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**Stacy Blake-Beard, Ph.D.**  
**Professor**  
**Organizational Behavior Management**  
**Simmons University**  
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**Education**

Ph.D. University of Michigan, 1996.  
M.A. University of Michigan, 1992.  
B.S. University of Maryland, 1989.

**Certifications**

Collaborative Institutional Training Initiative, 2018, Boston, MA.  
Hogan Level 1 Assessment Certification Workshop, 2018, New York, NY.

**Academic Employment**

Professor, Simmons College School of Management (July, 2013 - Present), Boston, Massachusetts.  
Research Faculty, Center for Gender in Organizations, Simmons College (2002 - Present), Boston, Massachusetts.  
Associate Professor, School of Management, Simmons College (2002 - June, 2013), Boston, Massachusetts.  
Assistant Professor, Graduate School of Education, Harvard University (1996 - 2002), Cambridge, Massachusetts.

**Courses Taught**

**Courses from the Teaching Schedule:** Gender & Leadership in Complex Organizations, Immersion, Independent Study, Internship, Leadership and Change, Leading Individuals & Groups, Leading Individuals and Groups, Leading Individuals and Groups

**Courses taught, but not in the Schedule:**  
Gender and Leadership - Indian School of Business (2007), Simmons Executive Education - Breakthrough Leadership - Time Warner (2005-present), Simmons Executive Education - Strategic Leadership for Women (2004-present)

Immersion course October 2019 -- Leadership and Career Management

**Memberships**

Fulbright Senior Fellows, 2017  
Management Faculty of Color, 2017  
AAUP, 2016  
Academy of Management, 2016  
Management Faculty of Color, 2016  
Beta Gamma Sigma International Honor Society, 2013  
American Association of University Women, 2011  
Fulbright, 2010  
Academy of Management, 1991 -2018  
Academy of Management

American Psychological Association  
National Association of Black MBAs

## **Professional Interests**

### **Paid Service Experience**

2019: Compact for Faculty Diversity, Conference focused on recruiting a greater number of diverse faculty to academia  
2013: Women in Public Service Project Simmons College/Smith College/Mount Holyoke College  
2013: Simmons College  
2002: Simmons College

## **Publications:**

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

O'Neill, R., Morgan Roberts, L., Blake-Beard, S., & Blockson, L. (2016). Leading change through unprecedented times: Nancy Sims and the Toigo Foundation. *Case Research Journal*.

Crawley, D. C., Meyers, J. K., & Blake-Beard, S. (2015). She's already busy: An exploratory study of women's workplace attitudes as predictors of organizational citizenship behavior. *Gender in Management: An International Journal*.

Muller, C. B., Blake-Beard, S. D., Barison, S. J., & Wotipka, C. M. (2013). Learning from the experiences of Women of color in MentorNet's one-on-one program. *Journal of Women and Minorities in Science and Engineering, 18* (4), 315-355.

Kumar, P., & Blake-Beard, S. D. (2012). What good is bad mentorship?: Proteges' perceptions of negative mentoring experiences. *Indian Journal of Industrial Relations, 48* (1), 79-93.

Agarwal, U. A., Datta, S., Blake-Beard, S. D., & Bhargava, S. (2012). Linking LMX, innovative work behavior and turnover intentions: The mediating role of work engagement. *Career Development International, 17* (3), 208-230.

Agarwal, U. A., Datta, S., Blake-Beard, S., & Bhargava, S. (2012). Linking LMX, innovation work behavior and turnover intentions: Mediating role of work. *Career Development International*.

Blake-Beard, S. D., Bayne, M. L., Crosby, F. J., & Muller, C. B. (2011). Matching by race and gender in mentoring relationships: Keeping our eyes on the prize. *Journal of Social Issues, 67* (3), 622-643.

Shapiro, M., Ingols, C., & Blake-Beard, S. D. (2011). Using power to influence outcomes: Does gender matter? *Journal of Management Education, 35*, 713-748.

### **Book**

Murrell, A., & Blake-Beard, S. (2017). *Mentoring Diverse Leaders* Routledge.

Blake-Beard, S. (2013). *Mentoring and Professional Indian Women* (Proposed)

Vinnicombe, S., Burke, R., Blake-Beard, S., & Moore, L. (Ed.). (2013). *Handbook of research on promoting women's careers*.

McGowan, E., Blake-Beard, S., Higgins, M., & Willie, C. (2010). *Mentoring Across Boundaries: New Sources of Learning* (Proposed)

### **Book Chapters**

#### **Non-Refereed**

Morgan Roberts, L., Blake-Beard, S., Creary, S., Edgehill, B., & Ghai, S. (2019). Hidden Guides and Leaky Pipelines: Overcoming Barriers to Developing and Retaining Diverse in Health Care Professions. In Laura Morgan Roberts, David Thomas (Ed.), *Race, Work and*

*Leadership in the 21st century: Learning About and From Black Experience*. Harvard Business School Press.

Blake-Beard, S., Morgan Roberts, L., Edgehill, B., & Washington, E. (2019). Feeling Connected: The Importance of Engagement, Authenticity, and Relationships in the Careers of Diverse Professionals. In Laura Morgan Roberts, Anthony Mayo, David Thomas (Ed.), *Race, Work and Leadership in the 21st century: Learning About and From Black Experience*. Harvard Business Review Press.

Blake-Beard, S. (2019). Patrick's Problem Teaching Note. *Organizational Change: An Action Oriented Tool Kit*.

## **Cases**

Blake-Beard, S. (2019). Patrick's Problem: What Happens Here Stays Here. *Organizational Change: An Action Oriented Tool Kit*.

## **Articles in Books of Readings**

Shapiro, M., Blake-Beard, S., & Halter, S. (2020). The Gendered Impact of COVID-19 and Remote Work on Women and Organizations. *CGO Insight*. Simmons College Center for Gender in Organizations.

Blake-Beard, S., van Dam, E., Rivera Beckstom, A., Gao, L., Shapiro, M., Cynthia Ingols -- Simmons University Regina O'Neill -- Suffolk University (2020). Women and Experiences with Male Allies. *CGO Insight*. Center for Gender in Organizations, School of Management, Simmons College.

Shapiro, M., Costello, M., Strowman, S., Birnbaum, S., Blake-Beard, S., Cassidy Schwartz Vail Cort (2020). Women's Mentoring Experiences in the #MeToo Era. *CGO Insight*. Simmons College Center for Gender in Organizations.

## **Presentation of Refereed Papers**

### **International**

Blake-Beard, S. (2019). *academy of management presentation 2*. Academy of Management, Boston, Massachusetts.

Blake-Beard, S. (2019). *academy of management presentation 1*. 2019 Academy of Management, Boston, Massachusetts.

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

### **International**

Blake-Beard, S. D. (2018). *Stepping Out with the Indian Academy of Management*. Invited presentation at Annual Academy of Management, Chicago, Illinois.

### **National**

Blake-Beard, S. (2019). *Mentoring and Career Advancement*. Invited presentation at 2019 NSF Minority Faculty Development Workplace: Engineering a World of Differences, Boston, United States of America.

Blake-Beard, S. (2019). *The Power of Effective and Authentic Mentoring Relationships*. Northeastern University's Women of Color Conference, Boston, Massachusetts.

## **Research Grants**

### **Funded**

2011: Blake-Beard, S. Systems of Sustenance and Support: Exploring the Impact of Mentoring on the Career Experiences of Indian Women, Fulbright.

2009 [Year 1 of 3]: Reede, J., Hill, E., Blake-Beard, S., & Deyton, P., Women of Color in Academic Medicine, GOV-National Institutes of Health(NIH).

2009 [Year 1 of 3]: Deyton, P., Blake-Beard, S., & Shapiro, M., Gender Equity at Sub-Saharan African Universities, PRI-Carnegie Corporation of New York.

2009: Blake-Beard, S. President's Fund for Faculty Excellence, Principal Investigator, Simmons College.

## **Research Reports**

2019: Blake-Beard, S., Rivera-Beckstrom, A., Gao, L., Shapiro, M., Ingols, C., Elisa van Dam -- Simmons University Regina O'Neill -- Suffolk University Report on Novartis' Gender Ally Efforts., submitted to Novartis Diversity and Inclusion Group.

## **Working Papers**

Kumar, P., Singhal, M., Mukherjee, I., Israel, D., & Blake-Beard, S. (2020). "Mentor-protégé personality incongruence and burnout: The role of affect and informal mentoring," targeted for Journal of Career Development.

Shapiro, M., Ingols, C., Blake-Beard, S., O'Neill, R., Rivera, A., Lan Gao Elisa van Dam, (2019). "What's power got to do with it? Seeking gender equity in organizations through male ally initiatives," targeted for Gender in Management: An International Journal.

Blake-Beard, S. (2019). "False Distinctions: How are Mentoring and Sponsorship Really Different From One Another," targeted for Personnel Journal.

Arora, R., O'Neill, R., & Blake-Beard, S. (2019). "Who Should I Choose as My Mentor? The Influence of Gender Composition on Supervisory Mentoring and Career Commitment Relationship in India," targeted for International Journal Of Human Resource Management.

Blake-Beard, S. (2018). "An Exploration of gender and diversity education in the US and India.," targeted for International Journal Of Human Resource Management.

Blake-Beard, S. & Murrell, A. (2012). "Not Applicable."

Blake-Beard, S., Shapiro, M., Ingols, C., & O'Neill, R. (2012). "Understanding Women's Career across Ethnic Identities (accepted in 2013)," targeted for Advancing Women in Leadership Journal.

## **Other Intellectual Contributions**

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

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

2018: Muller, C., Sanford, R., & Blake-Beard, S., *Women of Color in the Academy -- Staying Fit: Mind, Body and Soul.* This report shares learning from the first Women of Color conference at Stanford University. This conference was for students and postdocs, who came from around the nation to attend. We had 50 slots for 950 applicants.

2018: Blake-Beard, S., van Dam, E., Shapiro, M., Ingols, C., & O'Neill, R. *Novartis Inclusive Leadership and Gender Allies Project.* We are partnering with Novartis to support their project through activities including surveys, observations, stakeholder interviews, literature review of current and archival data and synthesis, analysis and reporting. Team of five

2018: Blake-Beard, S., van Dam, E., Shapiro, M., Ingols, C., & O'Neill, R. *Simmons Leadership Conference Survey -- Male Allies.* The SMART (Strategic Male Allies Research Team) developed and had a survey administered at the Simmons Leadership Conference. We are working with a statistician at Simmons to identify data that we can write up and publish in research and practitioner publications.

2017: Blake-Beard, S., *Breaking the Second Generation Glass Ceiling: How Visible Are You in Your Organization?* Leadership Exchange (Publication of NASPA Student Affairs Administrators in Higher Education)

2013: Shapiro, M., Blake-Beard, S., Carter, S., O'Neill, R., Ingols, C., Alicia Margoles Bartolozzi (Merck) Mary E. Ogle (NTE Global Strategic Marketing) *Confronting contradictions: Exploring the tensions of women as breadwinners.* CGO Insights, No.36.

Confronting contradictions: Exploring the tensions of women as breadwinners. CGO Insights, No.36.

2008: , , . CGO Insight No 25: Optioning In versus 'Opting Out':

## Women Using Flexible Work Arrangements for Career Success

2004: Blake-Beard, S., & Morgan-Roberts, L., *Releasing the double bind of visibility of minorities in the workplace*. CGO Commentaries No. 4 Center for Gender in Organizations, Simmons School of Management, Boston, MA

2003: Blake-Beard, S., *Critical trends and shifts in the mentoring experiences of professional women*. CGO Insight No. 15 Center for Gender in Organizations, Simmons School of Management, Boston, MA

2001: Blake-Beard, S. D., *Mentoring relationships through the lens of race and gender*. CGO Insight No. 10 Center for Gender in Organizations, Simmons School of Management, Boston, MA

### **Basic or Discovery Scholarship**

2017: Blake-Beard, S., *Coding of Fulbright Professional Indian Women Interviews*. Coding a subset of the interviews that I collected in India during my Fulbright tenure.

2016: Reede, J., Blake-Beard, S., & Hill, E., *NIH-HMS Enhancing Diversity in Academic Medicine*. Project with which we have collected extensive data on women of color at 13 institutions

2012: , , . Journal of Management Education-Podcast

### **Other**

2017: Blake-Beard, S., *Why This Gender Scholar Loves the Super Bowl*.

2017: Blake-Beard, S., *Conversations on race focus on understanding*. Article in the Globe in which I was referenced as the Deloitte Ellen Gabriel chair -- and my expertise on mentoring was cited.

2010: Blake-Beard, S., *The Cambridge Review Committee*. Missed opportunities, Shared responsibility: Final report of the Cambridge Review Committee. Cambridge Police Department

## **Service:**

### **Service to the University**

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#### **College Assignments**

##### **Member:**

2007-2008: The Diversity Council

### **Simmons College**

#### **College Assignments**

##### **Faculty Advisor:**

2019-2020: Thea Corbette

2018-2019: Business Advisory Council Faculty Advisor

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

2019-2020: Moderator for Simmons Leadership Conference Speaker

2018-2019: CGO Speakers Series -- Deloitte Chair Activities

#### **University Assignments**

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

2019-2020: Simmons University Learning Institute

2019-2020: Simmons Teaching Institute presentation

2019-2020: Chair of the PDYMR Committee for Teresa Nelson

## **Simmons College School of Management**

### **College Assignments**

#### **Member:**

2019-2020: People Major Committee  
2019-2020: Promotion and Tenure Committee

## **Simmons University**

### **College Assignments**

#### **Chair:**

2011-2012: MBA Program Review Task Force

#### **Member:**

2012-2013 – 2013-2014: SOM Faculty  
2012-2013 – 2013-2014: SOM Admissions Committee  
2011-2012 – 2013-2014: SOM Business Advisory Council  
2011-2012 – 2013-2014: SOM Promotion and Tenure Committee  
2011-2012: SOM General Faculty  
2011-2012: Deloitte Chair Search Committee  
2011-2012: SOM Deans Council  
2011-2012: SOM Curriculum Committee  
2010-2011: Promotion and Tenure Committee  
2008-2009 – 2009-2010: Promotion & Tenure Committee  
2008-2009: Strategic Academic Leadership Team  
2006-2007 – 2008-2009: Admissions Committee  
2006-2007 – 2007-2008: Promotion and Tenure Committee  
2006-2007: The Diversity Council  
2006-2007: Curriculum Committee

### **University Assignments**

#### **Member:**

2011-2012: Honor Board

## **Unassigned**

### **School Assignments**

#### **Member:**

2019-2020: Business and Management Faculty

### **College Assignments**

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

2019-2020: CGO Speakers Series -- Deloitte Chair Activities

#### **Member:**

2019-2020: Strategy Committee

## **Service to the Profession**

### **Reviewer - Article / Manuscript**

2019: Challenging Family Work Integration Head-On to Keep Women of Color in the Movement. Friendly review of manuscript

2019: Gender in Management: An International Journal. Reviewed manuscript -- A Study of Female Senior Executives: How Do Thai Women Crack the Glass Ceiling?

### **Reviewer - Book / Textbook**

2019: Feminism: A Key Idea in Business. Provided a review of the book

### **Editor: Guest Editor of Journal**

2020: International Journal of Environmental Research and Public Health.. Special Issue is focused on "The Importance of Mentoring for Diversity, Equity and Inclusion"

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

2020: Societal Impact award sponsored by the OB Division, Chicago, United States of America.

2019: Academy of Management Special Conferences Committee.

2019: CGO Award for Gender and Diversity in Organizations Division of the Academy of Management. Participated on an international conference to acknowledge a renowned female scholar

### **Other Professional Service Activities**

2019: Advisor to Boston-Wide Women of Color in the Academy Retreat, Boston, Massachusetts. Acted as a participant/advisor to a retreat for the Boston-Wide Women of Color in the Academy Retreat (May 2018)

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

2019: Gender in Management: An International Journal. Reviewed a submission on gender, verbal abuse and career

### **Reviewer: Conference Paper**

2019: Annual Academy of Management. Reviewed for the GDO Diverision for the Academy of Management

## **Service to the Community**

### **Positions Held in Civic Organizations**

2019: Board of Advisors for the Museum of Fine Arts, I was invited to be a member of the Board of Advisors for the Museum of Fine Arts. Duties include serving on committees to work with the Director of the museum.

## **Faculty Development**

### **Other Professional Development**

2019: Training for Hogan Instrument, New York, New York.

2019: Training to Debrief Strength Finders Instrument, Boston, Massachusetts.