DEBRA E. MEYERSON
Consulting Professor of Education

CERAS 427
Stanford University
Stanford, CA 94305
Cell: (650) 804-6723
debram@stanford.edu

EDUCATION

Ph.D., Organizational Behavior, Stanford University, 1989
M. S., Management, M.I.T., 1980
B.S., Political Science and Management, M.I.T., 1979

ACADEMIC APPOINTMENTS

2013-present   Consulting Professor of Education, Stanford University; Faculty Fellow, Michelle Clayman Institute for Gender Research

2003-2013   Associate Professor (with tenure) of Education and (by courtesy) Business, Stanford University (on medical leave 2010-2013)

2006-2010   Co-director and Co-founder, Stanford Center for Research in Philanthropy and Civil Society

1999-2002   Visiting Professor of Organizational Behavior, Graduate School of Business, Stanford University

1998-2002   Visiting Professor of Organizational Behavior, Center for Work, Technology, and Organization, School of Engineering, Stanford University

1998-2002   Professor of Management, Center for Gender in Organizations, Graduate School of Management, Simmons College

1997-1998   Visiting Scholar, Institute for Research on Women and Gender, Stanford University

1995-1996   Visiting Assistant Professor of Organizational Behavior, Graduate School of Business, Stanford University

1990-1995   Assistant Professor of Organizational Behavior, School of Business, University of Michigan

UNIVERSITY AND COMMUNITY SERVICE AND LEADERSHIP

Stanford University

2007-2010   New Strategies Advisory Group on Faculty Diversity

2006-2010	Co-founder and Co-director, Stanford Center on Philanthropy and Civil Society
2006-2009	Executive Committee, Institute for Research in the Social Sciences
2007	Tenure Review Committee, Management Science and Engineering, School of Engineering
2006-2008	Senator, University Senate
2005-2008	Member, Panel on Gender Equity
2004-2006	Member, Advisory Panel to University on Investment Responsibility
2004 -2005	Member, University Committee on Work-Life
2003-present	Affiliated Faculty, Center for Comparative Studies in Race and Ethnicity, Michelle Clayman Institute for Research on Gender, Center for the Study of Poverty and Inequality, Center for Social Innovation, Program in Public Policy, Center for Longevity, and Institute for Research in the Social Sciences

School of Education

2013-present	Member, Leadership Committee, POLS and MBA/MA Joint Program
20008-2010	Member, POLS Faculty Steering Committee
2008	Member, Faculty Search Committee, Spencer Chair
2007-2008	Faculty Chair, Joint MA Program between Graduate School of Business and School of Education and MA Program in Policy, Organization, and Leadership Studies
2006-2008	Chair, Committee on Educational Policy (elected body of School)
2007	Member, Faculty Search Committee, Urban Education
2006-2007	Member, Faculty Advisory Committee, MBA/MA Joint Program
2006	Member, PhD Area Admissions Committee
2004	Co-founder, Program on Policy, Organizations, Leadership Studies

Professional and Community

2014-present   Advisory Board Member, Girls Middle School

2014-present   Board Member, Pacific Stroke Association (PSA)

2013-present   Board Member, Bay Area Women's Sports Initiative (BAWSI)

2005-2008   Director, Envision Schools (charter school management
                organization)

2005-present   Advisory Board, Center for Women and Leadership, School of
                Business, University of California, Davis

2006-present   Advisory Board, Project on Attorney Retention, Hastings Law
                School, University of California

2005-2006   Advisory Board, Experience Corps, Civic Ventures

2004 -2006   Director, National Teaching Academy

2003-present   Advisory Board, Learning as Leadership

2000-present   Editorial Review Board, Organization

2000–2002   Advisory Board, Women of Silicon Valley

1993–2001   Advisory Board, Pacific Crest Outward Bound School

1998– 2000   Research Advisory Board, Aspen Institute, Initiative on Social
                Innovation through Business

1999–2002   Executive Committee, Gender and Diversity Division, Academy
                of Management

1993-present   Reviewer, Administrative Science Quarterly, Academy of
                Management Review, Organization Science, Organization
                Studies, Human Relations, Journal of Management

SELECTED HONORS AND RESEARCH GRANTS

2010   Gender and Diversity in Organizations Division, Academy of
                Management, Sage Scholarship Award

2009-2010   Faculty Fellow, Michelle Clayman Institute for Gender Research

2007-2009	Stanford Leadership Fellow
2008	Honor's Lecture, Leiden University, Leiden, The Netherlands
2006-2010	Co-principal Investigator, Stanford Center for Research in Philanthropy and Civil Society, Hewlett Foundation
2004	Distinguished Educator Award, National Organization for Women
2004	Provost Distinguished Lecture, University of Texas, Austin
2004	Co-Principal Investigator, Russell Sage Foundation (with J. Crocker, R. Ely, and C. Steele)
2003-2006	Co-Principal Investigator, Wallace Foundation Research Grant (with L. Darling-Hammond)
2002-2003	San Francisco Business Times, Influential Women in Business
1999–2002	Co-Principal Investigator, Ford Foundation Research Grant
1995–1999	Co-Principal Investigator, Ford Foundation Research Grant
1998	Field Research Grant, Veterans Administration
1993	Organizational Studies Research Award, University of Michigan
1988	Dissertation Award Finalist, Society for the Psychological Studies of Social Issues, American Psychological Association
1988	Science Directorate Dissertation Research Award, American Psychological Association
1987	Grants-in-Aid Research Award, Society for the Psychological Studies of Social Issues, American Psychological Association
1987	Haas Fund Research Award for Research on Corporate Ethics
1987–1988	Pre-Doctoral Fellowship, National Institute on Aging
1985-1987	Pre-Doctoral Fellowship, National Institute of Mental Health
1980	Finalist, International Business Paper Competition
1979	M.I.T. Alumnae Award for Academic Excellence
1979	Phi Beta Kappa

PUBLICATIONS

Books

Darling-Hammond, L., D. Meyerson, and M. LaPointe. (2009) <u>Preparing School Leaders for a Changing World</u>. San Francisco: Jossey Bass.

Meyerson, D. (2001). <u>Tempered Radicals: How People Use Difference to Inspire Change at Work</u>. Boston: Harvard Business School Press.

<u>Rocking the Boat: Effecting Change from the Inside Out (2008)</u>. Boston: Harvard Business School Press (revised edition of <u>Tempered Radicals)</u>.

Journal Articles and Book Chapters

Quinn, R., C. Oelberger, D. Meyerson (Forthcoming). " Getting to Scale: Ideas, Opportunities, and Resources in the Early Diffusion of the Charter Management Organization, 1999–2006," Teachers College Record

Quinn, R., M. Tompkins-Stange, & D. Meyerson (2014). "Beyond Grantmaking: Philanthropic Foundations as Agents of Change and Institutional Entrepreneurs," Nonprofit and Voluntary Sector Quarterly.

Meyerson, D. & L. Wernick (2012). "Power beyond the Purse: Philanthropic Foundations as Agents of Change in the California Charter School Movement," in J. Dutton and K. Golden-Biddle, Exploring Positive Social Change and Organizations: Building a Theoretical and Research Foundation. Routledge, Taylor, & Francis Group. Florence, Kentucky.

Barley, S., D. Meyerson, & S. Grodahl (2011). "Email as Symbol and Source of Stress," *Organization Science,* Volume 22, Issue 4, July-August, pp. 887–906.

Ely, R. & D. Meyerson (2010). "An Organizational Approach to Undoing Gender: The Unlikely Case of Offshore Oil Platforms," in Research in Organizational Behavior, A. Brief and B. Staw (eds.), Elsevier (Annual volume - reviewed).

Meyerson, D., A. Berger, & R. Quinn (2010). "Organization and Social Movement Implications of Going to Scale: Lessons from Charter Schools," in <u>Scaling Social Impact: New Thinking</u>, P. Bloom, G. Dees, and E. Skloot (eds.). New York: Palgrave Macmillan.

Meyerson, D. (2010). "The Stanford Organizations Community: Reflections of a Tempered Radical," in <u>Stanford's Organization Theory Renaissance, 1970-2000</u>, C. S B. Schoonhoven and F. Dobbin (eds.), Vol. 28, <u>Research in the Sociology of Organizations</u>. Bingley, England: Emerald Publishing Group.

Meyerson, D. & R. Quinn (2008). "The Positive Potential of Tempered Radicals," in The Virtuous Organization: Insights From Some of the World's Leading Management Thinkers, K. Cameron, C. Manz, and K. Manz (eds.). Hackensack, NJ: World Scientific Publishing.

Meyerson, D. & M. Tompkins (2007). "Tempered Radicals as Institutional Change Agents: The Case of Advancing Gender Equity at the University of Michigan," Harvard Journal of Law and Gender, 30, 303-322.

Meyerson, D, R. Ely, & L. Wernick (2007). "Disrupting Gender, Revising Leadership" in B. Kellerman and D. Rhode (eds.), Gender and Leadership: The State of Play and Strategies for Change, 453-474, San Francisco: Jossey Bass.

Meyerson, D. & N. Kangas (2007). "The Gendering of Emotions and Perceived Work Time" in S. Fineman (ed.), The Emotional Organization, Thousand Oaks, CA: Sage Publications.

Martin, J. & D. Meyerson (2006). "Gender Inequity and the Process of Change," in D. Barry and H. Hansen (eds.), Handbook of the New and Emerging in Management and Organization, Thousand Oaks, CA: Sage.

Kolb, D., J. Fletcher, D. Meyerson, D. Merrill-Sands, & R. Ely (2003). "Making Change: A Framework for Promoting Gender Equity in Organizations," in R. Ely, E. Foldy, and M. Scully (eds.), Reader in Gender, Work, and Organization, 10-15, Malden, MA: Blackwell.

Ely, R. & D. Meyerson (2003). "Organizational Change and Intervention," in R. Ely, E. Foldy, and M. Scully (eds.), Reader in Gender, Work, and Organization, 22-239, Malden, MA: Blackwell.

Bell, E., D. Meyerson, S. Nkomo, & M. Scully (2003). "Interpreting Silence and Voice in the Workplace," Journal of Applied Behavioral Science, 39, 381-414.

Meyerson, D. & R. Ely (2002). "Women and Leadership: The Difference Difference Makes." In D. Rhode (ed.), The Difference Difference Makes: Women, Leadership and the Law, Stanford, CA: Stanford University Press.

Meyerson, D. & D. Kolb (2000). "Moving Out of the 'Armchair': Developing a Framework to Bridge the Gap between Feminist Theory and Practice," Organization, 7, 553-571.

> Reprinted in Sünne Andresen, Mechthild Koreuber, Dorothea Lüdke (eds.) (2007). Gender und Diversity: Albtraum oder Traumpaar? VS Verlag für Sozialwissenschaften. Wiesbaden, Erscheinen.

Ely, R. & D. Meyerson (2000). "Advancing Gender Equity in Organizations: The Challenge and Importance of Maintaining a Gender Narrative," Organization, 7, 589-608.

Ely, R. & D. Meyerson (2000). "Theories of Gender in Organizations: A New Approach to Organizational Analysis and Change," in B. Staw and R. Sutton (eds.), Research in Organizational Behavior, 102-152, Greenwich: CT: JAI Press.

Meyerson, D. (2000). "Honoring Emotions: A Cultural Analysis," in S. Fineman (ed.), Emotions in Organizations, 167-183, London: Sage.

Meyerson, D. & K. Merrill (2000). "Professional Women as Change Agents in Organizations: Tempered Radicalism as an Option," in D. Smith (ed.), Women at Work: Leadership for the Next Century, 239—249, San Francisco: Prentice Hall.

Kolb, D. & D. Meyerson (1999). "Keeping Gender in the Plot: A Case Study of Advancing Gender Equity in Organizations," in A. Rao, R. Stuart, and D. Kellerher (eds.), Gender at Work: Organizational Change for Gender Equality, 129-153, West Hartford, CT: Kumarian Press.

Meyerson, D. (1998). "Feeling Stressed and Burned Out: A Feminist Reading and Revision of Stress-based Emotions," Organization Science, 9, 103-118.

Martin, J. & D. Meyerson (1998). "Women and Power: Conformity, Resistance, and Dis-Organized Co-action," in R. Kramer and M. Neale (eds.), Power, Politics, and Influence, 311-348, Newbury Park, CA: Sage.

Meyerson, D., K. Weick, & R. Kramer (1995). "Swift Trust and Temporary Groups," in R. M. Kramer and T.R. Tyler (eds.), Trust in Organizations, 166-195, Newbury Park, CA: Sage.

> Reprinted in R. Kramer (ed.) (2006). Organizational Trust: Progress and Promise in Theory and Research, 411-440, New York: Oxford University Press.

> Reprinted in G. Grabher and W. Powell (eds.) (2004). Networks, Cheltenham, UK: Edward Elgar Publishing.

> Reprinted in C. L. Cooper (ed.) (1998). Classics in Management Thought, Cheltenham, UK: Edward Elgar Publishing.

Meyerson, D. & M. Scully (1995). "Tempered Radicalism and the Politics of Ambivalence and Change," Organization Science, 6, 585-600.

Reprinted in P. Frost, W. Nord, & L. Krefting (eds.) (2004). Organizational Reality, 143-167, Englewood Cliffs, NJ: Prentice Hall.

Reprinted in R. Ely, E. Foldy, & M. Scully (eds.) (2003). Reader in Gender, Work, and Organization, 266-272, Malden, MA: Blackwell.

Reprinted in P. Frost, D. Daft, A. Lewin (eds.) (2000). Talking about Organization Science: Debates, Discourses, Dialogues and Directions, 217-244, Newbury Park, CA: Sage.

Meyerson, D. (1994). Stress in Institutions: The Cultural Production of Ambiguity and Burnout," Administrative Science Quarterly, 39, 628-653.

Reprinted in P. Stone & M. Cannon (eds.) (1996). Organizational Psychology, London: Ashgate Publishing.

Scully, M. & D. Meyerson (1993). "The Separation of Law and Justice: Managing Impressions of Corporate Ethics Programs," The Employees Rights and Responsibilities Journal, 17, 32-59.

Meyerson, D. (1991). "Acknowledging and Uncovering Ambiguities in Organizational Cultures," in P. Frost, L. Moore, C. Lundberg, M. Louis, & J. Martin (eds.), Reframing Organizational Culture, 254-270, Newbury Park, CA: Sage.

Meyerson, D. (1991). "Normal Ambiguity: A Glimpse of an Occupational Culture," in P. Frost, L. Moore, C. Lundberg, M. Louis, & J. Martin (eds.), Reframing Organizational Culture, 131-144, Newbury Park, CA: Sage.

Kramer, R., D. Meyerson, & G. Davis (1990). "How Much is Enough? Psychological Aspects of Decision Making in Security Dilemmas," Journal of Personality and Social Psychology, 58: 984-993.

Meyerson, D. (1990). "Uncovering 'Socially Undesirable' Emotions: Experiences of Ambiguity in Organizations," American Behavioral Scientist, 33, 296-307.

Kramer, R., D. Meyerson, & G. Davis (1990). "Deterrence and the Management of International Conflict: Cognitive Aspects of 'Guns versus Butter' Decisions," in M. Afzalur Rahim (ed.), Theory and Research in Conflict Management, 127-142, New York: Praeger.

Martin, J. & D. Meyerson (1988). "Organizational Cultures and the Denial, Channeling, and Acknowledgement of Ambiguity," in L. Pondy, R. Boland, and H. Thomas (eds.), Managing Ambiguity and Change, 93-125, New York: Wiley.

Meyerson, D. & J. Martin (1987). "Culture Change: An Integration of Three Different Views," <u>Journal of Management Studies</u>, 24, 623-647.

> Reprinted in C. Cooper & W. Starbuck (eds.) (2006). <u>Work: Contexts and Consequences</u>, London: Sage.

> Reprinted in Burrell et al (eds.) (2000). <u>Organizational Studies: Critical Perspectives</u>, 321-346, Oxford, England: Routledge.

> Reprinted in Harris et al (eds.) (1996). <u>Organizational Effectiveness and Improvements in Education</u>, London: Open University Press.

> Reprinted in B. A. Vedin (eds.) (1994). <u>Management of Change and Innovation</u>, 167-191, Brookfield, VT: Dartmouth Publishing.

Other Publications (Conference Proceedings, Policy Briefs, Trades, Reviews)

Ely, R. & D. Meyerson (July-August, 2008). "Unmasking Manly Men," <u>Harvard Business Review</u>, Centennial Edition.

Darling Hammond, L., M. Lapointe, & D. Meyerson (2007). "Preparing Leaders for a Changing World: Case Studies of Exemplary Programs," Stanford Educational Leadership Institute Monograph, commissioned by Wallace Foundation.

Darling-Hammond, L., M. Lapointe, D. Meyerson, & T. Orr (2007). "Preparing Leaders for a Changing World: Lessons from Exemplary Leadership Development Programs," Stanford Educational Leadership Institute Monograph, commissioned by Wallace Foundation.

Ely, R., & Debra E. Meyerson. "Unmasking Manly Men: The Organizational Reconstruction of Men's Identity." Best Paper Proceedings of the Academy of Management, 2006.

Ely, R., D. Meyerson, & M. Davidson (September, 2006). "Beyond Political Correctness," <u>Harvard Business Review</u>, 84, no 9, 78-87.

Ely, R. & D. Meyerson (2006). "Unmasking Manly Men: The Organizational Reconstruction of Men's Identity," Best Paper Proceedings, Academy of Management Annual Meetings. (Runner-up, Best Paper Award, Gender and Diversity in Organizations Division, Academy of Management.)

Davis, S., L. Darling-Hammond, & D. Meyerson (2005). "Developing Successful Principals: A Review of the Research," Stanford Educational Leadership Institute, commissioned by Wallace Foundation.

Meyerson, D. (September, 2004). "The Tempered Radicals," <u>Stanford Social Innovation Review</u>, 14-23.

Meyerson, D. (2002). Review of <u>The Seam Line: Arab Workers and Jewish Managers in the Israeli Textile Industry</u> by I. Driori, <u>Administrative Science Quarterly</u>, 47, 372-374.

Meyerson, D. (January, 2002). "Everyday Leaders: The Power of Difference," <u>Leader to Leader</u>, 23, 29-34.

Meyerson, D. (October, 2001). "Radical Change, The Quiet Way," <u>Harvard Business Review</u>, 92-100

Meyerson, D. & J. Fletcher (January-February, 2000). "A Modest Manifesto for Shattering the Glass Ceiling," <u>Harvard Business Review</u>, 78, 126-138.

      Reprinted in R. Ely, E. Foldy, & M. Scully (eds.) (2003), <u>Reader in Gender, Work, and Organization</u>, 230-241, Malden, MA: Blackwell.

      Reprinted in <u>Managing Diversity (2001)</u>, Boston: Harvard Business School Press Paperback Series, 67-93.

Ely, R. & D. Meyerson (1999). "Moving from Gender to Diversity in Organizational Diagnosis and Intervention," <u>The Diversity Factor</u>, 7, 28-33.

Martin, J. & D. Meyerson (1997). "Women Executives at Link.Com," an 8 part case series, Harvard Business School Publication.

      Reprinted in R. Gordon (ed.) (1999), <u>Organizational Behavior: A Diagnostic Approach</u>, Englewood Cliffs, New Jersey: Prentice-Hall.

      Reprinted in P. Frost, W. Nord, & L. Krefting (eds.) (2003), <u>Organizational Reality</u>, Englewood Cliffs, NJ: Prentice Hall and (2004) in <u>Managerial and Organizational Reality</u> (Revised 2nd edition), 143-167.

Kolb, D., D. Merril-Sands, J. Fletcher, D. Meyerson, & R. Ely (1998). "Promoting Gender Equity in Organizations: A Comparative Framework," <u>CG Gender Lens</u>, CGIAR White Paper.

Meyerson, D. (1991). Review, <u>The Organization of Hypocrisy: Talk, Decision, and Action in Organizations</u> by Nils Brunsson, <u>Administrative Science Quarterly</u>, 36, 156-158.

Meyerson, D. (1998). "Anita Roddick: An Un-tempered Radical," In R. Tung (ed.), Handbook of International Business, London International Thomson Press.

TEACHING AND PROFESSIONAL DEVELOPMENT

Courses in Degree Programs

Stanford University, School of Education
Seminar on Organizations: Social Change Processes and Organizations (PhD)
Organizing for Diversity: Opportunities and Obstacles
Educational Leadership: Research, Policy, and Practice
Leading Social Change: Cases in Educational and Social Entrepreneurship
(co-listed through Graduate School of Business)

Stanford University, Graduate School of Business
Leading Social Change: Cases in Educational and Social Entrepreneurship
(co-listed through School of Education)
Leadership in Diverse Organizations: Opportunities and Obstacles
Learning to Lead (2 quarter course)

University of Michigan, School of Business
Organizational Behavior Core Course
Organizational Change and Innovation
Women and Organizations
Work in the 1990's: The Organization of Women and Men

University of California, Berkeley, Haas School of Business
Diversity in Organizations

Executive Education and Professional Development (selected)

"Creating Learning Cultures,"
Executive Program for Educational Leaders, Stanford Educational
Leadership Institute

"Distributive Leadership and Organizational Learning,"
Executive Program for Educational Leaders, Stanford Educational
Leadership Institute

"Living Values and Effecting Change through Tempered Radicalism,"
Net Impact Conference, Stanford Graduate School of Business

"Leadership Lessons: The Promise and Pitfalls of Applying Business
Principles to Education," Stanford Lifelong Learning Series, Graduate
School of Business, Alumni Association

"Tempered Radicalism: Home Grown Strategies for Nurturing
Community Involvement,"
 Corporate Community Involvement Conference, Conference Board

"Diversity at Work,"
Executive Program for Nonprofit Leaders, Stanford Graduate School of
Business, Stanford

"Women at Work: Competitors, Collaborators, or Both?"
Women's Leadership Institute, UCLA

"Power Relations, Stratification, and Organizational Change,"
 Project Management Institute, Stanford

"Diversity and Leadership,"
 Executive Program on Leading Change, Graduate School of Business, Stanford

"Resistance to Change,"
 Executive Program on Leading Change, Graduate School of Business, Stanford

"Managing and Multiculturalism,"
Executive Program on Leading Change, Graduate School of Business, Stanford

"Leadership in Women's Organizations,"
State of Michigan's Women's Leadership Program, University of Michigan

ACADEMIC AND PROFESSIONAL TALKS

"Philanthropic Institutions as Institutional Entrepreneurs: The Case of
California Charter Schools." Talk, Harvard Graduate School of Education,
Cambridge, February, 2008.

"The Organizational Reconstruction of Men's Identity." Invited talk,
Kennedy School of Government, Cambridge, February, 2008.

"Advancing Gender Equity in Universities." Invited talk, Women's
Leadership Alliance, University of California, San Diego, February, 2008.

"The Organizational Reconstruction of Men's Identity." Poster session,
Organization Science Winter Conference, Olympic Valley, January, 2008.

"Reconstructing Gender Identity." Invited talk, Goizueta Business School
Emory University, Atlanta, December, 2007.

"Tempered Radicals as Agents of Learning." Keynote address at the
Pegasus Annual Meeting of Systems Thinking, Seattle, November, 2007.

"Comments on Gender and Negotiation." Gender and Negotiation Conference, Kennedy School of Government, November, 2007.

"The Role of Private Philanthropy in the Evolution of the Charter School Movement." Keynote address, Classes without Quizzes, Stanford University Alumni Weekend, Oct., 2007.

"Are Women Leaders 'Doing Well by Doing Good'?: Insights from Research on Men and Masculinity (with R. Ely) in D. Elenkov, "New Trends in Diversity Research," All Academy Symposium, Annual Meetings of Academy of Management, Philadelphia, August, 2007.

"The Gendering of School Leadership: The Re-conceptualization of the Role" (with M. Barber). Paper given at the American Educational Research Association Annual Meetings, Chicago, April, 2007.

"The Emergence of the Charter Management Organization as a New Organizational Form" (with M. Tompkins and R. Quinn). Paper given at the American Educational Research Association Annual Meetings, Chicago, April, 2007.

"How Organizations Redefine the Boundaries of Gender Identities." University of CA. Santa Cruz, Social Psychology Colloquium, April, 2007.

"Organizational Learning and the Reconstruction of Masculinity." Positive Organizational Scholarship Conference, University of Michigan, Ann Arbor, December, 2006.

"Exemplary Principal Development Programs: Preliminary Findings from a National Study." Invited talk, Wallace Grantee Conference, St Louis, MS, October, 2006.

"Organizational Catalysts as Institutional Entrepreneurs." Invited paper, Conference on "The Architecture of Inclusion," Harvard Law School, Cambridge, MA, Oct, 2006.

"Tempered Radicalism and Institutional Entrepreneurship: The Case of a Gender Equity Initiative." Paper presented in D. Meyerson (chair), Tempered Radicalism and Institutional Entrepreneurship: Transgressing Boundaries," invited symposium at the Annual Meetings of the American Sociological Association, Montreal, August, 2006.

"Tempered Radicalism." Paper presented in C. Manz and K. Cameron (chairs), Serving the Public Concern Through Virtuous Management in Crises, "Ordinary," & Exemplary Times, Showcase Symposium at the Annual Meetings of the Academy of Management, Atlanta, August, 2006.

"Unmasking Manly Men: The Organizational Reconstruction of Men's Identity" (with R. Ely). Paper presented at the Annual Meetings of the Academy of Management, Atlanta, August, 2006.

"Tempered Radicalism: An Incremental Approach to Change," Invited address, Nike Women's Leadership Conference, Beaverton Oregon, May, 2006.

"The Institutional Logics of Scaling: The Case of Charter Schools." Invited talk, Spencer Business and Education Distinguished Speakers Series, University of Michigan, Ann Arbor, March, 2006.

"Influencing your Institutions through Tempered Radicalism." Invited talk, Women in Higher Education Conference, San Francisco, March, 2006.

"Gender and Organizations." Invited talk, Women's Leadership Conference, Kennedy School of Government, Harvard University, Cambridge, March, 2006.

"Reconstructing Gender: The Impact of Organizations on Men's Identity and Relations." Presented in L. Edelman (chair) Working Group on Social Science and Policy in Employment Discrimination, Center for Advanced Study of Behavioral Sciences, Stanford, Feb., 2006.

"Gender and Culture." Invited talk, Women's Leadership Conference, Stanford University, Stanford, Feb., 2006.

"Reconstructing Gender: The Impact of Organizations on Men's Identity and Relations." Invited talk, Center for Organizational Research, University of California, Irvine, Feb., 2006.

"Diversity and Gender Equity in Organizations." Invited address, Conference on Gender and Diversity in Organizations, Frei University, Berlin, Jan., 2006.

"Reconstructing Gender: The Impact of Organizations on Men's Identity and Relations." Invited talk, Scandinavian Consortium on Organizational Research, Stanford University, Dec., 2005.

"Reconstructing Gender: The Impact of Organizations on Men's Identity and Relations." Invited talk, Interdisciplinary College of Organizational Studies, University of Michigan, Ann Arbor, Nov., 2005.

"Living your Values and Effecting Change through Tempered Radicalism." Invited talk, Environmental Institute, University of Michigan, Nov., 2005.

"Chipping Away at Persistent Gender Inequities: Tempered Radicalism as an Approach to Change." Invited talk, University of Pennsylvania School of Medicine, Philadelphia, Oct., 2005.

"Leading Change through Tempered Radicalism." Invited talk, Association of Women Surgeons Annual Conference, San Francisco, Oct., 2005.

"Sex through the Ages: Considering the Intersection of Gender Identity, Sexuality, and Age," (with N. Kangas). Paper presented in A. Brief (chair), Doing the Taboo: Studying Sexuality in the Workplace, symposium presented at the Annual Meetings of the Academy of Management, Honolulu, August, 2005.

"Enabling Employees to Voice their Values." Invited talk, Conference on Corporate Social Responsibility, Seattle University, Seattle, June, 2005.

"The Conspiracy of Silence" (with J. Martin). Invited talk to Members of Parliament, Canberra, Australia, June, 2005.

"Chipping Away at Persistent Gender Discrimination: Tempered Radicalism as an Approach to Change." Invited talk, Annual Meeting at The UCSF Center for Gender Equity and Chancellor's Advisory Committee on the Status of Women, San Francisco, May, 2005.

"Organizational Approaches to Gender Inequity." Presented in L. Edelman (chair) Working Group on Social Science and Policy in Employment Discrimination Inaugural Meeting, Stanford, CA, Feb., 2005.

"Developing Learning Cultures." Invited talk, Bill and Melinda Gates Foundation Conference on Creating High Performing High Schools, Berkeley, CA, Feb., 2005.

"Incremental Change through Tempered Radicalism." Invited talk, Leading Modernization Program, National Health Service, London, England, Sept., 2004.

"Does a Gap between Theory and Practice Exist?" Paper presented in M. Kornberger and C. Rhodes (chairs), Being Relevant? Working Between the Academic Comfort Zone and the Combat Zone of Practice. Symposium presented at the Annual Meetings of the Academy of Management, New Orleans, August, 2004.

"Leading Change through Tempered Radicalism." Invited talk, Bank of America's Annual Women's Leadership Conference, New York, June, 2004.

"Changing Institutions through Tempered Radicalism: An Incremental Approach to Eradicating Inequities." Invited talk, Provost Distinguished Lecturer Speech, University of Texas, Austin, TX, March, 2004.

"Leading Change through Tempered Radicalism." Invited talk, Annual Conference on Women and Medicine and Science, Richmond, Virginia, March, 2004.

"Incremental Change through Tempered Radicalism." Invited talk, General Mills Research and Development Conference, Minneapolis, Sept., 2003.

"Persistent Obstacles: Creating Change through Tempered Radicalism." Invited talk, Annual Diversity Conference, Department of Energy, Washington D. C., June, 2002.

"Tempered Radicalism: Living your Values and Leading Change." Invited address at The Aspen Institute Community Conference, Chicago, May, 2002.

"Tempered Radicalism: Using Difference to Inspire Change." Invited talk, Women's Leadership Conference, Society for Executive Leadership in Academic Medicine, Philadelphia, April, 2002.

"Tempered Radicalism and the Micro-tactics of Identity, Change, and Leadership," Invited talk, Harvard Business School, Boston, April, 2002.

"Tempered Radicalism: Living with Purpose and Leading Change." Invited talk, Tri-Labs Spring Women's Leadership Forum, Los Alamos, New Mexico, March, 2002

"Tempered Radicalism and the Micro-tactics of Identity, Change, and Leadership." Invited talk, Stanford University School of Education, Stanford, CA, March, 2002.

"Tempered Radicalism and Change." Invited talk, Kellogg School of Management, Northwestern University, Evanston, Feb., 2002.

"Tempered Radicalism: Using Difference to Inspire Change." Invited talk, Simmons Graduate School of Management, Boston, Jan., 2002.

"Tempered Radicalism: Living your Values and Inspiring Change." Invited talk, The Center for Excellence for Women's Advancement, Conference Board of Canada, Toronto, Jan., 2002.

"Tempered Radicalism." Invited talk, Boston University School of Management, Boston, Jan., 2002.

"The Modest Manifesto for Shattering the Glass Ceiling: Tempered Radicalism as Process of Change." Invited talk, Society of Human Resource Management, San Diego, Dec., 2001.

"Tempered Radicalism and the Politics of Leading from Within." Invited talk, Special Library Association, San Francisco, Dec., 2001.

"Tempered Radicals as Everyday Leaders of Change." Invited talk, Western Museum Association Annual Meeting, Palm Springs, Oct., 2001.

"Tempered Radicalism and Leadership." Invited talk, UCSF Diversity Conference, San Francisco, Oct., 2001.

"Tempered Radicals: How People Use Difference to Inspire Change at Work." Invited talk, Nieman Fellows Speaker Series, Harvard University, Cambridge, Oct., 2001.

"How the Technology Industry is Gendered: From the Viewpoints of High Ranking Women Executives" (with Joanne Martin). Paper presented in J. Fountain (chair) Gender, Information Technology, and Organizations: Cognitive, Cultural, Structural, and Political Embeddedness, Symposium presented at the Annual Meetings of the Academy of Management, Washington D.C., August, 2001.

"Tempered Radicals as Everyday Leaders." Invited talk, Harvard Business School Burning Questions Conference, Cape Cod, May, 2001.

"Work Time and Perceived Workload among Twenty-somethings: The Role of Temporal Embeddeness and Other Factors in Explaining the Gap." Scancor Colloquium, Stanford University, May, 2001.

"Work Time and Workload: The Role of Possible Selves in Shaping Current Workload Perceptions among Twenty-somethings." Center for Work, Technology, and Organization Colloquium, Stanford University, April, 2001.

"Women and Leadership: Changing Organizations." Invited talk, Women's Leadership Summit, Kennedy School and American Bar Association, Cambridge, April, 2001.

"Women in High Technology Careers." Invited talk, Catalyst Annual Awards Conference, Catalyst, New York, April, 2001.

"Women and Quiet Leadership." Invited talk, Professional Women's Association and San Jose Chamber of Commerce, San Jose, Feb., 2001.

"Tempered Radicals as Quiet Leaders of Change." Invited talk, Women in Toxicology Annual Meeting, San Francisco, Feb., 2001.

"The Glass Ceiling: A Modest Manifesto for Organizational Change." Invited address, Commonwealth Club, San Francisco, Nov., 2000.

"Tempered Radicalism: A Continuum of Responses." Invited talk, Case Western's Weatherhead School of Management, Oct., 2000.

"Breaking the Role Book." Invited talk, Rutger's Public Policy Institute and Institute for Women and Work, New Brunswick, May, 2000.

"Tempered Radicals as Everyday Leaders." Invited talk, Women's Leadership Conference, San Francisco, Feb., 2000.

"Diversity at Work: Obstacles and Opportunities." Invited talk, Global Human Resources Conference, San Diego, Feb., 2000.

"Ambivalence and Differential Experiences of Difference." Invited talk, Center for Comparative Studies on Race and Ethnicity Faculty Seminar Series, Stanford University, Dec., 1999.

"Academy and the Media: A Conversation with Tom Petzinger." Panelist at the Academy of Management meetings, Chicago, August, 1999.

"Beyond Armchair Feminist III: Moving from Gender to Broader Diversity Work." Symposium presented at the Academy of Management Annual Meetings, Chicago, August, 1999.

"Ambivalence and Differential Experiences of Difference." Invited talk, School of Education, Stanford University, April, 1999.

"Ambivalence on the Boundary: Identification and Detachment within Tenuous Employment Relationships." Samples of the Future Conference," Stanford University, September, 1998.

"A Framework of Gender Equity and Organizational Change." Conference on Diverse Perspectives on How Organizations are Gendered, Center for Gender in Organizations, Simmons Graduate School of Management, Boston, June, 1998.

"A Framework of Gender Equity and Organizational Change." Invited talk, Lucy Cavendish College, Cambridge University, Cambridge, England, Feb., 1998.

"Employees on the Margin: Sustaining Ambivalent Identities through Insider-Outsider Ties." Paper presented in B. Kahn (chair), Necessary Relationships: Survival in the New Employment Contract. Symposium presented at the Academy of Management meetings, Boston, August, 1997.

"So What if we Lose Gender in Organizational Interventions?" Paper presented in R. Ely and D. Meyerson (chairs), <u>Beyond Armchair Feminism II: The Challenges of Holding onto Gender in Organizational Interventions</u>. Symposium presented at the Academy of Management meetings, Boston, August, 1997.

"Merging Theory in Practice: Consultations on Gender Equity and Change." Panel presented at the Academy of Management pre-conference meetings, Boston, August, 1997.

"Affecting Change and Being Authentic: Professional Women as Tempered Radicals." Paper presented at Stanford Graduate School of Business and Alumni Association Women's Conference, New York, May, 1997.

"A Radical Organizational Intervention." Discussant at Simmons Institute of Leadership and Change Professional Women's Forum on Leading for Gender Equity, Boston, May, 1997.

"Toward Gender Equity: A Framework of Organizational Change." Invited talk, Stanford Law School, Stanford, April, 1997.

"Toward Gender Equity: A Framework for Change and a Report on Work in Progress." Invited talk, University of Michigan, Interdisciplinary Colloquium on Organizational Studies, Ann Arbor, Feb., 1997.

"Leadership as Hidden, Localized, and Diffuse: Implications for Leadership Recognition and Development." Paper presented in A. Delbecq (chair), <u>Report of a Leadership Summit at Santa Clara University</u>. Symposium presented at the Academy of Management meetings, Cincinnati, August, 1996.

"A Feminist Revision of Stress: Developing Organizational Practice that Engages Real Feelings." Paper presented in R. Ely and D. Meyerson (chairs), <u>Beyond Armchair Feminism: Engendering Organizational Change</u>. Symposium presented at the Academy of Management meetings, Cincinnati, August, 1996.

"Power and Uncoordinated Collective Action among Executive Women" (with J. Martin). Paper presented at Stanford Conference on Power in Organizations, Stanford University, May, 1996.

"Affecting Change, Gaining Influence, and Remaining Authentic: Professional Women as Tempered Radicals in Organizations." Invited talk, Stanford Institute for Research on Women and Gender Corporate Seminar Series, Stanford University, June, 1995.

"Tempered Radicalism and Identity Work." Invited talk, University of Michigan Business School, Ann Arbor, Nov., 1994.

"Could Stress be Otherwise?" Invited talk, Sloan School, M.I.T., Cambridge, Oct., 1994.

"Women Entrepreneurs: Doing it their Way." Invited talk, Conference for Students for Social Responsibility, Harvard Business School, Boston, Oct., 1994.

"Tempered Radicalism and the Politics of Ambivalence and Change." Paper presented in D. Kolb and L. Bailyn (chairs.), Guerrillas in our Midst. Symposium presented at the Academy of Management meetings, Dallas, August, 1994.

"Reducing Barriers to Understanding: Using Institutional Theory to Link Social Issues in Management and Organization Theory." Paper presented at the Academy of Management Annual Meetings, Dallas, August, 1994.

"Swift Trust in Temporary Work Groups" (with R. Kramer and K. Weick). Paper presented at the Stanford Conference on Trust in Organizations, Stanford University, May, 1994.

"Multiculturalism in the Workplace." Stanford University M.L.K Day Celebration of Multiculturalism, January, 1994.

"Tempered Radicalism and the Politics of Ambivalence." Invited talk, Center for Education of Women, Ann Arbor, April, 1993.

"The Discourse of Stress." Invited talk, Stanford University Organizational Studies Colloquium Series, October, 1993.

"Tolerance of Ambiguity as an Unambiguous Cultural Construct." Paper presented in M. Schultz and M.J. Hatch (chairs.), Organizational Culture: Symbolic and Functionalist Perspectives. Symposium presented at the Academy of Management Annual Meetings, Las Vegas, August, 1992.

"Nested Blindspots: A Story of Discovering Gendered Cultural Assumptions about Ambiguity and Burnout." Paper presented at the University of Colorado Conference on Narrative and Organization Studies in Communication, Keystone, Colorado, Sept., 1991.

"Cultural Tolerance for Ambiguity and Organizational Effectiveness." Presented in K. Cameron (chair.), Second Generation Organizational Effectiveness Research: The Revitalization of a Worn out Field. Symposium presented at the Academy of Management Annual Meetings, Miami, August, 1991.

"Does Organizational Life Escape Ambiguities? If not, What do they Look Like and Why do We Ignore Them?" Paper presented at the Standing Conference on Organizational Symbolism and Corporate Culture, Copenhagen, June, 1991.

"Why Cultural Ambiguities should not be Forgotten: Some Warnings about Focusing on Cultural Consensus." Presented in K.A. Golden and S. G. Harris (chairs), Organizational Culture and the Individual: An Agenda for the '90s. Symposium presented at the Academy of Management Annual Meetings, San Francisco, August, 1990.

"De-Coupling Law and Justice: Multiple Perspectives on Corporate Ethics Programs" (with M. Scully). Presented in R. Bies and S. Sitkin (chairs), Law without Justice: When Formalization Eclipses Fairness in the Workplace. Symposium presented at Academy of Management Annual Meetings, Washington, D.C., August, 1989.

"Deterrence and the Management of International Conflict: Cognitive Aspects of 'Guns versus Butter' Decisions" (with R. Kramer and G. Davis). Paper presented at the second conference of the International Association of Conflict Management, June, 1989.

"On Studying Ambiguity in Culture." Paper presented in P. Frost (chair), Rekindling the Flame: Researching the Meaning Still Embedded in the Culture Construct. Symposium presented at the Academy of Management Annual Meetings, Anaheim, August, 1988.

"A Justification in Time Breeds Nine: The Case of the Corporate Ethics Programs in the Defense Industry" (with M. Scully). Presented in R. Bies and S. Sitkin (chairs), The Creation of False Peace: On the Strategic Use of Explanations to Reconcile Irreconcilable Differences. Symposium presented at the Academy of Management Annual Meetings, Anaheim, August, 1988.

"Agenda Setting in Competitive Environments: The Role of Cognitive Processes in Strategic Decision-making" (with R. Kramer and G. Davis). Presented in S. Mezias and T. Lant (chairs), The Role of Context and Cognition in Focusing Decision Maker Attention. Symposium presented at the Academy of Management Annual Meetings, New Orleans, August, 1987.

"Creating Ambiguity from Clarity: A Paradox of Culture." Presented in C. Siehl (chair), The Dark Side of Culture. Symposium presented at the Academy of Management meetings, New Orleans, August, 1987.

"Janus in Organizations: Coping with Ambiguous Role Images" (with M. Scully). Paper presented in D. Meyerson and M. Scully (chairs), In Praise of Hypocrisy. Symposium at the Academy of Management meetings, New

Orleans, August, 1987. Paper presented at the meetings of the Standing Conference on Organizational Symbolism and Corporate Culture, Milan, Italy, June, 1987 and at the Conference on Interpretive Perspectives on Organizations, Alta, Utah, August, 1987.

"Questioning the Assumptions of Value Engineering: Alternative Views of the Culture Change Process" (with J. Martin). Paper presented at the meetings of the Standing Conference on Organizational Symbolism, Montreal, Canada, June, 1986 and at the Academy of Management Annual Meetings, Chicago, August, 1986.