

Corinne Post, Ph.D.

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ACADEMIC POSITIONS & APPOINTMENTS

- 2018 – Professor of Management, **Lehigh University**, College of Business.
Scott Hartz '68 Professorship
- 2013 – 2018 Associate Professor of Management, **Lehigh University**, College of Business.
Scott Hartz '68 Professorship
- 2008 – 2013 Assistant Professor of Management, **Lehigh University**, College of Business.
- 2003 – 2008 Assistant Professor of Management and Management Science. **Pace University**,
Lubin School of Business.

ADMINISTRATIVE APPOINTMENTS

- 2018 – Chair, Department of Management Major
Lehigh University, College of Business and Economics
- 2010 – 2014 Program Director, Management Major – Dept of Management,
Lehigh University, College of Business and Economics

VISITING PROFESSORSHIPS

- 2016 **Maastricht University**, Graduate School of Business and Economics
- 2018 **WU Wien**, Vienna University of Economics and Business

EDUCATION

- Ph.D. Organization Management
Rutgers Business School - Newark and New Brunswick
- M.S. International Management
H.E.C. (Business School), University of Lausanne, Switzerland.
In partnership with Babson College, Wellesley, MA.
Commencement Speaker, Class of 1996; *Prix d'Ecole*
- B.S. Organization Management
H.E.C. (Business School), University of Geneva, Switzerland.
Commencement Speaker, Class of 1994; *Lombard-Odier* merit award

PUBLICATIONS

Edited Book

DiTomaso, N. & Post, C. (Eds.). December 2004. *Workforce Diversity*. (Vol. 14): Elsevier.

Book Chapters (5)

Post & DiTomaso. *In Press*. “The effects of technical autonomy, gender, and family structure on innovativeness among scientists and engineers.” In *Underneath the Thin Veneer: Critical Diversity, Multiculturalism, and Inclusion in the Workplace*, edited by Embrick, Thakore, & Collins. Netherlands: Brill Academic Publications.

DiTomaso & Post. 2007. “Diversity.” In S. R. Clegg & J. Bailey (Eds.), *International Encyclopedia of Organization Studies*: 397-401. Sage. (ISBN: 9781412915151)

Post, Farris, & Cordero. 2004. The marriage advantage for men in science and engineering organizations. in Nancy DiTomaso & Corinne Post (Eds.) *Workforce Diversity*. Oxford: Elsevier.

Post & DiTomaso. 2004. “Workforce Diversity: Why, When, and How” in Nancy DiTomaso & Corinne Post (Eds.) *Workforce Diversity*. Oxford: Elsevier.

DiTomaso, Parks-Yancy, & Post. 2003. White Views of Civil Rights: Colorblindness and Equal Opportunity. in Woody Doane & Eduardo Bonilla-Silva (Eds.) *White Out*. New York: Routledge.
- Reprinted in Segal, M. T. & Martinez, T. A. (Eds.). 2007. *Intersections of Gender, Race, and Class*. Los Angeles: Roxbury Publishing.

Articles in Peer-Reviewed Journals (32)

Mitra, **Post**, & Sauerwald. *Accepted April 29, 2020*. Evaluating board candidates: A threat-contingency model of shareholder dissent against female director candidates. *Organization Science*.

Wowak, Ball, **Post**, & Ketchen. *Online First March 27, 2020*. The Influence of Female Directors on Product Recall Decisions. *Manufacturing and Service Operations Management (MSOM)*.

Post, Sarala, Prescott & Gatrell. 2020. Editorial: Advancing Theory with Review Articles. *Journal of Management Studies*. 57(2): 351-376

Neville, Byron, **Post**, & Ward. 2019. Board Independence and Corporate Misconduct: A Cross-National Meta-Analysis. *Journal of Management*. 45(6): 2538-2569

Post, Latu, & Belkin. 2019. A Female Leadership Trust Advantage in Times of Crisis: Under What Conditions? *Psychology of Women Quarterly*. 43(2): 215-231

Eisenberg, **Post**, & DiTomaso. 2019. Team Dispersion and Performance—Examining the Role of Team Communication and Transformational Leadership. *Small Group Research*. 50(3): 348-380

Cardon, **Post**, & Forster. 2017. Team Entrepreneurial Passion: Its Emergence and Influence in New Venture Teams. *Academy of Management Review*. 42(2): 283-305.

Byron & **Post**. 2016. Women on Boards and Firm Social Performance: A Meta-Analysis. *Corporate Governance: An International Review*. 24(4): 428-442. (Authors made equal contributions.)

Post. 2015. When is Female Leadership an Advantage? Coordination Requirements, Team Cohesion and Team Interaction Norms. *Journal of Organizational Behavior*. 36(8): 1153–1175.

- Post** & Byron. 2015. Women on Boards and Firm Financial Performance: A Meta-Analysis. *Academy of Management Journal*. 58(5): 1546-1571. (Authors made equal contributions.)
- Post**, Rahman, & McQuillen. 2015. From Board Composition to Corporate Environmental Performance Through Sustainability-Themed Alliances. *Journal of Business Ethics*. Volume 130(2): 423-435.
- Post**, Schneer, Reitman, ogilvie. 2013. Pathways to Retirement: A Career Stage Analysis of Retirement Age Expectations. *Human Relations*. 66(1): 87-112.
- Post**. 2012. Deep-Level Team Composition and Innovation: Mediating Roles of Psychological Safety and Cooperative Learning. *Group & Organization Management*. 37(5): 555-588
- Rahman & **Post**. 2012. Measurement Issues in Environmental Corporate Social Responsibility (ECSR): Toward a Transparent, Reliable, and Construct Valid Instrument. *Journal of Business Ethics*. 105(3): 307-319. (Authors made equal contributions.)
- Post**, Rahman, & Rubow. 2011. Green Governance: Board of Director Composition and Environmental Corporate Social Responsibility. *Business & Society*. 50(1): 189-223.
- DiTomaso, Parks-Yancy, & **Post**. 2011. White Views of Equal Opportunity and Affirmative Action. *Critical Sociology* 37(5): 615-630
- Bear, Rahman, & **Post**. 2010. The Impact of Board Diversity and Gender Composition on Corporate Social Responsibility and Firm Reputation. *Journal of Business Ethics*: 97(2): 207-221
- Post**, DiTomaso, Farris, & Cordero. 2009. Sources of Differences between Chinese, Indian, and Caucasian Scientists & Engineers in Evaluations of Their Managerial Potential. *Journal of Engineering and Technology Management* 26 (4): 225-246
- Post**, De Lia, DiTomaso, Tirpak, & Borwankar. 2009. Capitalizing On Thought Diversity for Innovation. *Research-Technology Management*. 52(6):14-25
- Parks-Yancy, Shih, DiTomaso, & **Post**. 2009. Talking about Immigration and Immigrants: A Qualitative Exploration of White Americans' Attitudes *International Review of Modern Sociology*. 35(2): 285-306
- Parks-Yancy, DiTomaso, & **Post**. 2009. How Does Tie Strength Affect Access To Social Capital Resources for the Careers of Working and Middle Class African-Americans? *Critical Sociology* 35(4): 541-563
- Post**, DiTomaso, Lowe, Farris, & Cordero. 2009. A Few Good Women: Gender Differences in Evaluations of Promotability in Industrial Research and Development. *Journal of Managerial Psychology* 24(4): 348-371
- Post**, DiTomaso, Farris, & Cordero. 2009. Work-Family Conflict and Turnover Intentions among Scientists and Engineers Working in R&D. *Journal of Business & Psychology*. 24(1): 19-32
- Parks-Yancy, DiTomaso, & **Post**. 2008. Reciprocal Obligations in the Social Capital Resource Exchanges of Diverse Groups. *Humanity & Society*. Volume 32(3): 238-262
- DiTomaso, **Post**, Smith, Farris, & Cordero. 2007. Effects of Structural Position on Allocation and Evaluation Decisions for Scientists and Engineers. *Administrative Science Quarterly*. Volume 52(2): 175-207
- Parks-Yancy, DiTomaso, & **Post**. 2007. The mitigating effects of social and financial capital resources on hardships. *Journal of Family and Economic Issues* 28(3):429-488
- DiTomaso, **Post**, & Parks-Yancy. 2007. Workforce Diversity and Inequality: Power, Status, and Numbers. *Annual Review of Sociology* Volume 33: 473-501.

Parks-Yancy, DiTomaso, & Post. 2006. The Social Capital Resources of Gender and Class Groups. *Sociological Spectrum* 26 (1): 85-113.

Siegel, Post, Brockner, Fishman, & Garden. 2005. The Moderating Influence of Procedural Fairness on the Relationship between Work-Life Conflict and Organizational Commitment. *Journal of Applied Psychology*, 90(1): 13-24.

Parks-Yancy, DiTomaso, & Post. 2005. Social Capital Resources and Social Programs: Advancement Mechanisms for Disadvantaged Groups *Michigan Sociological Review* 19: 115-137

Parks-Yancy, DiTomaso, & Post. 2005. The Cumulative Effects of Social Capital Resources on (Dis)Advantages *Sociological Imagination*, 40(1):47-70

DiTomaso, Parks-Yancy, & Post. 2003. Structure, Relationships, and Community Responsibility. *Management Communication Quarterly* 17(1): 143-150.

Refereed Conference Proceedings (8)

Eisenberg, Post, DiTomaso. 2013. "Geographical Dispersion and Team Performance – A Relationship Mediated by Team Communication and Moderated by Leadership." *Proceedings, Eastern Academy of Management*, 50 (Baltimore, MD)

Post, Schner, Reitman, & ogilvie. 2011 "Career Stage Differences in the Pathways to Retirement: Predictors of expected retirement age at mid and late career stages." *Proceedings, Eastern Academy of Management*, 48 (Boston, MA) ***Best Paper**

Bear, Rahman, & Post. 2010 "Diversity Drivers: How Gender Composition and Director Resource Diversity Affect Corporate Social Responsibility and Reputation." *Proceedings, Academy of Management Montreal, Canada*. *** Best Paper***

Schner, Reitman, Post, & ogilvie. 2009. "Managerial Career Success: A Gender Comparison in the 21st Century." *Proceedings, Eastern Academy of Management*, 46 (Hartford, CT) ***Best Paper***

Post & Cardon. 2007. "Power & Influence: From Shrek to You." *Proceedings, Eastern Academy of Management*, 44 (New Brunswick, NJ)

Post & Wieland. 2007. "Gender Inequality in the Workforce: A Comparison of Corporate Women and Female Entrepreneurs." *Proceedings, United States Association for Small Business and Entrepreneurship (USASBE)* (Orlando, FL)

Post, DiTomaso, Farris, & Cordero. 2005. "Promotability Perception Gaps between Female Engineers & Scientists and Their Managers." *Proceedings, International Engineering Management Conference (IEMC)* (St Johns, Newfoundland - Canada)

Post, DiTomaso, Farris, & Cordero. 2004. "The continuing relevance of favorable work contexts in explaining manager-rated performance of scientists and engineers." *Proceedings, Eastern Academy of Management*, 41 (Providence, RI)

Editorials (2)

Newsweek. 2015. The dark Side of Silicon Valley Diversity Targets, with Meir Shemla. September 19, 2015. <http://www.newsweek.com/quotas-are-wrong-way-make-silicon-valley-more-diverse-374223>

Board Agenda. 2016. Why gender diversity pays, with Kris Byron. July 2016. <http://boardagenda.com/2016/05/27/1384/>

HONORS AND AWARDS

- Named one of the Lehigh Valley Business' 2020 Women of Influence award winners. Winners were selected for their contributions to their organizations, industries and communities in the Greater Lehigh Valley. <https://www.lvb.com/event/women-of-influence-awards/>
- Awarded the Scott Hartz '68 Professorship, Lehigh University, for academic years 2019-2022 (and previous for years 2014-2016 & 2016-2019).
- Received the Carl R. and Ingeborg Beidleman Research Award, Lehigh University, May 2016.
- Received the 2016 College of Business & Economics Teaching Excellence Award (Lehigh U).
- Awarded INFORMS' Best Dissertation Award.

RESEARCH GRANTS

Competitively Awarded Research Grants

National Science Foundation, "Leveraging Thought Diversity," Decision, Risk, and Management Science Program. February 2009 – February 2011. Co-PI with Nancy DiTomaso, Rutgers Business School – Newark and New Brunswick. Collaborative Proposal Rutgers University – Lehigh University. Funding \$265,336, of which Lehigh budget is \$122,318.

Institutional Grants

Faculty Grant for International Connections, Lehigh University, 2013-2014

Sponsored Research Grant Writing Release Time, Pace University, Spring 2008

Scholarly Research Grants, Pace University, 2007, 2006, 2004

Scholarly Research Release Time, Pace University, Fall 2006

Kenan Award for Faculty Development, Pace University, Spring 2006

EDITOR / EDITORIAL REVIEW BOARDS

Sept 2016 – present: **Associate Editor**, *Journal of Management Studies*, FT50 journal

Feb 2017 – present: **Editorial Board Member**, *Journal of Business Ethics*, FT50 journal

Oct 2017 – present: **Editorial Board Member**, *Career Development International*

SCHOLARLY PRESENTATIONS

Refereed Presentations (67) * *denotes presenter*

Academy of Management. Online. 2020. *Post, Lokshin & Boone. "What changes after women enter top management teams? TMT cognitions and strategic renewal."

Academy of Management Boston, MA. 2019. *Harrison, Post & Byron. "Moral Dividends from Member Differences? Diversity can Foster Ethical Decision-making in Teams."

Academy of Management Boston, MA. 2019. *Mitra & Post. "A Theory of the Work-Family Interface in Upper Echelons."

Strategic Management Society (SMS). Las Vegas, NV. 2019. Mitra, Post, & *Sauerwald. “Female Directors and Shareholder Dissent.”

First International Network on Trust (FINT); St Gallen, Switzerland. 2019. Latu, *Post, & Belkin. “A Female Leadership Trust Advantage in Times of Crisis: Under What Conditions?”

Decision Sciences Institute (DSI); Chicago, IL. 2018 *Wowak, Ball, Post, & Ketchen. “The Influence of Female Board Representation and Managerial Discretion on Product Recalls.”

Strategic Management Society (SMS) Paris, France. 2018. *Ward & Post. “The New Inner Circle: Diffusion of CSR Practices through Female Director Interlocks.”

Academy of Management Chicago, IL. 2018. *Mitra, Post, & Sauerwald. “Institutional Logics about the Place of Women on Boards: Uncertainty and Shareholder Dissent.”

Academy of Management Chicago, IL. 2018. *Yao, Post, & Bilimoria. “Female Directors in the CEO In-Group and New Female Director Appointments.”

Academy of Management Chicago, IL. 2018. *Post, Ball, Wowak & Ketchen. “Influence of Female Board Representation and Managerial Discretion on Product Recalls: Evidence from the Medical Device and Pharmaceutical Industries.”

Production and Operations Management Society (POMS) Houston, TX. 2018. *Ball, Wowak, Post, & Ketchen. “Female Board Representation, Managerial Discretion, and Biotechnology Product Recalls”

Academy of Management Atlanta, GA. 2017. *Yao, Post, & Bilimoria. “Board Power Plays: Directors' Informal and Formal Power Predict Female TMT Representation”

INFORMS Nashville, TN. 2016. *Ball, Wowak, & Post. “Board Composition and Firm Responsiveness to Product-harm Crises”

Academy of Management Anaheim, CA. 2016. *Post, Moresino, & Fragnière. “Emotion Regulation as Risk Management: A Stochastic Control Model of Industrial Production Crises”

International Association for Conflict Management (IACM) New York. 2016. *Post & Belkin. “Expectations of Positive Conflict Resolution in Organizational Crises: The Role of Leaders’ Interpersonal Emotion Management (IEM) and Leader Gender”

Wharton’s Annual People & Organizations Conference Philadelphia, PA. 2014. *DiTomaso, Post, & McCarty. “Categorical, Informational, and Thought Diversity”

Academy of Management Philadelphia, PA. 2014. *Post & Byron. “A theoretical expansion and meta-analysis of the women on boards - firm performance relationship”

Academy of Management Philadelphia, PA. 2014. Post & *Byron. “Women on boards of directors and firms' social performance: A meta-analysis”

Work and Family Researchers Network (WERN). New York. 2014. *Schneer, Post, and Beutell. “Where is the "Self" in Work/Life Balance?”

Dutch Central Bank/CGIR Workshop on Board Diversity. Amsterdam, Netherlands. 2013: *Post & Byron. “Women on Boards, Board Activities & Firm Performance: A Meta-Analysis”

Academy of Management Orlando, FL. 2013: *Post. “Female Leadership Advantage in Teams: A Situational Perspective”

Academy of Management Orlando, FL. 2013: *Eisenberg, Post, & DiTomaso. “Overcoming Negative Effects of Geographic Isolation through Shared Team Leadership”

Academy of Management Orlando, FL. 2013: *Post, Rahman, and McQuillen. “Impact of Board Composition on Renewable Energy Alliance Formation and Environmental Responsibility”

Eastern Academy of Management Baltimore, MD. 2013. *Eisenberg, Post, DiTomaso. “Geographical Dispersion and Team Performance – A Relationship Mediated by Team Communication and Moderated by Leadership.”

Society for Industrial and Organizational Psychology (SIOP) Houston, TX. 2013: *Eisenberg, Post, & DiTomaso. “The Moderating Role of Geographical Dispersion on Team Cohesion”

Academy of Management Boston, MA. 2012: *Forster, Post, & Cardon. “Passion Diversity in Entrepreneurial Teams”

Academy of Management Boston, MA. 2012: *McCarthy, DiTomaso, & Post. “Categorical Diversity, Informational Diversity and Diversity of Thought.”

Academy of Management San Antonio, TX. 2011: *Post “Relating Cognitive Style Composition, Mobility and Faultlines to Team Innovation.”

INGGroups Minneapolis, MN. 2011: Post & *Perry “Demographic Faultlines and Innovation: Investigating the Moderating Influences of Collaborative Learning, Diversity Beliefs, and Psychological Safety.”

Eastern Academy of Management Boston, MA. 2011. *Post, Schneer, Reitman, & ogilvie. “Career Stage Differences in the Pathways to Retirement: Predictors of Expected Retirement Age at Mid and Late Career Stages.”

Academy of Management Montreal, Canada. 2010: *Post, Schneer, Reitman, & ogilvie “Sunset Expectations: Work Role Identification, Anticipatory Socialization and Retirement Attitudes.”

Academy of Management Montreal, Canada. 2010: *Rahman & Post “Measuring Environmental Corporate Social Responsibility (ECSR): A Construct Valid, Reliable and Transparent Instrument.”

Academy of Management Montreal, Canada. 2010: *Bear, Rahman, & Post “The Impact of Board Diversity on Corporate Social Responsibility and Firm Reputation.”

International Academy of Management & Business (IAMB) Istanbul, Turkey. 2009: *Post, De Lia, DiTomaso, Tirpak, & Borwankar “From Thought Diversity to Innovation in R&D Teams: The Effects of Collaborative Learning, Psychological Safety, and Shared Mindset.”

Business and Society, Special Issue Conference on Corporate Social Responsibility and Environmental Sustainability. School of Business, University at Albany, SUNY 2009. Albany, NY. *Post, Rahman, & Rubow. “Green Governance: Boards of Directors’ Composition and Environmental Corporate Social Responsibility.”

Academy of Management Chicago, IL. 2009: *Post, Rahman, & Rubow “Green Governance: Boards of Directors Composition and Environmental Corporate Social Responsibility.”

Academy of Management Chicago, IL. 2009: *Post, De Lia, & DiTomaso “The Ways Teams Think: Contributions of Team Thought Diversity to Innovation.”

Academy of Management Chicago, IL. 2009: *Schneer, Post, Reitman, & ogilvie “Exploring the River of Time: A 20-year longitudinal study of the career paths of men and women MBAs.”

International Conference of Work and Family (ICWF) Barcelona, Spain. 2009. *Schneer, Reitman, Post, ogilvie. “The Impact of Involuntary Employment Gaps on Career Success, Satisfaction, and Attitudes toward Work and Family.”

Eastern Academy of Management Hartford, CT. 2009 *Schneer, Reitman, Post, & ogilvie. “Managerial Career Success: A Gender Comparison in the 21st Century.” (Michael J. Driver Best Regional Careers Paper Award)

Association Francophone de Gestion des Ressources Humaines (AGRH) Gender and Diversity in Organizations Conference. Paris, France. 2009. *Schneer, Reitman, Post, & ogilvie. “Gender, Family Structure, Employment Gaps and Career Success: A Longitudinal Study of Career Paths of Men and Women MBAs.”

Academy of Management Anaheim, CA. 2008: *Parks-Yancy, DiTomaso, & Post “Tie Strength and Access to Social Capital Resources for the Careers of African-Americans.”

Academy of Management Philadelphia, PA. 2007: *Post, De Lia, & Parks-Yancy. “A Life-Course Examination of Women's Career and Family Trajectories.”

Academy of Management Philadelphia, PA. 2007: *Post, DiTomaso, Farris, & Cordero “Sources of Differences between Asians and Whites in Evaluations of Their Managerial Potential.”

American Sociological Association New York City. 2007. Shih, *DiTomaso, Post, & Parks-Yancy: “The Symbolic Politics of Immigration for White Americans.”

Eastern Academy of Management New Brunswick, NJ 2007. *Post & *Cardon. “Power & Influence: From Shrek to You.” Experiential Learning Association session.

United States Association for Small Business and Entrepreneurship (USASBE) Orlando, FL, 2007 Post & *Wieland “Gender Inequality in the Workforce: A Comparison of Corporate Women and Female Entrepreneurs.”

Academy of Management Atlanta, GA. 2006: *Parks-Yancy, DiTomaso, & Post “Career Pathways of Middle and Working Class African-Americans: The Role of Social Ties.”

American Sociological Association Montreal, QC, Canada 2006: *Post, De Lia, & Parks-Yancy: “Career Trajectories and Family Structure Development.”

American Sociological Association Montreal, QC, Canada 2006: *Post, DiTomaso, Lowe, Farris, & Cordero: “A “Female Advantage” in Promotability Evaluations for Women Perceived by their Managers to be Innovative.”

International Engineering Management Conference (IEMC) St Johns, Newfoundland, Canada. 2005. *Post, DiTomaso, Farris, & Cordero “Promotability Perception Gaps between Female Engineers & Scientists and Their Managers.”

American Sociological Association Philadelphia, PA 2005: Parks-Yancy, DiTomaso, & *Post: “Social Capital Resources and Social Programs: Advancement Mechanisms for Disadvantaged Groups.”

Academy of Management Honolulu, HI. 2005: *Parks-Yancy, DiTomaso, & Post “The Effects of Social Capital Resources on the Careers of Gender and Class Groups.”

INFORMS Denver, CO. 2004: *Post. “Allocating Favorable Work Contexts in Industrial R&D: The Role of Race/Ethnicity, Gender, Family Characteristics, and Organizational Setting.” *** Best Dissertation Award. ***

Academy of Management New Orleans, LA. 2004: *Post, DiTomaso, Lowe, Farris, & Cordero, “Competence or Cooperation – Wherein Lies the Female Advantage?”

American Sociological Association San Francisco, CA 2004: *Post, DiTomaso, Farris, & Cordero: “The Ubiquity of U.S. Born White Men’s Advantage in Allocation Processes across Organizational Settings”

American Sociological Association San Francisco, CA 2004: *Parks-Yancy & Post: “The Social Capital Resources of Gender and Class Groups.”

Eastern Academy of Management Providence, RI. 2004: *Post, DiTomaso, Farris, & Cordero: “The continuing relevance of favorable work contexts in explaining manager-rated performance of scientists and engineers.”

Academy of Management Seattle, WA. 2003: *Post, DiTomaso, Farris, & Cordero: “Gender, Family & Work Contexts: Effects on Manager Rated Performance among Scientists & Engineers”.

Academy of Management Seattle, WA. 2003: *Parks-Yancy, DiTomaso, & Post: “Reciprocal Obligations in Resource Exchanges among Social Groups and the Effects on Life Outcomes”.

Academy of Management Seattle, WA. 2003: *Parks-Yancy, DiTomaso, & Post: “The Moderating Effects of Social and Financial Capital on Hardships.”

American Sociological Association Atlanta, GA 2003: *Post, DiTomaso, Farris, & Cordero: “Work-Family Conflict and Turnover Intentions among Scientists and Engineers Working in R&D.”

American Sociological Association Atlanta, GA 2003: *Parks-Yancy & Post: “Strong and Weak Ties of African-American and Women Survivors of Organizational Downsizing.”

Academy of Management Denver, CO. 2002: *DiTomaso, Parks-Yancy, & Post “White Views of Civil Rights and Equal Opportunity: Colorblindness, Qualifications, and Quotas.” This paper was ranked on the Social Science Research Network as a “Top Ten” download.

American Sociological Association Chicago, IL 2002, Presidential Session: *DiTomaso, Post, Smith, Farris, & Cordero: “Three forms of inequality: Advantage, the absence of advantage, and disadvantage.”

SASE (Society for the Advancement of Socio-Economics) Minneapolis, MN 2002. *Parks-Yancy & Post. “Overcoming Setbacks through Access to Social Resources”

American Sociological Association Anaheim, CA 2001 Conference: *Post, DiTomaso, Farris, & Cordero: “The Effects of Family Structure on Access to Favorable Work Practices among Scientists and Engineers.”

Invited Presentations: Academic & Professional (66)

Academy of Management. Online. “Lost..... or Found in Translation? Exploring ways to Broaden our Sight on Careers Research and Beyond.” **Careers Division Plenary Panelist**. August 2020.

Academy of Management. Online. “Virtual Work and Women’s Career Equality: A Double-Edged Sword.” **Panelist** (refereed symposium). August 2020.

Temple University. Fox Strategy Seminar Series **Presenter**. “Do Shareholders Acquiesce or Resist Female Board Nominees? It Depends on the Threat.” February, 2020

HEC Montreal, Canada. **Seminar Presenter**. “Theorizing and Testing Shareholder Reactions to Female Director Candidates in Board Elections.” September 2019

Academy of Management Boston, MA. **Panelist**. “Wiley presents a two-part panel discussion featuring top journal editors: Two-part talk focused on both the Early Career Research & Reviewing for a Journal” August 2019

Academy of Management Boston, MA. **Panelist** (refereed symposium). “Positioning academics for societal impact: How do academics position themselves to deliver an understanding of the inclusive organisation to organisations, government and society?” August 2019

European Academy of Management (EURAM), Lisbon, Portugal. **Panelist**. “Meet the Editors.” June 27, 2019.

European Academy of Management (EURAM), Lisbon, Portugal. Governance **Panelist**. “At the Forefront of Corporate Governance.” June 26, 2019

EDHEC, France. “Crafting papers for publication.” *Journal of Management Studies* workshop **Facilitator**. April 25, 2019

Villanova University, PA. – **Seminar Presenter**. “Changes in Corporate Innovation Strategy Following Female Entry into the Top Management Teams.” April 1, 2019

Arizona State University, AZ. *ASQ/JMS Innovation, Entrepreneurship, and Sustainability: Bridging the Micro/Macro Organizational Divide Workshop*. “Changes in Corporate Innovation Strategy Following Female Entry into the TMT.” **Presenter**. February 19, 2019

University of St. Gallen (HSG), School of Management. Switzerland. **Seminar Presenter**. “Women on boards’ operational impact: Pharmaceutical and medical device recalls” January 15, 2019

WU (Vienna University of Economics and Business). Vienna, Austria. **Seminar Presenter**. “A female leadership trust advantage in times of crisis: Under what conditions?” November 21, 2018

International Vincentian Business Ethics Conference. New York, NY. **Panelist**. “Editors’ Panel, Business Ethics Publishing Workshop” October 26, 2018

Academy of Management Chicago, IL. **Panelist**. “Does Age Make a Difference in Work-Life Conflict?” August 2018

Academy of Management Chicago, IL. **Panelist**. “Plugging the Leaky STEM Pipeline: An Interdisciplinary Forum” August 2018

Academy of Management Atlanta, GA. **Panelist**, “Leading Entrepreneurial Ventures: Individual and Team-Based Perspectives” August 5, 2017.

European Academy of Management (EURAM) annual conference, Glasgow, Scotland. **Panelist**, for *Journal of Management Studies*. June 22, 2017. “Meet the editors.”

European Academy of Management (EURAM) annual conference, Glasgow, Scotland. **Panelist**. June 21, 2017. “Delivering responsible corporate governance through board composition”

Lehigh University, Research Retreat, May 19, 2017. Bethlehem, PA: “Women on Boards: Foundation of a Research Portfolio.”

Maastricht University School of Business and Economics (SBE), Netherlands. **Seminar Presenter**. December 15, 2016: “When do boards play it safe? Female representation on boards, risk taking and uncertainty.”

Women of the Wall Street Council, Lehigh Alumni. New York, NY. June 16, 2016: Women in Leadership, **Featured Speaker**.

Center for Business & Society, University of Gothenburg. Gothenburg, Sweden. **Executive Seminar Speaker**. May 19, 2016: “Governing sustainability: How board diversity and gender composition shape firms’ corporate social responsibility and financial performance”

University of Gothenburg, School of Business, Economics, and Law. Gothenburg, Sweden. **Research Seminar** on May 18, 2016. “Gender Diversity on Corporate Boards & Social Responsibility: A Meta-analytical Review with Exciting Avenues for Future Research”

Rutgers University, School of Business Camden. **Seminar Presenter**. February 8, 2016: “Contextualizing the so-called ‘Female Leadership Advantage’.”

Rutgers University, School of Business Camden. **Guest Lecturer**. February 8, 2016: “Gender Inclusive Leadership”

COPPEAD Graduate School of Business. October 13, 2015. Rio de Janeiro, Brazil: “A female advantage in leadership: Under what circumstances? Evidence from boards and R&D teams”

Harvard Business Review – Brasil, Women in Leadership Summit. October 8, 2015. **Keynote Speaker**, “The Case for Women Leaders” Sao Paulo, Brazil <http://hbrforums.com.br/2015/Women-In-Leadership/HBR-Brasil-Women-in-Leadership-2015.pdf>

Harvard Business Review – Brasil, Women in Leadership Summit. October 8, 2015. **Panelist**, “Women on Boards” Sao Paulo, Brazil

Simmons College, Center for Gender in Organizations, Distinguished Scholar Speaker Series, September 14, 2015. Boston, MA: “When is female leadership an advantage? Coordination requirements, team cohesion and team interaction norms”

Lehigh University, Research Retreat, May 14, 2015. Bethlehem, PA: “Contextualizing the “Female Advantage” in Leadership”

Weatherhead School of Management, Case Western Reserve University: Distinguished Scholar research seminar. November 18-19, 2014. Cleveland, OH: “Meta-analyzing women on boards and firm outcomes”

Lehigh University, Mountain Talks. May 17, 2014. Bethlehem, PA: “Female directors and firm performance: What is the relationship?”

University of Geneva, International Organizations Program. December 17, 2013. Geneva, Switzerland.: “Contextualizing the Female Leadership Advantage”

Haute Ecole de Gestion de Geneve (Geneva School of Business Administration). Geneva, Switzerland. December 12, 2013: “Women on Boards, Board Activities & Firm Performance: A Meta-Analysis”

Industrial Research Institute (IRI), Research on Research Subcommittee. Subject Matter Expert, May 21, 2013, Washington, DC. “Generational Differences in Leadership Perceptions”

Altitude Student Leadership Conference. March 24, 2012. Bethlehem, PA. “Making Differences Work.”

Lehigh University, Women’s Studies Faculty Research Forum. March 25, 2011. Bethlehem, PA. “Boards of Directors Diversity and Corporate Social Responsibility.”

Rutgers Business Rutgers Business School - Newark and New Brunswick. September 22, 2010. Newark, NJ. “Catalysts and Inhibitors of Thought Diversity for Innovation: Cognitions, Team Dynamics and Climate, and Leadership”

Boston College Center for Work and Family. April 7, 2010. Webinar. “Consequences of Thought Diversity for Teams and Organizations.”

Grenoble Ecole de Management. March 11, 2010. Grenoble, France “Enhancing Innovation on Cross-functional Teams through Cognitions, Interpersonal Dynamics, and Leadership”

Center for Value Chain Research (CVCR) Symposium. Nov 5, 2009. Bethlehem, PA. “Innovating by Leveraging People Differences.”

Industrial Research Institute (IRI). October 28, 2009, Toronto, Canada. “Accelerating Breakthrough Innovation by Harnessing Thought Diversity”

Rutgers Center for Supply Chain Management. July 27, 2009, New Brunswick, NJ. “Enhancing Effective Business Outcomes in Supply Chain Relationships”

Industrial Research Institute (IRI). May 20, 2009, Boston, MA. “Handling the Double-Edged Sword of Diversity to Foster Breakthrough Innovation”

Industrial Research Institute (IRI), Research on Research Subcommittee. Subject Matter Expert. May 18, 2009, Boston, MA. “Leveraging Thought Diversity on Innovation Teams: A Learning Paradigm”

Center for Innovation and Management Science (CIMS). May 14, 2009. Corning, NY. “Leveraging Thought Diversity for Innovation”

Industrial Research Institute (IRI) Member Summit. Plenary Speaker. October 15, 2008, Denver, CO. “How Teams Take Advantage of Diversity to Increase Innovation”

Industrial Research Institute (IRI), Research on Research Subcommittee. May 12, 2008, Boca Raton, FL. “Leveraging Diversity for Innovation – Pilot Survey Results”

Pace for Women. March 4, 2008. New York City. “A Life-course Work-family Analysis: Cohort Differences Among White U.S.-born Women”

Industrial Research Institute (IRI), Research on Research Subcommittee. February 27, 2008, St. Pete Beach, FL. “Leveraging Diversity for Innovation – Preliminary Survey Results”

Make Mine a Million. October 23, 2007. New York, NY. “Juggling Acts: The Paradoxical Flexibility of Entrepreneurial Life”

Industrial Research Institute (IRI), Research on Research Subcommittee. October 17, 2007, Chicago, IL. “Leveraging Diversity for Innovation”

Industrial Research Institute (IRI), Research on Research Subcommittee. May 6, 2007, Palm Springs, CA. “Leveraging Diversity for Innovation”

Executive in Residence Centennial Series, Pace University. November 2006. Moderated a panel on the theme “Women in Finance: How to Succeed in Business,” featuring Alice Dear, President, Unique Afrique, Inc.; Dina Dublon, Senior Advisor, Warburg Pincus; and Maria Fiorini Ramirez, President and CEO, Maria Fiorini Ramirez, Inc.

Catalyst. March 6, 2006. New York City. “Advantages and Positivity Bias in the Workplace & the Consequences for Performance”

Pace University. January 28, 2006. New York City. “Three forms of inequality: Advantage, the absence of advantage, and disadvantage”

Leadership Forum for Women's Advancement, Facilitated by WFD Consulting. November 7, 2005. New York City. “Advantage and Dis-advantage in the Workplace”

EDHEC - Pace University. Joint Conference French Businesses in New York: Diversity Management from a French Perspective. June 29, 2005. New York City. “Diversity: A business case or a social responsibility?”

Wharton's Center for Human Resources, University of Pennsylvania. Careers and Career Transitions: New Evidence for a New Economy June 24th-25th 2005 Philadelphia, PA. “Three Forms of Inequality: advantage, the absence of advantage, and disadvantage.”

School of Management and Labor Relations (SMLR), Rutgers University. Proseminar Series. March 22, 2005. “Three Forms of Inequality.”

Farleigh-Dickinson University Center for Human Resource Management Studies (CHRMS). April 2003. “Gender, Family Structure and Favorable Work Contexts: The Effects on Manager Rated Performance among Scientists and Engineers”

Rutgers Business School Organization Management Seminar Series. Newark, NJ December 2002.
“Gender, Family Structure and Favorable Work Contexts: How They Help Explain Differences in Scientists and Engineers’ Performance”

Rutgers University Provost’s Annual Research Day: Showcasing scholarship at Rutgers -Newark. May 2002. “Employment practices: Favoring is more important than discriminating against”

Princeton’s Conference on Race/Ethnicity, Self/Culture, and Inequality. Princeton, NJ. April 2002.
“Race/Ethnicity and God: Religious Identity and Conservative Politics”

NACME, Forum 21 (National Action Council for Minorities in Engineering). Baltimore, MD. October 2001. “Unequal Access to Favorable Work Experiences”

Session Organizer, Chair, or Discussant

2017. Session Chair "Routes to the Top: The Role of Credentials, Developmental Experiences, and Gender in CEO Pay and Promotion." Academy of Management Annual Meeting, Careers Division. Atlanta, GA.

2016. Session Chair "The Effects of Diversity on Employee Performance and Organizational Performance." Academy of Management Annual Meeting, Gender & Diversity in Organizations Division. Anaheim, CA.

2016. Session Chair "Wages and Compensation." Academy of Management Annual Meeting, Gender & Diversity in Organizations Division. Anaheim, CA.

2015. Career Division Plenary Session Academy of Management Annual Meeting, Careers Division. Vancouver, BC (Canada): Building bridges between Governance and Careers.

2014. Doctoral Consortium Co-organizer Academy of Management Annual Meeting, Careers Division. Philadelphia, PA.

2011. Session Chair "Work Family Enrichment, Conflict and Life Balance." Academy of Management Annual Meeting, Gender & Diversity in Organizations Division. San Antonio, TX.

2008. Session Chair "Managing Mentoring." Academy of Management Annual Meeting, Careers Division. Anaheim, CA.

2007. Session Chair “Labor Markets.” American Sociological Association Annual Meeting. New York

2006. Discussant “Identity and Behavior in Work and Family Relationships.” Academy of Management Annual Meeting, Careers Division. Atlanta, GA.

2004. Session Chair “Organizations, Occupations, and Work.” American Sociological Association Annual Meeting. San Francisco, CA.

2002. Discussant, “Diversity, Gender, and Career Judgments” Academy of Management Annual Meeting, Careers Division. Denver, CO.

2001. Discussant “The effect of leadership on diversity and of diversity on leadership.” Academy of Management Annual Meeting, Gender and Diversity in Organizations Division, Washington, DC.

IMPACT IN BUSINESS AND POPULAR MEDIA

PODCASTS & INTERVIEWS

- “Why Our Lives Depend Upon Women On Boards.” Joan Michelson’s GreenConnectionsRadio podcast. Recorded May 6, 2020. <http://greenconnectionsradio.com/why-our-lives-depend-upon-women-on-boards-dr-corinne-post-lehigh-university/>
- “Sustaining Employee Motivation during a Pandemic.” Lehigh Business ‘Helping you and your business cope during the pandemic’ series. Recorded on April 28, 2020. <https://www.youtube.com/watch?v=wgdKd9Bai6s&feature=youtu.be>
- “How to be Better at Working from Home.” Lehigh Business iLLUminate, Podcast & Blog, March 18, 2020, cbe.lehigh.edu/blog/posts
- I interviewed Cathy Engelbert, Commissioner WNBA, past CEO of Deloitte, and Lehigh University College of Business alumna. Interview excerpts published on Lehigh University's Vistex Institute for Executive Learning & Research's blog on February 27, 2020: <https://business.lehigh.edu/blog/2020/cathy-engelbert-leadership>

BLOGS

- “A lifesaving reason to have more women on boards: ensuring consumer safety.” Lehigh News. April 1, 2020. <https://www2.lehigh.edu/news/a-lifesaving-reason-to-have-more-women-on-boards-ensuring-consumer-safety>
- “Women Leaders Have Edge in Some Crises.” Lehigh News. July 3, 2019, <https://www2.lehigh.edu/news/study-women-leaders-have-edge-in-some-crises>
- “Declaring independence from corporate misconduct.” Lehigh Business iLLUminate, March 13, 2019, cbe.lehigh.edu/blog/posts
- “California law requiring women on corporate boards: Steps every board could take now.” Lehigh Business iLLUminate, October 9, 2018, cbe.lehigh.edu/blog/posts

MEDIA INTERVIEWS

- Invited guest on **NPR affiliate radio show: WDIY** Lehigh Valley Discourse – February 19, 2015. Show aired both on Feb 19, 2015 and again on June 16, 2016. <http://wdiy.org/post/women-boards-and-business-lv-discourse>
- **O’Globo**, Featured in column “Conte Algo Que Não Sei”, October 21, 2015, p. 2 (*O Globo is 2nd largest daily newspaper in Brazil*) <http://oglobo.globo.com/sociedade/conte-algo-que-nao-sei/corinne-post-professora-pesquisadora-somos-muito-mais-parecidos-que-diferentes-17827631>

MEDIA CITATIONS

Wowak, Ball, Post, & Ketchen. Online First March 27, 2020. The Influence of Female Directors on Product Recall Decisions. Manufacturing and Service Operations Management (MSOM).

- Forbes.com. “Coronavirus Treatments - If More Women Are On The Board, It’s Likely Safer, New Study Finds” – May 9, 2020. <https://www.forbes.com/sites/joanmichelson2/2020/05/09/coronavirus-treatmentsif-more-women-are-on-the-board-its-likely-safer-new-study-finds/#7e99a23f1f35>
 - On May 11, 2020, Forbes editors put our story on the front page of ForbesWomen.
- Fe•mind. “The COVID-19 crisis arrived — and women leaders got to work” – May 3, 2020, <https://www.fe-mind.com/blog/2020/5/5/the-covid-19-crisis-arrived-and-women-leaders-got-to-work>

- CQ Roll Call. “Boards with more women more likely to recall faulty medical products: Study,” April 15, 2020. [https://content.next.westlaw.com/Document/I6ef64c497f8e11ea80afece799150095/View/FullText.html?transitionType=SearchItem&contextData=\(sc.Search\)](https://content.next.westlaw.com/Document/I6ef64c497f8e11ea80afece799150095/View/FullText.html?transitionType=SearchItem&contextData=(sc.Search))
- Wall Street Journal, “More Women on Boards, Fewer Dangerous Products,” April 8, 2020. Vol. CCLXXV No. 82 Page B12 and online: <https://www.wsj.com/articles/more-women-on-boards-fewer-dangerous-products-11586284077>
- Futurity.com. “Faster Recalls When Medical Companies Have Women Directors,” April 3, 2020. <https://www.futurity.org/women-directors-medical-product-recalls-2325452-2/>
- European Pharmaceutical Review, “Female directors are quicker to recall defective medicinal products, finds study” March 31, 2020. <https://www.europeanpharmaceuticalreview.com/news/116069/female-directors-are-quicker-to-recall-defective-medicinal-products-finds-study/>
- Medical Life Sciences, “Study: Medical product companies with female directors issue recalls more quickly.” April 1, 2020. <https://www.news-medical.net/news/20200401/Study-Medical-product-companies-with-female-directors-issue-recalls-more-quickly.aspx>

Post, Latu, & Belkin. 2019. A Female Leadership Trust Advantage in Times of Crisis: Under What Conditions? *Psychology of Women Quarterly*. 43(2): 215-231

- CNN Business. Michelle “Women are better leaders. The pandemic proves it.” May 5, 2020. <https://edition.cnn.com/2020/05/05/perspectives/women-leaders-coronavirus/index.html>
- Fe•mind. “The COVID-19 crisis arrived — and women leaders got to work” – May 3, 2020, <https://www.fe-mind.com/blog/2020/5/5/the-covid-19-crisis-arrived-and-women-leaders-got-to-work>
- Daily Nation “Covid-19 risks worsening inequalities, clawing back inclusion gains.” April 14, 2020. <https://www.nation.co.ke/oped/opinion/Women-vital-to-war-on-coronavirus/440808-5524152-9vy777/index.html>
- 45 secondes: Veille & Décryptage “Votre organisation est en crise ? Nommez une femme a sa tête.” July 8, 2019. <https://45secondes.fr/organisation-crise-nommez-une-femme/>
- www.LizzyNet.de: “Sind Frauen die besseren Krisenmanagerinnen?” July 2, 2019. <https://www.lizzy.net/de/wws/sind-frauen-die-besseren-krisenmanagerinnen.php>
- The Economic Times: When crisis strikes, social women bosses trusted more than men. June 29, 2019; <https://economictimes.indiatimes.com/magazines/panache/when-crisis-strikes-social-women-bosses-trusted-more-than-men/articleshow/69986964.cms>

Neville, Byron, Post & Ward. Online First (2018) Board Independence and Corporate Misconduct: A Cross-National Meta-Analysis. *Corporate Governance: An International Review*.

- Thrive Global, “So Women on Boards Are a Bad Thing Now?” December 16, 2019 <https://thriveglobal.com/stories/women-on-boards-are-a-bad-thing-now-board-boardroom-wisdom-gender-equality/>
- Valor Econômico. “Governança em conselhos pouco ajuda se há corrupção sistêmica no país.” January 11, 2019. http://ct.moreover.com/?a=38215852400&p=1pl&v=1&x=hpNdrQKqdaQq_SMDpjxBtQ

Byron & Post. 2016 Women on Boards and Firm Social Performance: A Meta-Analysis. Corporate Governance: An International Review.

- Chain Store Age (CSA). “Break the glass ceiling (or break the law).” January 31, 2019. <https://chainstoreage.com/c-suite-1/break-the-glass-ceiling-or-break-the-law>
- Financial Times. “Why women in business are good for charities: Gender diversity leads to greater corporate social responsibility.” June 24, 2018. <https://www.ft.com/content/5ff5dad6-753f-11e8-b6ad-3823e4384287>
- Business Insider. “How to get more women in the boardroom, according to experts who examined 11 years of data about gender equality at US companies” – March 11, 2018. <https://www.businessinsider.com/how-to-get-more-women-in-the-boardroom-according-to-experts-who-examined-11-years-of-data-about-gender-equality-at-us-companies-2018-3?r=UK>
- BBC News. “Do women on boards increase company profits?” – October 2017 <http://www.bbc.com/news/41365364>
- Board Agenda. “Female directors positively influence firms’ corporate social performance” – September 2017 <https://boardagenda.com/2017/10/22/female-directors-positively-influence-firms-corporate-social-performance/>
- The Conversation. “What does social science say about how a female president might lead” – August 18, 2016. <https://theconversation.com/what-does-social-science-say-about-how-a-female-president-might-lead-61255>
- Board Agenda. “America’s boardroom diversity crisis”- August, 2016 <http://boardagenda.com/2016/08/16/1567/>
- AmericanBanker.com “BankThink: Women in Banking: Goldman's Golden Girl; Hollywood Calls Out Wall Street”– April 7, 2016 <https://www.americanbanker.com/opinion/women-in-banking-goldmans-golden-girl-hollywood-calls-out-wall-street>
- Forbes.com “Why women on company boards boost performance”– April 6, 2016. <http://www.forbes.com/sites/karstenstrauss/2016/04/06/why-women-on-company-boards-boost-performance/#25696ea0a815>

Post. 2015. When Is Female Leadership an Advantage? Coordination Requirements, Team Cohesion and Team Interaction Norms. *Journal of Organizational Behavior*. 36(8): 1153–1175

- Fe•mind. “The COVID-19 crisis arrived — and women leaders got to work” – May 3, 2020, <https://www.fe-mind.com/blog/2020/5/5/the-covid-19-crisis-arrived-and-women-leaders-got-to-work>
- Forbes.com “Human up: Why human leadership skills are critical in a digital age”– August 7, 2018 <https://www.forbes.com/sites/forbescommunicationscouncil/2018/08/07/human-up-why-human-leadership-skills-are-critical-in-a-digital-age/#7d6aad9e44d0>
- Huffington Post.com. “Women, Power, and Hillary Clinton”. February 24, 2016. https://greatergood.berkeley.edu/article/item/women_power_and_hillary_clinton
- EastCompany.com “Three situations where women make better leaders”– July 22, 2015 (Article “shared” over 3’200 times as of October 15, 2015. <http://www.fastcompany.com/3048879/strong-female-lead/three-situations-where-women-make-better-leaders>

Post & Byron. 2015. Women on Boards and Firm Financial Performance: A Meta-Analysis. *Academy of Management Journal*. 58(5): 1546-1571

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boards

- Philadelphia Inquirer. “After years of ‘glacial change,’ women now hold more than 1 in 4 corporate board seats.” July 17, 2019. <https://www.inquirer.com/business/women-board-seats-best-buy-sp-500-gender-equity-20190717.html>
- Washington Post. “After years of ‘glacial change,’ women now hold more than 1 in 4 corporate board seats.” July 17, 2019 https://www.washingtonpost.com/business/2019/07/17/after-years-glacial-change-women-now-hold-more-than-corporate-board-seats/?utm_term=.72d8183d7473&wpisrc=nl_optimist&wpmm=1
- CSA: The Business of Retail. “Break the Glass Ceiling (or break the law).” January 31, 2019. <https://www.chainstoreage.com/c-suite-1/break-the-glass-ceiling-or-break-the-law/>
- Yahoo! Finance. Keenan, Alexis. “New study shows more women on Fortune 100 & 500 boards.” January 16, 2019. <https://finance.yahoo.com/news/deloitte-study-on-board-diversity-223935137.html>
- NZHerald. “Alex Davis: Research shows no benefit from women on company boards.” July 2018 https://www.nzherald.co.nz/business/news/article.cfm?c_id=3&objectid=12085759
- S&P Global Market Intelligence. “Diversity can pay — but women aren't 'pixie dust'.” December 12, 2017. <https://platform.mi.spglobal.com/web/client?auth=inherit#news/article?id=42860802&cdid=A-42860802-13102>
- Knowledge@Wharton. “Does Gender Diversity on Boards Really Boost Company Performance?” May 2017. <http://knowledge.wharton.upenn.edu/article/will-gender-diversity-boards-really-boost-company-performance/>
- Times of Malta “Women on boards” March 6, 2017 <https://www.timesofmalta.com/articles/view/20170306/opinion/Women-on-boards.641595>
- Board Agenda “America’s boardroom diversity crisis” – August 16, 2016 <http://boardagenda.com/2016/08/16/1567/>
- Featured in Lehigh Research Review – March 16, 2016, vol 1. “Beyond Blanket Truths” <http://www1.lehigh.edu/news/beyond-blanket-truths>
- Forbes.com. Adams, S. “Women on Boards: Slow Progress and Marginalization, Study Shows.” – June 11, 2015. <https://www.forbes.com/sites/susanadams/2015/06/11/women-on-boards-slow-progress-and-marginalization-study-shows/#1bf2dc0e3745>
- Featured in Swissnex NY outpost Newsletter – April 2, 2015 “Women on Boards” <http://zcl.campaign-view.com/ua/SharedView?od=11287eca53db4e&cno=11a2b0b1c895fd9&cd=111649a125eefae8>
- FastCompany.com “The Case for Women on Boards” – January 30, 2015 <http://www.fastcompany.com/3041604/strong-female-lead/the-case-for-women-on-boards>
- Woman-on-top.com. “Exclusive: Landmark global study finds better gender parity on boards positively impacts financial performance” – January 30, 2015 <https://woman-on-top.com/exclusive-landmark-global-study-finds-better-gender-parity-boards-positively-impacts-financial-performance/>
- Bizwomen. “2 things we're not discussing in the women-on-boards conversation — but should be” – January 15, 2015 <http://www.bizjournals.com/bizwomen/news/latest-news/2015/01/2-things-were-not-discussing-in-the-women-on.html>
- Vox “There's a case for companies putting more women on boards, but it's not profits” - January 14, 2015 <http://www.vox.com/2015/1/14/7509453/women-corporate-boards-catalyst>
- Washington Post.com “Women still hold only 19 percent of U.S. board seats. What could change

that?” – January 13, 2015 <http://www.washingtonpost.com/blogs/on-leadership/wp/2015/01/13/women-still-hold-only-19-percent-of-u-s-corporate-board-seats-what-could-change-that/>

- Fortune.com. “Globally, women gain corporate board seats -- but not in the US” – January 13, 2015 <http://fortune.com/2015/01/13/catalyst-women-boards-countries-us/>
- Bloomberg BNA. “New University Research Links Female Board Members, Accounting Returns.” Corporate Law & Accountability Report. Vol. 13 No 2 in print and online - January 9, 2015 <http://www.bna.com/new-university-research-n17179922004/>
- Association Trends “News in Brief” - January 6, 2015. <http://www.associationtrends.com/trends/news-in-brief>
- WWW.healio.com “Research correlates female representation on boards with improved financial performance” - December 23, 2014 <http://www.healio.com/orthotics-prosthetics/news/online/%7B1c3c04a4-8130-4f09-8681-d448313a9f1a%7D/research-correlates-female-representation-on-boards-with-improved-financial-performance>
- Carrier Management “Study: Female Board Members Linked to Positive Company Financial Performance” - December 22, 2014 <http://www.carriermanagement.com/news/2014/12/22/133493.htm>

Post, Schmeer, Reitman, ogilvie. 2013. Pathways to Retirement: A Career Stage Analysis of Retirement Age Expectations. Human Relations. 66(1): 87-112

- LVB.com “Mid-career employees looking to retire earlier” - February 11, 2013 <http://www.lvb.com/article/20130208/LVB01/302089991/Mid-career-employees-looking-to-retire-earlier#.URp6VPI5glo>
- Lehigh Alumni magazine “Our Changing Retirement Expectations” - Winter 2012-2013 http://www.nxtbook.com/nxtbooks/lehigh/alumni_2013winter/#/38

Post, De Lia, DiTomaso, Tirpak, & Borwankar. 2009. Capitalizing On Thought Diversity for Innovation. Research-Technology Management. 52(6):14-25

- Diversity Executive “Want Innovation? Diversify Thinking!” - November 19, 2012 <http://diversity-executive.com/articles/view/want-innovation-diversify-thinking>
- RxNews. Science Letter “Researchers from Lehigh University detail new studies and findings in the area of management science”. December 7, 2009 <http://www.newsrx.com/article.php?articleID=1705195>

Subject Matter Expert

- New York Giants Health Monitor, developed with the New York Giants Team and Health Monitor Network: www.HealthMonitorNetwork.com. Distributed at the NFL draft, at all New York Giants home games and to 10,000 MD offices in the NY/NJ metro area. April 2008
- www.smSmallBiz.com, SmartMoney’s small business site. “Balancing Work & Life: Running Multiple Businesses.” October 30, 2007. http://www.ssmallbiz.com/bestpractices/Running_Multiple_Businesses.html
- The Journal News, “Know the Boss before Making a Pitch”, March 19, 2006
- Black MBA Magazine, “When Women Lead” November, 2005,

TEACHING AND RESEARCH ADVISING

Courses Taught

2008 – Current COLLEGE OF BUSINESS, LEHIGH UNIVERSITY

Employees as Stakeholders, MBA
Organizational Behavior & Human Resource Management, MBA
Managing People (traditional, online, and distance), MBA
Inclusive Leadership: Making Differences Work. MBA
Diversity and Inclusion in the Workplace. Undergraduate
Managing & Leading People and Organizations. Undergraduate
Independent Study. MBA

2003 – 2008 LUBIN SCHOOL OF BUSINESS, PACE UNIVERSITY

Organizational Behavior and Leadership. MBA
Negotiations and Bargaining. MBA
Human Resources Management. Undergraduate
Organizational Behavior. Undergraduate
Supervision of Management Internships Undergraduate
Supervision of Honors' Thesis Senior Projects Undergraduate

1999 - 2003 RUTGERS BUSINESS SCHOOL – NEWARK NEW BRUNSWICK

Management of Human Resources. Undergraduate.

Advising – Research Direction

Undergraduate Honor Students

Rubow, E., 2006 – 2007. Does the Composition of the Board of Directors Affect Decisions Regarding Environmental Corporate Social Responsibility (ECSR)? Graduated summa cum laude in the BBA degree program, Lubin School of Business, Pace University.

Durando, J., 2006 – 2007. How Storytelling Increases Affective Commitment. Upon graduation from Lubin School of Business, Pace University, was accepted at Rutgers, The State University of New Jersey-New Brunswick, Masters' program.

Doctoral Students

Arjun Mitra. External Committee Member. 2018 – 2020. University of Illinois at Chicago, Liautaud Graduate School of Business, Department of Managerial Studies. “To be or not to be (an ally)! A risk-trust integrative framework”. Dissertation proposal defended April 30, 2019. PhD Candidate in Organizational Behavior & Human Resource Management. – *Placed at California State University*

Julia Eisenberg. External Committee Member. 2013 – 2014. Rutgers Business School, Newark New Brunswick. Team Dispersion and Team Performance – A Relationship Mediated by Team Communication and Moderated by Transformational Leadership. Dissertation defended July 17, 2014. Earned a PhD in Organization Management from Rutgers Business School – Newark and New Brunswick. – *Placed at Pace University*

Stephen Bear. External Committee Member. 2011 – 2012. Pace University. The Impact of Organizational Context on the Willingness to be a Mentor. Dissertation defended March 2, 2012. Earned a Doctorate of Professional Studies (DPS) *Placed at Farleigh Dickinson University*

Cathleen McQuillen. External Committee Member. 2010 – 2011. Pace University. Board of Director Characteristics and Alliance Formation for Achieving Sustainability. Dissertation defended July 18, 2011. Earned a Doctorate of Professional Studies (DPS) - *Placed at Georgian Court University*

Emilio De Lia. External Committee Member. 2007 – 2010. Rutgers Business School, Newark New Brunswick. Exploring How Diversity Positively Affects Innovation: An Information Processing View. Dissertation defended December 15, 2010. Earned a PhD in Organization Management from Rutgers Business School – Newark and New Brunswick. – *Placed at Rutgers University (Prof. of practice)*

Alan Smagler. External Committee Member. 2007 – 2009. Pace University. Ingratiation and the Development of Leader-Member Exchange in Mixed-Gender versus Same-Gender Dyads. Dissertation defended December 14, 2009. Earned a Doctorate of Professional Studies (DPS) - *VP, Trade Sales at Scholastic*

Leadership in Professional Development Programs

2020. **Co-organizer** Professional Development Workshop (PDW), “Advancing Theory with Review Articles: How to Advance the Prospects for Publication” Academy of Management Annual Meeting, August 2020. Strategy Division.

2020. **Co-organizer** Professional Development Workshop (PDW), “Board and TMT Diversity: A Paper Development Workshop” Academy of Management Annual Meeting, August 2020. Strategy Division.

2019. **Panelist**. Lehigh Academic Department Chairs Orientation: “Working Effectively with Faculty and Staff.” August 20, 2019

2019. **Co-organizer** Professional Development Workshop (PDW), “On-boarding Women on Boards Research: A Paper Development Workshop” Academy of Management Annual Meeting, August 2019. Strategy Division.

2018. **Co-organizer and Mentor**, Professional Development Workshop (PDW), “On-boarding Women on Boards Research: A Paper Development Workshop” Academy of Management Annual Meeting, August 2018. Strategy Division.

2018. **Presenter**. Lehigh Symposium on Teaching and Learning. April 11, 2018. Innovations in Teaching and Learning: “Developing Students' Teamwork Skills with a Scientifically Developed and Tested Tool” <https://citl.lehigh.edu/symposium2018>

2016. **Facilitator** “Careers in the Rough: A Research Development Workshop” Academy of Management Annual Meeting, August 6, 2016. Careers Division. Anaheim, CA. *Careers in the Rough is a workshop consisting of accomplished scholars mentoring PhD students and/or junior scholars who submit careers papers that are in the formative stages*

2015. **Organizer and Presenter**. COPPEAD Graduate School of Business. Rio de Janeiro, Brazil: Workshop for Doctoral Students: “Publish, don’t perish”. October 13, 2015.

2015. **Facilitator** “Careers in the Rough: A Research Development Workshop” Academy of Management Annual Meeting, August 8, 2015. Careers Division. Vancouver, BC (Canada).

2015. **Presenter**. Lehigh Symposium on Teaching and Learning. April 23, 2015: Innovations in Teaching and Learning: “Theories on Trial” <https://citl.lehigh.edu/symposium2015>

2014. **Co-organizer**. Doctoral Consortium Academy of Management Annual Meeting, Careers Division. Philadelphia, PA.

2014. **Facilitator** “Careers in the Rough: A Research Development Workshop” Academy of Management Annual Meeting, Careers Division. Philadelphia, PA.

2012. **Organizer and chair**. Professional Development Workshop (PDW): “Publish or Perish Goes Global: International Scholars' Strategies for Publishing in Top Journals” Academy of Management Annual Meeting, Careers Division. Boston, MA.

2007. **Co-organizer and Presenter**, Professional Development Workshop: “Career Questions for Everyone: Who Am I? What Should I Be Doing? Where Should I Be Doing It?” Academy of Management Annual Meeting, Careers Division. Philadelphia, PA.

SERVICE TO LEHIGH UNIVERSITY (* <i>leadership/chair role</i> ; † <i>denotes elected position</i>)

Management Department

*Chair	July 2018 - present
*Recruiting Committee OB/HR, <i>Chair</i>	June – Oct 2015
*Director, Management Major program	2010 - 2014
Various Recruiting Committees (member)	2008 - present

College of Business:

1-MBA Advising Committee	Dec 2017 – present
Impact Symposium Committee	Apr 2016 – Sept 2016
One-year MBA Task Force Committee	Sept 2014 – Nov 2015
†Global Steering Committee	2013 – present
*†Nominations Committee, Chair	2012 – 2015
MBA Core Committee	2009 – present
†College Policy Committee	2009 – 2012
CBE Dean Search Committee	2013 – 2014
*Advisor, Diversity Case Competition Student Team	2013 – 2014
*Advisor, National Association for Women MBAs	2009 – 2010

University:

LU Service Summit Committee member	Mar 2018 – Nov 2018
*Middle States Reaccreditation, Self-Study Team Co-Lead	Mar 2016 – May 2018
*Social Justice Faculty Scholars, Senior Faculty Leader	Jan 2015 – May 2018
*†Facilities and Planning Committee Chair	2015 (Fall)
Faculty Steering Committee Member	2015 (Fall)
RCEAS Dean Search Committee	2014 (Fall) – 2015 (Fall)
†Facilities and Planning Committee, member	2014 – 2015
Mentoring Program	2013 – 2015
AVP Human Resources Search Committee	Summer/Fall 2014
Nominations Committee, <i>ex-officio</i>	2012 – 2015
Cluster Hiring Committee	2010 – 2013
MLK week, panelist	2009, 2013

SERVICE TO THE PROFESSION

Organization of Conferences & Workshops, and Special Issues Co-editorship

2019-2020	Co-Chair, Conference Track Corporate Governance “Boards of Directors & Top Management Teams,” European Academy of Management (EURAM) annual conference, Dublin, Ireland.
2018 – present	Co-Editor, Special Issue <i>Journal of Management Studies</i> : “Scaling-up: Building, leading and sustaining rapid growth.”
2018-2019	Co-Chair, Conference Track Corporate Governance “Boards of Directors & Top Management Teams,” European Academy of Management (EURAM) annual conference, Lisbon, Portugal.
2018	Co-organizer , regional Publishing Workshop “Crafting papers for publication” with <i>Journal of Management Studies</i> at Lehigh University
2017 – present	Co-Editor, Special Issue <i>Journal of Management Studies</i> : “Leading entrepreneurial ventures: Individual and team-based perspectives.”
2017 – present	Co-Editor, Special Issue <i>Journal of Management Studies</i> : “Diversity perspectives in management: Towards more complex conceptualizations of diversity in management studies.”
2017-2018	Organizer, International Conference (peer-reviewed submissions), <i>Journal of Management Studies</i> : “Diversity perspective on management: Towards more complex conceptualizations of diversity in management studies.” Babson College, April 18-20, 2018
2017-2018	Co-Chair, Conference Track Corporate Governance “Boards of Directors & Top Management Teams,” European Academy of Management (EURAM) annual conference, Reykjavik, Iceland.
2016-2017	Co-Chair, Conference Track Corporate Governance “Boards of Directors,” European Academy of Management annual conference, Glasgow, Scotland.
2004-2008	Initiator and Co-organizer, Research Day , annual conference for the business school faculty, focused on enhancing scholarly productivity, Pace U.

Offices and Committee Memberships Held in Professional Organizations (**leadership/chair role*; † *denotes elected position*)

2017-2018	*† <u>Immediate Past Division Chair, Careers Division</u> , Academy of Management. Nominations committee, Chair.
2016-2017	*† <u>Division Chair, Careers Division</u> , Academy of Management.
2015-2016	*† <u>Division Chair-Elect, Careers Division</u> , Academy of Management.
2014-2016	* <u>International Committee, Chair, Gender & Diversity in Organizations (GDO) Division</u> , Academy of Management
2014-2015	*† <u>Program Chair, Careers Division</u> , Academy of Management.
2013-2014	*† <u>Professional Development Workshops Program Chair, Careers Division</u> , Academy of Management.
2013-2016	*† <u>Officer, Gender & Diversity in Organizations Division</u> , Academy of Management. Elected representative-at-large for GDO Division.
2011- 2013	* <u>Gender & Diversity Program Chair</u> . Eastern Academy of Management.

2010-2013 †Careers Division, Academy of Management. Representative-at-large, 3-year term. Chair, Membership committee.

2004 – 2008 Liaison Officer. Eastern Academy of Management (for Pace U).

2006 – 2007 Local Arrangements Committee. Eastern Academy of Management 2007 annual conference, New Brunswick, NJ.

2002 Associate Editor, Academy of Management Careers' division newsletter.

1999 – 2000 *†Vice President - Ph.D. in Management Student Government Association.

Professional Services to the Research Community at Large

Associate Editor *Journal of Management Studies* September **2016 – present**

Editorial Board *Journal of Business Ethics* February **2017 – present**
Career Development International **2017 – present**

Ad hoc Reviewer:

Journals *Academy of Management Journal, Academy of Management Review, Organization Science; Journal of Management, Journal of Management Studies, Strategic Management Journal, Journal of Business Ethics, Corporate Governance: An International Review; Business & Society; Equality, Diversity & Inclusion; Sex Roles; Group & Organization Management, Group Processes and Intergroup Relations, Small Group Research, Human Relations, Human Resource Management Review.*

External Grants
 Committee Member

National Science Foundation (NSF) - Innovation & Org Sciences;
 Austrian Science Fund (Austrian equivalent to NSF);
 Swiss National Science Foundation (SNSF)

Award Committee
 Chair

Emerald Best Student Conference Paper Award, Academy of Management, Gender and Diversity in Organizations Division. **2014**

Award Committee
 Member

Faculty Transnational Research Award. Academy of Management, Gender and Diversity in Organizations Division. **2014**

Best Conference Paper Based on a Dissertation Award. Academy of Management, Gender and Diversity in Organizations Division. **2013**

Best Applied Conference Paper Award. Academy of Management, Careers Division. **2012**

Emerald Best Student Conference Paper Award. Academy of Management, Gender and Diversity in Organizations Division. **2011**

Michael Driver Award. Academy of Management, Careers Division. **2010**

Best Student Conference Paper Award. Academy of Management, Careers Division. **2009**

Best Doctoral Dissertation Award. INFORMS, Technology Management
Section (TMS). 2005. 2006. 2007

PROFESSIONAL (NON-ACADEMIC) WORK EXPERIENCE

Accenture (formerly Andersen Consulting)

Florham Park, NJ and other locations

Human Resources, Information Management Lead
Business Solution Delivery, Analyst

December 1997 – August 1998
March 1996 – December 1997

International Herald Tribune (IHT),
Circulation Internship

New York City, 1995

Philips Electronics GmbH, Sales and Marketing Internship

Kassel, Germany, 1994

Swiss Bank Corporation (SBC), Electronic Banking Services
Internship

New York City, 1993

Junior Entreprise Geneva, Account Manager

Geneva, Switzerland, 1992-1993

Other Professional Work Experience

Switzerland

- Dept of Education: Substitute elementary and middle school teacher (1991)
- Zschokke, Part-time, Human Resource in 2nd largest construction firm (1991-1995)
- World Economic Forum – External staff at the Annual Meeting, Davos (1994)
- Scout Leader: Organized summer camps and weekly activities. Supervised six young adults, ages 18-24 and responsible for thirty-six children, ages 7-13 (1987-1991)

Languages

English	Fluently spoken, read, and written
French	Fluently spoken, read, and written
German	Well spoken, working knowledge in reading and writing.
Spanish	Conversational, good reading comprehension