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**Mary Shapiro, M.B.A.**  
**Professor of Practice**  
**Organizational Behavior Management**  
**Simmons University**  
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**Education**

M.B.A. Wright State University.

M.S. Wright State University.

B.A. Wright State University.

**Certifications**

CITI certification with new IRB rules, 2019

**Academic Employment**

Professor of Practice, Simmons School of Management (April, 2009 - Present), Boston, Massachusetts. Currently teaching in Undergraduate: Organizational Communication. Has also taught in MBA: Foundations, Communication Strategies, Career Strategies, Public Speaking (elective) and Team Leadership (required). Has also taught in Undergraduate: Cross Cultural Comparative Studies of Leadership, Intro to Management. PLAN leadership course Trust Chair, Leadership Development, Simmons College (June, 2014 - June, 2018), Boston, Massachusetts. As Trust Chair, guiding PLAN Leadership course content and faculty; developing Certificate in Leadership.

Senior Lecturer, Simmons School of Management (July, 2006 - 2009), Boston, Massachusetts. Currently teaching in MBA: Communication Strategies, Career Strategies. Has also taught in MBA: Public Speaking, Team Leadership

Adjunct Assistant Professor of Management, Simmons School of Management (1995 - June, 2006), Boston, Massachusetts. Currently teaching in MBA: Communication Strategies, Career Strategies. Has also taught in MBA: Public Speaking, Team Leadership

**Consulting and Executive Education**

**Wellington**

2009: Wellington, Presentation: 'Influence without Authority', 'Influence without Authority' (presentation)

**Emc**

2010: EMC, 'Influence without Authority' (webinar February 11, 2010)

**Northern Trust**

2010: Northern Trust, 'Influence without Authority' (webinar, March 11, 2010)

**Cdm**

2010: CDM, 'Influence without Authority' (webinar, March 31, 2010)

**Cvs/caremark**

2010: CVS/Caremark, 'Managing Strategic Relationships' (presentation at National Sales Meeting, February 3, 2010)

**Genentech Women's Forum**

2011: Genentech Women's Forum, Raise your hand: Women accepting leadership, 'Raise your hand: Women Accepting Leadership' (Live and webcast presentation April 15, 2011)

**Genentech**

2010: Genentech, 'Women and the Vision Thing' (presentation June 7, 2010)

### **Genzyme**

2010: Genzyme, 'Women and the Vision Thing' (presentation May 17, 2010)

### **Genentech**

2010: Genentech, 'Women and the Vision Thing' (presentation at global meeting of women's affinity group, March 24, 2010)

### **Harvard Business School**

2003: Harvard Business School, Annual Fund, team training and consulting

### **Harvard Business School**

2003 – 2006: Harvard Business School, BISC, consulting

### **Harvard Business School**

2002: Harvard Business School, Baker Library, team training and consulting

### **Wellesley College Alumnae Board**

2006: Wellesley College Alumnae Board, Board of Directors Retreat

### **Colleges Of The Fenway, Training**

2001 – 2002: Colleges of the Fenway, training, Building Collaboration Across Business Units

### **University Of Massachusetts School Of Medicine**

2011: University of Massachusetts School of Medicine, Building infrastructure for re-organization (Jan-August 2011)

### **The Exchange's Women's Lyceum**

2008: The Exchange's Women's Lyceum, Changing Career Paradigms (presentation)

### **Emc**

2010: EMC, Coaching in EMC Leadership program

### **Mass Coalition Of Medical Centers**

2009: Mass Coalition of Medical Centers, Consulting involving team development, change management, strategic planning

### **Wentworth Institute Of Technology**

2012: Wentworth Institute of Technology, Consulting on major organizational redesign (spring 2012)

### **W2 Group (Social Media Marketing)**

2010: W2 Group (social media marketing), Consulting on team building (spring 2010)

### **Celegene**

2009: Celogene, Consulting, team building (2008-2009)

### **The Exchange's Women's Lyceum**

2008: The Exchange's Women's Lyceum, Creating Credibility and Authority (presentation)

### **The National Council**

2008: The National Council, Creating Credibility and Authority (presentation)

### **Simmons School Of Management, Executive Education Program**

2008: Simmons School of Management, Executive Education program, Currently teaching in Executive Education: Exploring your Leadership Potential, Leading Change, Leading Teams, Communication and Building Relationships, Power and Negotiation, A Strategic Path to Leadership, Your Career, Creating Credibility and Authority, Articulating Your Vision, Putting Presence into Practice, Leading Teams, Reflected Best Self.

Has also taught in Executive Education: Team Building and Leadership, Self-Directed Work Teams, Building Global and Virtual Teams, Conflict Resolution Strategies, Creating Accountability in Teams, Building a Reputation of Trust.

Faculty Chair for Executive Education Programs: Women in Development Leadership Series, Developing Strategic Leaders for Simmons College, Strategic Leadership for Women In Human Resources, Verizon's Professional Women's Workshop, Humana's Leadership Program, Leibham's Leadership Program.

Faculty Chair for past Executive Education Programs: Boston Chamber of Commerce Series, Defense Logistics Agency (8 and 4 week) Developing Professional Managers Program, Learning to Lead (4 week) Program for ABC/Disney/CapCities, Managing For Results Program, Polaroid and open enrollment.

1995 – 2005: Simmons School of Management, Executive Education program, Currently teaching in Executive Education: Exploring your Leadership Potential, Leading Change, Leading Teams, Communication and Building Relationships, Power and Negotiation, A Strategic Path to Leadership, Your Career, Creating Credibility and Authority, Articulating Your Vision, Putting Presence into Practice, Leading Teams. Has also taught in Executive Education: Team Building and Leadership, Self-Directed Work Teams, Building Global and Virtual Teams, Conflict Resolution Strategies, Creating Accountability in Teams, Building a Reputation of Trust. Faculty Chair for Executive Education Programs: Women in Development Leadership Series, Developing Strategic Leaders for Simmons College, Strategic Leadership for Women In Human Resources, Verizon's Professional Women's Workshop. Faculty Chair for past Executive Education Programs: Boston Chamber of Commerce Series, Defense Logistics Agency (8 and 4 week) Developing Professional Managers Program, Learning to Lead (4 week) Program for ABC/Disney/CapCities, Managing For Results Program, Polaroid and open enrollment.

#### **Simmons School Of Management Executive Education**

2009: Simmons School of Management Executive Education, Currently teaching in Executive Education: Exploring your Leadership Potential, Leading Change, Leading Teams, Communication and Building Relationships, Power and Negotiation, A Strategic Path to Leadership, Your Career, Creating Credibility and Authority, Articulating Your Vision, Putting Presence into Practice, Leading Teams, Reflected Best Self, and Power-Politics-Influence

Faculty Chair for Executive Education Programs: Sloan Fellows Grant Program on Career Flexibility, Verizon's Professional Women's Workshop

Teach in Strategic Leadership for Women open enrollment programs and client-specific programs for Eli Lilly, EMC and Verizon.

Contract Executive Education faculty to Harvard. Teaching Leading Teams (Leadership in Action Program), Communication Across a Diverse Workforce (Foundations of Leadership Program), Building, Managing, and Influencing Strategy Relationships (Leadership Strategies for the Individual Contributor Program)

#### **Harvard University Dining Services**

2006: Harvard University Dining Services, Customer Service Retreat

#### **Simmons College Training**

2005: Simmons College training, Customer Service in a Diverse Environment

#### **Harvard Business School**

2007: Harvard Business School, Department of Research and Faculty Development, strategic planning and team building

#### **Harvard Business School, Training**

2001 – 2006: Harvard Business School, training, Developing Managers

#### **Harvard Business School**

2003: Harvard Business School, Directors Meeting, facilitator

#### **Supply Management Institute**

2009: Supply Management Institute, Establishing Credibility and Authority, Establishing Credibility and Authority (presentation)

#### **Ernst And Young**

2007: Ernst and Young, Establishing Credibility and Authority (training)

2005: Ernst and Young, Presentation, Establishing Credibility and Authority (training)

### **Harvard University, Center For Training And Development**

2008: Harvard University, Center for Training and Development, Executive Education contract faculty. Currently teaching in Executive Education: Leading Teams (Leadership in Action Program), Communication Across a Diverse Workforce (Foundations of Leadership Program), Communication Strategies (Leadership Essentials Program), Influence Without Authority (Leadership Essentials Program).

1999 – 2005: Harvard University, Center for Training and Development, Executive Education contract faculty. Currently teaching in Executive Education: Leading Teams (Leadership in Action Program), Communication Across a Diverse Workforce (Foundations of Leadership Program), Communication Strategies (Leadership Essentials Program), Influence Without Authority (Leadership Essentials Program).

### **Harvard Business School**

2004: Harvard Business School, Executive Education, team training

### **Newton Wellseley Hospital**

2010: Newton Wellseley Hospital, Influence Workshop for Women's affinity group

### **Women's Food Service Forum**

2009: Women's Food Service Forum, Influence without Authority (webinar)

2009: Women's Food Service Forum, Influencing without Authority (presentation)

### **Harvard**

2001: Harvard, Information Technology, training

2001: Harvard, Information Technology, consulting

### **Harvard Business School**

2007: Harvard Business School, Leading Change training

2007: Harvard Business School, Leading Teams training

### **Harvard University Diversity Council**

2006: Harvard University Diversity Council, Managing Across Differences Workshop

### **Babson College**

2011: Babson College, Managing your visibility session in Moving from Managing to Leading Program (spring 2012)

### **Harvard Business School, Training**

2001 – 2006: Harvard Business School, training, Performance Appraisal

### **Women In Cable Telecommunications**

2011: Women in Cable Telecommunications, Presentation/international webinar on "Influence without Authority"

### **The Principle Group**

2008: The Principle Group, Presenting with Credibility and Authority (presentation)

### **Harvard**

2001: Harvard, Risk Management, team consulting and retreat

### **Ernst And Young**

2006: Ernst and Young, Rules for Career Success (training)

### **Simmons College School Of Social Work**

2011: Simmons College School of Social Work, SSW Alumnae Board of Directors, Moving the Board to the next level (Oct 2011)

### **Webmd**

2004: WebMD, Sales Team training

### **Merck-medco Pharmaceuticals**

2001: Merck-Medco Pharmaceuticals, Sales team training, coaching

**Mit Sloan School Advancement**

2011: MIT Sloan School Advancement, Seminars and consulting for team building

**Partners Health Care**

2012: Partners Health Care, Session in their inaugural Mentoring Program (spring 2012)

**Sun Life Insurance**

2011: Sun Life Insurance, Session on "Managing Your Career in Turbulent Times"

**Som Executive Education**

2011: SOM Executive Education, Simmons School of Management Executive Education. Currently teaching in Executive Education: Exploring your Leadership Potential; Leading Teams; Politics, power and influence; Communication and building strategic relationships; A strategic path to leadership; Managing your career in turbulent times; Creating credibility and authority; Articulating your vision; Women accepting leadership; Executive Presence; Reflected Best Self; Influence without authority; History of the Future; Your Leadership Story

Faculty Chair for Executive Education Programs: Merck Pharmaceuticals' Leadership Development Program; ZFH's Women's Leadership Development Program; Boston Chamber Leadership Series.

SOM Speakers Bureau on topics: Influence without Authority; Raise your hand: women accepting leadership; Managing your career in turbulent times; Executive Presence: Getting heard, getting action; Creating credibility and authority

SOM Faculty teaching in Harvard Leadership Programs: Leadership Essentials for the Individual Contributor; Leadership in Action; Foundations of Leadership

2010: SOM Executive Education, Simmons School of Management Executive Education. Currently teaching in Executive Education: Exploring your Leadership Potential; Leading Teams; Politics, power and influence; Communication and building strategic relationships; A strategic path to leadership; Managing your career in turbulent times; Creating credibility and authority; Articulating your vision; Women accepting leadership; Executive Presence; Reflected Best Self; Influence without authority; History of the Future; Your Leadership Story

Faculty Chair for Executive Education Programs: Verizon's Professional Women's Workshop; Merck Pharmaceuticals' Leadership Development Program; ZFH's Women's Leadership Development Program.

SOM Speakers Bureau on topics: Influence without Authority; Raise your hand: women accepting leadership; Managing your career in turbulent times; Executive Presence: Getting heard, getting action; Creating credibility and authority

SOM Faculty teaching in Harvard Leadership Programs: Leadership Essentials for the Individual Contributor; Leadership in Action; Foundations of Leadership

**Wellesley College Alumnae Office**

2006: Wellesley College Alumnae Office, Strategic consulting and retreat

**Women In Politics And Public Policy**

2008: Women in Politics and Public Policy, Strategic planning consulting

**Liberty Mutual**

2011: Liberty Mutual, Team building across vendor and client, Team building and conflict resolution (Jan-March 2011)

**Harvard Medical School Catalyst Program**

2012: Harvard Medical School CATALYST program, Team building workshop for scientists (March 16, 2012)

2011: Harvard Medical School CATALYST program, Team building workshop for scientists (October 7, 2011)

2011: Harvard Medical School CATALYST program, Team building workshop for scientists (March 18, 2011)

**Harvard Business School**

2005: Harvard Business School, Technology, team training

**Harvard Office Of Development And Alumni Affairs**

2008: Harvard Office of Development and Alumni Affairs, Vision, mission, and strategic plan consulting

**Boston Chamber Of Commerce**

2009: Boston Chamber of Commerce, Women and the 'Vision Thing' (presentation)

**Harvard University, Central Administration**

2010: Harvard University, Central Administration, Building Leadership Team, Worked with new EVP to build team of her legacy and new VPs October, 2010

**Partners Healthcare**

2005: Partners HealthCare, consulting and coaching

**Boston Library Consortium**

2004: Boston Library Consortium, consulting and retreat

**Astra Zeneca**

2002: Astra Zeneca, consulting and speaking

**Massachusetts League Of Community Health Centers**

2012: Massachusetts League of Community Health Centers, Team building, consulting and work shops (spring 2012)

2010 – 2011: Massachusetts League of Community Health Centers, Team building, consulting and work shops (spring 2010)

**Harvard Business School**

2003: Harvard Business School, consulting on Balanced Score Card

**Wheelock College**

2001: Wheelock College, facilitating SWOT and strategy development

**Women In Development Board Of Directors**

2003 – 2004: Women in Development Board of Directors, mission and strategy consulting

**Harvard University Libraries**

2005: Harvard University Libraries, team consulting and retreat

**Harvard School Of Public Health**

2001: Harvard School of Public Health, team training

**Wheelock College**

2001: Wheelock College, team training

**Harvard, Recording Secretary's Office**

2002: Harvard, Recording Secretary's Office, team training and intervention

**Harvard Business School**

2001: Harvard Business School, training, Developing Managers

**Babson College**

2013: Babson College, Managing your visibility session in Moving from Managing to Leading Program (Spring 2013)

2012: Babson College, Managing your visibility session in Moving from Managing to Leading Program (Fall 2012)

**Dana Farber Women's Faculty**

2013: Dana Farber Women's Faculty, Ongoing work with Women's Faculty Committee, culminating in their annual retreat (May, 2013)

**Mit Sloan School**

2012: MIT Sloan School, Ongoing strategy and team work, Ongoing work with team on strategy and team work

### **Partners Health Care**

2013: Partners Health Care, Session in their Mentoring Program (spring 2013)

### **Harvard Medical School Catalyst Program**

2012: Harvard Medical School CATALYST program, Team building workshop for scientists (Oct 19, 2012)

### **Whittier Health Care Center**

2013: Whittier Health Care Center, Team interventions throughout Center with all levels of providers (Spring 2013)

### **University Of California At San Diego**

2019 – 2021: University of California at San Diego, Building Diverse Teams as Leaders in Health Care, Building Diverse Teams as Leaders in Health Care

2018 – 2019: University of California at San Diego, Building Diverse Teams as Leaders in Health Care, Building Diverse Teams as Leaders in Health Care

### **Milton Academy Advancement Office**

2018 – 2019: Milton Academy Advancement Office, Building a high performing team, Building a high performing team

### **Harvard Law Technology**

2019: Harvard Law Technology, Conflict resolution in teams

### **Produce Marketing Association**

2018: Produce Marketing Association, Executive Presence through a Gendered Lens; Leading Quietly: Introverts in an extroverted world; Intersectionality as a Leadership trait

### **Harvard Business School External Relations**

2014: Harvard Business School External Relations, Extensive work with Senior Management Team to redefine ER's culture to one defined by high performance, feedback, coaching and accountability. Included training of all 120 employees.

### **Harvard Kennedy School Executive Education Department**

2014: Harvard Kennedy School Executive Education Department, Full day retreat to increase understanding of working across differences and implications for the team

### **Harvard University Molecular & Cellular Biology Department**

2014: Harvard University Molecular & Cellular Biology Department, Full day retreat with staff to analyze working relationships, identify processes for improving internal and external customer support

### **Dana Farber Cancer Institute, Office Of General Counsel**

2014 – 2015: Dana Farber Cancer Institute, Office of General Counsel, Ongoing development of 6 lawyers in General Counsel office to increase effectiveness

### **Tufts University**

2021: Tufts University, Session in their Faculty Chair development training on "Managing politics: Garnering the resources you need"

### **Tufts University Faculty Development**

2014: Tufts University Faculty Development, Sessions on performance management and feedback to Tufts faculty participating in their annual development program for Chairs.

### **Harvard Law School Technology**

2018: Harvard Law School Technology, Team building

### **Harvard Schlesinger Library**

2015: Harvard Schlesinger Library, Building teams across diverse individuals, Team building across diverse individuals

### **Department Of Obstetrics & Gynecology Beth Israel Deaconess Medical Center**

2014: Department of Obstetrics & Gynecology Beth Israel Deaconess Medical Center, Training session for full department (over 100 people) in communicating and working across differences

### **Society Of Research Administrators International**

2020: Society of Research Administrators International, Two day workshop for their "Senior Leadership Institute" of people all over the globe on "Effective team Leadership"

### **Brookings Institute**

2021: Brookings Institute, Two day workshop on building team infrastructure for their Development Office

### **Harvard Continuing Education**

2019: Harvard Continuing Education, Two-day course designed from my "Leading Teams" book published by HBSP (2015).

### **Harvard Medical School/mclean Hospital**

2017: Harvard Medical School/McLean Hospital, Understanding your Leadership Personality, Understanding your Leadership Personality

### **Harvard Center For Workforce Development**

2019: Harvard Center for Workforce Development, Virtual webinar on the impact of your leadership style on teams

### **Produce Marketing Association**

2017: Produce Marketing Association, Women and Vision; Women and Power, two sessions as part of their annual national Women's Conference

### **Biogen**

2016 – 2020: BioGen, Work with BioGen executives on advancing women into leadership

### **Biogen Idex**

2014 – 2015: BioGen Idex, Work with BioGen executives on advancing women into leadership

### **Harvard Center For Public Leadership**

2016: Harvard Center for Public leadership, Strategizing transition of senior leadership, Working with senior leadership to prepare for transitioning to a new Executive Director

### **Harvard South Shore Psychiatry**

2015: Harvard South Shore Psychiatry, **Seminar on communicating across patients and physicians, as part of their Residency Training Program**

### **Harvard University Department Of Ophthalmology**

2015: Harvard University Department of Ophthalmology, Session on Redefining Leadership as part of their annual faculty retreat (100 faculty)

### **Tufts University Faculty Development**

2015: Tufts University Faculty Development, Seminar on influence and persuasion for new faculty chairs, as part of their CET's Leadership Development Seminar

### **Girl Scouts Eastern Massachusetts (Gsem)**

2014: Girl Scouts Eastern Massachusetts (GSEM), Strategic Planning Task Force, Board stakeholder member of the Strategic Planning Task Force, January-June, 2014, resulting in next 3-year strategic plan for the Council

### **Tufts University**

2019: Tufts University, Broadening the definition of Leadership

### **Addgene**



2019: Addgene, Enhancing communication across diverse individuals

### **Harvard Medical School**

2021: Harvard Medical School, Leadership Development for Physicians and Scientists, Faculty as part of their 3-day Leadership Development for Physicians and Scientists program for Harvard Medical School faculty

2020: Harvard Medical School, Leadership Development for Physicians and Scientists, Faculty as part of their 3-day Leadership Development for Physicians and Scientists program for Harvard Medical School faculty

2019: Harvard Medical School, Leadership Development for Physicians and Scientists, Faculty as part of their 3-day Leadership Development for Physicians and Scientists program for Harvard Medical School faculty

2018: Harvard Medical School, Leadership Development for Physicians and Scientists, Faculty as part of their 3-day Leadership Development for Physicians and Scientists program for Harvard Medical School faculty

2017: Harvard Medical School, Leadership Development for Physicians and Scientists, Faculty as part of their 3-day Leadership Development for Physicians and Scientists program for Harvard Medical School faculty

2016: Harvard Medical School, Leadership Development for Physicians and Scientists, Faculty as part of their 3-day Leadership Development for Physicians and Scientists program for Harvard Medical School faculty

2014 – 2015: Harvard Medical School, Emerging Leaders Project, Faculty as part of their 3-day Emerging Leaders program for Harvard Medical School faculty

### **Harvard University Information Technology**

2014: Harvard University Information Technology, Community of Practice, Led IT professionals from all over the University through team-building to break down silos

### **Babson College**

2014 – 2020: Babson College, Managing your visibility session in Moving from Managing to Leading Program for executives

2014: Babson College, Managing your visibility session in Moving from Managing to Leading Program (Spring 2014)

2013: Babson College, Managing your visibility session in Moving from Managing to Leading Program (Fall 2013)

### **Addgene**

2021: Addgene, Over this academic year conducted virtual workshops on team building, decision making, feedback and accountability, conflict resolution.

### **Babson College**

2014: Babson College, Strategic Visioning Task Force, Served on Task Force over 3 months to revisit existing vision-mission statements for upcoming planning and budgeting cycle

### **Partners Health Care**

2015 – 2020: Partners Health Care, Session in their Mentoring Program

2014: Partners Health Care, Session in their Mentoring Program (spring 2013)

### **SOM Executive Education**

2014: SOM Executive Education, Simmons School of Management Executive Education. Currently teaching in Executive Education: Exploring your Leadership Potential; Leading Teams; Politics, power and influence; Communication and building strategic relationships; A strategic path to leadership; Managing your career in turbulent times; Creating credibility and authority; Articulating your vision; Women accepting leadership; Executive Presence; Reflected Best Self; Influence without authority; History of the Future; Your Leadership Story; Leadership through the gender lens

Faculty Chair for Executive Education Programs: Merck Pharmaceuticals' Leadership Development Program; ZFH's Women's Leadership Development Program; Boston Chamber Leadership Series.

SOM teaching and coaching faculty in programs for: Strategic Leadership for Women; EMC; Boston Chamber; Harvard; ZFH; Merck; PMA

SOM Speakers Bureau on topics: Influence without Authority; Raise your hand: women accepting leadership; Managing your career in turbulent times; Executive Presence: Getting heard, getting action; Creating credibility and authority

SOM Faculty teaching in Harvard Leadership Programs: Leadership Essentials for the Individual Contributor; Leadership in Action; Foundations of Leadership

### **Harvard Medical School Catalyst Program**

2020: Harvard Medical School CATALYST program, Team building seminar for scientists newly leading research teams, as part of the HMS *Leadership Strategies for the Researcher* conference

2019: Harvard Medical School CATALYST program, Team building seminar for scientists newly leading research teams, as part of the HMS *Leadership Strategies for the Researcher* conference

2018: Harvard Medical School CATALYST program, Team building seminar for scientists newly leading research teams, as part of the HMS *Leadership Strategies for the Researcher* conference

2017: Harvard Medical School CATALYST program, Team building seminar for scientists newly leading research teams, as part of the HMS *Leadership Strategies for the Researcher* conference

2016: Harvard Medical School CATALYST program, Team building seminar for scientists newly leading research teams, as part of the HMS *Leadership Strategies for the Researcher* conference

2015: Harvard Medical School CATALYST program, Team building workshop for scientists

2014: Harvard Medical School CATALYST program, Team building workshop for scientists (Spring 2014)

2013: Harvard Medical School CATALYST program, Team building workshop for scientists (Fall 2013)

2013: Harvard Medical School CATALYST program, Team building workshop for scientists (Spring 2013)

### **Addgene**

2020: Addgene, Workshop for new managers

2020: Addgene, Two workshops on building team infrastructure and holding teams accountable

## **Courses Taught**

**Courses from the Teaching Schedule:** Boston Women Leaders Leadership, Future HC Professionals and Leading Quietly, Boston Women Leaders Leadership, Future HC Professionals, Health Care Leadership, Leading Quietly, Career Strategies, Communication Strategies, Cross Cultural Comparative Analysis of Women Leaders, Immersion, Independent Study, Independent Study, Independent Study, Introduction to Management, Leading Quietly, Learning Community Integrative Seminar, Organizational Communication & Behavior, Organizational Communication & Behavior, Public Speaking

### **Courses taught, but not in the Schedule:**

COURSES NOT RECORDED AS OF April 2019:

PLAN Leadership Course (spring 2019)

COURSES NOT RECORDED AS OF JUNE 2018:

PLAN Leadership Course (spring 2018)

COURSES NOT RECORDED AS OF JUNE 2017:

PLAN Leadership course (spring 2017); World Challenge (Fall 2016); teams curriculum in Learning by Giving (spring 2017).

COURSES NOT RECORDED AS OF JUNE 2015:

Foundation (August 2014, January 2015); Women Changing the Face of Leadership (July 2014); World Challenge (Dec 2014, and Jan 2015).

COURSE TAUGHT NOT RECORDED AS OF MAY 2013:

Career Strategies (Spring 2013); Foundations (Spring 2013); Foundations (Fall 2012); MGMT 234 (Spring 2013); MGMT 100 (Spring 2013); MGMT ? Learning by Giving (Teams curriculum, Spring 2013)

OTHER COURSES: World Challenge: Solving World Hunger (2011), World Challenge: Women and Poverty (2012), MGMT 100 Introduction to Management (Fall 2011, Spring 2012), Exec Ed Strategic Leadership for Women (Fall 2011), Exec Ed Boston Chamber (Fall 2011), Exec Ed EMC coaching (Fall 2011), Exec Ed Merck Women's Leadership (Oct 2011), Exec Ed Merck Women's Leadership (Dec 2011), Exec Ed Sun Life (Fall 2011), Exec Ed Harvard Foundations of Leadership (fall 2011), Exec Ed Harvard Leadership Essentials (Jan 2012), Exec Ed Foundations of Leadership (April 2012), Exec Ed Leadership in Action (April 2012), Exec Ed Carnegie Leadership (April 2012), Exec Ed Fulbright Scholars (March 2012), Exec Ed Mitre Corporation (April 2012), Exec Ed Merck Women's Leadership (April 2012),

## **Memberships**

International Leadership Association, 2016-2021

Academy of Management, 2011-2012

## **Professional Interests**

## **Other Teaching Activities**

### **Course (Existing) - Compensated Redesign**

2019 - *PLAN Leadership Course*. Course (Existing) - Compensated Redesign.

2018 - *PLAN Leadership Course*. Course (Existing) - Compensated Redesign.

2017 - *PLAN Leadership Course*. Course (Existing) - Compensated Redesign.

2011 - Course (Existing) - Compensated Redesign.

2009 - Course (Existing) - Compensated Redesign.

2009 - Course (Existing) - Compensated Redesign.

### **Course (New) - Creation/Delivery: Conventional**

2020 - *Learning Community Skills for business success*. Course (New) - Creation/Delivery: Conventional.

2016 - *Leading Quietly*. Course (New) - Creation/Delivery: Conventional.

2016 - *PLAN Leadership Course*. Course (New) - Creation/Delivery: Conventional.

2015 - *Creating a new 4-year General Education Curriculum at Simmons College*. Course (New) - Creation/Delivery: Conventional.

2014 - Course (New) - Creation/Delivery: Conventional.

2014 - *Foundations for all Masters students*. Course (New) - Creation/Delivery: Conventional.

2014 - Course (New) - Creation/Delivery: Conventional.

2013 - Course (New) - Creation/Delivery: Conventional.

2012 - Course (New) - Creation/Delivery: Conventional.

2012 - Course (New) - Creation/Delivery: Conventional.

2012 - Course (New) - Creation/Delivery: Conventional.

2011 - Course (New) - Creation/Delivery: Conventional.

2011 - Course (New) - Creation/Delivery: Conventional.

2011 - Course (New) - Creation/Delivery: Conventional.

2009 - Course (New) - Creation/Delivery: Conventional.

2009 - Course (New) - Creation/Delivery: Conventional.

### **Course (New) - Creation/Delivery: Online**

2021 - *BUS 234 Organization Communication and Behavior for COMPLETE DEGREE*. Course (New) - Creation/Delivery: Online.

2021 - *PLAN Leading Quietly*. Course (New) - Creation/Delivery: Online.

2020 - *BUS 234 virtual spring semester*. Course (New) - Creation/Delivery: Online.

2016 - *Foundations on team building and on communication*. Course (New) - Creation/Delivery: Online.

### **Student Assign-Independent Studies**

2011 - 1 student. Student Assign-Independent Studies.

### **Student Assign-Students Advised (GRAD)**

2020 - *Advising*. Student Assign-Students Advised (GRAD).

### **Student Assign-Students Advised (UG)**

2020 - *Advisor*. Student Assign-Students Advised (UG).

2019 - *Student advising*. Student Assign-Students Advised (UG).

2018 - *Student advising*. Student Assign-Students Advised (UG).

2017 - *Student advising*. Student Assign-Students Advised (UG).

2016 - *Student advising*. Student Assign-Students Advised (UG).

### **Innovations in Course Content / Presentation**

2020 - *Built diversity materials/classes for PLAN's Leadership Course*. Innovations in Course Content / Presentation.

2012 - Innovations in Course Content / Presentation.

### **Other Teaching Activities**

2020 - *PLAN Leadership Course*. Other Teaching Activities.

2012 - Other Teaching Activities.

## **Publications:**

### **Peer Reviewed Articles in Discipline Journals**

Blake-Beard, S., Shapiro, M., & Ingols, C. (2021). A Model for Strengthening Mentors: Frames and Practices. *International Journal of Environmental Research and Public Health*, 18.

Ingols, C., Shapiro, M., & Blake-Beard, S. (2020). Leaders' "Voices" during the COVID-19 Pandemic: What Can We Learn? *The American Academy of Business Journal*, 1, 28-31.

Shapiro, M. (2017). Katie Conboy: Leading change at Simmons College. *Case Research Journal*, 36 (4), 20.

Nitkin, M., White, M., & Shapiro, M. (2015). Professional Skills as Cornerstones of Liberal Education: Moving Students from Theory to Action. *College Teaching*.

Shapiro, M., Grossman, D., Carter, S., Martin, K., Deyton, P., Diane Hammer (2014). Middle school girls and the 'leaky pipeline' to leadership: Is 'Legally Blonde' the best we can do? *Middle School Journal*.

O'Neill, R., Shapiro, M., Ingols, C., & Blake-Beard, S. (2013). Understanding Women's Career Goals across Ethnic Identities. *Advancing Women in Leadership Journal*, 33, 196-214.

Gupta, V., Shapiro, M., Maxfield, S., & Hass, S. (2013). Risk seeking career strategies and women's career success. *Journal of Contemporary Issues in Business Research*, 2 (6), 189-204.

Ingols, C., & Shapiro, M. (2013). Assessing the soft skills of Leadership. *Journal of Management Education*.

Shapiro, M. (2011). Perspective: Using games to improve performance and results. *People & Strategy*.

Shapiro, M., Ingols, C., & Blake-Beard, S. (2011). Using power to influence outcomes: Does gender matter? *Journal of Management Education*.

Maxwell, S., Shapiro, M., Hass, S., & Gupta, V. (2010). Gender and Risk: Women, Risk-Taking, and Risk Aversion. *Gender in Management: An International Journal*.

Shapiro, M., Ingols, C., & Gentile, M. (2010). Giving Voice to Values: The Helen Drinan Case. *Case Research Journal*.

Blake-Beard, S., O'Neil, R., Ingols, C., & Shapiro, M. (2010). Social Sustainability, Flexible Work Arrangements, and Diverse Women. *Gender in Management: An International Journal*.

Shapiro, M., Ingols, C., Blake-Beard, S., & O'Neill, R. (2009). Canaries in the mind shaft: Women signaling a new career model. *People & Strategy*.

Shapiro, M., Ingols, C., O'Neill, R., & Blake-Beard, S. (2009). Making sense of women as career self agents: implications for Human Resources Development. *Human Resource Development Quarterly*.

Shapiro, M., Ingols, C., & Blake-Beard, S. (2007). Confronting Career Double Binds: Implications for Women, Organizations, and Career Practitioners. *Journal of Career Development*, 34 (3), 309-333.

### **Refereed Proceedings**

#### **Full Paper**

Nitkin, M., Deyton, P., Shapiro, M., Hass, S., & Du, S. (2010). Expanding Opportunities for Gender Related Research in Accounting. *Global Accounting and Organizational Change Conference*.

Blake-Beard, S., O'Neill, R., Shapiro, M., & Ingols, C. (2009). Flexible Work Arrangements as a Source of Sustainability: Access and impact across diverse women. *Academy of Management Annual Meeting*.

Shapiro, M., Myers, P., & Ingols, C. (in press, 2009). Making Ethics Stick. *Organizational Behavior Teaching Society Conference*.

- Shapiro, M., Ingols, C., & Blake-Beard, S. (2008). Why are we so afraid of Hillary? Women and power. *Organizational Behavior Teaching Society Conference*.
- Shapiro, M., & Ingols, C. (2007). BARNGA: There's More in the Cards. *Eastern Academy of Management*, Eastern Academy of Management.
- Shapiro, M. (2006). Impact of Leadership Style on Team Outcome. *Eastern Academy of Management*, Eastern Academy of Management.
- Shapiro, M., & Ingols, C. (2004). Career Dilemmas: Women Facing Difficult Choices. *Eastern Academy of Management*.
- Shapiro, M. (2002). Persuade as if Your Life Depended Upon it. *Eastern Academy of Management*.

### **Non-Refereed Articles**

- Shapiro, M., Blake-Beard, S., & Halter, S. (2020). The Gendered impact of COVID 19 and remote work on women and organizations. *Institute of Inclusive Leadership Simmons University*.
- Shapiro, M., Costello, M., Strowman, S., Birnbaum, S., Blake-Beard, S., Cassidy Schwartz and Vail Cort -- graduate students at Simmons (2020). Women's Mentoring Experiences in the #MeToo Era. *CGO Insights*.
- Blake-Beard, S., River-Beckstrom, M., Gao, L., Shapiro, M., Ingols, C., Regina O'Neill, Elisa Van Dam (2018). Women's Experiences with Male Allies. *CGO Insights*.
- Grossman, D., Gao, L., Shapiro, M., Van Dam, E., & Hammer, D. (2017). Professional Women and Confidence: A New Understanding of the 'Gap'. *CGO Insights*.
- Ingols, C., Shapiro, M., & Tyson, J. (2015). Throwing Like a Girl: How traits for women business leaders are shifting in 2015. *CGO Insights*.
- Shapiro, M., Martin, K., Grossman, D., Deyton, P., Hammer, D., Lauren Walleser (2014). Dreaming big: Examining the career aspirations of girls of color. *CGO Insights*.
- Shapiro, M., Blake-Beard, S., Carter, S., O'Neill, R., Ingols, C., Alicia Bartolozzi, Mary E. Ogle (2013). Confronting Contradictions: Exploring the tensions of women as breadwinners. *CGO Insights*.
- Shapiro, M., Deyton, P., Martin, K., Carter, S., Grossman, D., Diane Hammer, Simmons College (2012). Dreaming Big: The impact of gender stereotypes on career aspirations of middle schoolers. *CGO Insights (35)*.
- Gupta, V., Maxfield, S., Shapiro, M., & Hass, S. (2009). Risky Business: Busting the myth of women as risk averse. *CGO Insights*.
- Shapiro, M., Ingols, C., & Blake-Beard, S. (2007). Optioning In Versus Opting Out: Women Using Flexible Work Arrangements for Career Success. *CGO Insights*.

### **Invited Articles/Reviews**

- Shapiro, M. (2011). Charting your own route: Developing your own GVV cases. *Journal of Business Ethics Education*.
- Shapiro, M. (2006). Branding Your HR Department. *HR Magazine*.

### **Book**

- Shapiro, M. L. (2014). *Leading High Performance Work Teams*. Cambridge MA: Harvard Business School Press.
- Shapiro, M., & Ingols, C. (2005). *Taking Charge of Your Career* Silver Lining Press.
- Shapiro, M., & Ingols, C. (2003). *Your Job Interview: An Easy Smart Guide to Interview Success* Silver Lining Press.

### **Book Chapters**

#### **Non-Refereed**

- Shapiro, M., & Ingols, C. (2016). Women and Work: past and present. *CGO Reader Updated*.

#### **Refereed**

- Shapiro, M. (2017). Engaging introverts: Using Collaborative Autoethnography (CAE). *Strategies for Creating Engaging Discussions*. Stylus Publishing LLC, Sterling VA, 20166: Sage Publications.
- Devenue, L., Austin, A., Le Ber, M., & Shapiro, M. (2017). Women and Leadership aspirations. *Handbook of Research on Gender and Leadership*. Edward Elgar Publishing, Cheltenham, UK.
- Nitkin, M., & Shapiro, M. (2014). Action Learning Models for Poverty Alleviation. In Milenko Gudic, Carole Parkes, Al Rosenbloom (Ed.), *Fighting Poverty as a Challenge for Business and Management Education* (pp. 20).

### **Presentation of Refereed Papers**

### **International**

Devnue, L., Austin, A., LeBer, M., & Shapiro, M. (2017). *Women and Leadership Aspirations*. International Leadership Association, Rheinback, New York.

Shapiro, M. (2017, June). *Collaborative Auto-Ethnography: Leader identity work with first year college students*. International Leadership Association, Rheinback, United States of America.

Shapiro, M. (2016, November). *Including introverts as leaders: Course design for first year college students*. International Leadership Association, Atlanta, Georgia.

Shapiro, M., Grossman, D., & Martin, K. (2014, June). *Keeping girls in the pipeline to leadership*. International Leadership Association, Monterey Bay, California.

Nitkin, M. & Shapiro, M. (2012). *Transformative learning through effective teams*. Transformative Learning for a Sustainable World, San Francisco, California.

### **National**

Shapiro, M., Grossman, D., & Martin, K. (2014). *Are we keeping girls in the leadership pipeline?* Association of Middle Level Educators National Conference, Nashville, Tennessee.

Shapiro, M., Grossman, D., & Martin, K. (2014). *Are we keeping girls in the leadership pipeline?* National Conference on Girls Education, Philadelphia, Pennsylvania.

Nitkin, M., Shapiro, M., & Hass, S. (2012). *Expanding Opportunities for Gender Related Research in Accounting*. Global Accounting and Organizational Change Conference, Providence, Rhode Island.

Shapiro, M., Boardman Liu, L., & Duffy, S. (2011). *The Academic-Practitioner Debate: A false dichotomy*. Eastern Academy of Management, Boston, Massachusetts.

Nitkin, M., Deyton, P., Shapiro, M., Hass, S., & Du, S. (2010). *Expanding Opportunities for Gender Related Research in Accounting*. Global Accounting and Organizational Change Conference, Boston, Massachusetts.

Shapiro, M. & Ingols, C. (2009). *Giving Voice to Values: Helen Drinan Case*. National Academy of Case Research Association, San Juan, California.

### **Regional**

Shapiro, M., Ingols, C., & Myers, P. (2009). *Making Ethics Sticky*. Organizational Behavior Teaching Society Conference, Charleston, North Carolina.

Shapiro, M., Ingols, C., & Blake-Beard, S. (2008, June). *Why are we so afraid of Hillary? Understanding Women and power*. Organizational Behavior Teaching Society Conference, Boston, Massachusetts.

Shapiro, M. & Ingols, C. (2007). *BARNGA: There's More in the Cards*. Eastern Academy of Management, New Brunswick, New Jersey.

Shapiro, M. (2006, May). *Impact of Leadership Styles on Team Outcomes*. Eastern Academy of Management, Sarasota Springs, New York.

Shapiro, M. & Ingols, C. (2004, May). *Career Dilemmas: Women Facing Difficult Choices*. Eastern Academy of Management, Providence, Rhode Island.

Shapiro, M. (2002, May). *Persuade as if Your Life Depended Upon It*. Eastern Academy of Management, New Haven, Connecticut.

## **Presentation of Non-Refereed Papers**

### **International**

Shapiro, M. (2020). *The gendered impact of COVID 19 and remote work on women & organizations*. State Street Professional Women's Network, Boston, Massachusetts.

Shapiro, M. (2014, September). *Leading high performing teams*. Invited presentation at Harvard Business School Webinar, Cambridge, Massachusetts.

Shapiro, M. (2011). *Giving Voice to Values: The Helen Drinan case*. Invited presentation at Giving Voice to Values International Symposium, Boston, Massachusetts.

### **Regional**

Shapiro, M. & Blake-Beard, S. (2019). *Cross gender mentoring in the age of MeToo*. Invited presentation at Center for Gender in Organizations Distinguished Scholar Speaker Series, Boston, Massachusetts.

Shapiro, M. (2012). *Dreaming Big: The impact of gender stereotypes on career aspirations of middle schoolers*. Center

for Gender in Organizations, Boston, Massachusetts.

### **State**

Shapiro, M. (2020). *Leading diverse teams*. Brigham and Women's Hospital, Boston, Massachusetts.

Shapiro, M. (2019). *Diversity, equity and inclusion: Challenges in Academia*. Invited presentation at Tufts University Rosemary Johnson Symposium, Boston, Massachusetts.

Shapiro, M., Martin, K., & Grossman, D. (2017, May). *Confidence and career aspirations: middle school through high school*. Invited presentation at Massachusetts Statewide Conference for Girls, Springfield, Massachusetts.

Shapiro, M., Martin, K., Grossman, D., Deyton, P., & Hammer, D. (2014). *Dreaming big: Making the case for girls*. Invited presentation at Simmons College, Boston, Massachusetts.

Shapiro, M. (2013). *Got Politics? Get Influence*. Invited presentation at ACE Women Leaders in Higher Education, Worcester, Massachusetts.

### **Research Reports**

2013: Ingols, C., *Confronting Contradictions: Exploring the tensions of women as breadwinners.*, submitted to CGO Insights.

### **Working Papers**

Blake-Beard, S., Shapiro, M., & Ingols, C. (2021). "Leading during COVID: The argument for Androgynous Leadership," targeted for *Gender in Management: An International Journal*.

Shapiro, M. (2021). "A leadership journey: A curriculum for introverts," targeted for *Journal Of Management Education*.

Shapiro, M. (2021). "Case study of introverted leader," targeted for *Case Research Journal*.

Shapiro, M. & Shapiro, M. (2021). "Introverts in your classroom: Partners in teaching," targeted for *College Teaching*.

Shapiro, M., Rivera-Beckstrom, M., Ingols, C., Blake Beard, S., Gao, L., Regina O'Neill, Elisa VanDam, (2020). "Male ally initiatives for gender equity: What's power got to do with it?," targeted for *Journal of Business Diversity*.

Shapiro, M., Ingols, C., Blake Beard, S., & Van Dam, E. (2018). "Male Allies: Roles and activities in organizations," targeted for *Organizational Dynamics*.

### **Other Intellectual Contributions**

#### **Applied or Integrative/application Scholarship**

2020: Shapiro, M., Blake-Beard, S., & Halter, S., *The gendered impact of COVID 19 and remote work on women and organizations*. Commentary as a heads up to organizations plunging into decision making in response to COVID

2020: Shapiro, M., Costello, M., Strohman, S., Birnbaum, S., Blake-Beard, S., Cassidy Schwartz Vail Cort *Getting Close ... But Not Too Close: Mentoring in the MeTooEra*. CGO Insights, No.45

2008: , , . Gender 101: The Primaries (Summer, 2008), Simmons Magazine, co-authored with Miranda Daniloff

#### **Basic or Discovery Scholarship**

2009: , , . Risky business: Busting the myth of women as risk averse, CGO Insight No. 28, Center for Gender and Organizations, Simmons School of Management

2007: , , . Optioning In Versus Opting Out: Women Using Flexible Work Arrangements for Career Success, CGO Insights, No. 25, Center for Gender in Organizations, School of Management, Simmons College, Boston, MA

### **Service:**

#### **Service to the University**

##### **School Assignments**

##### **Member:**

2007-2008: SOM Search Committee

##### **Mentoring Activities:**

2009-2010: Simmons College Advancement

2008-2009: SOM Admissions and Marketing

2008-2009: Simmons Advancement Retreat

### **College Assignments**

#### **Faculty Advisor:**

2006-2007 – 2008-2009: Business Plan Competition

#### **Other Institutional Service Activities:**

2010-2011 – 2012-2013: SOM Foundations  
2010-2011 – 2012-2013: Marketing SOM: Major and Minor 'Shopping Spree'  
2009-2010 – 2012-2013: MBA Info Sessions  
2010 – 2011: SLOAN/ACE Career Flexibility Task Force  
2010-2011: SOM Career Services Director Search Committee  
2010-2011: Faculty moderator of 'Vagina Monologues'  
2010-2011: Marketing SOM: College Accepted Student mock class  
2010-2011: Marketing SOM: Information Session  
2010-2011: Marketing SOM: moderator at College Early Decision event  
2010-2011: C200 Conference moderator  
2009-2010 – 2010-2011: Simmons College Emerging Leaders Program  
2009-2010 – 2010-2011: Pottruck Technology Center  
2009-2010: Simmons College Admissions  
2009-2010: SOM Information Session  
2009-2010: Pottruck Technology Center  
2009-2010: Pottruck Technology Center  
2008-2009 – 2009-2010: MBA fall team integration  
2008-2009: Global outreach--Marie Marvanova  
2008-2009: Global outreach--Eva Cetlova visit  
2008-2009: SOM Alumnae Day  
2008-2009: Information Session

#### **Chair:**

2008-2009 – 2009-2010: Careers Faculty Team  
2006-2007: SOM MBA Integration Convener

#### **Member:**

2011-2012: US Department of State Women Changing the Face of Leadership program for Sub-Saharan African college female students  
2011-2012: Search Committee Center for Excellence in Teaching Director  
2010-2011: SOM Dean Search Committee  
2008-2009 – 2009-2010: Pedagogy Committee  
2008-2009: Career Strategic Planning Committee  
2006-2007: Simmons College Search Committee

### **University Assignments**

#### **Other Institutional Service Activities:**

2011-2012 – 2012-2013: Marketing Client Committee with VP Marketing  
2010-2011: SOM Undergraduate Program Marketing events (Major/Minor Fair, Accepted Students events)  
2010-2011: Simmons College recruitment events



### **College Assignments**

#### **Other Institutional Service Activities:**

2017-2018: Building COCIS infrastructure

### **University Assignments**

#### **Committee Member:**

2018-2019 – 2019-2020: Simmons University Implementation Guidelines

2016-2017 – 2018-2019: General Education Advisory Committee

#### **Faculty Advisor:**

2017-2018: Support Student Government Association (SGA) with training and mentoring

#### **Other Institutional Service Activities:**

2017-2018: Cheryl Howard Leadership Institute focus groups

## **Simmons School of Management**

### **School Assignments**

#### **Chair:**

2020-2021: Search for Accounting Faculty

2019-2020 – 2020-2021: AACSB Assessment of Learning Committee

#### **Faculty Advisor:**

2020-2021: Business Liaison

#### **Faculty Sponsor:**

2020-2021: Director of Graduate Program

#### **Member:**

2020-2021: AOL Research Committee

2019-2020: Search Committee for B-school Director

### **College Assignments**

#### **Mentoring Activities:**

2013-2014: Undergraduate Advising

#### **Other Institutional Service Activities:**

2013: Research Presentation to SOM Ad Hoc Committee

2012 – 2013: Research Presentation to SOM Business Advisory Committee

2012: SOM Undergrad

#### **Member:**

2018-2019: Assessment of Learning Committee

2013-2014 – 2016-2017: Assurance of Learning

2015-2016: Online Admissions Committee

2013-2014 – 2014-2015: Admissions Committee

2013-2014: Search Committee for Marketing Professors

2013-2014: AACSB Re-Accreditation Committee

### **University Assignments**

#### **Committee Member:**

2012-2013: Search Committee for Center for Excellence in Teaching Director

**Mentoring Activities:**

2013-2014: Office of Advancement

**Other Institutional Service Activities:**

2012: College Undergraduate Admissions Accepted Students Luncheon

2012: College Entrepreneurs Club

**Simmons University**

**College Assignments**

**Member:**

2013-2014: Marketing Search Committee

2013-2014: SOM Assurance of Learning Committee

2012-2013 – 2013-2014: SOM Faculty

2012-2013 – 2013-2014: SOM Undergraduate Capstone/ Internship Committee

2011-2012 – 2013-2014: SOM Admissions Committee

2011-2012: SOM General Faculty

2011-2012: SOM Pedagogy Task Force

2011-2012: SOM Assurance of Learning Committee

2007-2008 – 2010-2011: Assurance of Learning Committee

2006-2007 – 2010-2011: Admissions Committee

**University Assignments**

**Member:**

2011-2012: Director, Center for Teaching Excellence Search Committee

**Unassigned**

**College Assignments**

**Faculty Sponsor:**

2016-2017: Building Undergraduate Community

**Mentoring Activities:**

2013-2014: Undergraduate Internship

**Other Institutional Service Activities:**

2018-2019: Teaching gender in John Lowe's Sports Management course

2018-2019: Teaching 'teams' materials in Todd Herrman's class

2010-2011 – 2013-2014: Simmons College Emerging Leaders Program

**Writing Student Recommendations:**

2018-2019: Undergraduate business students

**Member:**

2018-2019: Marketing the 2U online MBA

2018-2019: B-School People Operations exploratory committee

2018-2019: B-School Graduate Strategy Committee

2013-2014: Art and Science Client Committee for MBA Review

**University Assignments**

**Committee Chair:**

2016-2017 – 2018-2019: PLAN Leadership Course Faculty

**Committee Member:**

2016-2017 – 2018-2019: Scott Ross Center Steering Committee

2015-2016 – 2018-2019: Ongoing participation in undergraduate admissions events

2014-2015: Art & Science Client Committee for MBA Review

2014-2015: Leadership Council for Strategy 2020

2014-2015: General Education Planning and Advisory Committee

2014-2015: Diversity and Inclusion Action Committee

2014-2015: Strategy 2020: Enrich the Experience Committee

2014-2015: Strategy 2020: Sustain and Strengthen Committee

**Faculty Advisor:**

2014-2015: She's the First

2013-2014: Undergraduate commencement speaker Spring 2014

**Other Institutional Service Activities:**

2019-2020: Develop and lead PLAN Leadership course faculty design institute

2018-2019 – 2019-2020: Center for Excellence in Teaching lunchtime program

2014-2015 – 2019-2020: World Challenge instructor

2018-2019: Teaching 'teams' materials for COCIS online faculty

2016-2017: REDESIGN Green College Thought Partners

2016-2017: REDESIGN Governance & Culture Committee

2014-2015: Multiple speeches or panel moderating for SNHS, Scott Ross, and SLIS

**State-wide Assignments****Other Institutional Service Activities:**

2014-2015: Simmons & Girl Scouts Convening Conference November 2014

**Service to the Profession****Academic Conference: Discussant**

2016: National Conference on Girls Education, New York, New York.

**Academic Conference: Moderator / Facilitator**

2014: International Leadership Association, Monterey Bay, California. Assembled and moderated a panel on middle school girl research and keeping them in the "pipeline" to leadership

2012: Academy of Management, Boston, Massachusetts. Moderator of Panel

**Academic Conference: Panelist**

2012: Academy of Management, Boston, Massachusetts. Giving Voice to Values panelist

2009: American Accounting Association. 'Flextime and the accounting profession: the need for research'

**Chair: Conference / Track / Program**

2016 – 2017: International Leadership Association. Stream chair for Women's Development and Education; looked at over 100 proposals, selected proposals and discussant chairs; will be implementing conference June 2017

**Reviewer - Article / Manuscript**

2012 – 2015: Journal of Career Development. Ongoing reviewer

2009 – 2012: Human Resource Development Quarterly.

2011: Journal of Career Development. Ongoing reviewer for JCD manuscripts

2010 – 2011: Journal of Career Development. Ongoing reviewer for JCD manuscripts

2009 – 2010: Organizational Management Journal.

2007: Organization Management Journal.

2004 – 2006: Eastern Academy of Management .

### **Keynote Address**

2009: Boston Chamber of Commerce, Boston, Massachusetts. Women and the Vision Thing

2007: Narragansett Bay Commission Conference, Providence, Rhode Island. Can There Be Flexibility in the Unionized Public Sector?

2007: Women In Development (WID) Regional Conference. Persuade as if Your Job Depended on it...and it Does

2007: 9th Annual Summer Labor and Employment Conference, Portland, Maine. Can There be Flexibility in the Unionized Public Sector?

2006: Network of Executive Women (NEW). Communicating Across Differences: Effective Leadership in a Diverse World

### **Member: Committee/Task Force**

2013: National Conference on Girls Education, Philadelphia, Pennsylvania. Advisory Committee for second bi-annual conference representing Simmons College

2011: National Conference on Girls Education, Washington DC, United States of America. Planning committee member, planning and implementing this inaugural conference

### **Other Professional Service Activities**

2010: Credit Suisse/AON Women's Forum, New York, New York. Moderated panel on topic of risk, changing financial institutions, women and risk taking on September 28, 2010

2004: Women Re-Entering the Workplace Post Time-Off for Children, Boston, Massachusetts. NPR Radio, On Point

### **Presentation**

2015: Simmons College Leadership Conference, Boston, Massachusetts. Executive Presence

2014 – 2015: Simmons College Leadership Conference, Boston, Massachusetts. Executive Presence

2014: Boston Private Financials, Boston, Massachusetts. Speech entitled "Vulnerability at work: Leadership or career suicide?"

2014: Produce Marketing Association, Phoenix, Arizona. Communicating with Credibility

2014: Produce Marketing Association, Phoenix, Arizona. Accepting Leadership: Negotiating Conditions of Success

2014: Produce Marketing Association, Phoenix, Arizona. Exploring your leadership potential

2013: Kahn, Litwin, Renza & Co, Ltd (KLR). Presentation entitled "Women and the Vision Thing"

2013: ACE Women Leaders in Higher Education, Worcester, Massachusetts. Got Politics? Get Influence!

2013: Produce Marketing Association, Phoenix, Arizona. Leading High Performance Teams

2013: Produce Marketing Association. Executive Presence: Women and gendered dilemmas

2012: Sun Life Financials, Boston, Massachusetts. Managing your career in turbulent times

2012: Global Accounting and Organizational Change Conference, Boston, Massachusetts. Expanding opportunities for gender related research in accounting

2012: Simmons College, Boston, Massachusetts. Dreaming Big: What's Gender got to do with it?

2012: Transformative Learning Conference, San Francisco, California. Transforming Learning Through Effective Teams

2011: Genentech Women's Forum, San Francisco, California. Speech entitled 'Raise your hand: Women accepting leadership'

2011: Simmons Leadership Conference, Boston, Massachusetts. Pre-conference workshop and presentation on 'Got politics? Get influence' April 25, 2011

2010: New England Human Resource Association, Boston, Massachusetts. Presentation on 'Giving Voice to Values' December 8, 2010

2010: Boston Chamber of Commerce, Boston, Massachusetts. Presentation on Leadership to Boston Chamber on October 19, 2010

2010: 85 BROADS Conference, Boston, Massachusetts. 'Accepting Leadership' presentation at 85 Broad event September 11, 2011

2010: Genentech Women's Forum, San Francisco, California. Women and the Vision Thing

2010: Genzyme. Women and the Vision Thing

2010: Genentech, San Francisco, California. Women and the Vision Thing

2009: Supply Management Institute National Convention, San Antonio, Texas. Creating Credibility and Authority

2009: Boston Chamber of Commerce. Women as Visionary Leaders

2009: CDM. Influence without Authority (webinar)

2009: Northern Trust. Influence without Authority (webinar)

2009: EMC. Influence without Authority (webinar)

2009: Women's Foodservice Forum, Dallas, Texas. Influence without Authority

2009: Wellington's Women's Forum, Boston, Massachusetts. 'Influence without Authority'

2009: Colleges of the Fenway. Workshop: 'Power, Politics and Influence: surviving this economic downturn'

2009: Northeast Regional Computing Program (IT departments and libraries). 'Getting the resources you need: Influence in this economic downturn' (workshop)

2008: National Council. Creating Credibility and Authority When Presenting

2008: Madrinas Leadership. Impact of Ethnic Identities on Career Management

2008: CASE Conference. What's Their Problem? Why Don't They Get It? Understanding Communication Styles

2008: Massachusetts Municipal Association Convention. Can There be Flexibility in the Unionized Public Sector?

2008: Teleconference: IBM's La Red Group, Boston, Massachusetts. Latinas and Career Management

2008: Teleconference: Madrinas, Boston, Massachusetts. Latinas and Career Management

2008: The Central Exchange's 6th Annual Women's Lyceum. Creating Credibility and Authority

2008: The Central Exchange's 6th Annual Women's Lyceum. Changing Career Paradigms: Implications for You and Your Organization

2007: Harvard University Alumni Affairs & Development Office Conference. Speak their Language: A Model for Making your Case

2007: CGO Distinguished Scholars Lecture Series. Optioning In Versus Opting Out: Women and Flexible Work Arrangements

2007: SOM Leadership Donor Group. Optioning In Versus Opting Out: Women and Flexible Work Arrangements

2007: Madrinas Reception at SOM. Optioning In Versus Opting Out: Women and Flexible Work Arrangements

2007: Wired on NECN-TV Interview . Optioning In Versus Opting Out: Women and Flexible Work Arrangements

2007: Council of Advancement and Support of Education. Speak Their Language: A Model for making your Case

2006: Harvard University Diversity Council. Communicating Across Differences: Being Effective in a Diverse Workforce

2006: Boston Library Consortium (BLC). Towards Collaboration: Creating Support Across Library Teams

2006: American Marketing Association (AMA). Communicating Across Differences: Make Your Case and Make the Sale

2006: SOM Alumnae Day 2006. Positioning for Success: Managing your Career

2006: Ernst and Young, unknown, Texas. Leadership

2006: Ernst and Young, Boston, Massachusetts. Leadership

2005: Women in Transportation, Boston, Massachusetts. Cross Cultural Differences in the Workplace

2005: Leading Teams, Boston, Massachusetts. Dana Farber Development Office

2005: Establishing Credibility and Authority Across Gender, Boston, Massachusetts. Greater Boston Chamber of Commerce

2005: Career Dilemmas Facing Women Today. Hewlett Packard Women

2004: Presenting with Credibility and Authority. Womens Association of Verizon Employees

2004: Women Facing Career Dilemmas. Womens Association of Verizon Employees

2004: Credibility in the Classroom: Gender Dynamics in Making Presentations, Boston, Massachusetts. Association of Harvard Womens Medical Faculty

2004: Establishing Credibility and Authority: Standing Before a Venture Capital Board. Women Entrepreneurs in Science and Technology

2004: Boards as Teams, Boston, Massachusetts. Boston Library Consortium

2003: Putting Your Best Foot Forward when Presenting, Boston, Massachusetts. Womens Transportation Seminar  
2002: Managing Your Career in Turbulent Times, Boston, Massachusetts. SOM Alumni Reunion Day  
2002: Differing Realities: Gender Dynamics in Communications, Boston, Massachusetts. Boston Chamber of Commerce  
2002: Marketing the Brand Called You. EMC Womens Leadership Forum  
2001: Presenting with Authority and Credibility, Boston, Massachusetts. Womens Transportation Seminar

**Reviewer: Ad Hoc Reviewer for a Journal**

2019 – 2020: Advancing for Women in Leadership online journal.  
2016 – 2020: Case Research Journal.  
2015: Journal of Management Education.

**Service to the Community**

**Chair of a Committee**

2000: Proposition 2 and ½ Override, Leadership on committee to pass Proposition 2 and ½ Override, 1993,1994,1996, 2000.

**Other Community Service Activities**

2012 – 2021: Pan Mass Challenge, fundraiser for Dana Farber Cancer Institute through the Pan Mass Challenge, 1997 to present.  
2013: Building Impact, Pro bono seminar on team building with Building Impact Nonprofit leadership team  
1995 – 2007: Rosies Place, kitchen volunteer, monthly, 1995 to present.  
1994 – 2004: Elementary School Parent Board

**Positions Held in Civic Organizations**

2003 – 2020: Girl Scouts of Eastern Massachusetts, Member, Membership Committee, 2019-2021  
Board of Directors, 2003 to 2019.  
Chair of Development and Nominating Committee, 2008  
Second Vice President, 2012-2013  
First Vice President, 2013-2014  
CEO Review Committee, 2013  
First Vice President, 2014-2015  
Co-Chair, CEO Search Committee 2014-2015  
Strategy Steering Committee, 2013-2014

1992 – 2004: Girl Scout Leader, resulting in 3 girls receiving Gold Award, 1992-2004.

**Faculty Development**

**Instructional-Related Conference**

2019: Simmons CET for Learning Communities. Preparation for creating new PLAN Learning Community  
2009: Blended Learning Institute. SPONSORED by Simmons

**Honors-Awards-Grants**

**Award**

2012: TATE Award for Best Case 2011, NACRA (North American Case Research Association). Giving Voice to Values: Helen Drinan Case awarded as 2011 Best Case by NACRA  
.  
2011: 2011 Award for Excellence, Emerald Literati Network 2011 Awards for Excellence. Journal's Editorial Team Award for Outstanding Paper for 'Gender and Risk: Women risk-taking and risk-aversion' published in Gender in Management: An International Journal.  
2006 – 2007: , Eastern Academy of Management. Outstanding Reviewer Award

### **Honor**

2016: Teacher of the year, School of Management. Voted "Teacher of the Year" by graduating Management senior undergrads .

2014: Kagen Trust 77 Chair of Leadership Development, Simmons College.

2014: Scott Ross Center Service Learning Award, Simmons College. Recognition of outstanding service learning

.

2013: Scott Ross Center Service Learning Award, Simmons College. Awarded at Convocation for outstanding contribution to Service Learning.

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2012: , Simmons School of Management. Voted "Teacher of the Year" by graduating Management senior undergrads.

2011: , Beta Gamma Sigma. Invitation to Beta Gamma Sigma Business School Honor Society.

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**Last updated by member on 15-Jun-21 (04:42 PM)**