CURRICULUM VITAE

JUDITH R. GORDON

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Boston College
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EDUCATION

Ph.D. Management with specialization in Organization Studies and Behavioral Science, Sloan School of Management, Massachusetts Institute of Technology

M.Ed. Educational Research and Measurement, Boston University

A.B. Psychology, Magna Cum Laude, Phi Beta Kappa, Brandeis University

PROFESSIONAL EXPERIENCE

2021-present	Associate Dean of Teaching and Learning, Carroll School of Management, Boston College
2007-present	Chairperson, Management and Organization Department, Carroll School of Management, Boston College
2004-present	Professor of Management, Carroll School of Management, Boston College
1983-2004	Associate Professor of Management, Carroll School of Management, Boston College
2002-2003	Acting Chairperson, Organization Studies Department, Carroll School of Management, Boston College
1999	Visiting Professor, Department of Information Systems, Faculty of Economics and Econometrics, University of Amsterdam
1995-1998 1986-1989	Chairperson, Organization Studies Department, Carroll School of Management, Boston College
1977-1983	Assistant Professor of Management, Carroll School of Management, Boston College
1975	Graduate Instructor, Sloan School of Management, Massachusetts Institute of Technology
1970-1973	Senior Research Associate and Assistant Vice President, Heuristics, Inc., Dedham, MA.

COURSES TAUGHT

Undergraduate:

Organizational Behavior
Human Resources Management
Managing Change
Career Planning and Development
Innovation and Information Systems
Human Groups
Managing Human Capital and the Employee Experience
Leadership

MBA:

Organizational Behavior
Managing People and Organizations
Human Resources Management
Total Quality Management
Organization Structure and Design
Group Dynamics
Perspectives on Management

Doctoral:

Micro Organizational Behavior
Teaching Practicum

Executive Education:

The Middle Manager
Negotiation

Supervision of doctoral dissertations, masters and undergraduate honors theses.
Supervision of independent studies in compensation, dual career families, acquisitions, transitions in organizations, and training in high technology organizations, among others.

GRANTS

Gordon, J.R. (PI) & Cotton, R. Beyond mentoring: Shaping career success through the relational models of developmental network dyads. August 1, 2009-August 31, 2011. $44,610 grant from SHRM Foundation..

Gordon, J.R. (PI) & Dunn, M.K. (Co-PI) Factors influencing the research productivity of tenured science faculty: A pilot study. June 1, 2007-May 31, 2008. $7500 grant from the Richard Lounsbury Foundation.

Pruchno, R. (PI) & Gordon, J.R. (Co-PI) Work-Family Conflicts of Older Women. University of Medicine and Dentistry of New Jersey). September 30, 2004-June 30, 2006, $756,856 grant from the National Institutes of Health.

Gordon, J.R. (PI), Whelan-Berry, K.S., Litchfield, L., & Pitt-Catsouphes, M. Women at Midlife and Beyond. $10,000 grant from IBM and $15,000 grant from Union Carbide (now Dow Chemical).

Corsini, L. (PI), Gordon, J.R., & Fetters, M. Matrix Management in Public Accounting Firms. Peat, Marwick, Mitchell Summer Research Foundation, May 1983.

PUBLICATIONS

Books

Gordon, J.R. *Organizational Behavior: A Diagnostic Approach*, 4th, 5th, 6th, 7th *eds*. Upper Saddle River, NJ: Prentice-Hall, 1993, 1996, 1999, 2002.

Gordon, J.R. *A Diagnostic Approach to Organizational Behavior, 1st, 2nd, 3rd eds.* Boston: Allyn and Bacon, 1983, 1987, 1991.

Gordon, J.R. *Comportamiento Organizacional, Quinta Edicion.* Mexico: Prentice-Hall Hispanoamericana, S.A., 1997.

Gordon, S.R. & Gordon, J.R. *Information Systems: A Management Approach, 1st, 3rd eds.* New York: Wiley, 1999, 2004.

Gordon, J.R. & Gordon, S.R. *Information Systems: A Management Approach, 2nd ed*. Fort Worth: Harcourt Brace - Dryden, 2002.

Gordon, S.R. & Gordon, J.R *Readings and Activities for Information Systems*. Fort Worth: Harcourt Brace - Dryden, 1996.

Gordon, S.R. & Gordon, J.R. *Sistemas de Informação: Uma Abordagem Gerencial, Terceira Edição*. Rio de Janeiro: LTC, 2006.

Gordon, J.R., Mondy, W., Shaplin, A., & Premeaux, S. *Management and Organizational Behavior*. Boston: Allyn and Bacon, 1990.

Gordon, J.R. *Human Resource Management: A Practical Approach*. Boston: Allyn and Bacon, 1986.

Gordon, J.R. *Instructor's Manual for Human Resource Management: A Practical Approach*. Boston: Allyn and Bacon, 1986.

Gordon, J.R. & Hegedus, D.M. *Instructor's Manual to Accompany A Diagnostic Approach to Organizational Behavior, 3rd edition.* Boston: Allyn and Bacon, 1991.

Gordon, J.R. *Instructor's Manual to Accompany A Diagnostic Approach to Organizational Behavior, 1st, 2nd eds.* Boston: Allyn and Bacon, 1983, 1987.

Refereed Articles

Gordon, J.R. (forthcoming). Role conflict. *Wiley Blackwell Encyclopedia of Sociology*, 2nd ed. New York: Wiley.

Gordon, J.R., & Hood, E. (2021). Organization-based Self-esteem and Work-Life Outcomes. *Personnel Review,*50(1), 21-46.

DeSivatte, I., Gordon, J.R, Olmos, R, & Simon, C. (2019). The effects of site experience on job performance: The missing element in work experience. *International Journal of Human Resource Management*.

Creary, S.J., & Gordon, J.R. (2016). Role conflict, overload, and strain. *The Encyclopedia of Family Studies*, New York: Wiley.

DeSivatte, I., Gordon, J.R., Rojo, P., Martinez, D., & Olmos, R. (2015). Impact of work-life culture on organizational productivity. *Personnel Review*, 44(6), 883-905.

Kim, N., & Gordon, J.R. (2014). Addressing the Stress of Work and Elder Caregiving of the Graying Workforce and the Moderating Effects of Financial Strain. *Human Resource Management,* 52(5), 723-747.

Gordon, J.R., & Rouse, E.D. (2013). The Relationship of Job and Elder Caregiving Involvement to Work-Caregiving Conflict and Work Costs. *Research on Aging*, 35(1), 91-112. Doi: 10.1177/0164027511424293.

Gordon, J.R., Pruchno, R., Wilson-Genderson, M., Murphy, W.M., & Rose, M. (2012). Balancing Caregiving and Work: Role Conflict and Role Strain Dynamics. *Journal of Family Issues*, 33(7), 662-689.

Walsh, K. & Gordon, J.R. (2010). Understanding Professional Service Delivery. *International Journal of Quality and Service Sciences*, 2(2), 217-238.

Lamm, E., Gordon, J.R., & Purser, R.E. (2010). The Role of Value Congruence in Organizational Change. *Organization Development Journal*, 28(2), 49-64.

Lamm, E. & Gordon, J.R. (2010). Empowerment, Predisposition to Resist Change, and Support for Organizational Change. *Journal of Leadership and Organizational Studies*, 17(4), 426-437.

Barnett, R.C., Gareis, K.C., Gordon, J.R., & Brenna, R.T. 2009. Usable flexibility, employees' concerns about elders, gender, and job withdrawal. *The Psychologist – Manager Journal* 12, 50-71.

Pruchno, R.A., J.E. Brill, Y. Shands, M.W., Gordon, J.R., Genderson, M.W., M. Rose, F. Cartwright. 2008. Convenience Samples and Caregiving Research: How Generalizable Are the Findings? *The Gerontologist*, 48(6), 820-827.

Walsh, K. & Gordon, J.R. 2008. Creating an Individual Work Identity. *Human Resource Management Review,* 18(1), 46-61.

Gordon, J.R., Whelan-Berry, K.S., & Hamilton, E.H. 2007. The Relationship among Work-Family Conflict and Enhancement, Organizational Work-Family Culture, and Work Outcomes for Older Working Women. *Journal of Occupational Health Psychology,* 12(4), 350-364.

Marcinkus, W.C., Whelan-Berry, K.S., & Gordon, J.R. 2007. The Relationship of Social Support to the Work-Family Balance and Work Outcomes of Midlife Women. *Women in Management Review*, 22(2), 86-111.

Hamilton, E.H., Gordon, J.R., & Whelan-Berry, K.S. 2006. Understanding the Work-Life Conflict of Never-married Women without Children. *Women in Management Review*, 21(5), 393-415.

Gordon, J.R. & Whelan-Berry, K.W. 2005. Contributions to Family and Household Activities by the Husbands of Midlife Professional Women. *Journal of Family Issues*, 26(7), 899-923.

Gordon, J.R. & Whelan-Berry, K.S. 2004. It Takes Two to Tango: An Empirical Study of Perceived Spousal/Partner Support for Working Women. *Women in Management Review*, 19(5), 260-273. Winner of 2005 Outstanding WIMR Paper Award, Literati Club Award for Excellence by Emerald Publishing.

Barnett, R.C., Gordon, J.R., Gareis, K.C., & Morgan, C. 2004. Unintended Consequences of Job Redesign: Psychological Contract Violations and Turnover Intentions among Full-time and Reduced Hours MDs and LPNs. *Community, Work, & Family*, 7(2), 227-246.

Whelan-Berry, K.S., Gordon, J.R., & Hinings, C.R. 2003. Strengthening the Organizational Change Process: Recommendations and Implications from a Multi-level Analysis. *Journal of Applied Behavioral Science*. 39(2), 186-207.

Gordon, S.R. & Gordon, J.R. 2002. Organizational Options for Resolving the Tensions between IT Departments and Business Units in the Delivery of IT Services. *Information Technology and People*, 15(4), 286-305.

Gordon, J.R., Beatty, J.E., and Whelan-Berry, K.S. 2002. The Midlife Transition of Professional Women with Children. *Women in Management Review*, 17(7), 328-341.

Gordon, J.R., & Gordon, S.R. 2002. Information Technology Service Delivery: An International Comparison. *Information Systems Management*, 19(1), 62-70.

Whelan-Berry, K.S. & Gordon, J.R. 2000. Strengthening Human Resource Strategies: Insights from the Experiences of Midcareer Professional Women. *Human Resource Planning*, 23(1), 26-37.

Gordon, J.R. & Gordon, S.R. 2000. Structuring the Interaction between Information Technology and Business Units: Prototypes for Service Delivery. *Information Systems Management*, 17(1), 7-16.

Gordon, J.R. Crittenden, V., Raelin, J.R., & Langowitz, N. 1998. Not just Tenure: A Career Framework for Faculty Growth and Development. *National Forum of Educational Administration and Supervision Journal – Electronic Division.* [http://www.nationalforum.com].

Gordon, J.R. & Whelan, K. 1998. Successful Professional Women at Midlife: How Organizations Can More Effectively Understand and Respond to the Challenges. *Academy of Management Executive,* 12(1), 8-24.

Gordon, S.R. & Gordon, J.R. 1992. Organizational Hurdles to Distributed Database Management System (DDBMS) Adoption. *Information & Management*, 22, 333-345.

Gordon, J.R., Corsini, L., & Fetters, M. 1985. Restructuring Accounting Firms for Better Client Service. *Sloan Management Review*, 26(3), 43-55.

Bartunek, J.M., Gordon, J.R., & Weathersby, R. 1983. Developing Complicated Understanding in Administrators. *Academy of Management Review*, 8(2), 273-284.

Gordon, J.R. 1983. Using the People/Problem Dichotomy. *Personnel Administrator*, 28(3), 51-58.

Weathersby, R., Bartunek, J.M., & Gordon, J.R. 1982. Teaching for Complicated Understanding. *Exchange: The Organizational Behavior Teaching Journal*, 7(4), 7-15.

Gordon, J.R., Weathersby, R., & Bartunek, J.M. 1982. Training Organizational Leaders in Socialization and Development. *Journal of European Industrial Training*, 6(3), 21-24. Reprinted in J.H. Kurtz and R.Th. Stiefel, *Laufbahn und Laufbahnplanung; Englischsprachiege Arbeitsmaterialien fur den Life Styling-Trainer*. Munchen: Academic, 1986, 133-147.

Gordon, J.R. & Bartunek, J.M. 1980. Teaching Organizational Socialization Strategies. *Exchange: The Organizational Behavior Teaching Journal*, 5(3), 37-40.

Book Chapters

Creary, S.J. & Gordon, J.R. (2016). Role conflict/overload/strain. *Encyclopedia of Family Studies*. New York: Wiley-Blackwell.

Gordon, J.R. & Whelan-Berry, K.S. 2005. Women at Midlife: Changes, Challenges, and Contributions. In *Supporting Women's Career Advancement*, R. Burke and M.C. Mattis (Eds.). Cheltenham, UK: Edward Elgar, pp.124-147.

Whelan-Berry, K.S., Gordon, J.R., & Hinings, C.R. 2003. The Relative Effect of Change Drivers in Large-scale Organizational Change: An Empirical Study. In *Research in Organizational Change and Development*, R. Woodman and W. Pasmore (Eds.). Greenwich, CT: JAI Press.

Gordon, J.R. 1999. Benchmarking: Striving for Quality. In *The Metrics Manual: Ten Approaches to Measuring Work/Life Initiatives*. Boston: Boston College Center for Work and Family.

Gordon, S.R. & Gordon, J.R. 1991. Organizational Determinants of Distributed Database Management System Adoption. In *Managing Information Technology in a Global Society,* M. Khosrowpour (Ed.). Harrisburg: Idea Group.

Gordon, J.R. 1983. A Brief Dictionary of Organization Intervention Strategies. In Gordon, J.R. (Ed.), *A Diagnostic Approach to Organizational Behavior, 1st edition*. Boston: Allyn and Bacon.

Non-refereed Articles

Gordon, J.R. 1994. The New Organizational Realities: Preparing for the 21st Century, *Carroll Research Report*, Spring, 2-5.

Gordon, J.R. 1993. Las Organizaciones del Siglo XII: Cambios, Retos y Oportunidades, *ICADE* , 30, 57-78.

Gordon, J.R. 1982. The CPA as Consultant: Introducing Organizational Change Successfully. *Massachusetts CPA Review*, 56 (3): 34-41.

Gordon, J.R. 1979. An Instrument to Measure Discovery and Expository Presentations: An Abstract. *Reports in Education*, Educational Testing Service, August.

Gordon, J.R. 1977. The Congruence between the Job Orientation and Job Content of Management School Alumni. Unpublished Doctoral Dissertation, Sloan School of Management, Massachusetts Institute of Technology. *Dissertation Abstracts International*, 38(8): 4923A-4924A.

Conference Proceedings

Whelan-Berry, K.S. 2000. Effective Organizational Change: New Insights from Multi-level Analysis of the Organizational Change Process. Academy of Management. *Best Paper Proceedings, Academy of Management*.

Gordon, J.R. & Gordon, S.R. 1998. Structuring the Interaction between Information Technology and Business Units in Multinational Companies: Prototypes for Service Delivery in Multinational Firms. *Decision Sciences Institute Proceedings*.

Gordon, J.R. and Gordon, S.R. 1998. Setting IS Standards in Multinational Companies: The Interaction between IS and Business Units. *Proceedings of the 27th Annual Meeting of the Northeast Decision Sciences Institute*, 199-203.

Gordon, S.R. & Gordon, J.R. 1993. Factors that Affect the Adoption of Distributed Database Management Systems. *Proceedings of the ACM SIGCPR*.

Gordon, J.R. 1987. Use of the Diagnostic Approach in Case Analysis. *Eastern Division Academy of Management Proceedings*.

Betters-Reed, B. & Gordon, J.R. 1986. The Professionalization of Small Business. *Proceedings of the National Conference of the Association of Organizational Behavior and Human Resource Management*. Best Paper Award.

Schmitt, T.N. & Gordon, J.R. 1983. Customer Queuing: Some Anticipated and Some Unanticipated Effects on Server Attitudes and Behaviors. *Eastern Academy of Management Proceedings*.

Gordon, J.R. 1981. A Preliminary Investigation of the Career Stages of Career Pattern Groups Using Job History Data: A Summary. *Southwest Division Academy of Management Proceedings*.

Gordon, J.R. 1979. Job Orientation-Job Content Congruence as a Determinant of Work Satisfaction of Management-Level Employees: A Summary. *Southwest Division Academy of Management Proceedings*.

Research Reports

Gordon, J.R., Litchfield, L., & Whelan-Berry, K.S. 2003. Women at Midlife and Beyond: A Glimpse into the Future. Chestnut Hill, MA: Boston College Center for Work and Family.

Gordon, S.R. & Gordon, J.R. 2000. Organizational Structure and Control in the Delivery of Information Technology Services: A Typology. University of Amsterdam, Primavera Working Paper Series.

Gordon, J.R. & Gordon, S.R. 1999. The Delivery of IT Services: The Cases of the United States and the Netherlands. CIMS Working Paper, Babson College.

Whelan, K.S. & Gordon, J.R. 1999. Learning from U.S. Family-friendly Programs and the Challenges Faced by Midcareer Professional Women. Working Paper, Global Forum on Work and Family, Paris.

Gordon, J.R. & Gordon, S.R. 1998. Structuring the Interaction between Information Technology and Business Units: Prototypes for Service Delivery. CIMS Working Paper, Babson College.

Gordon, J.R. & Gordon, S.R. 1997. The Interaction between IS and Business Units in Setting IS Standards. CIMS Working Paper, Babson College.

Gordon, J.R., Kellogg, D.M., & Flynn, P.M. 1995. Women in Management Cases: An Annotated Bibliography.

Gordon,J.R., Edwards, R., Manzon, G., Raelin, J., & Smith, G. 1995. The Management Study for the City of Newton.

Gordon, S.R. & Gordon, J.R. 1993. Organizational Issues and Distributed Database Management Systems Adoption. CIMS Working Paper, Babson College.

Gordon, S.R. & Gordon, J.R. 1991. Overcoming the Hurdles to Distributed Database Management System (DDBMS) Adoption. CIMS Working Paper, Babson College.

Gordon, J.R. 1986. Women in Management: A Bibliography of Cases.

Fetters, M., Corsini, L., & Gordon, J.R. 1983. An Investigation of the Usefulness of Matrix Management in Public Accounting Firms. Report presented to Peat, Marwick, Mitchell Summer Research Foundation.

Gordon, J.R. 1981. A Preliminary Investigation of the Career Stages of Career Pattern Groups Using Job History Data. Boston College Working Paper.

Gordon, J.R. 1978. A Scheme for Describing the Job Preferences and Activities of Management-Level Employees, Boston College Working Paper.

Refereed Conference Papers and Symposia Presentations

Jones, E. and Gordon, J.R. 2022. Latent identities; Cultivating self-definitions independent of a related role. 82nd Annual Meeting of the Academy of Management, Seattle, Washington.

DeSivatte, I., Gordon, J.R., Olmos, R., & Simón, C. 2019. The effects of site experience on job performance. Human Resource International Conference, Dublin, Ireland.

DeSivatte, I., Gordon, J.R., Olmos, R., & Simón, C. 2018. The effects of site experience on job performance. 78th Annual Meeting of the Academy of Management, Chicago, Illinois.

DeSivatte, I., Gordon, J.R., Olmos, R., & Simón, C. 2018. The effects of site experience on job performance. 18th Annual Conference of the European Academy of Management, Reykjavik, Iceland.

Creary, S.J., Crosina, E., & Gordon, J.R. 2017. Understanding women's multiple identity management strategies across work and non-work domains. Academy of Management.

DeSivatte, I., Gordon, J.R., Rojo, P., & Olmos, R. 2014. The impact of work-life culture on organizational productivity mediated by work-life programs. Academy of Management.

Lamm, E. & Gordon, J.R. 2008. Perceived values congruence and employee support for organizational change. Academy of Management.

Pruchno, R.A., Brill, J.E., Shands, M.W., Gordon, J.R., Genderson, M.W., Rose, M., & Cartwright, F. 2007. How Much Do We Really Know about Caregivers? The Effects of Sampling Strategies on Findings. The Gerontological Society of America.

Hamilton E.H., Gordon, J.R., & Whelan-Berry, K.S. 2005. We're Busy Too: Understanding the Work-Life Conflict of Never-married Women without Children. Academy of Management.

Marcinkus, W. & Gordon, J.R. 2005. The Impact of Social Support and Work-family Balance on the Work Outcomes of Midlife Women. Academy of Management.

Whelan-Berry, K.S., Gordon, J.R., & Hamilton, E.H. 2005. A Qualitative Study of Working Women's View of Retirement. Eastern Academy of Management.

Whelan-Berry, K.S., Cozzens, C.F., Lickey, N.C., & Gordon, J.R. 2005. Organizational Work-Life Practices and Individual Work-Life Balance: Through the Lens of Organizational Change. Western Academy of Management.

Gordon, J.R., Whelan-Berry, K.S., & Hamilton, E.H. 2002. The Experienced Jugglers: The Impact of Work-Life Balance for Older Working Women. Academy of Management.

Walsh, K. & Gordon, J.R. 2002. Creating an Individual Work Identity. Academy of Management.

Gordon, J.R. & Whelan-Berry, K.S. 2001. It Takes Two to Tango: The Support Roles of Spouses/Partners in Families with Working Women. Academy of Management. Best Interactive Paper Award, Gender and Diversity in Organizations Division.

Whelan-Berry, K.S. & Gordon, J.R. 2001. The Relative Effect of Change Drivers in Large-scale Organizational Change: An Empirical Study. Academy of Management.

Gordon, J.R. & Whelan-Berry, K.S. 2000. The Husbands of Midlife Professional Women: Are They "Prince Charmings" of the New Millennium? An Exploratory Study. Academy of Management.

Whelan-Berry, K.S. & Gordon, J.R. 2000. Effective Organizational Change: New Insights from Multi-level Analysis of the Organizational Change Process. Academy of Management.

Gordon, J.R., Beatty, J.S., & Whelan, K.S. 1999. The Midlife Transition of Professional Women: An External and Internal Recalibration. Academy of Management.

Gordon, J.R. &Gordon, S.R. 1998. Structuring the Interaction between Information Technology and Business Units in Multinational Companies: Prototypes for Service Delivery in Multinational Firms. Decision Sciences Institute.

Whelan, K.S. & Gordon, J.R. 1998. First and Second-Order Change – Strengthening our Understanding and Definition through an Empirical Investigation. Academy of Management.

Gordon, J.R. & Gordon, S.R. 1998. Setting IS Standards in Multinational Companies: The Interaction between IS and Business Units. Northeast Decision Sciences Institute.

Gordon, S.R.& Gordon, J.R. 1993. Factors that Affect the Adoption of Distributed Database Management Systems. National Conference of the ACM SIGCPR Group.

Gordon, J.R. 1992. The Midlife Transition of Professional Women. International Federation of University Women Triennial Conference.

Gordon, J.R. 1992. Adding Diversity to the Workforce 2000: Meeting the Needs of Working Mothers at Midlife. Women and Work Conference.

Gordon, S.R. & Gordon, J.R. 1991. Organizational Determinants of Distributed Database Management System Adoption. Information Resources Management Association.

Gordon, J.R. 1987. Use of the Diagnostic Approach in Case Analysis. Eastern Academy of Management.

Betters-Reed, B. & Gordon, J.R. 1986. The Professionalization of Small Business. National Conference of the Association of Organizational Behavior and Human Resource Management. Best Paper Award.

Schmitt, T.N. & Gordon, J.R. 1983. Customer Queuing: Some Anticipated and Some Unanticipated Effects on Server Attitudes and Behaviors. Eastern Academy of Management.

Gordon, J.R. 1981. A Preliminary Investigation of the Career Stages of Career Pattern Groups Using Job History Data. Southwest Academy of Management.

Bartunek, J.M., Gordon, J.R., & Weathersby, R. 1980. Teaching Administrators to Complicate Themselves. Academy of Management National Meeting.

Gordon, J.R. 1979. An Instrument to Measure Discovery and Expository Presentations. American Educational Research Association National Meeting.

Gordon, J.R. 1979. Job Orientation-Job Content Congruence as a Determinant of Work Satisfaction of Management-Level Employees. Southwest Academy of Management.

Web Sites

Materials for the Prentice-Hall Web site to accompany *Organizational Behavior: A Diagnostic Approach, 6th edition*. 1999.

Invited Presentations and Speeches

Midlife: Joys and Challenges, The Council for Women of Boston College, March 28, 2007.

The Scholarship of Research, Eastern Academy of Management, Junior Faculty Consortium, Saratoga Springs, New York, May 2006.

Scholarship of Teaching and Learning: Bringing Legitimacy and Meaning to Our Work. Panel Presentation, Eastern Academy of Management, May 2002.

Structuring the Interaction between Information Technology and Business Units in Multinational Companies. Paper presented with Steven R. Gordon. PrimaVera Research Group, Amsterdam, January 1999.

Weaving Relationships among Authors, Editors, Publishers, and Audiences. Panel Presentation, Eastern Academy of Management, May 1997.

Building a Total Quality Organization, New England Women Business Owners, March 1997.

The Frontiers of Management, Boston College, M.B.A. Orientation, September 1994.

Negotiating for Mutual Gains, Boston Investment Group, March 1991.

Skills for the Human Resource Professional: Increasing Your Personal Effectiveness in Problem Confrontation, International Association of Personnel Women, November 1990.

Managing in the 1990s, Boston College Parents Weekend, October 1990.

Managing through Influence, American Red Cross, October 1989.

Improving Decision-Making Effectiveness, Eastland Bank, May 1987.

Goal-Setting, Bankers' Professional Network, April 1987.

Management Basics, Wellesley College, January 1987.

Building Communication Skills, Colonial Management Associates, January 1986.

How Not to Get the Business in Business: Dilemmas Faced by Working Women, Lasell Junior College, Faculty-Student Convocation, October 1985.

Goal-setting for Managers, National Association of Banking Women, Central Massachusetts Region, October 1985.

Women in Small Business, Boston College Small Business Development Center, November 1984.

Superwoman: Myth or Reality, Association for Women in Management, Boston College, April 1983.

Increasing Effectiveness in Task Groups, Massachusetts Association of Women Deans and Counselors, March 1983.

CPA Forum: Management Advisory Services, Babson College, November 1982.

Understanding Organizational Behavior, National Association of Student Personnel Administrators, November 1982.

Building Negotiating Skills, Manhattan Group, National Association of Banking Women, January 1982.

Change in Academic Institutions, Massachusetts Association of Women Deans and Counselors, May 1981.

Communication Skills Development, Massachusetts Institute of Internal Auditors, November 1980.

Improving the Quality of Work Life, Boston College MBA Alumni Association, May 1980.

Management Skills Development, Savings Bank Women of Massachusetts, September 1979.

UNIVERSITY SERVICE

Boston College:

Provost's Advisory Council
University Core Development Committee
University Grievance Committee
University Research Council
Administrative Vice President Screening Committee
International Programs Advisory Committee and Partnerships Subcommittee
Presidential Scholars Program Mentor
Delta Human Resources Task Force
Faculty Compensation Committee
BC Institutional Review Board
Executive Vice President Search Committee
University Committee on Alcohol
Committee on Learning Disabilities
Faculty Liaison Group, Career Planning Office
Steering Committee, Alternative Careers
Community Service Award Committee
Intercultural Council

Carroll School of Management:

Promotion and Tenure Committee
Chairperson, Teaching Excellence Committee
Third-Year Faculty Reviews
Undergraduate Curriculum Review Team
MBA Program Review Committees
Advisor to MBA Graduate Women in Business
Core Teaching Team for MBA Program
Summer Research Grant Review Committee
Associate Dean Search Committee
Graduate Admissions Committee
Organization Studies Faculty Search Committee Chairperson

Advisor to MBA Women in the Boardroom Program
Long-range Planning Steering Committee
Faculty Development Team of the Long-range Planning Group
Freshmen, Transfer, and MBA Advising Programs
Organizational Behavior Course Coordinator
Human Resources Management Course Coordinator
Advisor to the Human Resources Academy

OTHER PROFESSIONAL ACTIVITIES

Chair, Vice Chair, and Member of the Commission on Institutions of Higher Education, New England Association of Schools and Colleges, 2001-2008
Member, Board of Trustees, New England Association of Schools and Colleges, 2006-2008
Member, Council of Regional Accrediting Commissions, 2006-2008
Member of United Way Allocation Review Team, 2003, 2004, 2007
Participant in 2002 Panel of Sloan Work and Family Researchers Network
Member of accreditation visitation teams for the New England Association of Schools and Colleges
Associate Editor for North America, *Journal of Applied Management Studies*, 1996-2001
Member of first editorial board, *International Journal of Applied Quality Management*
Reviewer for Allyn and Bacon, Inc., Harper and Row, Inc., Oxford University Press, Prentice-Hall, Inc., Reston Publishing, Inc., Sage Publishing, Southwestern Publishing, *Academy of Management Journal*, *Academy of Management Review, Community, Work, and Family, Group and Organization Management, International Business Review, International Journal of Psychology, Journal of Information Technology Cases and Applications, Journal of Management Inquiry*, *Journal of Business Research, Labor & Industry*, *Online Work-Family Encyclopedia, Organization Studies, Sloan Management Review*, Academy of Management National Meetings, Eastern Academy of Management Meetings, and Eastern Casewriters Association
Member of the Board of Governors, Eastern Academy of Management, 1998-2001; Member of Program Committee, 1997, 1998, 2002, and Local Arrangements Committee, 2000
Member of Membership Committee for Gender and Diversity in Organizations Division and member of Local Arrangements Committee, Boston meeting, Academy of Management
Training and consulting for clients that included the Academy of the Pacific Rim – A Charter Public School, American Red Cross, Arthur D. Little, Aspergers Association of New England, Boston College, Colonial Management Associates, Metropolitan State Hospital, National Association of Banking Women, Nova Biotechnology, Religious of the Sacred Heart, and Thomas Cook Travel.
Management expert interviewed for various television spots and newspaper articles, including the *Boston Globe*, *Metrowest Daily News*, *Hartford Courant*, *Los Angeles Times, Detroit News*, among others.

FELLOWSHIPS AND AWARDS

Who's Who among American Women
Highly Commended Winner at the LiteratiClub Award for Excellence for 2007 by Emerald Publishing
LiteratiClub Award for Excellence by Emerald Publishing as the Outstanding Paper for 2005 for the journal *Women in Management Review*.
Who's Who among America's Teachers
National Register's Who's Who in Executives and Professionals
Leading Professionals of the World
Boston College Best Teaching Award nominee, 2003, 2004.
Raymond Keys CSOM Distinguished Service Award, 2003
Best Interactive Paper Award, Gender and Diversity in Organizations Division, Academy of Management, 2001
Boston College Research Incentive Grant, 2000
Beta Gamma Sigma, Faculty Inductee, 1998
Boston College Teaching Grant, 1994
Boston College Faculty Fellowship, 1989
Best Paper Award, National Association of Organizational Behavior and Human Resource Management, 1986
Ford Foundation Grant, 1985-1986
Boston College Research Expense Grant, 1985

Peat, Marwick and Mitchell Summer Research Grant, 1982
Arthur Anderson Research Grant, 1980
Proctor and Gamble Research Grant, 1980
Boston College Summer Research Grant, 1978
American Association of University Women Educational Foundation Fellowship, 1976-1977
Sloan School Graduate Fellowship, 1975-1976