

**BETH S. SCHINOFF**  
University of Delaware, Lerner College of Business & Economics  
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## **EDUCATION**

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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**

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<i>Assistant Professor</i> University of Delaware, Newark, DE	July 2023 – Present
<i>Assistant Professor</i> Boston College, Chestnut Hill, MA	July 2017 – June 2023

## **PEER-REVIEWED PUBLISHED WORK**

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Ashforth, B.E., Schinoff, B.S., Rogers, K.M., & Lange, D. Dr. Jekyll and Mr. Hyde: Exploring identity foils at the individual level. *Organization Science*. In press.

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.

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: Perspectives on Science and Practice*, 16: 267-272.

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>

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., & 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.

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.

## **PRACTICE-ORIENTED PUBLISHED WORK**

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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/>

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](https://greatergood.berkeley.edu/article/item/four_ways_to_help_your_coworkers_feel_respected)

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>

## **INVITED CHAPTERS**

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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*, 2<sup>nd</sup> 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*

## **WORK IN PROGRESS**

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Hardin, A., Schinoff, B.S., Byron, K., & Balven, R. The impact of incidental learning on collegial relationships. (2<sup>nd</sup> Round Revise and Resubmit)

Schinoff, B.S., Rogers, K.M., Petriglieri, J., & Pillemer, J. Connecting across domains: How high-quality connections between co-workers are facilitated by a non-work platform. (1<sup>st</sup> Round Revise and Resubmit)

Schinoff, B.S., Ramsdell, K.\*\*, Feldman, E., & Thomas, N. The experience of physical pain at work. (1<sup>st</sup> Round Revise and Resubmit)

Hedden, L.\*\*, Schinoff, B.S., Wellman, N., & Blanchard, R. A “cold shoulder” or a “shoulder to cry on”: A socio-emotional perspective on overcoming setbacks to innovation implementation. (1<sup>st</sup> Round Revise and Resubmit)

Byron, K., Watts, D.\*\*, & Schinoff, B.S. Complicated relational transitions in organizations. (Manuscript preparation phase)

Lange, D., Rogers, K.M., Ashforth, B.E., & Schinoff, B.S. Foiled again: Reputation and identity development of the referent other. (Manuscript preparation phase)

\*Denotes shared first authorship

\*\*Denotes PhD student at inception of project

## **CONFERENCE PRESENTATIONS**

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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.*”<sup>\*</sup> 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

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.*<sup>\*</sup> 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

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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 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.

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 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*. 9<sup>th</sup> 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

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### **Boston College**

MGMT1021: Organizational Behavior (Undergraduate)

### **Arizona State University**

MGT 430: Business Negotiations (Undergraduate)

MGT 502: Organizational Theory and Behavior (MBA Teaching Assistant)

## EXECUTIVE EDUCATION, CORPORATE PRESENTATIONS, AND ADDITIONAL MEDIA COVERAGE

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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/text> 48view

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**

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### **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 – Present  
Member, Management & Organization Speakers Committee, August 2017 – Present

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



## **PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS**

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*Center for Positive Organizations*, Invited Faculty Affiliate

*Academy of Management*

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

## **AWARDS AND GRANTS RECEIVED**

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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."

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.

John W. Teets Outstanding Teaching Assistant Award, April 2016 (for Spring 2016 Negotiations).

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.

## **WORK EXPERIENCE**

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

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