective hope and organizational identity in the context of a social service organization serving human trafficking victims. New Directions in Identity Research Working Conference, INSEAD, March, 2018

A feminist lens on conducting personally relevant research. Boston Field Researcher's Conference, Boston College, 2018.

Professional women's experiences during pregnancy: Implications for their professional identities and career decision making. Invited talk at NEOMA Business School, May 21, 2014

Sankofa, AHANA Programs, Building Power and Influence, 2011, 2012, 2014

The Lynch Academy, Building Capacity for Leadership, July 17, 2012

The Lynch Academy, Building Capacity for Leadership, July 19, 2011

Keynote Speaker, Senior Leadership Dinner, Boston College, April 27, 2011

Seminar coordinator and facilitator, Leadership for Change (LC), 1995-2010

Clair, J.A., Greenberg, D., & Ladge, J. Private to public: Emerging images and identities for pregnant women in the workplace. Invited talk given at the conference on Women and Negotiations, Kennedy School, Harvard University, November 2007

Clair, J.A. & Dufresne. Institutional response to crisis. Invited talk given at the Court of Public Opinion conference, Durham, NC, Duke University, September 2007

Clair, J.A. "Out of sight, but not out of mind: How people manage invisible social identities in the workplace." March 31, 2004, Invited talk at Boston University.=

Presenter, "Out of sight but not out of mind: How people manage invisible social identities in the workplace" on October 22, 2003 at the Organization Studies WIPS

Presenter, "Dominance and Subordinance Dynamics Among Occupational Subcultures in a Downsizing," Works in Progress Series Boston College, Spring, 1998

Guest speaker, "Managing Diversity in Higher Education," masters level Career Counseling course, Boston College, Fall, 1997

Panelist, "Diversity and Management: In the Classroom and at Work," Excellence in Teaching Seminar, Spring, 1996

Seminar co-presenter and facilitator, "Managing Diversity," Northeastern Human Resources Association (NEHRA), Spring, 1995

Presenter, "Turning Poison Into Medicine," Works In Progress Series Boston College, Spring, 1995

Guest panelist, "Success in Academics and Academic Recruiting," the consortium of Boston College, Harvard, MIT, BU, and Northeastern Doctoral Students, Fall, 1995

Seminar coordinator and facilitator, International Marketing Institute, "Cross-Cultural Teamwork," Summer, 1995

Seminar coordinator and facilitator, "Building Cross-Cultural Relationships and Overcoming Conflicts," Irish Management Institute, two sessions, Fall, 1995

Seminar coordinator and facilitator, "Diversity in the International Marketplace," International Marketing Institute, Spring, 1994

Seminar coordinator and facilitator, "Leadership Development," Irish Management Institute, Summer, Fall, 1994

Seminar coordinator and facilitator, "Building Cross-Cultural Relationships and Overcoming Conflicts," Irish Management Institute, three sessions, Fall, 1994

Guest speaker, "Trapping the Signal," Symposium on Crisis Preparedness and Management, Long Beach, CA, July 10-12, 1992

Guest speaker, "Detecting Warning Signals of Human Induced Organizational Crises," Emergency Management Exposition and Conference San Francisco, CA, March 3-4, 1992

SERVICE

Editorial and Reviewer Activities

Editorial Review Board, *Academy of Management Review*, 2024-2027
Editorial Review Board: *Academy of Management Learning and Education*: 2023-2026
Editorial Review Board, *Journal of Organizational Behavior*, 2019-present
Former Associate Editor: *Group and Organization Management*, 2015-2019

Recent Ad Hoc Reviews for Academic Journals: *Academy of Management Review, Academy of Management Journal, Journal of Organizational Behavior, Human Relations, Organization Science*

Previous Ad Hoc Reviews for Academic Journals (up to 2021): *Journal of Management Inquiry*, *Journal of Management*, *Journal of Applied Management Studies*, *Academy of Management Discoveries, Organizational Behavior and Human Decision Processes, Human Relations, Academy of Management Review*, *Organization Science*, *Academy of Management Journal*, *Administrative Science Quarterly*, *Sex Roles,* Prentice Hall, Jossey-Bass, *Journal of Corporate Citizenship, Journal of Management Psychology, Academy of Management Learning and Education*

Professional Service and Leadership

DEI Doctoral Consortium Co-Lead, DEI Division of the Academy of Management (2023-4)

Sarjov Parasuraman Award Committee Chair, DEI Division of the Academy of Management (2022-3)

DEI Junior Faculty Consortium Planning Committee, Academy of Management Conference (2022-2023)

Representative-at-Large, DEI Division of the Academy of Management (2021-2024)

Member, Saroj Parasuraman Award Committee for the 2022 Academy of Management Conference, GDO Division

Chairperson for the HR Scholarly Achievement Award Committee, HRM Division of the 2021 Academy of Management Conference

Newsletter Editor for GDO Division (2011-12)

Junior Faculty Consortium Coordinator for SIM Division (2000)

Selected University, School, and Departmental Service

Academic Advisory Board Member, Center for Work and Family (2024-present)

Dissertation committees. Chairperson: 11 Ph.D. students; Member: 12 Ph.D. students

Undergraduate honors theses supervised: 15

Vice Provost's Advisory Committee (2 terms)

Institutional Review Board Member

Departmental Faculty Recruitment Committee Member (multiple terms)

Halftime "Sweep" - Faculty Retreat Speaker and Mentor (2 retreats attended)

Boston College First Year Book Selection Committee (multiple terms)

State of Undergraduate Women at Boston College Study (Lead by Kelli Armstrong) - Advisory Committee