

## TARYN L. STANKO

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### ACADEMIC POSITIONS

- 2018 – Present Associate Professor of Management  
California Polytechnic State University, Orfalea College of Business
- 2014 – 2018 Assistant Professor of Management  
California Polytechnic State University, Orfalea College of Business
- 2008 – 2014 Assistant Professor of Management  
University of Oregon, Lundquist College of Business

### EDUCATION

- 2008 University of California, Irvine, The Paul Merage School of Business  
Ph.D. in Management, Organizational Behavior
- 2002 New York University, Leonard N. Stern School of Business  
M.B.A. with emphasis in Management and Marketing
- 1995 University of California, Los Angeles  
B.A. in Sociology with specialization in Computing

### PEER REVIEWED PUBLICATIONS

- Beckman, C. B. and Stanko, T. L. (2019) “It Takes Three: Relational Boundary Work and the Co-construction of the Work/Non-work Boundary” (Conditional Accept, *Academy of Management Journal*)
- Dumas, T. L. and Stanko, T. L. (2017) “Married with Children: How Family Structure and Family Role Identification Shape Behavior at Work” *Personnel Psychology*, 70: 597-633.
- Leahy, E., Beckman, C. B., and Stanko, T. L. (2017) “Prominent but Less Productive: The Impact of Interdisciplinarity on Scientists’ Research” *Administrative Science Quarterly*, 62: 105-139.
- Stanko, T. L., Sena, J. (2017) “Exploring the Impact of Social Networking on Communication in Organizations” *Journal of Computer Information Systems*.

Sena, J., Stanko, T. L., and Sena, M. (2016) "Exploring Relationships between the Strategic Importance of IT and the Effectiveness of IT Security and Mobile Device Management" *Journal of Information Systems Applied Research*, 9: 26-37.

Stanko, T. L. and Beckman, C. M. (2015) "Watching You Watching Me: Boundary Control and Capturing Attention in the Context of Ubiquitous Technology Use" *Academy of Management Journal*, 58(3), 712-738.

Stanko, T. L., Sena, J., and Sena, M. (2015) "Assessing the Effectiveness of Business Intelligence as a Strategically Important Deployment" *Issues in Information Systems*, 16: 219-229.

Gibson, C. B., Gibbs, J. L., Stanko, T. L., Tesluk, P., and Cohen, S. (2011) "Including the "I" in Virtuality and Modern Job Design: Extending the Job Characteristics Model to Include the Moderating Effect of Individual Experiences of Electronic Dependence and Copresence." *Organization Science*, 22(6), 1481-1499.

## **BOOK CHAPTERS**

Stanko, T. L. and Richter, J. (2011) "Learning to Work Inworld: Conducting Qualitative Research in Virtual Worlds Using In-Depth Interviews" *Cases in Online Interview Research*, Sage Publications.

Stanko, T. L. and Gibson, C. B. (2009) "Virtuality Here and Now: The Role of Cultural Elements in Virtual Teams", in R.S. Bhagat and R.M. Steers (Eds.) *Cambridge Handbook of Culture, Organization, and Work*: 272-304. Cambridge: Cambridge University Press.

## **PAPERS UNDER REVIEW**

Stanko, T. L., Rao, A., Dumas, T. L., and Dahm, P. (2019) "Understanding Women and Leadership: Do Characteristics of Women's Work/Non-work Social Networks Shape Leadership at Work?" (Under 1<sup>st</sup> review, *Organization Science*)

Stanko, T. L., Dahm, P., Lahneman, B., and Richter, J. (2019) "Navigating an Identity Playground: An Exploration of Individual Work Identity and Routines in Virtual Worlds" (1<sup>st</sup> Round Revise and Resubmit, *Organization Studies*)

Rofcanin, Y., Las Heras, M., Escribano, P., and Stanko, T. L. (2019) "Does Eldercare Matter? Exploring the Mechanisms that Link Work-Family Culture and Perceived Organizational Support to Health" (1<sup>st</sup> Round Revise and Resubmit, *Journal of Business & Psychology*)

## **WORKING PAPERS**

Stanko, T. L. and Dahm, P. "Evening the Playing Field: Exploring and Mitigating Gender Differences in Negotiation"

Aten, K., Nardon, L., and Stanko, T. L. "Working Out Loud: Adapting Behavior to Bridge Distance and Communication Gaps for Virtual Collaboration"

## **PROFESSIONAL PRESENTATIONS**

Stanko, T. L., Rao, A., Dumas, T. L., and Dahm, P. (2019) "Understanding Women and Leadership: Do Characteristics of Women's Work/Non-work Social Networks Shape Leadership at Work?" (Submitted for review, *Academy of Management Annual Meeting*)

Stanko, T. L., Dahm, P., Lahneman, B., and Richter, J. (2019) "Navigating an Identity Playground: An Exploration of Individual Work Identity and Routines in Virtual Worlds" (Submitted for review, *Academy of Management Annual Meeting*)

Stanko, T. L., Rao, A., Dumas, T. L., and Dahm, P. (2019) "Understanding Women and Leadership: Do Characteristics of Women's Work/Non-work Social Networks Shape Leadership at Work?" (Target: *International Conference on Women in Leadership*, Barcelona, Spain)

Stanko, T. L. and Dahm, P. "Evening the Playing Field: Exploring and Mitigating Gender Differences in Negotiation" (Target: *International Conference on Women in Leadership*, Barcelona, Spain)

Stanko, T. L., Rao, A., Dumas, T. L., and Dahm, P. (2017) "Understanding Women and Leadership: Do Characteristics of Women's Social Networks Shape Leadership at Work?" *International Conference on Women in Leadership*, Barcelona, Spain.

Beckman, C. B. and Stanko, T. L. (2017) "It Takes Two: Relational Boundary Work and Tempered Integrators" *International Conference on Work Family*, Barcelona, Spain.

Aten, K., Nardon, L., and Stanko, T. L. (2017) "Distributed Collaboration in a Virtual World: Technology, Culture and Communication Practices" *Academy of Management*, Atlanta, GA.

Stanko, T. L., Rao, A., Dumas, T. L., and Dahm, P. (2017) "Understanding Women and Leadership: Do Characteristics of Women's Social Networks Shape Leadership at Work?" *San Luis Obispo Writer's Workshop*, San Luis Obispo, CA.

Beckman, C. B. and Stanko, T. L. (2017) "It Takes Two: Relational Boundary Work and Tempered Integrators" *San Luis Obispo Writer's Workshop*, San Luis Obispo, CA..

- Beckman, C. B. and Stanko, T. L. (2016) "Escape to Reality: Boundary Work among Couples in the U. S. Navy" *Work and Family Researchers Network*, Washington D.C.
- Nardon, L., Aten, K., and Stanko, T. L. (2016) "Communication Competence for Global Virtual Teams: Lessons from Collaboration in a Virtual World" *Academy of International Business*, New Orleans
- Stanko, T. L., Aten, K., DiRenzo, M., Lahneman, B., Nardon, L., Richter, J. (2015) "Competencies for Working in Virtual Worlds: Findings from Three Studies" *Annual Meeting of the Academy of Management*, Vancouver, Canada.
- Stanko, T. L. (2015) "Exploring the Challenges and Opportunities of Conducting Qualitative Research Online" *Annual Meeting of the Academy of Management*, Vancouver, Canada.
- Aten, K., Nardon, L., and Stanko, T. L. (2015) "Adapting Communication to Create Common Ground" *International Conference on Information Resources Management*, Ontario, Canada.
- Las Heras, M., Stanko, T. L., and Escribano, P. (2015) "Exploring the Antecedents of Family Supportive Supervisor Behavior in a Cross-Cultural Context." *International Conference on Work Family*, Barcelona, Spain.
- Stanko, T. L., Sena, J., and Sena, M. (2015) "Assessing the Effectiveness of Business Intelligence as a Strategically Important Deployment" *International Association for Computer Information Systems*, Clearwater, FL.
- Stanko, T. L., Sena, J., and Sena, M. (2015) "Exploring Relationships between the Strategic Importance of IT and the Effectiveness of IT Security and Mobile Device Management" *Conference on Applied Information Systems Applied Research*, Clearwater, FL.
- Aten, K., Nardon, L., and Stanko, T. L. (2014) "Working Out Loud: Adapting Behavior to Bridge Distance and Communication Gaps for Virtual Collaboration" *Annual Meeting of the Academy of Management*, Philadelphia, PA.
- Leahy, E., Beckman, C. B., and Stanko, T. L. (2014) "The Impact of Interdisciplinarity on Scientists' Careers" *Annual Meeting of the Academy of Management*, Philadelphia, PA.
- Las Heras, M., Stanko, T. L. & Escribano, P. (2014) "Exploring the Antecedents of Family Supportive Supervisor Behavior in a Cross-Cultural Context." *Society of Industrial and Organizational Psychology*, Honolulu, HI.
- Las Heras, M., Stanko, T. L. & Escribano, P. (2014) "Exploring the Antecedents of Family Supportive Supervisor Behavior in a Cross-Cultural Context." *Work and Family Researchers Network Conference*, New York, NY.

- Dumas, T. and Stanko, T. L. (2013) "Ideal Leaders?: How Family Involvement and Spousal Employment Shape Employees' Leadership Behaviors." *Academy of Management*, Orlando, FL.
- Stanko, T. L. and Dumas, T. (2013) "Bridging Boundaries: Exploring the Relationship between Role Facilitation, Role Conflict, and Performance at Work." *International Conference of Work and Family*, Barcelona, Spain.
- Dumas, T. and Stanko, T. L. (2013) "Ideal Leaders?: How Family Involvement and Spousal Employment Shape Employees' Leadership Behaviors." *International Conference of Work and Family*, Barcelona, Spain.
- Aten, K., Nardon, L., and Stanko, T. L. (2013) "Working out loud: Adapting behavior to bridge distance and communication gaps for virtual collaboration." *Colloquium of the European Group for Organizational Studies*, Montreal, Canada.
- Richter, J. and Stanko, T. L. (2013) "Identity and Learning Routines in the Context of Work within Virtual Worlds" *American Educational Research Association*, San Francisco, CA.
- Aten, K., Nardon, L., and Stanko, T. L. (2013) "Working Out-loud: Communication Mechanisms for Distributed Collaboration." *Western Academy of Management*, Santa Fe, New Mexico.
- Leahy, E., Beckman, C. B., and Stanko, T. L. (2012) "Collaborative Structure and the Diffusion of Knowledge: Computer-Mediated Communication in Industry/University Cooperative Research Centers (I/UCRC)." *American Sociological Association*, Denver, CO.
- Stanko, T. L. and Richter, J. (2011) "The Plastic Prometheus: An Exploration of Individual Work Identity and Routines in a Virtual World" *Annual Meeting of the Academy of Management*, San Antonio, Texas.
- Stanko, T. L. Richter, J., Nardon, L., and Aten, K. (2011) "The Plastic Prometheus: An Exploration of Individual Work Identity and Routines in a Virtual World" *Third International Symposium on Process Organization Studies*, Corfu, Greece.
- Stanko, T.L. (2010) "Entangled Reality: Sociomateriality and Virtual Worlds." Symposium co-organizer and presenter, *Annual Meeting of the Academy of Management*, Montreal, Canada.
- Stanko, T. L. (2010) "Using Qualitative Research Methods to Study Work/Non-work Issues" *Annual Meeting of the Academy of Management*, Montreal, Canada.
- Stanko, T. L. and Richter, J. (2010) "The Plastic Prometheus: An Exploration of Individual Work Identity and Routines in Virtual Worlds" *Immersive Education Conference*, Eugene, OR.
- Stanko, T. L. (2009) "Identity and Routines in Virtual Worlds" *Immersive Education Conference*, Eugene, OR.

- Stanko, T. L. (2009) "A Wolf in Sheep's Clothing? Uncovering the Hidden Costs of Compartmentalizing Multiple Roles." *Annual Meeting of the Academy of Management*, Chicago, IN.
- Stanko, T. L. (2009) "Diversity of Perspectives, Social Capital, and Team Performance: Cognitive Diversity and Teams." Symposium co-organizer, *Annual Meeting of the Academy of Management*, Chicago, IN.
- Stanko, T. L. (2009) "When Does Juggling Multiple Roles Pay Off? An Exploration of the Impact of Coping Behaviors on Role Facilitation" *International Conference on Work Family*, Barcelona, Spain.
- Stanko, T. L. and Beckman, C. B. (2009) "Online in the Gulf: Enactment of Multiple Identities in a Total Institution." *Davis Conference on Qualitative Research*, Davis, CA.
- Beckman, C. B. and Stanko, T. L. (2008) "Online in the Gulf: Information Technology as a Threat to Organizational Control in a Total Institution." *American Sociological Association*, Boston, MA.
- Stanko, T. L. (2008) "The Impact of Culture on Role Conflict: How Culture Affects Coping Response to Role Conflict." *Annual Meeting of the Academy of Management*, Anaheim, CA.
- Stanko, T. L. (2008) "The Impact of Individual Cultural Values on Role Conflict and Coping Response." *Industrial Organizational and Organizational Behavior Conference*, Denver, CO.
- Gibson, C. B. and Stanko, T. L. (2007) "Virtuality Here and Now: A Review and Synthesis of Virtuality Research." *Annual Meeting of the Academy of Management*, Philadelphia, PA.
- Stanko, T. L. (2007) "From Scout Leader to Business Leader: How Participation in Multiple Roles Affects Behavior at Work." *Annual Meeting of the Academy of Management*, Philadelphia, PA.
- Stanko, T. L. (2007) "Finding a Balance: An Examination of the Antecedents and Consequences of Non-Work to Work Role Facilitation." *Industrial Organizational and Organizational Behavior Conference*, Indianapolis, IN.
- Beckman, C. B. and Stanko, T. L. (2006) "Email as an Escape to Reality in the Navy: Information Technology and the Nature of Total Institutions" *Annual Meeting of the Academy of Management*, Atlanta, GA.
- Stanko, T. L. (2006) "The Impact of Role Engagement and Computer-Mediated Communication Experience on Relational Communication in the Virtual Family." *Annual Meeting of the Western Academy of Management*, Long Beach, CA.

## **RESEARCH INTERESTS**

Negotiation and Gender, Work/Non-Work Boundary Management  
Virtual Teams, Communication Technology and Immersive Technology at Work

## **ACADEMIC HONORS, AWARDS, AND FELLOWSHIPS**

- 2016 - 2019 Diversity and Inclusion Fellowship (with co-author Patty Dahm), “Evening the Playing Field: Exploring and Mitigating Gender Differences in Negotiation” (Cal Poly San Luis Obispo)
- 2016 - 2019 Center for Innovation and Entrepreneurship Faculty Fellow Award (Cal Poly San Luis Obispo)
- 2017 - 2018 Assigned Time for Exceptional Level of Service to Students (Cal Poly San Luis Obispo)
- 2016 - 2017 Emeritus Professor of the Year Award (Cal Poly San Luis Obispo)
- 2016 - 2017 Assigned Time for Exceptional Level of Service to Students (Cal Poly San Luis Obispo)
- 2015 - 2016 Most Influential M.B.A. Professor Award (Cal Poly San Luis Obispo)
- 2015 - 2016 David Peach Excellence in Teaching Award (Cal Poly San Luis Obispo)
- 2015 - 2016 Assigned Time for Exceptional Level of Service to Students (Cal Poly San Luis Obispo)
- 2015 Distinguished Paper Award, Conference on Information Systems Applied Research
- 2015 Best Paper Award, International Association for Computer Information Systems
- 2013 Business Advisory Council Undergraduate Teaching Award (Lundquist College of Business)
- 2010 Outstanding Reviewer Award (Organizational Behavior, Academy of Management)
- 2009 Organizational Communication and Information Systems Junior Faculty Consortium Participant (Academy of Management)
- 2008 Best Reviewer Award (Gender and Diversity in Organizations, Academy of Management)
- 2007 - 2008 American Dissertation Fellowship Award (\$20,000) (American Association of University Women)
- 2007 Gender and Diversity in Organizations Doctoral Consortium Participant (Academy of Management)
- 2006 - 2007 Center for Organizational Research Graduate Student Fellowship (\$1,000) (Center for Organizational Research, UCI)
- 2006 Best Reviewer Award (Gender and Diversity in Organizations, Academy of Management)

- 2006 Organizational Behavior Doctoral Consortium Participant (Academy of Management)
- 2005 Organizational Communication and Information Systems Doctoral Consortium Participant (Academy of Management)
- 2004 Technology and Innovation Management Doctoral Consortium Participant (Academy of Management)
- 2002 Regents Fellowship (University of California, Irvine)
- 2000 Stern Fellowship (New York University)

## **RESEARCH GRANTS**

- 2008-2011 Co-Principal Investigator, “Virtual Teams in 3D Virtual Environments: A Comparative Analysis of Project Team Innovation.” National Science Foundation, Grant #0838550, \$360,000. Alan Meyer, Principal Investigator
- 2003 Co-Principal Investigator, “The Impact of Internet and Computer-Mediated Communications on Organizations.” Center for Research on Information Technology and Organizations (CRITO), \$75,000. University of California, Irvine, Christine M. Beckman, Principal Investigator.

## **TEACHING INTERESTS**

Organizational Behavior, Negotiation Strategies, Negotiation for Entrepreneurs, Technology and Organizations

## **COURSES TAUGHT**

*Cal Poly State University, Orfalea College of Business*

Organizational Behavior (Undergraduate Management Core Course)

Instructor rating: 4.6/5 (2015-2018, 5 sections)

Negotiation (Undergraduate Management Elective)

Instructor rating: 4.9/5 (2014-2018, 10 sections)

Negotiation (M.B.A. Elective)

Instructor rating: 4.9/5 (2015-2018, 4 sections)

Negotiation for Entrepreneurs (Entrepreneurship Minor Elective)

Instructor rating: 4.9/5 (2017-2018, 2 sections)

*University of Oregon, Lundquist College of Business*

Managing Organizations (Undergraduate Management Major Core Course)



Instructor rating: 4.7/5 (2014, 2 sections)  
4.5/5 (2010-2013, 10 sections)  
4.3/5 (2008-2009, 4 sections)

Negotiation Strategies (Undergraduate Management Elective)

Instructor rating: 4.8/5 (2013-14, 2 sections)  
4.5/5 (2009, 1 section)  
4.3/5 (2008, 1 section)

Negotiation Strategies (M.B.A. Elective)

Instructor rating: 4.6/5 (2014, 1 section)  
4.1/5 (2013, 1 section)  
3.9/5 (2011, 1 section)

*University of California, Irvine, The Paul Merage School of Business*

Management of Contemporary Organizations (Undergraduate Management Minor)

Instructor rating: 3.8/4 (2006, 1 section)

## **SERVICE**

Ad hoc Reviewer, *Academy of Management Journal, Communication Research, Organization Science, Administrative Science Quarterly, Management Information Systems Quarterly, Organizational Behavior and Human Decision Processes, Group and Organization Management, Journal of World Business, European Journal of Information Systems*

Ad hoc Reviewer, OCIS, OB, GDO Divisions of Academy of Management

2015-2019 Founder and co-organizer of the MHRIS Area's Research Speaker Series, Orfalea College of Business, Cal Poly State University

2015-2019 Committee Member, Entrepreneurship Concentration Curriculum Committee, Orfalea College of Business, Cal Poly State University

2016-2019 Graduate Programs Committee, Orfalea College of Business, Cal Poly State University (Chair: 2017-2019; Committee Member, 2016-2017)

2016-2019 Member, Cal Poly Women in Business Association Advisory Board, Cal Poly State University

2016-2019 MHRIS Area Journal Review Committee, MHRIS Area, Orfalea College of Business, Cal Poly State University

2018-2019 Member, Dean's Advisory Council, Orfalea College of Business, Cal Poly State University

2018-2019 Information Systems Hiring Committee, MHRIS Area, Orfalea College of Business, Cal Poly State University

2018-2019 Committee Member, Peer Review Committee (for 6 tenure-track MHRIS faculty members, 1 tenure-track Accounting faculty member, and 2 MHRIS Adjunct faculty members), Orfalea College of Business, Cal Poly State University

- 2019 Guest Speaker/Workshop Leader, Cal Poly Women in Business, WIB Leadership Academy, Cal Poly State University
- 2019 Guest Speaker, Cal Poly Women in Business, WIB Association Meeting, Cal Poly State University
- 2019 Guest Speaker/Workshop Leader, Alpha Kappa Psi Professional Business Fraternity, Cal Poly State University
- 2017-2018 Committee Member, M.B.A Revision Task Force, Orfalea College of Business, Cal Poly State University
- 2018 Guest Speaker/Workshop Leader (Internships), Cal Poly Women in Business, WIB Association Meeting, Cal Poly State University
- 2018 Guest Speaker/Workshop Leader (Difficult Conversations), Alpha Kappa Psi Professional Business Fraternity, Cal Poly State University
- 2018 Guest Speaker/Workshop Leader (Job Offers), Alpha Kappa Psi Professional Business Fraternity, Cal Poly State University
- 2018 Negotiation Workshop Leader (Equity Splits negotiations), HotHouse Entrepreneurship Summer Accelerator Start-up Companies, Center for Innovation and Entrepreneurship, Cal Poly State University
- 2018 Negotiation Workshop Leader (Supplier negotiations), HotHouse Incubator Start-up Companies, Center for Innovation and Entrepreneurship, Cal Poly State University
- 2017 Co-organizer of the San Luis Obispo Writer's Workshop, Cal Poly State University
- 2017 Guest Speaker/Negotiation Workshop Leader, Cal Poly Women in Business, Defining Her Future Spring Conference, Cal Poly State University
- 2017 Committee Member, Dave Peach Excellence in Teaching Award Selection Committee, MHRIS Area, Orfalea College of Business, Cal Poly State University
- 2017 Guest Speaker/Negotiation Workshop Leader, Cal Poly Women in Software and Hardware, WISH Association Meeting, Cal Poly State University
- 2017 Guest Speaker/Workshop Leader, Cal Poly Women in Business, WIB Leadership Academy, Cal Poly State University
- 2017 Guest Panelist, Cal Poly Women in Business High School Outreach, Cal Poly State University
- 2017 Guest Speaker, Cal Poly Women in Business, WIB Association Meeting, Cal Poly State University
- 2016-2017 Assigned Time for Exceptional Level of Service to Students, Cal Poly State University
- 2015-2017 New Program/Curriculum Development (created elective course for new Entrepreneurship Minor), Orfalea College of Business, Cal Poly State University
- 2016 Pro-bono Consulting to Small Businesses in San Luis Obispo, Small Business Development Center, HotHouse, Center for Innovation and Entrepreneurship, Cal Poly State University

- 2016 Committee Member, ad hoc Associate Dean Search Task Force, Orfalea College of Business, Cal Poly State University
- 2016 Negotiation Workshop Leader (supplier negotiations), HotHouse Entrepreneurship Summer Accelerator, Center for Innovation and Entrepreneurship, Cal Poly State University
- 2016 Guest Panelist, Women in Business, Defining Her Future Spring Conference, Cal Poly State University
- 2015-2016 Assigned Time for Exceptional Level of Service to Students, Cal Poly State University
- 2015-2016 Committee Member, HR Faculty Search Committee, MHRIS Area, Orfalea College of Business, Cal Poly State University
- 2015-2016 Chair, Ad-hoc MHRIS Journal Standards Development and Review Committee, MHRIS Area, Orfalea College of Business, Cal Poly State University
- 2015-2016 Participation in Advancement Activities (10 meetings with potential donors via Dean's Executive-in-Residence Program), Orfalea College of Business, Cal Poly State University
- 2015 Chair, Work-Family Policies and Culture Track, *International Conference of Work and Family*, Barcelona, Spain
- 2015 Negotiation Workshop Leader (co-founder disputes), HotHouse Entrepreneurship Incubator (participants from across campus), Cal Poly State University
- 2015 Committee Member, HR Instructor Search Committee, MHRIS Area, OCOB, Cal Poly State University
- 2014-2015 Committee Member, Master Plan Academic and Instructional Space Advisory Committee, Cal Poly State University
- 2014-2015 Committee Member, HR Faculty Search Committee, MHRIS Area, Cal Poly State University
- 2014-2015 Committee Member, Executive Building Committee, OCOB, Cal Poly State University
- 2010-2014 Outside Dissertation Committee Member, Alina Padilla-Miller, School of Journalism and Communication, University of Oregon
- 2012 Outside Dissertation Committee Member, Kimberly Livingstone, Psychology Department, University of Oregon
- 2011-2012 Dissertation Committee Member, Matthew Metzger, Management Department, Lundquist College of Business, University of Oregon
- 2011-2012 Committee Member, Management Department Faculty Search Committee, University of Oregon
- 2010-2012 Committee Member, Lundquist College of Business Undergraduate Programs Committee, University of Oregon
- 2010-2011 Committee Member, Management Department Instructor Search Committee, University of Oregon

- 2009-2010 Committee Member, Lundquist College of Business Research Center Design User Group, University of Oregon
- 2009-2010 Committee Member, Management Department Faculty Search Committee, University of Oregon

## COMMUNITY AND PROFESSIONAL ACTIVITIES

- 2015 Chair, Work-Family Policies and Culture Track, *International Conference of Work and Family*, Barcelona, Spain
- 2013 Chair, Work-Family Enrichment Track, *International Conference of Work and Family*, Barcelona, Spain
- 2012 Chair, Identity in Different Settings, *Annual Meeting of the Academy of Management*, Boston, MA.
- 2010 Co-Organizer, Entangled Reality: Sociomateriality and Virtual Worlds, *Annual Meeting of the Academy of Management*, Montreal, Canada.
- 2010 Co-Organizer, Doctoral Workshop, *West Coast Research Symposium on Technology and Entrepreneurship*, Eugene, OR
- 2009 Discussant, Social Ties and Dynamic Capabilities, *West Coast Research Symposium on Technology and Entrepreneurship*, Seattle, WA
- 2009 Co-Organizer, Doctoral Workshop, *West Coast Research Symposium on Technology and Entrepreneurship*, Seattle, WA
- 2009 Facilitator, Current Research on High Performance Work Systems, Interactive Paper Session, *Annual Meeting of the Academy of Management*, Chicago, IN.
- 2009 Chair, Diversity of Perspectives, Social Capital, and Team Performance: Cognitive Diversity & Teams, *Annual Meeting of the Academy of Management*, Chicago, IN.
- 2008 Discussant, Team Processes II, Interactive Paper Session, *Annual Meeting of the Academy of Management*, Anaheim, CA.
- 2006 Chair, Women's Career Choices: Moving Up, Over, and Out, *Annual Meeting of the Academy of Management*, Atlanta, GA.
- 2006 Chair, 'Life-Friendly' Organizations: Balance for Working Fathers, Working Mothers, and Working Singles, *Annual Meeting of the Academy of Management*, Atlanta, GA.
- 2003-2004 Doctoral Student Vice President (University of California, Irvine)
- 2001 Consultant, Urban Business Assistance Corporation (New York University)
- 2000-2001 Vice President of Technology, Stern Women in Business (New York University)

## INDUSTRY WORK EXPERIENCE

- 2001           Ogilvy One Worldwide, New York, NY  
*VESC Program Coordinator, Consulting Group*
- 1998-2000     Paramount Pictures, Hollywood, CA  
*Software Development Project Manager, Operations Development  
Quality Manager, Operations Development*
- 1995-1998     Berland Technologies, Inc., Culver City, CA  
*Software Development Project Manager, Quality Manager, Programmer*