
Spela Trefalt, D.B.A.
Associate Professor
Organizational Behavior Management
Simmons University
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Education

D.B.A. Harvard Business School.
M.B.A. University of Kansas.
B.A. University of Ljubljana.

Certifications

Associate Certified Coach (ACC), 2015, International Coaching Federation.
Certified Co-Active Coach (CPCC), 2014, Coaches Training Institute.

Academic Employment

Associate Professor, Simmons University (2015 - Present), Boston, Massachusetts.
Adjunct Professor, University of New Hampshire (April, 2019 - July, 2019), Durham, New Hampshire.
Assistant Professor, Simmons School of Management (2008 - 2015), Boston, Massachusetts.
Facilitator, Women's Leadership Forum, Harvard Business School, Executive Education Department (2007 - 2008), Boston, Massachusetts.
Teaching Fellow, Harvard University, Sociology Department (2007), Cambridge, Massachusetts.
Guest Lecturer, IESE (2007), Barcelona, Spain. Guest lecturer in Human Resources Management course
Guest Lecturer, University of Navarra (2006 - 2007), Boston, MA, Spain. Guest Lecturer, Organizational Behavior Business cases for students of English For the MBA, Harvard University, Extension School (2004 - 2007), Cambridge, Massachusetts.

Business Employment

International

Consultant/Owner, HRMotives (2000 - 2002), Cerklje, Slovenia.
Human Resources Manager of the financial group, Aktiva Group d.o.o. (1999 - 2000), Ljubljana, Slovenia.
Human Resources Manager, McDonald's Slovenia (1996 - 1999), Ljubljana, Slovenia.
Television Show Hostess and Co-editor, TV Slovenija (1992 - 1999), Ljubljana, Slovenia.

Consulting and Executive Education

Monitor Group

2010: Monitor Group, Consulting Project on Women's Advancement at Monitor Group
2010: Monitor Group, Consulting Project on Women's Advancement at Monitor Group

Brown Rudnick

2010: Brown Rudnick, Executive Education Program

Emc

2010: EMC, Executive Education Program

Merck & Co.

2011 – 2012: Merck & Co., Executive Education Program

Strategic Leadership For Women

2010: Strategic Leadership for Women, Executive Education Program

2010 – 2011: Strategic Leadership for Women, Executive Education Program

Verizon

2011: Verizon, Executive Education Program

2009: Verizon, Executive Education Program

Zürcher Fachhochschule

2011: Zürcher Fachhochschule, Executive Education Program

2011: Zürcher Fachhochschule, Executive Education Program

Harvard Pilgrim Health Care

2011: Harvard Pilgrim Health Care, Executive Education Workshop

Newton Wellesley Hospital

2012: Newton Wellesley Hospital, Executive Education Workshop

Sun Life Financial

2010: Sun Life Financial, Executive Education Workshop

Women's Foodservice Forum

2010: Women's Foodservice Forum, Executive Education Workshop

Courses Taught

Courses from the Teaching Schedule: Boston Women Leaders Leadership, Future HC Professionals, Health Care Leadership, Leading Quietly, HR Fundamentals for People Managers, HR for Everyone, HR for People Managers, Human Resource Management, Human Resources for Everyone, Immersion, Independent Study, Internships and Career Strategies, Leadership, Leadership & Managing Change, Leadership & Managing Change, Leading Individuals & Groups, Leading Individuals and Groups, Leading Organizational Change, Leading Organizational Change, Learning from Internship Experience, Negotiations & Change Management, Organizations & Their Environment, Project Management, Support Your Local Businesses, What the Health is Going on?, Boston Women of Color

Courses taught, but not in the Schedule:

Memberships

Organizational Behavior Teaching Society, 2011--

Work and Family Researchers Network, founding member, 2010--

Center for Gender in Organizations, faculty affiliate, 2008--

Berger Institute for Work, Family, and Children at Claremont McKenna College in California, faculty affiliate, 2008--

Academy of Management, member, 2002--

Professional Interests

Other Teaching Activities

Assurance of Learning - Teaching

2012 - Assurance of Learning - Teaching.

Course (Existing) - Compensated Redesign

2012 - Course (Existing) - Compensated Redesign.

Student Assign-Independent Studies

2011 - 1 student. Student Assign-Independent Studies.

2009 - 1 student. Student Assign-Independent Studies.

2009 - 1 student. Student Assign-Independent Studies.

Student Collaborator: Co-Author of Article/Chapter

2013 - Student Collaborator: Co-Author of Article/Chapter.

2013 - 1 student. Student Collaborator: Co-Author of Article/Chapter.

Thesis / Dissertation Committee - Member

2019 - *Renata Adlesic*. Thesis / Dissertation Committee - Member.

2018 - *Renata Adlesic*. Thesis / Dissertation Committee - Member.

2018 - *Pablo Escribano*. Thesis / Dissertation Committee - Member.

2017 - *Renata Adlesic*. Thesis / Dissertation Committee - Member.

2017 - *Pablo Escribano*. Thesis / Dissertation Committee - Member.

2016 - *Renata Adlesic*. Thesis / Dissertation Committee - Member.

2013 - 1 student. Thesis / Dissertation Committee - Member.

2013 - 1 student. Thesis / Dissertation Committee - Member.

2012 - 1 student. Thesis / Dissertation Committee - Member.

2011 - 1 student. Thesis / Dissertation Committee - Member.

Innovations in Course Content / Presentation

2020 - *Webinar: Bringing Simulations into Your Virtual Classroom*. Innovations in Course Content / Presentation.

2012 - Innovations in Course Content / Presentation.

2011 - Innovations in Course Content / Presentation.

2011 - Innovations in Course Content / Presentation.

2011 - Innovations in Course Content / Presentation.

2010 - Innovations in Course Content / Presentation.

2009 - Innovations in Course Content / Presentation.

Peer Review: Colleagues review of my teaching

2017 - *Susan Sampson*. Peer Review: Colleagues review of my teaching.

Other Teaching Activities

2020 - *Harness the Power of Networking*. Other Teaching Activities.

2013 - Other Teaching Activities.

2013 - Other Teaching Activities.

2013 - Other Teaching Activities.

2012 - Other Teaching Activities.

2012 - Other Teaching Activities.

2012 - Other Teaching Activities.

2012 - Other Teaching Activities.

2011 - Other Teaching Activities.

2011 - Other Teaching Activities.

Publications:

Peer Reviewed Articles in Discipline Journals

Trefalt, S. (2020). Leading Organizational Change: Semester-Long Project. *Management Teaching Review*, 5 (1), 41-58, doi: 10.1177/2379298119881788.

Las Heras, M., Trefalt, S., & Pinto, P. E. (2015). How national context moderates the effect of family-supportive supervisory behavior on job performance and turnover intentions. *Management Research. The Journal of the Iberoamerican Academy of Management*, 13 (1), 55-82.

Trefalt, S. (2014). How Network Properties Affect One's Ability to Obtain Benefits: A Network Simulation. *Journal of Management Education*., doi: 10.1177/1052562914521197.

Trefalt, S. (2013). Between You and Me: Setting Work-Nonwork Boundaries in the Context of Workplace

Relationships. *Academy of Management Journal*, 56, 1802-1829.

Trefalt, S., Drnovsek, M., Svetina-Nabergoj, A., & Adlesic, R. (2013). Work-life experiences in rapidly changing national contexts: Structural misalignment, comparisons, and choice overload as explanatory mechanisms. *European Management Journal*, 31, 448-463, doi: 10.1016/j.emj.2013.04.006.

Trefalt, S. (2011). Integrating Giving Voice To Values across the MBA Curriculum: The Case of Simmons School of Management. *Journal of Business Ethics Education*, 8, 326-331.

Trefalt, S. (2010). Interpersonal Aspects of Justice in Workplace Flexibility Enactment. *Work and Family Encyclopedia*.

Refereed Proceedings

Full Paper

Trefalt, S., & Passarelli, A. (2019). Coaching Across the Career: Recognizing the Importance of Context in Coaching. *Academy of Management Annual Meeting*.

Trefalt, S. (2010). In Good Standing & Standing Your Ground: Preserving Relationships in Workplace Flexibility Enactment. *Academy of Management Best Papers Proceedings*.

Abstract Only

Trefalt, S., & Heaphy, E. (2012). Process and Management Expertise: The Relational Construction of Temporal Flexibility. *Academy of Management Annual Meeting*.

Non-Refereed Articles

Trefalt, S., Merrill-Sands, D., Kolb, D., Wilson, F., & Carter, S. (2011). Closing the women's leadership gap: Who can help? CGO. *CGO Insights* (32).

Invited Articles/Reviews

Trefalt, S. (2005). Book Review of Andrew Ross's No-Collar: The Humane Workplace and Its Hidden Costs. *Administrative Science Quarterly*, 50 (2), 312-314.

Book Chapters

Non-Refereed

Trefalt, S., & Besharov, M. (2016). The Journey from Data to Qualitative Inductive Paper: Who Helps and How?. In Press, In Elsbach, K.D. and Kramer, R.M. (Eds.), *Handbook of Qualitative Organizational Research: Innovative Pathways and Methods* (pp. 401-410).

Trefalt, S. (2012). Fairly Flexible: Preventing Perceptions of Unfairness in Enactment of Workplace Flexibility. In Steven Poelmans, Jeffrey Greenhaus & Mireia Las Heras (Eds.), *New Frontiers in Work-Family Research: A Vision for the Future in a Global World*. Palgrave Publishers.

Adkins, C., Gentile, M. C., Ingols, C., & Trefalt, S. (2011). Teaching 'How'--not 'Whether'--to Manage with Integrity: Undergraduate and MBA Applications of the 'Giving Voice To Values' Curriculum. In Agatha Stachowicz-Stanusch & Charles Wankel (Eds.), *Management Education for Integrity* (pp. 107-133). Bingley, UK: Emerald Group Publishing.

Trefalt, S., & Perlow, L. (2005). Learning From Women Who Make It Work: A Call For Dynamic Flexibility. In Kimberly D. Elsbach (Ed.), *Qualitative Organizational Research: Best Papers from the Davis Conference on Qualitative Research* (pp. 227-251). Greenwich, CT: Information Age Publishing.

Presentation of Refereed Papers

International

Trefalt, S. (2022, June). *Fixing the Broken Rung: Coaching Women through the Transition to Working Motherhood*. Work and Family Researchers Network Conference, New York, New York.

Trefalt, S. (2022, June). *Early Career Panel*. Work and Family Researchers Network Conference, New York, New York.

Trefalt, S. & Passarelli, A. (2019). *Transition to Working Motherhood Coaching*. Academy of Management Annual Meeting, Boston, Massachusetts.

Trefalt, S. & Passarelli, A. (2019). *Coaching for Career Decisions During Impending Motherhood*. Coaching in Leadership and Healthcare Conference, Boston, Massachusetts.

Trefalt, S. (2019). *Friends or Foes: Attorneys' Narratives of Balancing Work and Life*. Academy of Management

Annual Meeting, Boston, Massachusetts.

Trefalt, S. & Heaphy, E. (2018). *Learning the Ropes: How Professionals Learn to Do Boundary Work*. Work and Family Researchers Network Conference, Washington, District of Columbia.

Trefalt, S., Kanov, J., & Roberts Gibson, K. (2018). *Teaching Positive Relationships at Work*. Academy of Management Annual Meeting, Chicago, Illinois.

Trefalt, S. & Heaphy, E. (2018). *Becoming a Balanced Consultant: Learning about Boundary Work*. Annual Academy of Management, Chicago, Illinois.

Trefalt, S. (2018, June). *Navigating the Early Career Stage: Panel*. Work and Family Researchers Network Conference, Washington, District of Columbia.

Westring, A., Valcour, M., & Trefalt, S. (2016). *Crafting a Meaningful Academic or Post-Academic Career*. Work and Family Researchers Network Conference, Washington, District of Columbia.

Trefalt, S. & Heaphy, E. (2015). *Achieving temporal flexibility in project work: The role of job crafting*. Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Las Heras, M., Trefalt, S., & Escibano Pinto, P. (2014). *How national context moderates the effect of FSSB on job performance and turnover intentions*. Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Trefalt, S. & Heaphy, E. (2014). *Process and management expertise: The relational construction of temporal flexibility*. Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Las Heras, M., Trefalt, S., & Escibano Pinto, P. (2014, June). *Let's hear it for the boss: Family-Supportive Supervisory Behaviors' Impact across National Contexts*. Work and Family Researchers Network Conference, New York, New York.

Las Heras, M., Trefalt, S., & Escibano Pinto, P. (2013). *Let's hear it for the boss: How national contexts moderate the effects of family supportive supervision on job performance and turnover intentions*. International Conference of Work and Family, Barcelona, Spain.

Trefalt, S., Drnovsek, M., Svetina-Nabergoj, A., & Adlesic, R. (2013, July). *Work-life experiences in rapidly changing national contexts: Structural misalignment, comparisons and choice overload as explanatory mechanisms*. International Conference of Work and Family, Barcelona, Spain.

Padavic, I., Ely, R., Reid, E., & Trefalt, S. (2012). *Gender and the Long-Hours Work Culture: Observations from a Professional-Services Firm*. Gender Renewals Conference, Amsterdam, Netherlands.

Padavic, I., Ely, R., Reid, E., & Trefalt, S. (2012). *A Gender Problem? Understanding Women's Under-representation in the Partnership of a Professional Services Firm*. American Sociological Association Annual Meeting, Denver, Colorado.

Padavic, I., Ely, R., Reid, E., & Trefalt, S. (2012). *A Gender Problem or a Management Problem?: Understanding Women's Underrepresentation in the Partnership of a Professional Services Firm*. Academy of Management Annual Meeting, Boston, Massachusetts.

Trefalt, S. (2012). *Between You and Me: Interpersonal Challenges in Setting Work-Nonwork Boundaries*. Work and Family Researchers Network Inaugural Conference, New York, New York.

Trefalt, S. & Heaphy, E. (2012). *The Autonomy-Interdependence Paradox: Achieving Temporal Flexibility in Professional Services*. Academy of Management Annual Meeting, Boston, Massachusetts.

Padavic, I., Ely, R., Reid, E., & Trefalt, S. (2011). *A Gender Problem or a Management Problem?: Understanding Women's Underrepresentation in the Partnership of a Professional Services Firm*. Gender, Work and Organization, Staffordshire, United Kingdom.

Trefalt, S. (2011). *Between you and me: Exposing the interpersonal nature of work-nonwork conflict*. Academy of Management Annual Meeting, San Antonio, Texas.

Trefalt, S. & Heaphy, E. (2011, October). *Autonomy vs. Interdependence: How Professionals Navigate Intra-Firm 'Free Markets' to Achieve Work-Life Balance*. 4th Annual People and Organizations Conference, Philadelphia, Pennsylvania.

Trefalt, S. (2010). *In Good Standing & Standing Your Ground: Preserving Relationships in Workplace Flexibility Enactment*. Academy of Management Annual Meeting, Montreal, Canada.

Trefalt, S. (2010). *Workplace flexibility enactment as an interpersonal process*. Academy of Management Annual Meeting, Montreal, Canada.

Trefalt, S. (2009, August). *Flexible Work and Fairness: Unintended Consequences of Formal and Informal Flexible Work Arrangements*. Academy of Management Annual Meeting, Chicago, Illinois.

Trefalt, S. (2009, April). *In Good Standing While Standing Your Ground: Setting Work-Nonwork Boundaries in the Context of Relationships at Work*. Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

Trefalt, S. (2008, August). *Between You and Me: A Relational Perspective on Managing Work-Nonwork Boundaries*. Academy of Management, Anaheim, California.

Trefalt, S. (2008, July). *Between You and Me: A Relational Perspective on Managing Work-Nonwork Boundaries*. Annual Meeting of the American Sociological Association, Boston, Massachusetts.

Trefalt, S. (2007, August). *How Do You Draw the Line?: Individual Agency in Managing the Work-Life Boundaries*. Academy of Management, Philadelphia, Pennsylvania.

Trefalt, S. (2007, August). *A Relational Perspective on Boundary Work: How Law Firm Associates Negotiate Work-Life Boundaries*. Academy of Management, Philadelphia, Pennsylvania.

Trefalt, S. (2006, May). *Working 9 to 5, What a Way to Make Living!: How Lawyers Negotiate Boundaries Around Work*. Trans-Atlantic Doctoral Conference, London Business School, London, United Kingdom.

Regional

Padavic, I., Ely, R., Reid, E., & Trefalt, S. (2011). *Gender and the Long-Hours Work Culture: Observations from a Professional-Services Firm*. Work, Power and Inequality Miniconference at the Southern Sociological Society, Jacksonville, Florida.

Presentation of Non-Refereed Papers

International

Trefalt, S. & Heaphy, E. (2012). *Autonomy-Interdependence Paradox: Achieving Temporal Flexibility in a Professional Service Firm*. Invited presentation at Wharton Organizational Behavior Conference, Philadelphia, Pennsylvania.

Trefalt, S. & Heaphy, E. (2012). *The Autonomy-Interdependence Paradox: Achieving Temporal Flexibility in Professional Services*. Positive Relationships at Work Microcommunity Meeting, Ashland, Massachusetts.

Trefalt, S. (2009). *What's Fair? How Concern for Fairness Influences Decisions about Coping with Conflicting Work and Non-Work Demands*. Invited presentation at International Conference of Work and Family, Barcelona, Spain.

Trefalt, S. (2009, March). *In Good Standing While Standing Your Ground: Setting Work-Nonwork Boundaries in the Context of Relationships at Work*. Invited presentation at The Davis Conference on Qualitative Research, Davis, California.

Trefalt, S. (2007, July). *A Relational Perspective on Boundary Work: How Law Firm Associates Negotiate Work-Life Boundaries*. Invited presentation at Clifford Chance Conference on Professional Service Firms, University of Illinois at Urbana, Champaign, Illinois.

Trefalt, S. (2006, June). *A Conceptual Model of Work-Life Balancing Process: Example of Lawyers in Corporate Law Firms*. Invited presentation at Clifford Chance Conference on Professional Service Firms, IESE, Barcelona, Spain.

Local

Trefalt, S. (2015, December). *Work/Life Matters: Reflections on the Field*. Invited presentation at Center for Gender in Organizations Distinguished Scholar Speaker Series, Boston, Massachusetts.

Trefalt, S. & Heaphy, E. (2013). *Relational Construction of Temporal Flexibility*. Center for Gender in Organizations Distinguished Scholar Speaker Series, Boston, United States of America.

Trefalt, S. (2009). *Workplace Flexibility in Its Interpersonal Context*. Center for Gender in Organizations Distinguished Scholar Speaker Series, Boston, United States of America.

Trefalt, S. (2008, April). *Between You and Me: A Relational Perspective on Managing Work-Nonwork Boundaries*. Organizational Studies Group, MIT, Cambridge, Massachusetts.

Trefalt, S. (2006, December). *Negotiating with Yourself and Others: How Lawyers Draw Boundaries Around Their Professional and Personal Roles*. Work, Organizations, and Markets Seminar, Harvard Business School, Cambridge, Massachusetts.

National

Trefalt, S. & Perlow, L. (2004, October). *Learning from Women who Make it Work*. Invited presentation at Working Mother 100 Best Companies WorkLife Congress 2004, New York City, New York.

Regional

Trefalt, S. (2017, February). *Work-Life Balance in a Dual-Career Household*. Invited presentation at 26th Annual Dynamic Women in Business Conference, Boston, Massachusetts.

Trefalt, S. & Perlow, L. (2004, February). *What makes it work?* Eastern Sociological Society Annual Meeting, New York City, New York.

Research Grants

Funded

- 2018: Trefalt, S. & Passarelli, A., Fund for Research, Principal Investigator, Principal Investigator.
- 2013: Trefalt, S. Faculty Development Fund, Principal Investigator. For V International Work and Family Conference.
- 2013: Trefalt, S. SOM Faculty Research and Development Fund, Principal Investigator. For V International Work and Family Conference.
- 2011: Trefalt, S. Faculty Development Fund, Principal Investigator. For Academy of Management Annual Meeting in San Antonio, TX.
- 2011: Trefalt, S. Swahnberg/Novotny Grant, Principal Investigator. For Academy of Management Annual Meeting in San Antonio, TX.
- 2010: Trefalt, S. President's Fund for Faculty Excellence, Principal Investigator. Support for project 'The role of identity and relationships in managing work-nonwork boundaries'.
- 2010: Trefalt, S. Swahnberg/Novotny Grant, Principal Investigator. To attend AOM 2010.
- 2009: Trefalt, S. Swahnberg Novotny Fund, Principal Investigator. financial support for a second coder for my dissertation data.
- 2009: Trefalt, S. Faculty Development Fund, Principal Investigator. To attend the 24th Annual Society for Industrial and Organizational Psychology (SIOP) conference in New Orleans, LA, to present my paper.
- 2009: Trefalt, S. Fund for Research, Principal Investigator. Support for second coder for my dissertation data.
- 2009: Trefalt, S. Swahnberg/Novotny Grant. \$750 to attend the Wharton OB conference in November 2009.
- 2009: Trefalt, S. Faculty Development Fund, Principal Investigator. Travel to the Academy of Management to present papers: 'Flexible work and fairness: Unintended consequences of formal and informal flexible work arrangement' and 'What's fair? Distributive fairness in enactment of workplace flexibility'.
- 2009: Trefalt, S. Swahnberg/Novotny Grant, Principal Investigator. Support to attend Academy of Management 2009 and Conference on Work and Family at IESE in Barcelona, Spain, where I presented my paper 'What's fair? Distributive fairness in enactment of workplace flexibility'.

Commercial Software Developed

- 2017: Organizational Behavior Simulation: Leveraging Networks. Developed in collaboration with Harvard Business School Publishing and now available from their website.
<https://cb.hbsp.harvard.edu/cbmp/product/8682-HTM-ENG>

Papers Under Review

- Heaphy, E. & Trefalt, S. (2022). "Hiding In Plain Sight: Co-Enacting The Sustainable Worker Schema In A Professional Service," Revision under 2nd review to *Organization Science*.

Working Papers

- Trefalt, S. & Passarelli, A. (2021). "Fixing the Broken Rung: Coaching Women Through the Transition to Working Motherhood," targeted for Academy of Management Learning and Education.
- Trefalt, S. & Passarelli, A. (2020). "Coaching Women through Transition to Working Motherhood."
- Trefalt, S. & Passarelli, A. (2019). "Coaching for Career Decisions during Impending Motherhood," targeted for Academy of Management Annual Meeting.
- Trefalt, S. (2018). "Friends or Foes: Attorneys Narratives of Balancing Work and Life," targeted for Academy of Management Annual Meeting.

Other Intellectual Contributions

Applied or Integrative/application Scholarship

- 2020: Trefalt, S., *Webinar: Harness the Power of Networking*.
- 2017: Trefalt, S., *Work-Life Balance: Messy Metaphor, Metaphorical Mess, and Meaning*. SOM Management Magazine
- 2014: Trefalt, S., *Balancing acts: The role of management in enabling professionals' work-life balance*. SOM Management Magazine
- 2013: Trefalt, S., *Blocked from the top: Gender bias is still holding women back*. SOM Management Magazine
- 2011: Trefalt, S., *Time off work and what to do with it (in Slovenian)*. Ona

Basic or Discovery Scholarship

2022: Trefalt, S., & Passarelli, A., *This may be the way to cancel the 'motherhood penalty' and develop leaders.*

2020: Trefalt, S., & Passarelli, A., *Coaching Women through Transition to Working Motherhood.* An invited talk (webinar due to COVID restrictions) on the research project I've been working since 2018. The participants at this "Day of Discovery" are other coaching researchers as well as practitioners - leadership development professionals from organizations across industries and coaches.

2010: Trefalt, S., *Alternative selves and work-nonwork balance.* (with Otilia Obodaru and Emily Heaphy): data collection completed.

Teaching and Learning Scholarship

2020: Trefalt, S., *What's Different When You Teach with Simulations Online?* An article summarizing my approach to teaching with simulations online. (In collaboration with Harvard Business Publishing)

2014: Trefalt, S., *Podcast on 'How network properties affect one's ability to obtain benefits: A network simulation'.*

Other

2021: Trefalt, S., *What Has the Pandemic Done to Our Boundaries?*

Service:

Service to the University

-

School Assignments

Member:

2010-2011 – 2011-2012: MGMT 100 course revision task force

College Assignments

Other Institutional Service Activities:

2011-2012: MBA Info Session

2011-2012: Admissions Breakfast

2009-2010 – 2010-2011: Case teaching in the MBA Info Session

2008-2009 – 2009-2010: Teaching in Foundations

Writing Student Recommendations:

2009-2010: Recommendation letters

Member:

2010-2011: MBA Leadership Concentration Taskforce

University Assignments

Committee Member:

2010-2011: Strategy Team O4 - Work-Life Balance

Other Institutional Service Activities:

2009-2010: Simmons for a Day Speaker

Simmons School of Management

School Assignments

Member:

2021-2022: Mid-Point Review for Kwamie Dunbar

College Assignments

Faculty Advisor:

2014-2015 – 2021-2022: Beta Gamma Sigma

Other Institutional Service Activities:

2018-2019: Boosting MBA enrollment

2013-2014: Coordinating the revision and reduction of MBA Concentrations

2012-2013: Presentation at the Board of Trustees Ad-Hoc Committee Meeting

2012-2013: Foundations January 2013

Writing Student Recommendations:

2012-2013: Antonia Roberts

2012-2013: Alexandra Sternig

2012-2013: Susan (Tara) Aders

2012-2013: Kristen Bettencourt

2010-2011: Laurie Burgess

Chair:

2018-2019 – 2021-2022: Research Committee

2018-2019: Tenure case subcommittee

2014-2015 – 2017-2018: SOM Curriculum Committee

Member:

2012-2013: MBA Foundations Redesign Subcommittee

2011-2012 – 2012-2013: SOMAA Principled Leadership Award Committee

University Assignments**Committee Chair:**

2016-2017 – 2017-2018: Fund for Research Committee

Committee Member:

2021-2022: Review Committee

2017-2018: Review Committee

2012-2013 – 2015-2016: Fund for Research Committee

Other Institutional Service Activities:

2018-2019: University Registrar Selection

2016-2017: Developing and presenting Center for Excellence in Teaching's Lunchtime Dialogue: Grading Class Participation

Simmons University**School Assignments****Member:**

2020-2021 – 2021-2022: Curriculum Committee

Other Institutional Service Activities:

2021-2022: Peer teaching observations

College Assignments**Member:**

2012-2013 – 2013-2014: SOM Faculty

2012-2013 – 2013-2014: Strategy Search Committee

2011-2012 – 2013-2014: SOM Curriculum Committee
2011-2012: SOM General Faculty
2011-2012: MBA Program Review Task Force
2010-2011: Curriculum Committee
2009-2010: Admissions Committee

Other Institutional Service Activities:

2020-2021 – 2021-2022: Academic Leadership Team

Member:

2020-2021: Hiring Committee Online Program Director

University Assignments

Committee Member:

2021-2022: Kotzen Scholarship Interviews

Other Institutional Service Activities:

2021-2022: Mock Class

Unassigned

University Assignments

Committee Member:

2014-2015 – 2017-2018: All College Curriculum Committee

Service to the Profession

Academic Conference: Discussant

2013: Wharton Organizational Behavior Conference, Philadelphia, Pennsylvania. Invited discussant for a presented paper.

Academic Conference: Moderator / Facilitator

2010: Academy of Management Annual Meeting, Montreal, Quebec. Co-organizer of 'The Individuals' Experiences of Workplace Flexibility' symposium

2010: Academy of Management Annual Meeting, Montreal, Quebec. Co-organizer of 'Identity and Work-Life' symposium

2007: Academy of Management Annual Meeting, Philadelphia, Pennsylvania. Co-organizer of 'How Do You Draw the Line?: Individual Agency in Managing the Work-Life Boundaries' symposium

Academic Conference: Panelist

2010: Academy of Management Annual Meeting, Montreal, Quebec. Panelist in the 'Identity and Work-Life' symposium

2010: Academy of Management Annual Meeting, Montreal, Quebec. Presenter in Professional Development Workshop 'Current Research Methods in Work-Life Research'

Reviewer - Book / Textbook

2005: Administrative Science Quarterly.

Other Professional Service Activities

2020 – 2021: Harvard Business School Publishing. Reviewed a new simulation, Crafting Your Life, for HBSP

2012: Positive Relationships at Work Microcommunity Meeting, Boston, Massachusetts. Organized transportation for out-of-town attendees.

2011: Academy of Management Annual Meeting, Member of the OB Division Making Connections Award.

Presentation

2022: New England Society for Healthcare Strategy, virtual, Massachusetts. Work-Life Balance in Healthcare: No Joke?, a webinar I designed

2017: Beta Gamma Sigma, Boston, Massachusetts. Work-Life Balance: How YOU can lead a life honoring your values

2008: Harvard Law School Program on the Legal Profession. Managing Professional and Personal Demands in a Law Firm

Reviewer: Ad Hoc Reviewer for a Journal

2017 – 2022: Organization Science.

2016: Academy of Management Review.

2013 – 2014: Academy of Management Journal.

2013: Human Resource Management.

2011 – 2013: European Management Journal.

2012: Organization Science.

2011: International Public Management Journal.

2010: European Journal of Work and Organizational Psychology.

2010: Europe-Asia Studies.

2009 – 2010: Organization Science.

2009: Journal of Family Issues.

2008 – 2009: Organization Science.

2007: Administrative Science Quarterly.

Reviewer: Conference Paper

2011 – 2012: Academy of Management Annual Meeting, Boston, Massachusetts.

2010: Academy of Management Annual Meeting. GDO and OB Divisions

2009: Academy of Management Annual Meeting.

2007: Academy of Management Annual Meeting, Philadelphia, Pennsylvania. OB and GDO divisions

2006: Academy of Management Annual Meeting, Atlanta, Georgia. OB division

2004: Academy of Management Annual Meeting, New Orleans, Louisiana. OMT and OB Division

Service to the Community

Member of a Committee

2013: Parent Advisory Board at Sunshine Academy South

Other Community Service Activities

2021: ThirdPath Institute Pioneering Leaders Virtual Tour, An event to help people combine their careers and families.

2009 – 2011: Community Charter School of Cambridge, Volunteering at College Application Boot Camp

Faculty Development

Assurance of Learning - Professional Development

2011: How to Make Grading Time-Efficient and Useful for Learning, and How to Use Classroom Work for Assessment in the Department and General Education.

DS: Research-Related Conference/Seminar

2017: Gender & Work Symposium. This year's theme, "Images, Identities, and the Space(s) Between," takes up questions and innovations around identity categories, expression, and performance.

The 2017 symposium focused on how identity categories are experienced, interpreted, and contested through practices of expression, performance, and self-presentation. It will examine such topics as the deconstruction of the gender binary; the concept of the authentic self; and how social identities, such as gender, race, social class, and sexual orientation, intersect to affect oppression and resistance to oppression.

The symposium was held on the Harvard Business School campus in Boston, MA on Thursday, April 6 and Friday, April 7, 2017.

2016: Gender & Work Symposium. This year's theme, "Talking the Walk: Possibilities for Change through Dialogue, Expression, and Narrative," addressed the power of words: how *what* we say and *how* we say it—as well as what we *don't* say—can facilitate or impede change toward greater workplace equality. Our title recalls the colloquialism "walking the talk," a familiar statement that suggests moving from discourse to action is a shift from "mere" speech toward "real" change. But we know that language—from how we have conversations to the stories we share to that which is deemed unspeakable—is consequential.

As Rakesh Khurana, Marvin Bower Professor of Leadership Development at HBS and Dean of Harvard College said in a recent interview, "Words matter. They shape our opportunities, our self-perceptions, and our possible futures. They can open doors, and they can shut them. They can help build a community that belongs to all of us, or they can delineate difference and assert privilege or create boundaries between people."

The symposium examined the role of unconscious processes in sustaining inequality; how we can reconstruct dominant, yet empirically ungrounded, narratives about social groups; how to navigate undiscussable challenges in the workplace and other settings; and how learning to "talk the walk" can help leaders create lasting change.

The symposium was held on the Harvard Business School campus in Boston, MA on March 31 and April 1, 2016.

2015: Boston Community Field Research Conference.

2012 – 2013: Boston Community Field Research Conference. A conference for qualitative researchers in the Boston area.

2012: Boston Community Field Research Conference. A conference for qualitative researchers in the Boston area.

Instructional-Related Conference

2017: Organization Behavior Teaching Conference. A conference dedicated to teaching techniques and approaches in the management and org. behavior area.

2012: Saving Time in the Grading Process.

Other Professional Development

2018: Breakfast Bytes: Do You Know What Your Students Are Learning?. Joseph Galusha of Technology and Karen Mahon of Simmons Online co-facilitated the program. They explored why effective teaching is like coaching, with expert formative feedback as the key to learning. Participants had the opportunity to use websites such as Kahoot, Poll Everywhere, and Socrative, and learned ways to adjust instruction accordingly.

2017: Foundations of a Successful Academic Career. This ten-week virtual coaching group for professors is based on Rena Seltzer's book *The Coach's Guide for Women Professors: Who Want a Successful Career and a Well-Balanced Life* and facilitated by the author.

2013 – 2014: CTI Co-Active Coaching Certification Program.

2013: CTI Co-Active Coaching Training.

2013: Simmons Online Faculty Fellows Course. A course on online and blended course development and delivery.

2005: Harvard Business School Publishing. Successfully completed The Art and Craft of Discussion Leadership (training in teaching with the case method)

Professional Seminars / Workshops

2013: Gender and Work: Challenging Conventional Wisdom.

2012: Getting Things Done (GTD) Mastering Workflow seminar. A productivity workshop.

2008: Academy of Management Annual Meeting. The Power of Richness IV: How Can Qualitative Methods Help Us Ask Better Questions?

A professional development workshop on qualitative research

2008: Academy of Management Annual Meeting. OB Junior Faculty Consortium

2007: Academy of Management Annual Meeting. The Power of Richness, Part III: Crafting Qualitative Research Papers
A professional development workshop on qualitative research

2007: Academy of Management Annual Meeting. OB Doctoral Consortium at the AOM

2006: Academy of Management Annual Meeting. OMT Doctoral Consortium at the AOM

Honors-Awards-Grants

Award

2016: Emerald Literati Network Awards for Excellence 2016: Outstanding Paper, Emerald Group Publishing. My paper (with Las Heras and Escribano) "*How national context moderates the impact of family-supportive supervisory behavior on job performance and turnover intentions*" published in Management Research: The Journal of the Iberoamerican Academy of Management 2015 Vol 13 1, has been selected by the journal's editorial team as the Outstanding Paper in the 2016 Emerald Literati Network Awards for Excellence..

2014: Outstanding Reviewer Award, Academy of Management, OB Division.

2014: Nominee for the Kanter Award for Excellence in Work-Family Research, The Center for Families at Purdue University and Boston College Center for Work & Family.

2010: , Academy of Management. Outstanding Reviewer Award, Gender and Diversity in Organizations Division.

2010: , Academy of Management. Outstanding Reviewer Award OB Division.

2007: , Harvard Business School. Graduate Fellowship.

2007: , Academy of Management. Selected to attend OMT Doctoral Consortium.

2007: , Academy of Management. Selected to attend OB Doctoral Consortium.

2007: , Academy of Management. Outstanding Reviewer for OB Division.

2002 – 2007: , Harvard Business School. Wyss Award for Excellence in Doctoral Research Finalist

Honor

2020: The MBA Teaching Excellence Award, Simmons University.