

Stacy Blake-Beard, Ph.D.**Speaking Engagements**

- “Strategic Mentoring.” Linkage Women in Leadership Summit. Cambridge, MA. November 2004.
- “Peer Mentoring.” Compact for Faculty Diversity Conference. Atlanta, GA. October 2004.
- “Mentoring Graduate Students of Color.” Compact for Faculty Diversity Conference. Atlanta, GA. October 2004.
- “Women’s Forum: African-American Women in Corporate America Part II: A 30 Year Journey.” Invited moderator for panel at the National Black MBA Association’s 26th Annual Conference & Exposition. Houston, TX. September 2004.
- “Mentoring and Coaching Across Social-Cultural Boundaries: Integrating Knowledge and Practice.” Presentation for Professional Development Workshop, Academy of Management Annual Meetings. New Orleans, LA. August 2004.
- “What Diversity Counts Most: When and Why? Does Gender Trump Race, Ethnicity, Age and Other Identities.” Presentation for Professional Development Workshop, Academy of Management Annual Meetings. New Orleans, LA. August 2004.
- “Harnessing Knowledge: Access to Skills, Relationships, and Advancement through Mentoring Relationships,” with L. Gilson. The Ph.D. Project Management Doctoral Students’ Association Conference. New Orleans, LA. August 2004.
- “Networking for Results.” Network of Executive Women. July 2004.
- “Team You: The Importance of Mentoring Relationships,” with Y. Harris. PricewaterhouseCoopers Minorities in Business Leadership Conference. New York, NY. July 2004.
- “You Help Yourself When You Help Others: The Importance of Giving Back,” with R. Weathers. PricewaterhouseCoopers Minorities in Business Leadership Conference. New York, NY. July 2004.
- “Building Effective Networks.” Northwest Arkansas Network for Executive Women Inaugural Networking Event, Springdale, AR. July 2004.
- “Mentoring and Sponsorship for Women of Color.” Panel presentation, Spelman College Women of Color Leadership Symposium and Conference. Atlanta, GA. May 2004.
- “Strategic Mentoring as a Catalyst for Creating Complete Careers.” Invited keynote presentation to the Society for Women Engineers. Worcester, MA. April 2004.
- “Mentoring Women for Politics & Policymaking: Lessons from Management.” Event sponsored by the Polly Logan Endowment Fund and the Center for Women in Politics & Public Policy at the University of Massachusetts-Boston. Boston, MA. April 2004.
- “Strategic Mentoring as a Catalyst for Creating Complete Careers.” Keynote presentation. Society of Women Engineers. Worcester, MA. April 2004.
- “New Leadership Models: Are They Really Helping Women?” Panel presentation with Joyce Fletcher, Deborah Merrill-Sands, and Karen Proudford. Part of the Gender at Work: A Bold New Perspective Event Series. Center for Gender in Organizations. Boston, MA. March 2004.
- “Strategic Mentoring: Developing the Shareholders, Directors and Officers of Your Career.” Goldman Sachs Women's History Month speaker series. March 2004.

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- “Strategic Power Plays: Building Effective Mentoring Relationships.” Invited presentation to the League of Black Women. Chicago, IL. March 2004.
- “Tools for the New Paradigm—Mentoring for Change in the Corporate World.” Panelist at The Conference Board’s 2004 Women’s Leadership Conference. New York, NY. March 2004.
- “Networking for Success.” Verizon. Boston, MA. December 2003.
- “The Importance of Mentoring in the Professional Development of Women Faculty.” Invited presentation to the ADVANCE University of Michigan Speakers Series. Ann Arbor, MI. November 2003.
- “Mentoring Graduate Students of Color: Race Matters.” Invited presentation to the 2003 Institute on Teaching and Mentoring, Compact for Faculty Diversity. Miami, FL. October 2003.
- “The Importance of Mentoring for Women Faculty of Color.” Invited presentation to the 2003 Institute on Teaching and Mentoring, Compact for Faculty Diversity. Miami, FL. October 2003.
- “We’ve Come A Long Way?: Benefits and Costs of Having a Female Mentor” with Jenny Korn. Academy of Management Annual Meetings. Seattle, WA. August 2003.
- “From the Wings to Center-Stage: Enriching Understanding of Relationships in Organizations.” Discussant for symposium at the Academy of Management Annual Meetings. Seattle, WA. August 2003.
- “Does Race Trump Gender? An Examination of the Mentoring Experiences of African-American Women.” Paper with K. Giscombe presented at the Academy of Management Annual Meetings. Seattle, WA. August 2003.
- “Mentoring as a Tool to Negotiate Diversity in Organizations.” Graduate Management Admission Council Annual Industry Conference. Dallas, TX. June 2003.
- “Academic Mentoring: Opportunities to Grow, Obligations to Guide.” University of Medicine and Dentistry of New Jersey Master Educators’ Guild Faculty Symposium. Scotch Plains, NJ. April 2003.
- “Mentoring Programs—There Is One That Will Work for You!” 2003 Women’s Leadership Conference: Building Inclusion, Building Success sponsored by the Conference Board. New York, NY. April 2003.
- “Mentoring Tips and Caveats for Faculty Representatives.” Institute on Teaching and Mentoring, Compact for Faculty Diversity. Arlington, VA. October 2002.
- “Mentoring During Your First Faculty Year.” Institute on Teaching and Mentoring, Compact for Faculty Diversity. Arlington, VA. October 2002.
- “Benefits and Challenges of Mentoring Across Difference.” Society for Human Resource Management Workplace Diversity Conference. Chicago, IL. October 2002.
- “Climbing the Ladder or Kicking it Over?: Bringing Mentoring and Class into Critical Contact,” with M. Scully and A. Harbison. (August 2002). Paper presented at the Annual Academy of Management Meetings. Denver, CO. August 2002.
- “Diversity and Mentoring.” Women’s Transportation Seminar. Boston, MA. April 2002.
- “Nurturing and Growing Your Cross-Race and Cross-Gender Mentoring Relationships.” Institute on Teaching and Mentoring, Compact for Faculty Diversity. Atlanta, GA. October 2001.
- “Finding a Way: Considering Outsiders Within’s Paths to Career Success.” Academy of Management Annual Meeting. Washington, DC. August 2001.
- “Mentoring as a Bicultural Competence” with E. McGowan. Interdisciplinary Committee on Organizational Studies, University of Michigan. Ann Arbor, MI. November 2000.

- “The Good, the Bad and the Ugly: The ‘Dark’ Side of Mentoring.” Institute on Teaching and Mentoring, Compact for Faculty Diversity. Orlando, FL. October 2000.
- “Reflections On: Our Research on Mentoring, Our Relationship as a Mentoring Pair” with E. McGowan. Academy of Management Annual Meeting, Toronto, Canada. August 2000.
- “Mentoring Across Difference.” Annual Conference of the American Association of School Administrators. San Francisco, CA. March 2000.
- “Strategic Mentoring as a Catalyst for African Americans in the Corporate Sector.” Stanford University Conference on Race. Palo Alto, CA. November 1999.
- “Strategic Mentoring as a Tool for Professional and Personal Development.” Institute on Teaching and Mentoring, Compact for Faculty Diversity. New Orleans, LA. October 1999.
- “Formal Mentoring Programs as Strategic Initiatives for Change” with C. Smith. Academy of Management Annual Meeting. Chicago, IL. August 1999.
- “Repairing ‘Faultlines’: A Structured Dialogue Workshop for Diffusing Sister-Tension,” with K.L. Proudford, S. Brown and G. Chase-Vaughn. National and International “Black Women in the Academy II: Service and Leadership” Conference. Washington, DC. June 1999.

Publications

- O’Neil, R., Blake-Beard, S., and McGowan, E. Forthcoming 2005. Blind dates? The importance of matching in successful formal mentoring relationships. In B.R.Ragins and K.E. Kram (Eds.) *Handbook of Mentoring*. Thousand Oaks, CA: Sage Publications.
- Crosby, F.J. & Blake-Beard, S.D. Forthcoming 2005. Affirmative action: Diversity, merit and the benefit of white people. In M. Fine, L. Weis, L. Powell and A. Burns (Eds.), *Off White: Readings in Power, Privilege and Resistance*. San Francisco: Jossey-Bass.
- Blake-Beard, S.D. 2005. The inextricable link between mentoring and leadership. In L. Coughlin, E. Wingard, and K. Hollihan (Eds.), *Enlightened Power: How Women are Transforming the Practice of Leadership*. San Francisco: Jossey-Bass.
- Holvino, E. & Blake-Beard, S. 2004. Women discussing their differences: A promising trend. *The Diversity Factor*, 12(3).
- O’Neil, R.M. and Blake-Beard, S.D. 2002. Gender barriers to the female mentor – male protégé relationship. *Journal of Business Ethics*, 37, 51-63.
- Blake-Beard, S. D. 2001. Taking a Hard Look at Formal Mentoring Programs: A Consideration of Potential Challenges Facing Women. *Journal of Management Development*, 20(4), 331-345.
- Blake, S.D. 1999. The Costs of Living as an Outsider Within: An Analysis of the Mentoring Relationships and Career Success of Black and White Women in the Corporate Sector. *Journal of Career Development*, 26(1), 21-36.
- Blake, S. D. 1999. At the Crossroads of Race and Gender: Lessons from the Mentoring Experiences of Professional Black Women.” In A. Murrell, F. Crosby & R. Ely (Eds.), *Mentoring Dilemmas: Developmental Relationships in the Multicultural Organization*. Mahwah, NJ: Lawrence Erlbaum Publishers.
- Cox, T. H. and Blake, S. 1991. Managing Cultural Diversity: Implications for Organizational Competitiveness. *Academy of Management Executive*, 5(3), 45-56.

CGO Publications

- CGO Commentaries No. 4: *Releasing the Double Bind of Visibility for Minorities in the Workplace* (September 2004)
- CGO Insights No. 15: *Critical Trends and Shifts in the Mentoring Experiences of Professional Women* (January 2003)
- CGO Insights No. 10: *Mentoring Relationships Through the Lens of Race and Gender* (October 2001)