

BETH S. SCHINOFF
University of Delaware, Lerner College of Business & Economics
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303 Alfred St, Newark, DE 19716
schinoff@udel.edu

EDUCATION

Ph.D., Management - Organizational Behavior Arizona State University	April 2017
MBA, Management University of Illinois at Chicago	May 2012
BS, Communication Studies Northwestern University	December 2006

ACADEMIC POSITIONS

Assistant Professor UD-SWUFE Joint Institute Fellow University of Delaware, Newark, DE	July 2023 – Present September 2025 – Present
Assistant Professor Boston College, Chestnut Hill, MA	July 2017 – June 2023

PUBLISHED WORK IN PEER-REVIEWED FT50 JOURNALS

Schinoff, B.S., Rocheville, K. **, Feldman, E., & Thomas, N. Reckoning with the ideal worker body: A qualitative study of workers in chronic pain. *Academy of Management Journal*: In press.

Hedden, L.**, Schinoff, B.S., Wellman, N., & Blanchard, R. A Tight, loose, or denied holding: How interpersonal holding shapes innovators' responses to identity-threatening obstacles. *Organization Science*: In press.

Schinoff, B.S., Pillemer, J., Rogers, K.M., & Petriglieri, J. 2025. Blurring work-nonwork boundaries in coworker relationships: How a nonwork setting becomes a relational holding environment. *Organization Science*, 36: 2061-2479.

Hardin, A., Schinoff, B.S., Byron, K., & Balven, R. 2025. A window into coworkers' worlds: The relational outcomes of learning vivid, unintentional, and nonwork-related information about coworkers. *Academy of Management Journal*, 68, 267-296.
Featured in *Academy of Management Insights*: "Remote meetings offer insights into colleagues' lives" <https://journals.aom.org/doi/full/10.5465/amj.2022.0683.summary>

Ashforth, B.E., Schinoff, B.S., Rogers, K.M., & Lange, D. 2024. Being Dr. Jekyll and Mr. Hyde: Role-based identity foils in organizational life. *Organization Science*, 35, 232-258.

- Schinoff, B.S. & Byron, K. 2022. Imagine All the people: A motivated model of work-related imagined interactions. *Academy of Management Review*, 48: 463-484.
- Schinoff, B.S., Ashforth, B.E., & Corley, K.G. 2020. Virtually (in)separable: The centrality of relational cadence in the formation of virtual multiplex relationships. *Academy of Management Journal*, 63: 1395-1424.
Featured in *Academy of Management Insights* “How remote workers can connect as friends”
<https://journals.aom.org/doi/10.5465/amj.2018.0466.summary>
- Ashforth, B.E., Schinoff, B.S., & Brickson, S.L. 2020. “My company is friendly,” “mine’s a rebel”: Anthropomorphism and shifting organizational identity from “what” to “who.” *Academy of Management Review*, 45: 1-29.
Featured in *Academy of Management Insights*: “Companies’ personas can influence employees, too” <https://journals.aom.org/doi/10.5465/amr.2016.0496.summary>
- Ashforth, B.E., Schinoff, B.S., & Rogers, K.M. 2016. “I identify with her,” “I identify with him”: Unpacking the dynamics of personal identification in organizations. *Academy of Management Review*, 41: 28-60.

OTHER PUBLISHED WORK IN PEER-REVIEWED JOURNALS

- Chawla, N., Rogers, K.M., & Schinoff, B.S. 2023. Making the invisible visible: Re-crafting the discourse surrounding women caregivers in academia. *Industrial and Organizational Psychology*, 16: 267-272.
- Corley, K.G., & Schinoff, B.S. 2017. Who, Me? An inductive study of novice experts in the context of how editors come to understand theoretical contribution. *Academy of Management Perspectives*, 31: 4-27.
- Ashforth, B.E., & Schinoff, B.S. 2016. Identity under construction: How individuals come to define themselves in organizations. In F.P. Morgeson (Ed.), *Annual Review of Organizational Psychology and Organizational Behavior*, vol. 3: 111-137. Palo Alto, CA: Annual Reviews.

PUBLISHED WORK IN PRACTICE-ORIENTED FT50 JOURNALS

- Rogers, K.M., Schinoff, B.S., Petriglieri, J.L., & Pillemer, J. 2025. Research: The Best Ways to Connect with Colleagues Outside of Work. Harvard Business Review. <https://hbr.org/2025/07/research-the-best-ways-to-connect-with-colleagues-outside-of-work?ab=HP-hero-featured-1>
- Schinoff, B.S., Hardin, A.E., Byron, K., Balven, R. 2024. Research: How WFH can actually strengthen bonds between coworkers. Harvard Business Review. <https://hbr.org/2024/11/research-how-wfh-can-actually-strengthen-bonds-between-coworkers?ab=HP-latest-text-2>
- Rogers, K.M., & Schinoff, B.S. 2022. Disrespected employees are quitting. What can managers do differently? MIT Sloan Management Review. <https://sloanreview.mit.edu/article/disrespected-employees-are-quitting-what-can-managers-do-differently/>
*Featured as one of the “Top MIT SMR Articles of 2022.”
<https://sloanreview.mit.edu/article/the-top-mit-smr-articles-of-2022/>

Crosina, E., & Schinoff, B.S. 2020. Technology in the pandemic: Recreate the office or repurpose it? MIT Sloan Management Review. <https://sloanreview.mit.edu/article/technology-in-the-pandemic-recreate-the-office-or-repurpose-it/>

Schinoff, B.S., Corley, K.G., & Ashforth, B.E. 2019. How remote workers make work friends. Harvard Business Review. <https://hbr.org/2019/11/how-remote-workers-make-work-friends>

Gibson, K. R. & Schinoff, B.S. 2019. The little things that affect our work relationships. Harvard Business Review. <https://hbr.org/2019/05/the-little-things-that-affect-our-work-relationships?ab=hero-subleft-1>

OTHER PRACTICE-ORIENTED PUBLISHED WORK

Rogers, K.M., Schinoff, B.S., & Chawla, N. 2022. Four ways to help your coworkers feel respected. Greater Good Magazine. https://greatergood.berkeley.edu/article/item/four_ways_to_help_your_coworkers_feel_respected

INVITED CHAPTERS

Corley, K.G. & Schinoff, B.S. 2020. Beginner's muck: Maximizing your paper's chances of success with a novice editor. In Clark, T., Wright, M., & Ketchen, D. (Eds.), *How to Get Published in the Best Management Journals, 2nd Edition*: 209-213. Cheltenham, UK: Edward Elgar.

Schinoff, B.S., Rogers, K.M., & Corley, K.G. 2016. How do we communicate who we are? Examining how organizational identity is conveyed to members. In M.G. Pratt, M. Schultz, B.E. Ashforth, & D. Ravasi (Eds.), *The Oxford Handbook of Organizational Identity*: 219- 238. New York: Oxford University Press.

Masterson, C.R., Corley, K.G., & Schinoff, B.S. 2016. Innovation through collaboration: Working together on data analysis and interpretation. In R.M. Kramer & K.D. Elsbach (Eds.), *Handbook of Innovative Qualitative Research Methods: Pathways to Cool Ideas and Interesting Papers*: 331-340. New York: Routledge.

WORK IN PROGRESS

Ianniello, A.** Schinoff, B.S., & Chan, C.K. A qualitative study of stand-up comedians. (Manuscript preparation phase)

Schinoff, B.S., Zhang, C**, Byron, K., Watts, D**, Terekhin, R., Cavanaugh, K., & Holladay, C. The relational implications of role transitions. (Data collection phase)

Schinoff, B.S., Feldman, E., Pillemer, J., Heaphy, E., & Ianniello, A.** An Integrative Review of Relating at Work. (Proposal preparation phase)

Byron, K., Zhang, C.** , Schinoff, B.S., & Watts, D.** From Location to Label: How Work Location Stereotypes Explain Relational Tensions Across the Locational Divide. (Manuscript preparation phase)

Byron, K., Zhang, C.** , Schinoff, B.S., & Pillemer, J. AI use and work relationships. (Data collection phase)

Elleithy, T.**, Pillemer, J., & Schinoff, B.S. Parasocial relationships in a world of content creators, (Data collection phase)

**Denotes PhD student at inception of project

INVITED RESEARCH TALKS

2025, March. *Breaking free or held captive: How workers in physical pain navigate ideal worker body expectations*. Presented at Drexel University, Philadelphia, PA.

2024, April. *The body at work: A qualitative inductive study of employee responses to body-work tension*. Presented at George Mason University, Arlington, VA.

CONFERENCE PRESENTATIONS

Invited long-form presentation speaker. 2025, November. *Safe stages and risky rooms: When, how, and with whom people take interpersonal risks at work*. Wharton Organizational Behavior Conference, Philadelphia, PA.

Invited keynote speaker. 2025, July. *Constructing a meaningful work life*. Presented at the Organizational Behavior Doctoral Consortium. Academy of Management Annual Meeting, Copenhagen, DE.

Schinoff, B.S., Rocheville, K., Feldman, E., & Thomas, N. 2025. *Breaking free or held captive: How workers in physical pain navigate ideal worker body expectations*. Presented at the Academy of Management Annual Meeting, Copenhagen, DE.

Chawla, N., Heng, Y T., Schinoff, B.S., Oliver, A., Jones, K. 2024. *Understanding working women's miscarriage experiences*. Presented at the Academy of Management Annual Meeting, Chicago, IL.

Schinoff, B., Rocheville, K., Feldman, E., & Thomas, N. 2024, June. *The ideal worker body: A qualitative inductive study of employees in chronic pain*. Presented at NYU Stern's Future of Work-Shop, New York, NY.

Lange, D., Rogers, K.M., Ashforth, B.E., Schinoff, B.S. 2024, June. *Foiled! How being targeted as an identity contrast can affect the organization and how others see it*. Presented at EGOS, Milan, Italy.

Rocheville, K., Schinoff, B., Feldman, E., & Thomas, N. 2023, August. *Chronic pain at work as a crisis of meaning: The role of work-body ideologies in sustaining positive meaning of work*** In Meaning of Work in Crisis Contexts, Symposium. Presented at the Academy of Management Meeting, Boston, MA

*Showcase Symposium

*Awarded Best Symposium for the Careers Division

Clair, J., Khan, H., & Schinoff, B.S. 2023, June. *Blood in the operating room: Cross-occupational relational tensions between anesthesiologists and surgeons*. Presented at EGOS in Cagliari, Italy.

- Schinoff, B.S., Rogers, K.M., Petriglieri, J., & Pillemer, J. 2023, January. *Connecting across domains: How high-quality connections between co-workers are facilitated by a non-work platform.* Presented at the Center for Positive Organization's Adderley Positive Research Incubator.
- Schinoff, B.S., Rogers, K.M., Petriglieri, J., & Pillemer, J. 2022, August. *Virtually together: How a virtual platform leads to high quality connections throughout a work organization.** Presented at the Academy of Management Annual Meeting, Seattle, WA.
*Showcase Symposium
- Schinoff, B.S, Rocheville, K., Feldman, E., & Thomas, N. 2022, November. *Ideal workers and ideal bodies: How workers in chronic physical pain navigate an able-bodied workplace.* Presented at the Wharton Organizational Behavior Conference, Philadelphia, PA
- Hardin, A, Schinoff, B.S., Byron, K., & Balven, R. 2022, August. *A window into coworkers' worlds: Examining the nature and impact of incidental learning.* Presented at the Academy of Management Annual Meeting, Seattle, WA.
- Lange, D., Rogers, K.M., Ashforth, B., & Schinoff, BS. 2022, August. *Foiled! How being targeted as an identity contrast can affect the organization and how others see it.* Presented at Academy of Management Annual Meeting, Seattle, WA.
- Hardin, A, Schinoff, B.S., Byron, K., & Balven, R. 2022, May. *A window into coworkers' worlds: Examining the impact of incidental learning.* Presented at the Positive Organizational Scholarship Conference, Ann Arbor, MI.
- Rocheville, K., Schinoff, B.S, Feldman, E., & Thomas, N. 2022, May. *Making micro-adjustments: How individuals in chronic pain thrive by integrating their body into their work.* Presented at the Positive Organizational Scholarship Conference, Ann Arbor, MI.
- Schinoff, B.S, Rocheville, K., Feldman, E., & Thomas, N. 2022. *Making micro-adjustments: How individuals in chronic pain integrate their body into their work.* Presented at the UC Davis Conference on Qualitative Research, Davis CA.
- Min, Y., Wellman, N., Hedden, L., & Schinoff, B.S. 2021, August. *Second in command or second opinion? Testing a dual-path model of informal leader emergence.* Presented at the Virtual Academy of Management Annual Meeting.
- Schinoff, B.S., & Byron, K. 2018, November. *Imagining us: Unpacking the concept of coworker imagination.* Presented at the Wharton Organizational Behavior Conference, Philadelphia, PA.
- Schinoff, B.S. 2018, August. *Let's get physical!: Positive relationships at work and physical well-being.* Presentation at the annual Positive Relationships at Work PDW at the annual meeting of the Academy of Management, Chicago, IL.
- Schinoff, B.S. 2018, August. *You could cut the tension with a knife: How virtuality changes strain on coworker friendships.* Symposium paper presented at the annual meeting of the Academy of Management, Chicago, IL.

- Lange, D., Rogers, K.M., Schinoff, B.S., & Ashforth, B.E. 2018, February. *When others disidentify with us: The experience and response of an identity foil*. Invited poster presented at *Micro Meets Macro Conference: Identity and Identification*. Arizona State University, Tempe, AZ.
- Schinoff, B.S. *Friends with borders: An inductive study of virtual coworker friendships*. 2017, August. Symposium* Paper presented at the annual meeting of the *Academy of Management*, Atlanta.
*Showcase symposium
- Ashforth, B.E., Schinoff, B.S., & Brickson, S.L. 2017, May. "My company is friendly," "Mine's a rebel": *The process and positive outcomes of anthropomorphizing our organizations*. Paper presented at the *2017 POS Research Conference*, Ann Arbor.
- Wellman, N.E., Schinoff, B.S., Huang, E., & Niu, P. 2016, August. *When my leaders lead each other: The nature and effects of leadership ego-network closure*. Symposium paper presented at the annual meeting of the *Academy of Management*, Anaheim.
- Ashforth, B.E., Schinoff, B.S., & Brickson, S.L. 2016, January. *Friendly airlines, Siri, and moody laptops: The pervasiveness and importance of anthropomorphism in organizations*. Keynote presentation at the biannual meeting of the *Israel Organizational Behavior Conference*, Tel Aviv.
- Lange, D., Schinoff, B.S., Rogers, K.M., & Ashforth, B.E. (2015, September). *Foiled again: Reputation and identity development of the referent other*. Paper presented at the annual reputation symposium of the *Oxford Centre for Corporate Reputation*, Oxford.
- Rogers, K.M., Ashforth, B.E., Schinoff, B.S., & Corley, K.G. 2015, August. *Who are we? How individual members come to understand and shape organizational identity*. Symposium paper presented at the annual meeting of the *Academy of Management*, Vancouver.
- Ashforth, B.E., Schinoff, B.S., & Rogers, K.E. 2014, August. *Personal identification in organizations: Protecting oneself or extending oneself?* Showcase symposium paper presented at the annual meeting of the *Academy of Management*, Philadelphia.

CONFERENCE ACTIVITIES

- Co-organizer. 2025, July. *Constructing moments of connection: The building blocks of positive relationships*. Presented at the Academy of Management Annual Meeting, Copenhagen, DE.
*Winner of the OB Division's Most Innovative PDW Format Award
- Invited facilitator. 2025, July. *OB Research Roundtables*. Presented at the Academy of Management Annual Meeting, Copenhagen, DE.
- Invited participant. 2024, November. *The Wharton OB Conference*. Philadelphia, PA.
- Co-organizer. 2024, August. *Collectively putting the pieces together: A positive relationships at work research hackathon*. Presented at the Academy of Management Annual Meeting, Chicago, IL.
*Winner of the OB Division's Most Innovative PDW Format Award

Invited facilitator. 2024, August. *From the minivan to an empty nest: Navigating parenthood in academia*. Presented at the Academy of Management Annual Meeting, Chicago, IL.
 *Winner of the OB Division's Best Community Building PDW Award

Invited participant. 2024, June. *NYU Stern's Future of Work-Shop*. New York, NY.

Co-organizer. 2024, May. *Positive Relationships at Work Research Roundtable*. Hosted by Case Western Reserve University. Cleveland, OH.

Invited participant. 2023, November. *The Wharton OB Conference*. Philadelphia, PA.

Co-organizer. 2023, August. *Hatching new ideas through conversation: A research incubator on positive relationships at work*. Presented at the Academy of Management Annual Meeting, Boston, MA.

Invited participant and panelist. 2023, March. *Identity Research Gathering*. Fontainebleau, France.

Invited participant. 2022, November. *The Wharton OB Conference*. Philadelphia, PA.

Invited facilitator. 2022, August. *Navigating qualitative dissertations: Advice from the experts*. Facilitated at the Academy of Management Annual Meeting, Seattle, WA.

Invited track host. 2022, June. *High quality connections and positive relationships at work*. POS Research Conference, Ann Arbor, MI.

Invited participant. 2021, November. *The Wharton OB Conference*. Philadelphia, PA.

Co-organizer. 2021, August. *How extra-organizational crises influence individuals' identities and work relationships*. Presented at the Virtual Academy of Management Annual Meeting.

Invited facilitator. 2021, August. *Navigating qualitative dissertations: Advice from the experts*. Presented at the Virtual Academy of Management Annual Meeting.

Invited participant. 2020, November. *The Wharton OB Conference*. Philadelphia, PA.

Invited organizer. 2020, August. *MOC Connecting*. Presented at the Virtual Academy of Management Annual Meeting.

Co-organizer. 2020, August. *Positive relationships at work: Workshopping ideas and connections*. Was to be presented at the Academy of Management Annual Meeting, Vancouver, BC.

Co-organizer. 2020, August. *The architecture of relationships at work: How strangers become relationship partners**. Presented at the Virtual Academy of Management Annual Meeting.
 *Showcase symposium

Invited facilitator. 2020, August. *Navigating qualitative dissertations: Advice from the experts*. Facilitated at the Academy of Management Annual Meeting.

Invited participant. 2019, November. *The Wharton OB Conference*. Philadelphia, PA.

Invited facilitator. 2019, August. *New Doctoral Student Consortium*. Presented at the Academy of Management Annual Meeting, Boston, MA.

Invited panelist. 2019, August. *Managing identities across time: The influence of past, present, and future identities on the self*. Presented at the Academy of Management Annual Meeting, Boston, MA.

PDW co-organizer. 2019, August. *Exploring the layers of inclusivity through PRW: The microfoundations of inclusion in organizations*. Presented at the Academy of Management Annual Meeting, Boston, MA. *An OB-division All Academy Theme spotlight PDW

Invited facilitator. 2019, August. *Navigating qualitative dissertations: Advice from the experts*. Presented at the Academy of Management Annual Meeting, Boston, MA.

Invited track host. 2019, May. *High quality connections and positive relationships at work*. 9th Biennial POS Research Conference, Ann Arbor, MI.

Invited participant/presenter. 2019, March. *New Directions in Identity Research Conference*. Philadelphia, PA.

Invited participant/presenter. 2018, November. *The Wharton OB Conference*. Philadelphia, PA.

Symposium co-organizer. 2018, August. *Looking up: The impact of individuals' multiple identities on groups and organizations*. Presented at the Academy of Management Annual Meeting, Chicago, IL.

PDW co-organizer. 2018, August. *Improving lives at work: The impact of positive relationships on multiple forms of well-being*. Presented at the Academy of Management Annual Meeting, Chicago, IL.

Invited facilitator. 2018, August. *Navigating qualitative dissertations: Advice from the experts*. Presented at the Academy of Management Annual Meeting, Chicago.

Invited panelist/facilitator. (2018, August). *What were you thinking?: Developing cognitive sensibilities for inductive coding*. Presented at the Academy of Management Annual Meeting, Chicago, IL.

Conference co-organizer. 2018, June. *Biannual Meeting of the Positive Relationships at Work Microcommunity*. George Mason University, Fairfax, VA.

Invited panelist. 2018, March. *Moving towards process*. Identity Research Conference, INSEAD, Fontainebleau, France.

Symposium co-organizer. 2017, August. *INSIDE/OUT: How authors and editors collaborate on theoretical contribution*. Presented at the Academy of Management Annual Meeting, Atlanta.

PDW co-organizer. 2017, August. *Hatching new ideas through conversation: A research incubator on positive relationships at work*. Presented at the Academy of Management Annual Meeting, Atlanta.

PDW co-organizer. 2016, August. *Capturing positive relationships at work: A methods workshop and research incubator*. Presented at the Academy of Management Annual Meeting, Anaheim.

Conference co-organizer. 2016, June. *Biannual Meeting of the Positive Relationships at Work Microcommunity*. Cornell University, Ithaca, NY.

PDW co-organizer. 2015, August. *Bridging positive relationships at work: Crossing literatures and building connections*. The Academy of Management Annual Meeting, Vancouver.

Symposium co-organizer. 2015, August. *Collective identity from the bottom-up: Considering how individuals impact organizational identity*. The Academy of Management Annual Meeting, Vancouver.

PDW co-organizer. 2014, August. *Navigating qualitative dissertations: Advice from the experts*. The Academy of Management Annual Meeting, Philadelphia.

PDW co-organizer. 2014, August. *New directions in positive relationships at work*. The Academy of Management Annual Meeting, Philadelphia.

Symposium co-organizer and presenter. 2014, August. *Relationships, relational identification, personal identification: Similar yet distinct constructs?* The Academy of Management Annual Meeting, Philadelphia.

Symposium co-organizer. 2013, August. *The value of qualitative dissertations: A panel symposium*. The Academy of Management Annual Meeting, Orlando.

TEACHING EXPERIENCE

University of Delaware

BUAD423: Negotiations and Conflict Resolution (Undergraduate)
BUAD309: Organizational Behavior (Undergraduate)

Boston College

MGMT1021: Organizational Behavior (Undergraduate)

Arizona State University

MGT 430: Business Negotiations (Undergraduate)
MGT 502: Organizational Theory and Behavior (MBA Teaching Assistant)

CORPORATE PRESENTATIONS AND ADDITIONAL MEDIA COVERAGE

Schinoff, B.S., 2025, March. "Expert Interviews: Connection and remote work with Dr. Beth Schinoff." *MindShare Partners*.

Coughlin, J., 2025, March. "Remote Teams May Actually Forge Deeper Bonds - Insights from Dr. Beth Schinoff." *Remotivated*. <https://www.remotivated.com/resources/remote-teams-bonding>

Featured in Luscombe, B. 2024, September. "How to make – and keep – friends at work." *Time Magazine*. <https://time.com/7012277/how-to-set-boundaries-work-friends/>

Schinoff, B.S., 2024, September. Featured guest on the radio talk show "Connect with Sarah Crosby" at QR Calgary.

Featured in Moss, J. 2023, October. “Creating a Happier Workplace Is Possible — and Worth It.” *Harvard Business Review*. <https://hbr.org/2023/10/creating-a-happier-workplace-is-possible-and-worth-it>

Featured in *Toronto Sun*: “Maintaining relationships with coworkers, even at a distance” August 26, 2020. <https://www.pressreader.com/canada/toronto-sun/20200826/page/34/text48view>

Featured in Stettner, M. 2022, November. “Stop Quiet Quitters from Sabotaging Your Company.” *Investor’s Business Daily*. <https://www.investors.com/news/management/leaders-and-success/quiet-quitters-stop-from-sabotaging-your-company/>

Featured in MacDonald, A. 2022, September. “Five Ways Managers Can Help Prevent Quiet Quitting.” *MIT Sloan Management Review*. <https://sloanreview.mit.edu/article/five-ways-managers-can-help-prevent-quiet-quitting/>

Schinoff B.S. 2021, November. “Take control of your onboarding.” *HBR’s Women at Work Podcast*. <https://hbr.org/podcast/2021/11/take-control-of-your-onboarding>

Featured in Braga, M. 2021, November. “Making real friends when you’re work is virtual.” Dropbox Blog. <https://blog.dropbox.com/topics/work-culture/making-friends-virtual-work>

Featured in Seo, H. 2021, April. “Blah Blah Blah: The Lack of Small Talk Is Breaking Our Brains.” *The Walrus*. <https://thewalrus.ca/blah-blah-blah-the-lack-of-small-talk-is-breaking-our-brains/>

Featured on NECN Boston, “Remote Working Has Become the Norm During the Pandemic, But Is It Here to Stay?” <https://www.necn.com/necn-originals/remote-working-has-become-the-norm-during-the-pandemic-but-is-it-here-to-stay/2437911/>

Schinoff, B.S. 2020, October. Mind the Cadence: A Framework for Navigating Virtual Work Relationships. *Presented at the Metropolitan Executive Alliance*.

Schinoff, B.S. 2020, April. Workplace relationships in a virtual world. Presented at *the Learning and Innovations Laboratory (LILA)* at the Harvard Graduate School of Education.

PROFESSIONAL AND UNIVERSITY SERVICE

University service, University of Delaware:

Co-organizer, Management Research Summit, April 2024, March 2025
Member, Management Tenure Track Job Search Committee, Fall 2024
Steering Committee Member, Lerner College of Business Strategic Planning Process, 2024

University service, Boston College:

Chair, OB Course Standardization Committee, Spring 2022
3YP committee member, Gabriel Salas, December 2018 – April 2019
Course Coordinator, OB Working Group, Fall 2018, Spring 2019
Management & Organization Community Building Committee, July 2018 – July 2020
Member, Management & Organization Speakers Committee, August 2017 – July 2020

Professional service:

Positive Relationships at Work Microcommunity, Steering Committee Member, 2014 – Present

Editorial Review Board Member

Academy of Management Journal, July 2022 – Present

Academy of Management Review, July 2023 – Present

Journal of Applied Psychology, October 2023 – Present

Ad-hoc Reviewer

Administrative Science Quarterly, *Organization Science*, *Journal of Applied Psychology*, *Organizational Behavior and Human Development Processes*, *Business Ethics Quarterly*, *Journal of Organizational Behavior*, *Human Relations*, *Journal of Vocational Behavior*, *Applied Psychology: An International Review*, *Journal of Management Inquiry*, *Group & Organization Management*

Member, AMR Best Paper Award Committee, 2025

Member, OB Division “Most Innovative Student Paper” Award Committee, 2025

Member, OB Division “Best Dissertation Award” Committee, 2024

Reviewer, Academy of Management, MOC Division, 2013 – 2018

Reviewer, Academy of Management MOC Division Best Student Paper Award, 2018

Member, MOC Division Social Media Team, 2016 – 2017

Contributor, ASQ Student Blog, 2015

Management Department Representative, W.P. Carey PhD Student Leadership Team, 2014 – 2015

DISSERTATION COMMITTEES

Claire Zhang, Georgia State, Anticipated defense date, April 2026.

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

Center for Positive Organizations, Invited Faculty Affiliate

Academy of Management

Divisions: Organizational Behavior, Managerial and Organizational Cognition (MOC)

AWARDS AND GRANTS RECEIVED

Research-Related:

Alfred Lerner College of Business and Economics Outstanding Junior Faculty Scholar, 2025

Outstanding Reviewer Award, 2025. *Academy of Management Review*.

Outstanding Reviewer Award, 2024. *Academy of Management Journal*.

Kelley Grant, Fall 2020. Boston College Carroll School of Management.

Boston College Faculty Fellowship, Spring 2020

Finalist, Academy of Management Perspectives (AMP) Best Paper Award for “*Who, Me? An Inductive Study of Novice Experts in the Context of How Editors Come to Understand Theoretical Contribution*.” 2018.

MOC Outstanding Student Reviewer Award, MOC Division, 2014, 2015, 2016.

Arizona State University GPSA Graduate Research Support Program and Jumpstart Grants (for dissertation), December 2015.

University Graduate Fellowship Award, Arizona State University, March 2015.

Teaching-Related:

“Professor of the Week.” March 2025, Chi Omega Sorority, University of Delaware.

Teaching Star, 2021. Boston College Carroll School of Management. Recognized by Dean and school's teaching committee for outstanding teaching, based on having received "the most favorable evaluations from students, while also challenging them intellectually."
John W. Teets Outstanding Teaching Assistant Award, April 2016 (for Spring 2016 Negotiations). Arizona State University.

WORK EXPERIENCE

Educational Programs Coordinator, *Beth Emet Synagogue*, July 2008 – July 2012

Strategic Communications Consultant, *Allstate Insurance Company*, February 2007 – July 2008