

Amber L. Stephenson

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EDUCATION

Ph.D.	Indiana University of Pennsylvania Administration and Leadership Studies	May 2013
M.P.H.	West Chester University Health Care Administration	May 2005
B.S.	Ursinus College Exercise and Sport Science	May 2003

ACADEMIC EXPERIENCE

July 2022 – Present	Director of Healthcare Management Programs <i>David D. Reh School of Business, Clarkson University, Schenectady, NY</i> <ul style="list-style-type: none">Manage the Healthcare MBA, MS in Clinical Leadership, MS in Healthcare Data Analytics, and Healthcare Certificate programs; Co-director of Leadership in Medicine Program
July 2021 – August 2022	Provost Faculty Fellow <i>Clarkson University, Potsdam/Schenectady, NY</i> <ul style="list-style-type: none">Developed “graduate exploration” program to clarify pathway from undergraduate to graduate study thereby increasing graduate enrollments and revenue
February 2021 – Present	(Tenured) Associate Professor of Management <i>David D. Reh School of Business, Clarkson University, Schenectady, NY</i> <ul style="list-style-type: none">MBA Courses –<ul style="list-style-type: none">Health Systems Management (onsite, online synchronous, & hybrid)Strategic Issues for Healthcare Organizations (Capstone; hybrid)
August 2015 – February 2021	Assistant Professor of Management <i>David D. Reh School of Business, Clarkson University, Schenectady, NY</i> <ul style="list-style-type: none">MBA Courses –<ul style="list-style-type: none">Health Systems Management (onsite, online asynchronous & hybrid)Structural Dynamics in Healthcare (online asynchronous & 7-day intensive)Leadership and Organizational Behavior (onsite)
July 2013 – June 2015	Director/Senior Research Associate <i>Temple University - Nonprofit Eval., Services & Training, Harrisburg, PA</i>
August 2014 – May 2015	Instructor <i>Alvernia University – Reading, PA</i> <ul style="list-style-type: none">MA in Organizational Leadership Courses –<ul style="list-style-type: none">Research Methods (onsite)Social Theory (onsite)

- August 2013 – Temple University – Harrisburg, PA
December 2014
- College of Education/General Education Courses –
 - Interpersonal Communications (onsite)
 - First Year Seminar I & II (onsite)
 - International Nonprofit Training and Leadership (INTL) Certificate Program –
 - Seminar Facilitation (online, synchronous)

PUBLICATIONS

Peer-Reviewed Journal Articles

34. Diehl, A., Dzubinski, L., & **Stephenson, A. L.** (2023). Women in leadership face ageism at every age. *Harvard Business Review*. Available at <https://hbr.org/2023/06/women-in-leadership-face-ageism-at-every-age>
- Published as the lead article on the HBR.org site
 - Featured on *Morning Joe*, “Know Your Value” segment, reported by Mika Brzezinski, Huma Abedin, and Maggie McGrath : <https://www.msnbc.com/know-your-value/business-culture/ageism-workplace-affects-women-every-stage-their-career-study-n1306729>
 - Featured in *CBS*: <https://www.cbsnews.com/news/women-ageism-at-work-no-matter-how-young-or-old/>
 - Featured in *Axios*: <https://www.axios.com/2023/06/28/women-leadership-ageism-research>
 - Featured in *HuffPost*: <https://www.huffpost.com/entry/age-discrimination-women-l-64ac0fe0e4b02fb0e6f9d516>
 - Featured in *HuffPost* (2): <https://www.huffpost.com/entry/age-discrimination-young-women-l-64a866abe4b0e87d65547156>
33. **Stephenson, A. L.**, Sullivan, E. E., & Hoffman, A. R. (2023). How to make leadership positions more enticing to primary care physicians. *Harvard Business Review*. Available at <https://hbr.org/2023/06/how-to-make-leadership-positions-more-enticing-to-primary-care-physicians>
- Featured in *Faisel and Friends: A Primary Care Podcast*
 - Featured in *Harvard Medical School Center for Primary Care Newsletter* on July 13, 2023
32. Sullivan, E., **Stephenson, A. L.**, Khaing, W. W., Bazemore, A., & Hoffman, A. R. (2022). Primary care physician leadership in top ranked U.S. hospitals. *Journal of the American Board of Family Medicine*, 36(4), 682-684.
31. Sullivan, E., Raj, M., Thomas, S., DePuccio, M., **Stephenson, A. L.**, Fleuren, B., Lai, A. & McAlearney, A. (2022). Pivoting research in health care management in the context of COVID-19. *Journal of Health Administration Education*. Forthcoming.
30. Raj, M., Sullivan, E., **Stephenson, A. L.**, DePuccio, M., Thomas, S., Fleuren, B., & McAlearney, A. (2022). Conceptual framework for integrating family caregivers into the health care team: A scoping review. *Medical Care Research and Review*, 80(2), 131-144.
29. Hoff, T. & **Stephenson, A. L.** (2022). Changes in career thinking and work intentions among academic physicians as a result of the Covid-19 pandemic. *Journal of the American Board of Family Medicine*, 25(5), 934-939.
28. **Stephenson, A. L.**, Sullivan, E., & Hoffman, A. R. (2022). Primary care physician leaders' perspectives on opportunities and challenges in health care leadership: A qualitative study. *BMJ Leader*, 7, 28-32.

27. Diehl, A. B., **Stephenson, A. L.**, & Dzubinski, L. M. (2022). Research: How Bias Against Women Persists in Female-Dominated Workplaces. *Harvard Business Review*. Available at <https://hbr.org/2022/03/research-how-bias-against-women-persists-in-female-dominated-workplaces>
- Featured in *Fortune*: <https://fortune.com/2022/03/03/what-happens-to-gender-bias-in-female-dominated-industries/>
26. **Stephenson, A. L.**, Diehl, A. B. & Dzubinski, L. M. (2022). Cross industry comparison of gender bias experienced by women leaders. *Personnel Review*, 52(1), 145-165.
- Among the highest-scoring Altmetric outputs from *PR* (#15 of 420)
 - Featured in *Nation*: <https://nation.africa/kenya/news/gender/study-women-face-gender-bias-in-sectors-they-dominate-4243524>
25. Sullivan, E., **Stephenson, A. L.**, & Hoffman, A. R. (2022). Engaging physicians in leadership: Motivations, challenges, and identity-based considerations. *Journal of Healthcare Management*. 67(4), 254-265.
- Selected for *ACHE Canada*, journal club March 15, 2023
 - Featured in *AcademyHealth Daily News*, August 10, 2022
24. **Stephenson, A. L.**, Raj, M., Thomas, S., Sullivan, E., DePuccio, M., Fleuren, B., & McAlearney, A. (2021). Reconceptualizing family caregivers as part of the health care team. *Journal of Hospital Management and Health Policy*, 6(20), 1-6.
23. **Stephenson, A. L.**, Tietschert, M., Hoff, T., Singer, S., & D'Aunno, T. (2021). Theoretically speaking: A user's guide to theory exposition in publishing health care management research. *Journal of Health Administration Education*, 39(1), 1-20.
22. Upadhyay, S., **Stephenson, A. L.**, Weech-Maldonado, R., & Cochran, C. (2021). Hospital cultural competency and attributes of patient safety culture: A study of US hospitals. *Journal of Patient Safety*, 18(3), e680-e686.
21. Raj, M. DePuccio, M., **Stephenson, A. L.**, Sullivan, E., Lai, A., Fleuren, B., Sriharan, A., McAlearney, A. S. & Thomas, S. (2021). Addressing Evolving Patient Concerns around Telehealth in the COVID-19 Era. *The American Journal of Managed Care*, 27(1), e1-e3.
- Cited by the European Health Parliament: <https://www.healthparliament.eu/ehp6-recommendations/>
20. Lai, A., Thomas, S. C., Sullivan, E., Fleuren, B., Raj, M., DePuccio, M., **Stephenson, A. L.**, & McAlearney, A. S. (2020). COVID-19 and the primary care workforce: Adjusting to rapid change in new roles and settings. *Journal of Hospital Management and Health Policy*, 4(31), 104.
19. Yerger, D. B., & **Stephenson, A. L.** (2020). Advocating the use of threshold effects estimation: An illustration using the gender wage gap. *Human Resource Development Quarterly*, 32(1), 77-91.
18. Diehl, A. B., **Stephenson, A. L.**, Dzubinski, L.M., & Wang, D. C. (2020). Measuring the invisible: Development and multi-industry validation of the Gender Bias Scale for women leaders. *Human Resource Development Quarterly*, 31, 249-280.
- Wiley "Top 10 Most Downloaded" article
 - Highest Altmetric score at *HRDQ*
 - [Listed as a resource](#) for [EMERGE](#) (Evidence-based Measures of Empowerment for Research on Gender Equality) at UC San Diego

17. **Stephenson, A. L.**, Heckert, D. A., & Yerger, D. B. (2020). Examining college student retention: A closer look at low self-control. *International Journal of Educational Management*, 34(5), 953-964.
16. Upadhyay, S., Weech-Maldonado, R., Lemak, C. H., **Stephenson, A. L.**, & Smith, D. G. (2019). Hospital staffing patterns and safety culture perceptions: The mediating role of perceived teamwork and perceived handoffs. *Health Care Management Review*, 46(3), 227-236.
15. Upadhyay, S., **Stephenson, A. L.**, & Smith, D. (2019). Readmission rates and their impact on hospital financial performance: A study of Washington hospitals. *INQUIRY: The Journal of Health Care Organization, Provision, and Financing*, 56, 1-10.
14. **Stephenson, A. L.**, Radford, K., Upadhyay, S., & Williams, E. (2019). For your review: Insights from seasoned reviewers and editors on the peer-review process. *Journal of Health Administration Education*, 36(2), 217-232.
13. **Stephenson, A. L.**, & Bell, N. M. (2019). Social identity and the prison health worker: Implications for practitioner satisfaction and turnover intentions. *Health Care Management Review*, 44(4), 286-295.
12. **Stephenson, A. L.**, & Bell, N. M. (2019). Finding meaningful work in difficult circumstances: A study of prison health workers. *Health Services Management Research*, 32(2), 69-77.
11. Upadhyay, S., Weech-Maldonado, R., Lemak, C. H., **Stephenson, A. L.**, Mehta, T., & Smith, D. G. (2018). Resource based view on safety culture's influence on hospital performance: The moderating role of EHR implementation. *Health Care Management Review*, 45(3), 207-216.
10. Lock, M., **Stephenson, A. L.**, Branford, J., Roche, J., Edwards, M. K., & Ryan, K. (2017). Voice of the clinician: The case of an Australian health system. *Journal of Health Organization and Management*, 31(6), 665-678.
9. **Stephenson, A. L.**, Yerger, D. B., & Heckert, D. A. (2017). Recalibrating our understanding of retention. *Journal of College Student Retention*, 22(1), 17-26.
8. **Stephenson, A. L.** (2016). Journey toward evidence-based: Seeking admission to formal program registries. *Health Promotion Practice*, 18(5), 681-689.
7. **Stephenson, A. L.**, & Yerger, D. B. (2016). How pretrial expectations and anticipated obstacles impact brand identification. *Journal of Promotion Management*, 22(6), 853-873.
6. **Stephenson, A. L.**, Heckert, D. A., & Yerger, D. B. (2016). College choice and the university brand: Exploring the consumer decision framework. *Higher Education*, 71(4), 489-503.
5. **Stephenson, A. L.**, & Yerger, D. B. (2015). The role of satisfaction on alumni perceptions and supportive behaviors. *Services Marketing Quarterly*, 36(4), 299-316.
4. **Stephenson, A. L.**, & Bell, N. M. (2014). Motivation for alumni donations: a social identity perspective on the role of branding in higher education. *International Journal of Nonprofit and Voluntary Sector Marketing*, 19(3), 176-186.
 - Featured in *The Ithacan*: <https://theithacan.org/news/alumni-donor-participation-rates-decrease-over-last-decade/>

3. **Stephenson, A. L.**, & Yerger, D. B. (2014). Optimizing alumni engagement: The effect of brand identification on alumni donation behaviors. *International Journal of Educational Management*, 28(7), 765-778.
2. **Stephenson, A. L.**, & Yerger, D. B. (2014). Does brand identification transform alumni into university brand advocates? *International Review on Public and Nonprofit Marketing*, 11, 243-262.
1. Bell, N.M., & **Stephenson, A. L.** (2014). Variation in motivations by running ability: Using the theory of reasoned action to predict attitudes about running 5K races. *Journal of Policy Research in Tourism, Leisure and Events*, 6(3), 231-247.
 - Featured in *Runners World*: <https://www.runnersworld.com/runners-stories/a20804654/how-racers-motivations-differ-by-5k-time/>

Works Submitted for Publication & Works in Progress

6. Diehl, A., Dzubinski, L., & **Stephenson, A. L.** (2023). *Never quite right: Identity factors affecting women leaders*. Manuscript under review.
 - Featured in CNBC: <https://www.cnn.com/2023/06/07/women-criticized-at-work-on-30-characteristics-says-study-of-female-leaders.html>
 - Featured in *MT/Sprout*: <https://mtsprout.nl/werk-leven/vrouw-functie-geweigerd>
5. Yerger, D. B., & **Stephenson, A. L.** (2023). *Examining the boundary conditions of tokenism: Exploring tipping effects for within occupation gender wage gaps and female representation*. Manuscript under review.
4. Rathert, C., & **Stephenson, A. L.** (2023). *Therapeutic connections and racial disparity in healthcare*. Manuscript in development.
3. Sullivan, E., Hoffman, A., & **Stephenson, A. L.** (2023). *Changing leadership perspectives of primary care physicians during the pandemic*. Manuscript in development.
2. Sullivan, E., DePuccio, M., & **Stephenson, A. L.** (2023). *Rural health leader burnout*. Work in progress.
1. **Stephenson, A. L.** (2023). *Mean girls: Queen bee syndrome unpacked*. Work in progress.

Book Chapters, Preprints, Practitioner Contributions, & Trade Journals

13. Diehl, A., Dzubinski, L., & **Stephenson, A. L.** (2023). In Harvard Business Review's, *Overcoming Ageism*. HBR Press: Boston, MA. Forthcoming.
12. Diehl, A., Dzubinski, L., & **Stephenson, A. L.** (2023). Why women leaders are "never quite right". *Fast Company*. Available at: <https://www.fastcompany.com/90889985/new-research-reveals-critiques-holding-women-back-from-leadership-that-most-men-will-never-hear>
 - 2nd most read Fast Company (Work Life) article in May
11. **Stephenson, A. L.** (2023). Why Meta's embrace of a 'flat' management structure may not lead to the innovation and efficiency Mark Zuckerberg seeks. *The Conversation*. Available at: <https://theconversation.com/why-metas-embrace-of-a-flat-management-structure-may-not-lead-to-the-innovation-and-efficiency-mark-zuckerberg-seeks-199731>
10. Diehl, A. B., **Stephenson, A. L.**, & Dzubinski, L. M. (2022). In Harvard Business Review's Women at Work Series, *Thriving in a Male-Dominated Workplace*. HBR Press: Boston, MA.

9. Silvera, G.A. & **Stephenson, A. L.** (2021). Confronting Racism at Franklinville Regional Medical Center. In McAlearney, A.S. and Kovner, A.R., *Health Services Management: A Case Study Approach, 12th Edition*. Health Administration Press: Chicago, IL. In press.
8. Yerger, D. B., **Stephenson, A. L.**, Rivera, S., & Heckert, D. A. (2021). What do you expect? Low self-control predicts newcomer expectations. *Journal of Education and Human Development, 10*(1), 14-23.
7. Fleuren, B., **Stephenson, A. L.**, Sullivan, E., Lai, A., Thomas, S., Raj, M. DePuccio, M., Sriharan, A. & McAlearney, A. S. (2021). Even superheroes need sleep: Facilitating recovery of healthcare professionals during times of COVID-19. In J. Hefner & I. Nembhard (Eds.), *Advances in Health Care Management*, Emerald.
6. **Stephenson, A. L.**, Diehl, A. B., Dzubinski, L. M., McErlean, M., Huppertz, J., & Sidhu, M. (2021). Measures of gender bias affecting women in medicine. In J. Hefner & I. Nembhard (Eds.), *Advances in Health Care Management*, Emerald.
 - Featured by *HealthLeaders Media* - <https://www.healthleadersmedia.com/clinical-care/gender-bias-takes-toll-women-medicine-study-shows>
5. **Stephenson, A. L.** (2020). New tool to measure gender bias in the workplace may help finally eliminate it. *The Conversation*. Available at: <https://theconversation.com/new-tool-to-measure-gender-bias-in-the-workplace-may-help-finally-eliminate-it-137153>
4. Radford, K., & **Stephenson, A. L.** (2019). *Extending the models of employee turnover to include external drivers such as client and industry factors: A multi-country, qualitative assessment*. DOI: 10.20944/preprints201911.0362.v1
3. **Stephenson, A. L.** (2018). Sky high but not sure why: Bloated American CEO salaries. In R. Nydegger (Eds.), *Clocking in: The Psychology of Work*. Santa Barbara, CA: Greenwood.
2. Yerger, D. B., & **Stephenson, A. L.** (2018). A novel low-cost indicator of student perseverance and its association with college student academic performance. *Asian Social Science, 14*(6), 43-49.
1. **Stephenson, A. L.** (2013). The role of organizational identity in the YMCA rebrand of 2010. *Sociological Perspectives, 29*(1), 101-119.

PRESENTATIONS & LECTURES

Select/Featured Presentations

- [Invited Expert Panel Presentation] – April, 2022: Launch of the Global Business School for Health, **University College London**, UK. “*How do we develop a diverse healthcare workforce alongside health innovations?*” (Virtual).
- [Invited Presentation] – March, 2022: #BreakTheBias Event. **Insurance Company**. “*Measuring and eliminating workplace gender bias*” w/ Diehl, A. (Virtual).
- [Invited Presentation] – August, 2020: **U.S. Department of State** International Visitor Leadership Program. “*Gender equity in the workplace*” w/ Diehl, A. & Dzubinski, L. (Virtual).
- [Paper] – August, 2019: **Academy of Management**. “*Advocating the use of threshold effects estimation in employment and organizational research: An illustration using the gender wage gap*” w/ Yerger, D. (Boston, MA).

[Podium Presentation] – June, 2019: **AcademyHealth**. “*Measures of implicit gender bias affecting professional women in academic medicine*” w/ Dzubinski, L., Diehl, A., Sidhu, M., McErlean, M., & Huppertz, J. (Washington, DC).

[Keynote Speaker] – March, 2019: **Saratoga Hospital Medical Group**. “*Implicit Gender Bias Experienced by Women Physicians.*” (Saratoga Springs, NY).

[Paper] – August, 2018: **Academy of Management**. “*Unconscious Gender Bias Scale Development and Multi-Industry Validation*” w/ Diehl, A., & Dzubinski, L. (Chicago, IL).

[Keynote Speaker] – April, 2018: **Pennsylvania Leadership Studies** Conference. “*A New Vantage on 'VUCA': How Volatile, Uncertain, Complex, and Ambiguous Times Affect the Study of Leadership.*” (Harrisburg, PA).

Complete Listing

[Professional Development Workshop, Organizer] – August, 2023: **Academy of Management**. “*Flipping the script: Writing for mainstream audiences*” w/ Lee, Y. (Boston, MA).

[Professional Development Workshop, Mentor] – August, 2023: **Academy of Management**. “*Teaching Incubator.*” (Boston, MA).

[Professional Development Workshop, Participant] – August, 2023: **Academy of Management**. “*Teaching Soft Skills*” w/ Hoff, T., Sullivan, E., & Weech-Maldonado, R. (Boston, MA).

[Professional Development Workshop, Organizer] – August, 2023: **Academy of Management**. “*Where do I belong? Crafting your academic portfolio in an interdisciplinary field.*” (Boston, MA).

[Faculty Development Seminar, Presenter] – April, 2023: **Reh School of Business**. “*Writing for mainstream audiences*” w/ Nocetti, D. (Schenectady & Potsdam, NY).

[Webinar] – April, 2023: **Academy of Management, Health Care Management Division**. “*Succeeding as a health services researcher in a “B” School*” w/ Mullens, D., Hoff, T., & Lord, J. (Virtual).

[Invited Doctoral Seminar Guest Lecture] – March, 2023: **Indiana University**. (Virtual).

[Professional Development Workshop, Organizer] – August, 2022: **Academy of Management**. “*Succeeding together as a health services researcher in a “B” School*” w/ Mullens, D., Hoff, T., & Lord, J. (Seattle, WA).

[Professional Development Workshop, Organizer] – August, 2022: **Academy of Management**. “*Look before you leap: Making the jump from faculty to administration*” w/ Jennings, J. (Seattle, WA).

[Session Moderator] – August, 2022: **Academy of Management**. “*The patient at the center*”. (Seattle, WA).

[Invited Seminar] – March, 2022: **SOAR North Country**. “*Seeing the invisible: A closer look at gender bias.*” (Potsdam, NY).

[Professional Development Workshop, Organizer] – August, 2021: **Academy of Management**. “*Hot topics in health care management research*” w/ Weech-Maldonado, R., Lee, S. & Epane, J. (Virtual).

[Professional Development Workshop, Mentor] – August, 2021: **Academy of Management**. “*Teaching Incubator.*” (Virtual).

- [Professional Development Workshop, Organizer] – August, 2021: **Academy of Management**. “*How COVID has affected publishing*” w/ Hoff, T., Hearld, L., & Young, G. (Virtual).
- [Paper] – June, 2021: **Organization Theory in Health Care**. “*Conceptual framework for integrating family caregivers into the healthcare team*” w/ Raj, M., Thomas, S., Sullivan, E., DePuccio, M., Fleuren, B., Tarver, W., & McAlearney, A. (Virtual).
- [Abstract] – June, 2021: **Gender, Work, & Organization** Conference. “*Exploring tipping effects for within occupation gender wage gaps and female representation*” w/ Yerger, D. (Virtual).
- [Presentation, Organizer and Peer Reviewer] – November, 2020: Academy of Management **Health Care Management Division’s Webinar Series**. “*Teaching experiences during the COVID-19 pandemic*” w/ McCaughey, D., Porter, T., Silvera, G., Brooks J., Fisher, D., Lee, H., & Gutberg, J. (Virtual).
- [Paper] – August, 2020: **Academy of Management**. “*Cross industry comparison of gender bias experienced by women leaders*” w/ Diehl, A., & Dzubinski, L. (Virtual).
- [Professional Development Workshop, Organizer] – August, 2020: **Academy of Management**. “*Using theory in health care management research*” w/ Hoff, T., & Tietschert, M. (Virtual).
- [Professional Development Workshop, Mentor] – August, 2020: **Academy of Management**. “*Teaching Incubator.*” (Virtual).
- [Abstract] – June, 2020: **Gender, Work, & Organization** Conference. “*Measures of implicit gender bias affecting professional women in academic medicine*” w/ Dzubinski, L. M., Diehl, A. B., Sidhu, M., McErlean, M., & Huppertz, J. (England, UK. Postponed due to COVID-19).
- [Invited Webinar] – November, 2019: **Nevada Public Health Association**. “*For your review: Insights from seasoned reviewers and editors on the peer-review process*” w/ Upadhyay, S. (Virtual).
- [Professional Development Workshop, Organizer] – August, 2019: **Academy of Management**. “*Hot topics in health care management research*” w/ Nembhard, I., Hoff, T., Tietschert, M., & McClelland, L. (Boston, MA).
- [Session Chair] – August, 2019: **Academy of Management**. “*Workforce Issues in Health Care Management.*” (Boston, MA).
- [Invited Talk] – May, 2019: **Union College**. “*Gender Bias in Medicine.*” (Schenectady, NY).
- [Paper] – August, 2018: **Academy of Management**. “*Client-driven: Extending Turnover Models to Include the Role of Clients in Provider Retention*” w/ Radford, K. (Chicago, IL).
- [Professional Development Workshop, Organizer] – August, 2018: **Academy of Management**. “*Everything You Ever Wanted to Know about Reviewing but were Afraid to Ask*” w/ Radford, K., Upadhyay, S., Silvera, G., Erwin, C., Rathert, C., Williams, E., & D’Aunno, T. (Chicago, IL).
- [Symposium] – April, 2018: **Pennsylvania Leadership Studies** Conference. “*Why SO Few Women Leaders?*” w/ Diehl, A. & Dzubinski, L. (Harrisburg, PA).
- [Invited Research Talk] – December, 2017: Clarkson University **Women’s Faculty Luncheon**. “*Measuring how women leaders experience unconscious gender bias: Scale development and multi-industry validation.*” (Potsdam, NY).

- [Invited Research Talk] – October, 2017: **Indiana University of Pennsylvania**. “*The effect of identification on alumni supportive behaviors.*” (Indiana, PA).
- [Invited Lecture] – October, 2017: **Indiana University of Pennsylvania**. “*The utility of social psychological theories in applied work settings.*” (Indiana, PA).
- [Paper] – August, 2017: **Academy of Management**. “*From the outside looking in: What prison health workers teach us about satisfaction and retention.*” (Atlanta, GA).
- [Poster] – June, 2017: **AcademyHealth**. “*From the outside looking in: What prison health workers teach us about satisfaction and retention.*” (New Orleans, LA).
- [Symposium] – June, 2017: **International Leadership Association Women’s Leadership Conference**. “*Measuring the invisible: Assessing the impact of unconscious gender bias on women leaders*” w/ Diehl, A., & Dzubinski, L. (Rhinebeck, NY).
- [Paper] – November, 2016: **American Society for Criminology**. “*Professional Role Identification and the Prison Health Worker*” w/ Bell, N. (New Orleans, LA).
- [Paper] – November, 2015: **ARNOVA**. “*Impact of Social Media on Nonprofit Organizational Operations and Identity.*” (Chicago, IL).
- [Panel] – November, 2014: **International Leadership Association**. “*Leadership Development and the Branch Campus Model Worldwide*” w/ Berger, T., Diehl, A., & Bakken, R. (San Diego, CA).
- [Paper] – November, 2014: **ARNOVA**. “*Seeking Evidence-based Program Status: A Noble Quest or Impractical Plight?*” (Denver, CO).
- [Instructor] – November, 2013: **Temple University**. “*Program Evaluation.*” (Harrisburg, PA).
- [Panel] – October, 2012: **Pennsylvania Sociological Society**. “*The Role of Leadership in Change*” w/ Berger, T., & Moran, L. (Schuylkill Haven, PA).
- [Paper] – April, 2012: **PASSHE Research Symposium**. “*Organizational Identity and the Rebranding of the YMCA.*” (Harrisburg, PA).
- [Poster] – June, 2005: **AcademyHealth**. “*Health Insurance Student Satisfaction Rates.*” (Boston, MA).
- [Poster] – May, 2005: **College of Physicians of Philadelphia**. “*Cultural Competence in the Healthcare Workplace.*” (Philadelphia, PA).

HONORS & AWARDS

- 2022 Outstanding Reviewer Award, *Academy of Management, Health Care Management Division*
- 2021 John W. Graham, Jr. Faculty Research Award, *Clarkson University*
- 2021 Outstanding Reviewer Award, *Academy of Management, Health Care Management Division*
- 2021 Service Excellence Award, *David D. Reh School of Business, Clarkson University*
- 2020 Essex International Visiting Fellowship, *University of Essex, UK* (cancelled due to COVID)
- 2020 Outstanding Reviewer Award, *Academy of Management, Health Care Management Division*
- 2018 “Most Promising Research Proposal”, *University of Miami Business School, The Johnson A. Edosomwan Leadership Institute*
- 2018 Outstanding Reviewer Award, *Academy of Management, Health Care Management Division*
- 2018 Teaching Excellence Award, *David D. Reh School of Business, Clarkson University*
- 2017 Young Alumni Achievement Award, *Indiana University of Pennsylvania*
- 2016 Presidential Scholarship for New Health Services Researchers, *AcademyHealth*

- 2016 Attendee by Invitation, *OB Junior Faculty Consortium, Academy of Management*
- 2011 Attendee by Nomination, *Pennsylvania Governor's Leadership Conference for Women*
- 2010 23rd Annual IUP Doctoral Fellowship Award, *Indiana University of Pennsylvania*
- 2005 State Health Improvement Plan Research Competition, *PA Department of Health*
- 2003 Susan B. Cotrell Leadership Award

UNIVERSITY SERVICE

Clarkson University

- Graduate School Recruiter Search Committee, *Member* 2/2023 – 8/2023
- Reh Professorship in Entrepreneurship Selection Committee, *Member* 10/2022 – 12/2022
- Administrative Council, *Senate Representative* 9/2022 – 5/2023
- Reh Awards Committee, *Chair* 1/2022 – 2/2022
- Reh HCM Teaching Track Professor Search Committee, *Chair* 11/2021 – 2/2022
- Reh HCM Tenure Track Professor Search Committee, *Member* 11/2021 – 2/2022
- Reh Faculty Development Committee, *Chair* 5/2021 – 5/2023
- COVID-19 and Faculty Support NSF ADVANCE sub-committee, *Chair* 11/2020 – 5/2021
- Reh Econ Tenure Track Professor Search Committee, *Member* 11/2020 – 2/2021
- Faculty Senate, *Senator (RSB)* 8/2020 – 5/2024
- University Research Advisory Committee, *Member* 8/2020 – 7/2021
- Reh OB/HR Tenure Track Professor Search Committee, *Member* 10/2019 – 3/2020
- Reh Awards Committee, *Member* 2/2019 – 3/2019
- NSF ADVANCE, *Senior Personnel* 9/2018 – ongoing
- Reh HCM Tenure Track Professor Search Committee, *Member* 8/2018 – 3/2019
- Provost Search Committee, *Member* 8/2018 – 3/2019
- LIM Policy & Promotions Committee, *Member* 8/2018 – ongoing
- Reh Strategy Tenure Track Professor Search Committee, *Member* 1/2017 – 3/2017
- Reh Awards Committee, *Member* 1/2017 – 3/2017
- Reh Governance Committee, *Member* 8/2016 – 5/2018
- Graduate School Mission Statement Task Force, *Member* 9/2016 – 5/2017

Temple University

- Masters of Nonprofit Management Planning Committee, *Member* 2015
- Doctor of Management Planning Committee, *Curriculum Designer* 2013 – 2015
- Masters of Public Policy Planning Committee, *Member* 2013 – 2015
- Hiring Committee, Research Associate (three vacancies), *Chair* 2014
- PA Department of Aging Grant Program, *Reviewer* 2013 – 2014

Indiana University of Pennsylvania

- Phi Kappa Phi honors organization, *Vice President* 2011 – 2012

PROFESSIONAL SERVICE

Professional Association Service

- Academy of Management, Health Care Management Division – Executive Committee, Program Chair Elect (Elected to 5-year leadership cycle) 8/2023 – 8/2024
- Academy of Management, Health Care Management Division – Academic-at-Large (Elected) 8/2021 – 8/2023
- Academy of Management, Health Care Management Division – Conference Paper Editorial Assistant 2/2022 – 4/2023
- Health Care Management Association of Central NY – Adjunct Board Member 1/2020 – 4/2021
- Health Care Management Association of Central NY – Local Program Chair 1/2020 – 4/2021
- Academy of Management, Health Care Management Division – Research 4/2018 – 8/2021

Committee

- Academy of Management, Health Care Management Division – Conference Reviewer 2017 – ongoing

Editorial Review Board

- Health Care Management Review, Editors Cheryl Rathert & Larry Hearld 10/2022–8/2025

Ad-hoc Reviewing

Mayo Clinic Proceedings, Personnel Review, BMJ Leader, Health Care Management Review, Advances in Health Care Management, Journal of Marketing for Higher Education, Health Services Management Research, Journal of Business Research, Journal of Health Administration Education, BMC Health Services Research, SAGE Open, Nonprofit Management & Leadership

Student Mentoring Programs

- John Jay Science Research Program – Formal Research Mentor (Jan-Mar 2023)

PROFESSIONAL MEMBERSHIPS

Current Affiliations

- Academy of Management (AOM; 2014-)
 - Health Care Management, Diversity, Equity, and Inclusion, & Organizational Behavior Divisions
- American College of Healthcare Executives (ACHE; 2015-)
- Beta Gamma Sigma (2015-)

Previous Affiliations

- AcademyHealth (2004-2006; 2015- 2022)
- International Leadership Association (ILA; 2011-2017)
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA; 2011-2016)
- Phi Kappa Phi (2011-2013)

OTHER PROFESSIONAL EXPERIENCE

March 2019 – Present **Consulting Partner**
Vide Consulting Group, LLC – Reading, PA

January 2008 – July 2013 **Medicaid Program Analyst**
Pennsylvania Department of Public Welfare – Harrisburg, PA

TEACHING ONLINE

Taught online since 2014. Certificate in Virtual Teaching (Temple University, 2014), Online Learning Consortium; Moodle, D2L, Banner, Joule, WebEx, Articulate, VoiceThread

GRANTS & CONTRACTS

As a faculty member

Year	Project	Role	Funder/Amount
2023	Therapeutic Connections and Racial Disparity in Healthcare	Principal Investigator	Reh School of Business \$2500 – Funded
2020	Dismantling the Glass Ceiling: A Cross-level Analysis of Organizational Efforts to Reduce Gender Bias and Individual Perceptions of Equity	Principal Investigator	National Science Foundation (NSF; CAREER); \$489,174 – Not funded
2019	Dismantling the Glass Ceiling: Examining Organizational Efforts to Reduce Gender Bias and Individual Perceptions of Equity, Psychological Safety, and Willingness to Lead	Principal Investigator	NSF (CAREER); \$465,241 – Not funded

2019	STEM Leadership, Equity, and Advancement for Faculty (STEM – LEAF)	Senior Personnel	NSF (ADVANCE); \$999,934 – Funded through 2023
2018	Identifying and Reducing Barriers to Healthcare for Documented and Undocumented Migrants in NY	Co-Principal Investigator	NY State Health Foundation \$227,240 – Not funded
2017	The Evolving Relationship between Task Workers and Online Marketplace Platforms	Co-Principal Investigator	Russel Sage Foundation \$44,000 – Not funded

As Director of Temple NEST (all funded)

Year	Project	Funder	Amount
2015	Training Program Evaluation	National Park Service	\$50,000
2015	Central PA Addictions Conference	County Department of Drug and Alcohol Services	\$22,000
2014	Early Childhood Education	The Foundation for Enhancing Communities	\$25,000
2014	County Needs Assessment	Adams County Community Foundation	\$39,375
2014	INTL Program	United States – Japan Foundation	\$40,000
2014	Adolescent Sexual Health	Pennsylvania Department of Education	\$25,955
2014	Community Assessment	United Way of the Capital Region	\$8,000
2014	Adolescent Sexual Health	Pennsylvania Department of Education	\$34,381
2013	Health Curriculum Evaluation	Family Health Councils of Central PA	\$11,008
2013	Evaluation Services	County Department of Drug and Alcohol Services	\$65,000