

LAURA MORGAN ROBERTS

EMPLOYMENT

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| 2022 – present | Associate Professor of Business Administration University of Virginia, Darden School of Business |
| 2019 – 2022 | Professor of Practice University of Virginia, Darden School of Business |
| 2017 – 2019 | Teaching Professor of Management Georgetown University McDonough School of Business |
| 2010 - 2017 | Professor of Psychology, Culture and Organization Studies Antioch University Graduate School of Leadership & Change |
| 2002 - 2009 | Assistant Professor of Organizational Behavior Harvard Business School, Boston |

FACULTY AFFILIATIONS

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| 2007 - present | Faculty Affiliate, Center for Positive Organizations Ross School of Business, University of Michigan, Ann Arbor |
| 2005 – present | Faculty Affiliate & Researcher, The Partnership Inc., Boston |
| 2017 – 2020 | Faculty Affiliate, Antioch University Graduate School of Leadership & Change |
| 2016 – 2020 | Visiting Scholar, Harvard Business School |
| 2007 – 2013 | Associate Faculty, AVT Business School, Denmark |
| 2007 - 2010 | Visiting Scholar & Assistant Professor of Management J. Mack Robinson College of Business, Georgia State University |
| 2007 - 2008 | Adjunct Assistant Professor of Organizational Behavior Simmons School of Management, Boston |
| 2007 | Visiting Assistant Professor of Management Wharton School of Business, University of Pennsylvania, Philadelphia |
| 2006 – 2013 | Faculty Affiliate, Center for Gender in Organizations Simmons School of Management, Boston |
| 2002; 2008 - 2009 | Adjunct Assistant Professor of Management and Organizations Ross School of Business, University of Michigan, Ann Arbor |

EDUCATION

- Ph.D. University of Michigan, Organizational Psychology, December 2001
- M.A. University of Michigan, Organizational Psychology, December 1998
- B.A. University of Virginia, Psychology (with Highest Distinction in Psychology & Phi Beta Kappa), May 1996

PUBLICATIONS

Books:

- Roberts, L. Morgan, Mayo, A. & Thomas, D.A. (Eds.) (2019). *Race, Work and Leadership: New perspectives on the Black experience*. Harvard Business Publishing, Boston.
- Roberts, L. Morgan, Wooten, L. Perry & Davidson, M.N. (Eds.) (2015). *Positive Organizing in a Global Society: Understanding and Engaging Differences for Capacity-building and Inclusion*. Taylor & Francis, New York.
- Roberts, L. Morgan & Dutton, J. (Eds.) (2009). *Exploring Positive Identities and Organizations: Building a Theoretical and Research Foundation*. Routledge Press, New York.

Academic Journal Articles:

- Roberts, L.M. & Caza, B., (2025). Positive identity construction in diverse organizations. *Annual Review of Organizational Psychology and Organizational Behavior*, Vol. 12, 423-451. <https://doi.org/10.1146/annurev-orgpsych-110721-041934>
- Roberts, L. M. & Nkomo, S., (2025). Navigating marginalized identities in diverse organizations. *Current Opinion in Psychology*, Vol. 62. <https://doi.org/10.1016/j.copsyc.2024.101983>
- Caza, B., Heaphy, E. D., Roberts, L. M., Spreitzer, G., Dutton, J. E. (2023). Revaluing ordinary moments: Disrupting gendered positive self-concepts through a narrative feedback intervention. *Academy of Management Discoveries*. <https://doi.org/10.5465/amd.2021.0021>
- Lavine, M., Carlsen, A., Spreitzer, G., Peterson, T., Roberts, L. M., (2022). Interweaving positive and critical perspectives in management learning and teaching. *Management Learning*, 53(1), 3-14.
- Cha, S., Creary, S. & Roberts, L. Morgan (2021). Fumbling in relationships across difference: The potential spiraling effects of a single racial identity reference at work. *Equality, Diversity & Inclusion*, Special Issue: Black Lives Matter: Combatting Systemic Discrimination, Racism and Inequality, 40(1), 90-102.
- Cha, S. & Roberts, L. Morgan (2019). Leveraging minority identities at work: An individual-level framework of the identity mobilization process. *Organization Science*, <https://doi.org/10.1287/orsc.2018.1272>
- Nkomo, S., Bell, M., Roberts, L. Morgan, Joshi, A. & Thatcher, S. (2019). Diversity at a critical juncture: New theories for a complex phenomenon. *Academy of Management Review*, 44(3), 498-517. <https://doi.org/10.5465/amr.2019.0103>
- Cha, S., Hewlin, P., Roberts, L. Morgan, Buckman, B., Leroy, H., Steckler, E., Ostermeier, K. & Cooper, D. (2019). Being your true self at work: Integrating the fragmented research on authenticity in organizations. *Academy of Management Annals*. <https://doi.org/10.5465/annals.2016.0108>
- Opie, T. & Roberts, L. Morgan (2017). Do black lives really matter in the workplace? Restorative justice as a means to reclaim humanity. *Equality, Diversity and Inclusion: An International Journal*, 36(8), 707-719.
- O'Neill, R., Blake-Beard, S., Roberts, L. Morgan & Blockson, L. (2016). Leading change through unprecedented times: Nancy Sims and The Robert A. Toigo Foundation. *Case Research Journal*, 36(4).
- Creary, S., Caza, B., & Roberts, L. Morgan (2015). Out of the box? How managing a subordinate's multiple identities affects the quality of a manager-subordinate relationship. *Academy of Management Review*.
- Roberts, L. Morgan, Cha, S. & Kim, S. (2014). Strategies for managing impressions of racial identity in the workplace. *Cultural Diversity and Ethnic Minority Psychology*, 20(4).

- Clair, J., Humberd, B., Caruso, H., Roberts, L. Morgan. (2012). Marginal memberships: Psychological effects of identity ambiguity on professionals who are demographically different from the majority. *Organizational Psychology Review*, 2, 71-93.
- Dutton, J.E., Roberts, L. Morgan, & Bednar, J. (2011). Using a positive lens to complicate the positive in identity research. *Academy of Management Review*, 36, 427-431.
- Dutton, J.E., Roberts, L. Morgan, & Bednar, J. (2010). Pathways for positive identity construction at work: Four types of positive identity and the building of social resources. *Academy of Management Review*, 35, 265-293.
- Roberts, L. Morgan, Settles, I.H., & Jellison, W.A. (2008). Predicting the strategic identity management of gender and race. *Identity*, 8: 269-306.
- Roberts, D., Roberts, L. Morgan, O'Neill, R., & Blake-Beard, S. (2008). The Invisible work of managing visibility for social change: Insights from the leadership of Rev. Dr. Martin Luther King, Jr. *Business and Society*, 47: 425-456.
- Roberts, L. Morgan & Roberts, D. (2007). The business, legal, and ethical ramifications of cultural profiling at work. *Duke Journal of Gender Law and Policy*, 14: 369-405.
- Odom, K., Roberts, L. Morgan, Johnson, R., & Cooper, L. (2007). Exploring obstacles to and opportunities for professional success among ethnic minority medical students. *Academic Medicine*, 82: 146-153.
- Roberts, L. Morgan (2006). Shifting the lens on organizational life: The added value of positive scholarship. *Academy of Management Review*, 31: 241-260.
- Roberts, L. Morgan. (2005). Changing faces: Professional image construction in diverse organizational settings. *Academy of Management Review*, 30: 685-711.
- Roberts, L. Morgan, Dutton, J.E., Spreitzer, G., Heaphy, E., & Quinn, R. (2005). Composing the reflected best-self portrait: Building pathways to becoming extraordinary in work organizations. *Academy of Management Review*, 30: 712-736.
- Cote, S. & Morgan, L.M. (2002). A longitudinal analysis of the association between emotion regulation, job satisfaction, and intentions to quit. *Journal of Organizational Behavior*, 23: 947-962.
- Book Chapters:**
- Cha, S., Roberts, L.M., Ramarajan, L. (forthcoming). Building capacity in organizations and individuals to leverage marginalized identities at work. In O. Holmes IV. (Ed). *Championing Diversity, Equity, and Inclusion: Effective Strategies for Organizations and Institutions (Volume 1)*. Palgrave Macmillan.
- Cha, S., Hewlin, P., & Roberts, L. M. (2024). Fostering true self-expression in organizations: A metaphor-based framework of leader authenticity. *The Oxford Handbook of Individual Differences in Organizational Contexts*: 456-476.
- Johnson, E. Erskine, S. & Roberts, L. Morgan (2020). Enriching our conceptual and practical understanding of resilience through the lens of Black women at work. In N. Powley, B. Caza & A. Caza (Eds.) *Research Handbook on Organizational Resilience*, 167-179. Edward Elgar Publishing.
- Roberts, L. Morgan, Mayo, A., & Lee, S. (2019). Why a volume on race, work and leadership? In L. Morgan Roberts, A. Mayo & D. Thomas (Eds.) *Race, Work and Leadership: New Perspectives on the Black Experience*, 1-23, Harvard Business Publishing.

- Mayo, A., & Roberts, L. Morgan. (2019). Pathways to leadership. In L. Morgan Roberts, A. Mayo & D. Thomas (Eds.) *Race, Work and Leadership: New Perspectives on the Black Experience*, 41-72, Harvard Business Publishing.
- Blake-Beard, S., Roberts, L. Morgan, Edgehill, B. & Washington, E. (2019). Feeling connected: The importance of engagement, authenticity and relationships in the careers of diverse professionals. In L. Morgan Roberts, A. Mayo & D. Thomas (Eds.) *Race, Work and Leadership: New Perspectives on the Black Experience*, 151-172, Harvard Business Publishing.
- Roberts, L. Morgan, Blake-Beard, S., Creary, S., Edgehill, B. & Ghai, S. (2019). Overcoming barriers to developing and retaining diverse talent in health-care professions. In L. Morgan Roberts, A. Mayo & D. Thomas (Eds.) *Race, Work and Leadership: New Perspectives on the Black Experience*, 189-208, Harvard Business Publishing.
- Roberts, L. Morgan & Mayo, A. (2019). Conclusion – Intersections of race, work and leadership. In L. Morgan Roberts, A. Mayo & D. Thomas (Eds.) *Race, Work and Leadership: New Perspectives on the Black Experience*, 419-432, Harvard Business Publishing.
- Roberts, L.M., Spreitzer, G., Dutton, J., Quinn, R., Heaphy, E., Caza, B. (2019). How to play to your strengths (reprint). In *HBR Guide to your Professional Growth* (pp. 73-89).
- McCluney, C., Roberts, L. Morgan & Wooten, L. (2017). It takes courage: Lessons learned from Starbucks' #RaceTogether campaign. In R. Koonce, P. Robinson & B. Vogel (Eds.) *Developing Leaders for Positive Organizing*, 95-108, Emerald.
- Creary, S.J. & Roberts, L.M. (2016). G.I.V.E.-based mentoring in diverse organizations: Cultivating positive identities in diverse leaders. In A. Murrell & S. Blake-Beard (Eds.), *Mentoring Diverse Leaders: Creating change for people, processes, and paradigms*, Routledge.
- Roberts, L.M., Wooten, L., Davidson, M. & Lemley, A. (2015). Authentic affirmation? Considering the cultural relevance of strength-based practices in global organizations. In L. Roberts, L. Wooten & M. Davidson (Eds.), *Positive Organizing in a Global Society*, Taylor & Francis.
- Roberts, L.M. & Cha, S. (2015). Sources of Strength: Mobilizing Minority Racial, Ethnic, and Cultural Identities as Resources. In L. Roberts, L. Wooten & M. Davidson (Eds.), *Positive Organizing in a Global Society*, Taylor & Francis.
- Roberts, L. M. (2014). Cultivating positive identities. In J. Dutton & G. Spreitzer (Eds.). *How to be a Positive Leader: Small Actions, Big Impact*. Berrett Koehler.
- Ferdman, B. & Roberts, L. M. (2014). Creating inclusion for oneself: Knowing, accepting, and expressing one's whole self at work. In B. Ferdman & B. Deane (Eds.). *Diversity at Work: The Practice of Inclusion*. pp. 93-127. Jossey-Bass.
- Roberts, L. M. & Creary, S. J. (2013). Navigating the self. In Q. Roberson (Ed.). *The Oxford Handbook of Diversity*, pp. 73-97. Oxford University Press.
- Roberts, L. M. (2012). Reflected best self engagement at work: Positive identity, alignment, and the pursuit of vitality and value-creation. In I. Boniwell & S. Davis (Eds.). *The Oxford Handbook of Happiness*, pp. 767-782. Oxford University Press.
- Roberts, L. M. & Creary, S. J. (2012). Positive identity construction: Insights from classical and contemporary theoretical perspectives. In K. Cameron & G. Spreitzer (Eds.). *The Oxford Handbook of Positive Organizational Scholarship*, pp. 70-83. Oxford University Press.

- Roberts, L. M. (2011). Reaching to embody insights. In A. Carlsen & J. Dutton (Eds.). *Research Alive: Generative moments for doing qualitative research*, pp.194-197. Copenhagen Business School Press.
- Dutton, J., Roberts, L. Morgan, & Bednar, J. (2011). Prosocial practices, positive identity, and flourishing at work. In S. Donaldson, M. Csikszentmihalyi and J. Nakamura (Eds.) *Applied positive psychology: Improving everyday life, schools, work, health, and society*, pp. 155-170. Taylor & Francis Group.
- Dutton, J., Roberts, L. Morgan, & Bednar, J. (2009). Positive identities and organizations: An introduction and invitation. In L.M. Roberts & J.E. Dutton (Eds.), *Exploring Positive Identities and Organizations: Building a Theoretical and Research Foundation*, pp. 3-20. Taylor & Francis Group.
- Roberts, L. Morgan, Dutton, J., & Bednar, J. (2009). Forging ahead: Positive identities and organizations as a research frontier. In L.M. Roberts & J.E. Dutton (Eds.), *Exploring Positive Identities and Organizations: Building a Theoretical and Research Foundation*, pp. 497-516. Taylor & Francis Group.
- Roberts, L. Morgan, Cha, S., Hewlin, P. & Settles, I. (2009). Bringing the inside out: Enhancing authenticity and positive identity in organizations. In L.M. Roberts & J.E. Dutton (Eds.), *Exploring Positive Identities and Organizations: Building a Theoretical and Research Foundation*, pp. 149-170. Taylor & Francis Group.
- Ely, R. & Roberts, L. Morgan (2008). Shifting frames in team-diversity research: From difference to relationships. In A.P. Brief (Ed.), *Diversity at Work*, pp. 175-201. Cambridge University Press.
- Roberts, L. Morgan & Wooten, L.P. (2008). Exploring Black Greek Letter Organizations through a positive organizing lens. In G. Parks (Ed.), *Our Fight Has Just Begun: The Relevance of Black Greek Fraternities and Sororities in the 21st Century*, pp. 273-290. The University of Kentucky Press.
- Roberts, L. Morgan (2007). Bringing your whole self to work: Lessons in authentic engagement from women leaders. In B. Kellerman & D. Rhode (Eds.), *Women and Leadership: The State of Play and Strategies for Change*, pp. 329-360. Jossey Bass.
- Roberts, L. Morgan (2006). From proving to becoming: How positive relationships create a context for self-discovery and self-actualization. In J. Dutton and B. Rose Ragins (Eds.), *Exploring Positive Relationships at Work: Building a Theoretical and Research Foundation*. Lawrence Erlbaum Associates.
- Marks, B.T., Settles, I.H., Cooke, D.Y., Morgan, L. & Sellers, R.M. (2004). African American racial identity: A review of contemporary models and measures. In R.L. Jones (Ed.), *Black Psychology* (4th edition, pp. 383-404) Hampton, VA: Cobb & Henry.
- Sellers, R.M., Morgan, L.M., & Brown, T.N. (2001). A multidimensional approach to racial identity: Implications for African American children. In A. Neal-Barnett (Ed.), *Forging Links: Clinical – Developmental Perspectives on African American Children* (pp. 23-56). West Port, CT: Praeger.
- Morgan, L.M. & Feldman, D.C. (1999). Underemployed human resources: Revealing the secret dilemma of untapped potential. In R. Quinn, R. O'Neill, and L. St. Clair (Eds.), *The Pressing Problems of Modern Organizations* (pp. 77-95). New York, NY: Amacom.

Publications for Practitioners:

Roberts, L.M. (Curator). Series Introduction: How will the Anti-DEI Movement Reshape Leadership in Higher Education? *SPARK Magazine*; The Phillip J. Bowman Center for Scholarship to Practice.

Editorial: Voices from the Academy: A Response to President Donald Trump's Anti-DEI Policies. *EDI: An International Journal*, Vol. 44 (2). March 2025.

'DEI Hires' don't lower the bar. We raise it. By Laura Morgan Roberts, columnist. August 20, 2024. *Bloomberg*.

The four freedoms we want at work. June 24, 2024. By Laura Morgan Roberts. *Greater Good Magazine*, UC Berkeley.

Lessons from Beyonce on navigating exclusion. April 22, 2024. By Ella Washington, H. Haileyesus, H., and Laura Morgan Roberts. Harvard Business Review. <https://hbr.org/2024/04/lessons-from-beyonce-on-navigating-exclusion>

CenterFocus International. (2024). From the Inside Out: CDOs are Driving Organizational, Business and Cultural Impact. Lead Researcher: Laura Morgan Roberts. <https://www.mvcdosummit.com/cdoimpactstudy>

Where does DEI go from here? Fostering four freedoms can benefit employees and companies alike. September 14, 2023. *Harvard Business Review*, September *Big Idea Issue* lead article. <https://hbr.org/2023/09/where-does-dei-go-from-here>

An Antidote to Microaggressions? Microvalidations by Laura Morgan Roberts, Megan Grayson and Brook Dennard Rosser. May 15, 2023. *Harvard Business Review*. <https://hbr.org/2023/05/an-antidote-to-microaggressions-microvalidations>

Brown, J., Hewlin, P. F., Bailey, E., Cha, S., Dobson, K., Heese, C., Hoever, I. J., Leroy, H., Matz, S., Roberts, L. M., Pamphile, V. D., Sawyer, K., Schaller, S. C., Thoroughgood, C. N., Vongswasdi, P., (2022). Being Real By Myself? The Dynamic Relationality of Authenticity. *Academy of Management Annual Meeting Proceedings* (1st ed., vol. 2022).

Roberts, L. M., Thomas-Hunt, M., (2022). Data-driven approaches to diversity, equity and inclusion. *People + Strategy*, Winter Issue.

Roberts, L. M., Hewlin, P. F., Simon, L. (2022). The Show must go on: HR and resilience in the theatre industry. *People + Strategy*, Summer Issue.

Roberts, L. Morgan & Grayson, M. (2021). Businesses must be held accountable for their promises on racial justice. *Harvard Business Review*, June 1, 2021. <https://hbr.org/2021/06/businesses-must-be-accountable-for-their-promises-on-racial-justice>

Roberts, L. Morgan. (2021). Dropping old models to do better. *People + Strategy*, 44(1).

Roberts, L. Morgan. (2020). How to achieve racial justice in the workplace: Reconnecting with 4 basic rights. World Economic Forum. October 23, 2020. <https://www.weforum.org/agenda/2020/10/racial-justice-in-workplace-with-freedom-measurements/>

Roberts, L. M, Newman, C. (2020). Q&A: How organizations can turn 'Black Lives Matter' declarations into action. *UVA Today*. University of Virginia.

Roberts, L. (2020). Embracing agility in culture and organizational structure. *People + Strategy*, 43(4).

Roberts, L. (2020). Seeing Beyond COVID-19: A New Vision of Fair and Equitable Performance Management. *People + Strategy*, 43(3).

- Roberts, L. Morgan & Kaplan, S. (2020). Two ways to stand against racism and sexism at work. *Bloomberg Opinion*. September 28, 2020. <https://www.bloombergquint.com/opinion/how-to-be-a-better-ally-against-racism-and-sexism-at-work>
- Roberts, L. Morgan & Mayo, A. (2020). Remote networking as a person of color. *Harvard Business Review*, September 7, 2020. <https://hbr.org/2020/09/remote-networking-as-a-person-of-color>
- Bowers, K. & Roberts, L.M. (2020). Get back to BASICS: Company culture in times of upheaval. *Darden Ideas to Action*.
- Detert, J. & Roberts, L. Morgan. (2020). How to call out racial injustice at work. *Harvard Business Review*, July 16, 2020. <https://hbr.org/2020/07/how-to-call-out-racial-injustice-at-work>
- Washington, E. F., Birch, A. H., Roberts, L. Morgan. (2020). When and how to respond to microaggressions. *Harvard Business Review*, July 3, 2020. <https://hbr.org/2020/07/when-and-how-to-respond-to-microaggressions>
- Hewlin, P. F. & Roberts, L.M. (2020). A Message to Black women scholars and our allies. *Diverse Issues in Higher Education*.
- Roberts, L. Morgan. (2020). Move beyond the business case for diversity. *Bloomberg Opinion*, June 28, 2020. <https://www-bloomberg-com.cdn.ampproject.org/c/s/www.bloomberg.com/amp/opinion/articles/2020-06-28/business-case-for-diversity-isn-t-enough-to-end-corporate-racism>
- Roberts, L. Morgan & McCluney, C. (2020). Working from home while Black. *Harvard Business Review*, June 17, 2020. <https://hbr.org/2020/06/working-from-home-while-black>
- Roberts, L. Morgan & Washington, E. F. (2020). U.S. Businesses must take meaningful action against racism. *Harvard Business Review*, June 1, 2020. <https://hbr.org/2020/06/u-s-businesses-must-take-meaningful-action-against-racism>
- Roberts, L. Morgan; McCluney, C.; Thomas, E. L.; & Kim, M. (2020). How U.S. companies can support employees of color through the pandemic. *Harvard Business Review*, May 22, 2020. <https://hbr.org/2020/05/how-u-s-companies-can-support-employees-of-color-through-the-pandemic>
- Roberts, L. Morgan & Mayo, A. (2019). Toward a racially just workplace. *Harvard Business Review*, November 2019 cover story in “Big Idea” series on Advancing Black Leaders. <https://hbr.org/cover-story/2019/11/toward-a-racially-just-workplace>
- Roberts, L. Morgan & Mayo, A. (2019). Success comes from affirming your potential. *Harvard Business Review*, November 2019 “Big Idea” series conclusion on Advancing Black Leaders. <https://hbr.org/2019/11/success-comes-from-affirming-your-potential>
- Cha, S. E. & Roberts, L. Morgan. (2019). The benefits of bringing your whole identity to work. *Harvard Business Review*, September 19, 2019. <https://hbr.org/2019/09/the-benefits-of-bringing-your-whole-identity-to-work>
- Roberts, L. Morgan, Heaphy, E. & Caza, B. (2019). To become your best self, study your successes. *Harvard Business Review*, May 14, 2019. <https://hbr.org/2019/05/to-become-your-best-self-study-your-successes>
- Washington, Z. & Roberts, L. Morgan. (2019). Women of color get less support at work. *Harvard Business Review*, March 4, 2019. <https://hbr.org/2019/03/women-of-color-get-less-support-at-work-heres-how-managers-can-change-that>
- Roberts, L. M. (2019). Race and Leadership: The Black Experience in the workplace. *Darden Ideas to Action*. December 17, 2019.

- Girtman, D. (2019). Six Steps to building a better workplace for Black employees. *Harvard Business School Working Knowledge*, featuring interview with Laura Morgan Roberts and Tony Mayo about *Race, Work & Leadership*.
- Roberts, L. Morgan (2018). (Contributor and design team member with Harvard Business School Leadership Initiative and Baker Library Special Collections). Multi-media library exhibit: *Agents of Change: The Founding and Impact of the African-American Student Union, Harvard Business School*.
- Roberts, L. Morgan, Mayo, A., Ely, R. & Thomas, D. (2018). Beating the odds: Leadership lessons from senior African-American women. *Harvard Business Review*, 96(2), 126-131.
- Roberts, L. Morgan & Mayo, A. (2018). Spheres of influence: A portrait of Black alumni. *Harvard Business School*.
- Roberts, L. Morgan. (2018). Agents of change: A review of HBS-affiliated thought leadership on race and Black business leadership. *Harvard Business School*.
- Roberts, L. M. (2016). Featured in Jarden, A., Slemph, G., Chia, A., Lahti, E., & Hwang, E. *Positive psychologists on positive psychology* (3rd Vol.). Creative Commons license.
- Roberts, L. Morgan & Ely, R. (2016). What's behind the unexpected Trump support from women? *Harvard Business School Working Knowledge*. (November 17).
- Roberts, L. Morgan (2005). Creating a positive professional image. *Harvard Business School Working Knowledge*, June 20th newsletter.
- Roberts, L. Morgan, Spreitzer, G., Dutton, J., Quinn, R., Heaphy, E. & Barker, B. (2005). How to play to your strengths. *Harvard Business Review*, 83(1): 75-80.
- Blake-Beard, S. & Roberts, L. Morgan. (2004). Releasing the double bind of visibility in the workplace. *CGO Commentaries Series*. Boston, MA: Center for Gender in Organizations, Simmons College.
- Roberts, L. Morgan. (2004). Commentary: Play to your strengths (by Nalbantian, Guzzo, Kieffer & Doherty). *Manageris* (January).
- Roberts, L. Morgan. (2003). Changing faces: Professional image construction in diverse organizations. *Best Paper Proceedings of the 2003 Academy of Management Meetings*.
- Roberts, L. Morgan & Johnson, R. (2003). Is it just my imagination? The impact of racism on the professional experiences of minority physicians. *Journal of the Student National Medical Association*, 8(3), 19–21.

Teaching Materials:

Teams at Work: Fighting Racism at Work. Roberts, L. Morgan (2020). <https://store.hbr.org/product/teams-at-work-fighting-racism-in-the-workplace/twrac1?sku=TWRAC1-ZIP-ENG>

Reflected Best-Self Feedback Exercise.

- Quinn, R., Dutton, J., Spreitzer, G., & Roberts, L. Morgan (2011). Reflected best self exercise: Revised instructions. *Ross School of Business, Positive Organizational Scholarship Teaching Tools Series*.
- Quinn, R., Dutton, J., Spreitzer, G., & Roberts, L. Morgan (2005). Reflected best-self feedback exercise: Teaching Note. *Ross School of Business, Positive Organizational Scholarship Teaching Tools Series*.
- Roberts, L. Morgan (2004). Orientation to the reflected best-self feedback exercise for leadership development. *Harvard Business School, Note 404-066*.

Barack Obama Case

Thomas, D.A., Roberts, L. Morgan, & Creary, S.J. (2009). The rise of President Barack Hussein Obama. *Harvard Business School Case 409-115*.

Leading the Josie Esquivel Franchise Case Series.

Roberts, L. Morgan & Groysberg, B. (2007). Leading the Josie Esquivel franchise Teaching Note. *Harvard Business School, Teaching Note 405-028*.

Groysberg, B. & Roberts, L. Morgan (2004). Leading the Josie Esquivel franchise (A). *Harvard Business School, Case 404-054*.

Groysberg, B. & Roberts, L. Morgan (2005). Leading the Josie Esquivel franchise (B). *Harvard Business School, Case 405-027*.

Groysberg, B. & Roberts, L. Morgan (2005). Leading the Josie Esquivel franchise (C). *Harvard Business School, Case 405-072*.

South African Airways Case Series.

Margolis, J., Roberts, L. Morgan & Winig, L. (2006). South African Airways (A). *Harvard Business School, Case 406-109*.

Margolis, J., Roberts, L. Morgan & Winig, L. (2006). South African Airways (B). *Harvard Business School, Case 407-014*.

The Partnership, Inc. Case Series.

Roberts, L. Morgan & Winston, V. (2005). Bennie Wiley at The Partnership, Inc. *Harvard Business School, Case 406-012*.

Roberts, L. Morgan & Winston, V. (2005). Beverly Edgehill at The Partnership, Inc. *Harvard Business School, Case 406-013*.

Jeanette Clough Case

Roberts, L. Morgan & Kanji, A. (2005). Jeanette Clough at Mount Auburn Hospital. *Harvard Business School, Case 406-068*.

SELECT PRESENTATIONS FOR ACADEMIC AND PRACTITIONER AUDIENCES

2024

“Cultivating Positive Identities.” (presenter). American Psychiatric Association. February 8, 2024. New York, NY.

Workplace Inclusion Thought Leadership Conference, Dartmouth University, Tuck School. July 8-9, 2024. Hanover, NH.

“Addressing DEI Impact.” (presenter). Academy of Management PDW. August 10, 2024. Chicago, IL.

“Black is King – film analysis.” (presenter). Wellesley Alumni Literary Club. January 8, 2024. Virtual.

“Black Economic Empowerment.” (panelist). Federal Reserve Boston & The Partnership, Inc. February 21, 2024. Boston.

“Leading Strategic Diversity, Equity and Inclusion.” (presenter). CenterFocus International. February 22, 2024.

“Leading Strategic Diversity, Equity and Inclusion.” (presenter). HBP Symposium. June 3, 2024.

“Drive Creativity and Innovation through Diversity.” (presenter). When is Now podcast. April 15, 2024.

“Leading Strategic Diversity, Equity and Inclusion.” (presenter). Global Black Economic Forum. July 6, 2024. New Orleans.

“What a woman in the White House could mean for us.” (presenter). Harvard Business Publishing Women at Work podcast. October 21, 2024.

“Understanding Power and Sharing Leadership.” (presenter). Living Corporate podcast. Recorded October 2024.

“Confronting the ‘DEI Hire’ Myth.” (presenter). Equity in the Center podcast. Recorded October 2024.

2023

“Engaged Scholarship: Impact through executive education” (roundtable facilitator). Micro Meets Macro conference. Arizona State University. February 15, 2023. Tempe, AZ.

“Women lead: Alignment Quest webinar” (keynote), Forte Foundation, February 22, 2023.

“Building a solid foundation for DEI leadership impact.” (invited class), Toigo Foundation APEX, American University Kogod School of Business, February 25, 2023.

“Advancing Equitable Inclusion: Strategies for Leading Change” (keynote). Niagara University. March 2, 2023.

“Freedom at Work,” (invited webinar), Harvard Business Review HBR 100 Masterclass, March 6, 2023.

“Finding courage to bring our best self selves” (podcast), Leading up with Udemy, March 2023.

Adderley Positive Research Incubator featuring Lumumba Seegars, Seed generator (discussant, invited virtual), Center for Positive Organizations, March 8, 2023.

“The Alignment Quest” (keynote). University of Michigan PhD Connections Conference. March 16, 2023.

“The Alignment Quest,” (keynote) Thinkers50 Questrom: Passion and Purpose March 20, 2023.
<https://www.youtube.com/watch?v=ZxvTMOQwLSc&t=584s>

“Crown Act II & How to Win a Culture War” (poet). Harvard Business School Race and Gender Equity Symposium, Boston MA. May 7, 2023.

“Leading DEI” (presenter), ExCo Leadership Global Heads of Talent Roundtable, 5/10/2023.

“DEI Junior Faculty Consortium: Impact Roundtable” (presenter). Academy of Management Annual Meetings, August 5, 2023.

“Where does DEI go from here?” (Fireside Chat). Center for Positive Organizations, November 16, 2023.
https://www.youtube.com/watch?v=Fe_RRSdMA_M

“Five barriers and pathways of DEI” (podcast), Movement Is Life Health Disparities Podcast.
<https://podcasts.apple.com/us/podcast/five-barriers-pathways-to-dei-discussed-in-the/id1460206582?i=1000617604321>

“How change happens” (podcast), Kai D. Wright discusses DE&I with top business strategists.
<https://adage.com/article/ad-age-video/live-video-system-overload-bob-liodice-and-laura-morgan-roberts-how-change-happens/2447991>

“Going the distance with DEI” (podcast), MetLife Inclusion Begins with Me 9/2023. <https://link.chtbl.com/Metlife-ibwm-Roberts>

“How companies can recommit to their DEI goals,” (podcast) Harvard Business Review Ideacast, 9/2023.
<https://hbr.org/podcast/2023/09/how-companies-can-recommit-to-their-dei-goals>

Presenter, Thinkers50(virtual) 10/23

2022

"The Future of DEI Education in Organizations" (panelist). Dismantling Bias from Research to Practice. Purdue University Krannert School of Business. March 24, 2022. West Lafayette, IN.

"Building A More Racially Inclusive Workforce" (panelist). Workshop in University-Industry Partnerships in the Social Sciences. University of Maryland. April 20, 2022. College Park, MD.

"ESG and the SDGs? A shared quest, no longer a question: Incorporating sustainability into management education." (panelist). Ivey Business School. April 26, 2022. Virtual.

"Tools" & "What's your Why?" (poet). The Master's Tools: Exposing, rejecting and appropriating. Harvard Business School Gender & Work Conference. May 5, 2022. Cambridge, MA.

Davidson, M. N. (Presenter), Roberts, L. M. (Presenter), Darden Executive Education, "Getting to Sustainable Diversity, Equity and Inclusion." Webinar, Invited. (January 20, 2022).

"Leading your team to greater effectiveness." (keynote). UVA Office of Advancement Week of Learning. January 10, 2022. Virtual.

"Beyond Employee Resource Groups (ERGs): Expanding and Adapting the Model." (guest speaker). World Economic Forum Diversity Council. May 12, 2022. Virtual.

"A Movement or a Moment: Progress Report" (webinar). Sponsored by The Ph.D. Project. June 16, 2022. Virtual.

"Cultivating and Sustaining Positive Identities at Work: Implications for Diversity, Inclusion, Equity and Justice." (keynote address). Society for Industrial and Organisational Psychology of South Africa (SIOPSA). July 14, 2022. Virtual.

Mentoring roundtable. The Tenure Project. August 2, 2022. Virtual.

"Toward a Racially Just Workplace." Room to Grow: Journey to Cultural and Linguistic Competency. Kennedy Krieger Center for Diversity in Public Health Leadership Training. September 20, 2022. Virtual.

"Freedom at work." (keynote). Men of Color Conference. Sponsored by The Partnership, Inc. September 29, 2022. Boston, MA.

"Is Health Equity the New Start up?" (panelist). Movement is Life Caucus. November 10, 2022. Washington DC.

"Thinking About Management Ideas on HBR's 100th Birthday." (panelist). Harvard Business Review and HBS Alumni Club of London. November 14, 2022. London, UK.

"Thinking About Management Ideas on HBR's 100th Birthday." (panelist). Peter Drucker Forum November 18, 2022. Vienna, AU.

"Black Women on the Challenges and Opportunities of the past 18 months." (panelist). Video with Bailey, E. and Goredema, O. <https://hbr.org/2021/11/video-black-women-on-the-challenges-and-opportunities-of-the-past-18-months>

2021

University Lectures in 2021

Boston College, January 2021

Harvard Kennedy School, January 2021

University of Miami, February 2021
University of California Berkeley, February 2021
Colgate University, March 2021
District of Columbia Democratic Women, March 2021
University of Virginia, March 2021
Antioch University, March 2021
University of Pennsylvania, March 2021
Claremont Graduate School of Psychology, April 2021
Harvard Business School, May 2021
Rice University, May 2021
University of Michigan, May 2021, October 2021, December 2021
Bentley University, July 2021

Community & Public Engagements

BBC, January 2021
International Leadership Association, January 2021
Your Working Life podcast, January 2021
Harvard Business Review Live Webinar, February 2021
Thinkers50 International Women's Day, February 2021
The Conference Board DEI Executive Council, March 2021
Society for Psychologists in Management, April 2021
DC Junior League, April 2021
Thinkers50 LinkedIn Live, May 2021
California Philanthropic, May 2021
World Economic Forum Jobs Reset Summit, May 2021
TED LinkedIn, How to be a better human at work, June 2021
Academy of Management "Black in America," August 2021
Art and Science of Health Promotion, September 2021
National Institute of Health, October 2021
CASE Summit, October 2021
WKKF Expanding Equity, October 2021
WAKR-AM Akron, OH Morning Show, October 2021
Leading while Black – DC Leaders, November 2021
Drucker Forum, November 2021

2020

"Race, Work & Leadership" University Lectures in 2020

Harvard Business School, February 2020, October 2020
University of Pennsylvania, February 2020
AOM MOC Division & UM Ross Center for Positive Organizations, June 2020
Georgetown University McDonough School of Business, June 2020
Benedictine University Center for Values-driven Leadership, June 2020
Stanford University, September 2020
Florida A&M University, September 2020
University of North Carolina, October 2020
University of Chicago, December 2020
Simmons University, December 2020
University of Michigan Ross School of Business, December 2020
University of Pennsylvania Wharton, December 2020
University of Virginia Darden School, Student Organizations and Alumni Associations (6x)

"Positive Identity & Resilience" University Lectures in 2020

AOM MOC Division & UM Ross Center for Positive Organizations, May 2020
Georgetown University, July 2020
Baruch University, December 2020

Community & Public Engagements: Race, Work & Leadership in 2020

Zeta Phi Beta Sorority, Inc., May 2020
 LinkedIn Live Business (Un)Usual, June 2020
 LinkedIn HBR Live Quarantined, June 2020
 Forte Foundation, June 2020
 Re-engage Live, June 2020
 Alexandria Chamber of Commerce, July 2020
 BlackRock STREAMit, July 2020
 ExecOnline, July 2020
 Fox Rothchild, July 2020
 World Economic Forum, September 2020, October 2020
 Aspen Institute, September 2020
 NAMIC, September 2020
 HERO Forum, September 2020
 Harvard Business Publishing, September 2020
 TD Morningstar, September 2020
 SODI, October 2020
 International Leadership Association, November 2020
 National Academy of Science Mentoring Roundtable, December 2020

Webcasts in 2020

[What leaders must do today to address systemic racism](#). HBR Live Quarantined.
[Leading diversity at Wharton presents new books on race and diversity in the workplace](#). Wharton School of Business.
[Business and Society: Toward a Racially Just Workplace](#). University of Michigan Ross School of Business.
[Business leaders are speaking out on racial justice. Now the hard work begins](#). #BusinessUnusual LinkedIn Live.
[Leadership Qualities that Enable Organizational Inclusivity](#). Harvard Business Publishing
[Thrive in trying times with the GIVE model](#). Georgetown University Alumni vlog.
[Leadership Unscripted: Challenging Assumptions and Channeling the Potential of Diversity at Work](#). UVA Darden.
[Race, justice and equity in the workplace and beyond](#): A call to action. University of Michigan Center for Positive Organizations & Academy of Management MOC committee.
[Coping and resilience during the pandemic](#). University of Michigan Center for Positive Organizations & Academy of Management MOC committee.

Podcasts 2019-2020

[Race, work and leadership](#). Wharton Business Daily SiriusXM radio. (December 2020).
[Black Lives Matter and Business: A defining moment?](#) Darden Ideas to Action. (July 2020).
[When Police Brutality meets office politics](#). The Journal Podcast. (June 2020).
[Recognizing and Rooting out racism](#). The Journal of Accountancy. (June 2020).
[21st Century HR](#) with Lars Schmidt (Feb 3, 2020; 57 mins).
[People + Strategy podcast](#): Inclusion with IBM's Deb Bubb (Feb 2020, 22 mins).
[HBR IdeaCast](#) (Aug 2019, 26 mins).
[Toward a Racially Just Workplace](#). Marcel Schwantes Love in Action podcast (Feb 2020, 54 mins).
[When Strength becomes Weakness](#). Ted #WorkLife Podcast with Adam Grant that features the experience of participating in the RBSE with Laura Morgan Roberts and Bijou Abiola (April 2019, 36 mins).
[Do you bring your Best Self to Work?](#) Making Positive Psychology Work podcast with Michelle McQuaid, featuring Laura Morgan Roberts (2018, 15 mins).
[Why we're disengaged at work](#). The Goop podcast. (2019, 55 mins).
[Race, Work and Leadership](#). The Conference Board Off the Self Podcast with Laura Morgan Roberts and Tony Mayo (August 2019, 34 mins).
[Race, Work and Leadership](#). The Good Men Project with Laura Morgan Roberts and Tony Mayo (October 2019).

[What's next in People + Strategy?](#) SHRM podcast (inclusion and positive deviance) with Laura Morgan Roberts (December 2019, 22 minutes).
[Rethinking how to build inclusive organizations.](#) (September 2019, 17 minutes).

2019 and Prior

“Teaching Positive Relationships (across differences) at work.” Presenter in PDW, Academy of Management meetings, Boston 2019.

“Positive Relationships at Work, Understanding the Inclusive Organization.” Presenter in PDW, Academy of Management meetings, Boston 2019.

“Facilitating Authentic Encounters among Realistic People: A Relational Approach toward Organizational Inclusion.” Presenter in symposium on Relational Inclusion and the Disconnect Between Inclusive Practices and Experiences. Academy of Management meetings, Boston 2019.

“Centering Black Leadership in Management Research.” Presenter in symposium on The Black Experience: A Multi-Perspective View of Black Employee Experiences in the Workplace. Academy of Management meetings, Boston 2019.

“(Re)evaluating the Business Case for Bias.” Discussant in symposium on Reevaluating the Business Case for Diversity: Consequences for Advocates, Women, Leaders, & Scholars. Academy of Management meetings, Boston 2019.

“Dilemmas Around Embracing the Cultural Expert Identity.” Co-author of paper by Sandra Cha, Laura Morgan Roberts, Andy L. Molinsky, Stephanie J. Creary in symposium on Positive work identity in the 21st century. Academy of Management meetings, Boston 2019.

“What’s More to G.I.V.E.? Empirical Investigations for Positive Work Identities.” Co-author of paper by Courtney L. McCluney, Brianna Barker Caza, Jeff Bednar, Laura M. Roberts, Jane Dutton in symposium on Positive work identity in the 21st century. Academy of Management meetings, Boston 2019.

“Enough.” Original poem presented at Harvard Business School Annual Gender & Work symposium Boston, April 2019.

“Race, Work and Leadership: New Perspectives on the Black Experience.” Co-organizer and panelist of Morehouse College President’s panel and book signing. Atlanta, November 2019.

“Seven Conversations (we should be having) about Diversity, Inclusion and Positive Organizing.” Keynote Address. Society of Psychologists in Management and Society of Consulting Psychologists Meeting, Fort Worth, TX 2019.

“GDO in the #MeToo and #BLM Era – An International Perspective.” Presenter, GDO Plenary Session. Academy of Management Meeting, Chicago 2018.

“Shall I contribute ‘All of Me’ at work? Dilemmas around embracing the cultural expert identity.” Coauthor (with Cha, Creary & Molinsky). Academy of Management symposium – Perceptions and enactment of authenticity among minority and majority employees, Chicago 2018.

“Effective teaching and mentoring”. Roundtable host, OB Doctoral Consortium. Academy of Management Meeting, Chicago 2018.

“Relational underpinnings of identity: How interpersonal interactions shape ‘Who I Am’ and ‘Who We Are’.” Discussant. Academy of Management symposium, Chicago 2018.

- “Race, Work & Leadership: Learning about and from Black experience.” Convener and presenter (with R. Ely & D. Thomas). Harvard Business School Gender & Work symposium, March 2018.
- “Seven Conversations (we should be having) about Diversity, Inclusion and Positive Organizing.” Keynote address. St. Louis University Diversity Day, February 2018 & University of Toronto, Rotman School, Symposium on Gender and the Economy, November 2017.
- “Doing Dominance: The differential use and impact of assertive impression management tactics.” Academy of Management Meeting, Atlanta 2017.
- “Moments of Truth: Authentic encounters among realistic people.” Harvard Business School Gender & Work symposium, April 2017.
- “Crafting positive identities within and between workplace organizations.” Organizer. Academy of Management Meeting, Anaheim, CA. August 2016.
- “A New wave of OD innovation? Fertile soil at the nexus of dialogic OD and positive social science.” Facilitator of #BetheOther roundtable discussion. Academy of Management Meeting, Anaheim, CA. August 2016.
- “Authenticity, meaning and organizations: Challenges and channels for advancing authenticity research.” Discussant of All Academy Theme Symposium. Academy of Management Meeting, Anaheim, CA. August 2016.
- “Bridging diversity research and Positive Organizational Scholarship (POS).” Chair and presenter. Academy of Management Meeting, Anaheim, CA. August 2016.
- “Resisting and cultivating: How marginalized women construct positive leader identities at work.” Discussant of Showcase Symposium. Academy of Management Meeting, Anaheim, CA. August 2016.
- “Leading social justice in and through spirituality, religion, and faith-based institutions: A series of facilitated dialogues.” Convener and moderator of four-part virtual series. Topics included: Faith-based, cross-sector partnerships for social justice; Leading change in faith-based institutions and communities; Creating sacred moments and healing in secular spaces; Increasing inclusion and justice within faith-based institutions & communities. Spring/Summer 2016, Antioch University Graduate School of Leadership & Change.
- “Leading social justice through faith-based partnerships.” Chair. International Leadership Association, Atlanta 2016.
- “Inclusive leadership in faith-based institutions.” Chair. International Leadership Association, Atlanta 2016.
- “Diversity, inclusion & positive organizing principles.” Chair & presenter. International Leadership Association, Atlanta 2016.
- “Cultivating positive identities: Personal leadership practices that positive impact you and others.” Convener and presenter. International Leadership Association, Atlanta 2016.
- “Positive work perspectives: Charting new paths in research and practice.” Panelist. SIOP, Anaheim 2016.
- “Paradoxes and Puzzles in Positive Organizing: Surprising Discoveries of Possibility.” Convener and presenter. Positive Organizational Scholarship (POS) Gathering. Academy of Management Meeting, Vancouver, BC. August 2015.
- “Exploring the generative possibilities of identity work: Responding to adaptive challenges.” Discussant. Academy of Management Meeting, Vancouver, BC. August 2015.

- “Social identity, sense-of-self, authenticity, and self-efficacy.” Chair. Academy of Management meeting, Vancouver, BC. August 2015.
- “Bright Spots: Unpacking and learning from positive approaches” Panelist. Catalyst Women of Color Summit, NYC. March 2015.
- “Cultivating Positive Identities at Work.” George Mason University, Leading to Well-Being Conference in Workplaces, Organizations, and Communities, Falls Church, VA. March 2015.
- “(Just) play to your strengths? Exploring the contours of gender, race and culture in “positive” approaches to leadership development.” Harvard Business School Gender & Work Symposium. Cambridge, MA. March 2015.
- “Cultivate Positive Identities.” Center for Positive Organizations. Positive Links Speaker Series. Ross School of Business. University of Michigan, Ann Arbor, MI. November 2014.
- “The Power of Progress in Positive Identity Work.” Coauthor (with Bednar, Dixon, Owens & Dutton) for Narrative approaches to learning and development in organizations Showcase Symposium, Academy of Management Meeting, Philadelphia, PA. August 2014.
- “Out of the Box: Identity Expansion and the Building of Positive Manager-Subordinate Relationships.” Coauthor (with Creary & Caza) for Academy of Management Meeting, Orlando, FL, August 2013.
- Discussant for *Gender & Identity* paper session. Academy of Management Meeting, Boston, MA, August 2012.
- Discussant for *Possible Selves* symposium. Academy of Management Meeting, Boston, MA, August 2012.
- Presenter for *Methodological challenges of identity research: Inquiring, interpreting, and (re)telling*. Academy of Management Meeting, Montreal, August 2010.
- Presenter for *From destructive interpersonal conflicts to compassionate relationships: Bridging the divide*. Academy of Management Meeting, Montreal, August 2010.
- Organizer and Presenter for *Daring to care about diversity: Building bridges to Positive Organizational Scholarship*. Academy of Management Meeting, Montreal, August 2010.
- Presenter for *It's complicated...! Social identity encounters with identity complexity*. Academy of Management Meeting, Montreal, August 2010.
- Discussant for *New Directions in Professional Identity Research*. Academy of Management Meeting, Chicago, IL, August 2009.
- “The Invisible work of managing visibility for social change: Insights from the leadership of Rev. Dr. Martin Luther King, Jr.” New Directions in Leadership Research, Duke University's Fuqua/Coach K Center on Leadership & Ethics (COLE), May 2009.
- “A Prism for understanding the generative possibilities of positive identity.” Coauthor (with Dutton & Bednar) for *Looking through the Lens of Positive Identity (Showcase symposium)*. Academy of Management Meeting, Anaheim, CA, August 2008.
- “Steering Identity: Drawing upon a multivalent identity as a resource.” McGill University, April 2009; University of Illinois Urbana-Champaign, October 2007; INSEAD, October 2007; Wharton OB Conference, November 2007.

- “Becoming your best-self.” Presenter and coauthor (with Caza, Heaphy, Spreitzer & Dutton) for *The Power of Positive Self-Construction: Enacting Identities at Work*. Academy of Management Meeting: Philadelphia, PA, August 2007.
- “It was a case of mistaken identity.” Presenter and coauthor (with Clair & Caruso) for interactive paper session. Academy of Management Meeting: Philadelphia, PA, August 2007.
- “Shifting frames in team-diversity research.” Coauthor (with Ely) for *Diversity’s Embeddedness: Viewing Diversity from Community, Organizational, Team and Dyadic Lenses*. Academy of Management Meeting: Philadelphia, PA, August 2007.
- “Bridging the gap: Identities, images and impressions in diverse professional settings.” Emory University, January 2007; MIT, May 2006; UVA Darden School of Business, January 2006.
- “Cultural profiling at work.” Presenter and coauthor (with Roberts, D.) for Makeup, Identity Performance and Discrimination conference: Duke University Law School, October 2006.
- “Painting the ‘best self’ portrait.” Showcase symposium chair (with Caza, B.) and coauthor (with Caza, Heaphy, Spreitzer, & Dutton) for *Connecting who we are with what we do: The enabling functions of professional identity*. Academy of Management Meeting: Atlanta, GA, August 2006.
- Chair (with Charles, A.) and presenter for *Rethinking, reformulating and redefining the past, present, and future of racioethnic scholarship in management* (PDW). Academy of Management Meeting: Atlanta, GA, August 2006.
- “Beneath the surface: Reconstructing diversity through interpersonal encounters.” Presenter and coauthor (with Cha, S.) for *New perspectives on managing across difference in organizations*. Academy of Management Meeting: Atlanta, GA, August 2006.
- “The strengths of a strength-based approach: Increasing awareness, enriching practice, and informing development.” Presenter for *Contributions of positive organizational scholarship to knowledge and action* (PDW). Academy of Management Meeting: Atlanta, GA, August 2006.
- Discussant for *She’s having a baby?!: The transition to motherhood and working women’s identity and careers*. Academy of Management Meeting: Atlanta, GA, August 2006.
- Contemporary Research Issues Panel (honoring Professor Jane Dutton) (with Pratt, Kanov, Rothbard, Wrzesniewski, and Quinn). University of Michigan ICOS, April 2006.
- “Bringing your self to your work: Leveraging the strength of diversity to generate authentic engagement.” Emory University, March 2006 and University of Michigan POS Links, March 2006.
- “Bringing your self to your work: Authentic identity performance among women leaders.” *Leadership 2006* conference. Harvard University Kennedy School of Government, February 2006.
- “The social construction of identity in diverse organizations.” Presenter for Leveraging the Advantages of Diversity (Invited conference, sponsored by Syracuse University and The Academy of Management Organizational Behavior Division): Blue Mountain Lake, NY, October 2005.

TEACHING EXPERIENCE

Executive MBA, MBA & Undergraduate Business:

Leading Organizations I & II

Darden School, University of Virginia. (Part Time MBA). Fall 2022; Spring 2023, Fall 2023.

Leadership Residency 1

Darden School, University of Virginia. (Executive MBA LR1). Summer 2020, 2021, 2022, 2023.
Leading Diversity & Leveraging Difference
 Darden School, University of Virginia. (Executive MBA EEL). Fall 2020; Spring 2021; Fall 2022, Fall 2023.
Leading Teams
 Darden School, University of Virginia. (Executive MBA elective). Spring 2020.
Talent Management
 Darden School, University of Virginia. (Executive MBA elective). Winter 2020.
Negotiation
 Darden School, University of Virginia. (Executive MBA elective). Fall 2019, Winter 2020, Fall 2020.
 Darden School, University of Virginia. (FT Required MBA). Spring 2021.
 Georgia State University. (Undergraduate elective). Fall 2009, Spring 2010.
Managing the Enterprise
 Georgetown University McDonough School of Business. (FT & Eve MBA required). Fall 2018.
Principled Leadership
 Georgetown University McDonough School of Business. (FT & Eve MBA required). Fall 2017.
Leading Organizational Change
 Georgetown University McDonough School of Business. (FT & Eve MBA elective). Spring 2018, 2019.
Creating and Changing Cultures
 Georgetown University McDonough School of Business. (Exec Masters of Leadership req). Fall 2017.
Models of Leadership
 Georgetown University McDonough School of Business. (Exec Masters of Leadership req). Spring 2017.
Authentic Leadership Development
 Simmons School of Management. (Full time and Evening MBA elective). July 2007; November 2008.
 Ross School of Business. (Full time and Evening MBA elective). March 2008; March 2009.
Leadership and Organizational Behavior (LEAD)
 Harvard Business School. (Required MBA course, 2 sections). Fall 2002, 2003, 2004, 2005.
 Georgia State University. (Required MBA, Undergraduate course). Spring 2008, Spring 2009.
Managing People at Work
 The Wharton School. (Required MBA course, 3 sections). Fall 2007.
Managing for the Future: Organizational Behavior in Theory and Action
 University of Michigan Business School. (Undergraduate elective). Winter 2002.
Leadership, Culture and Negotiation; Leadership and Organizational Behavior; Leadership Development Process. AVT Business School. (eMBA and CBA required courses).

Executive Education (UVA Darden Foundation – Open Enrollment)

Women in Leadership (Faculty Lead). 2020-present.
 Leading Diversity (Faculty co-Lead). 2022-present.
 Leading with Humanity. 2021-present.
 Partnership for Leaders in Education (PLE). 2020-present.
 Black Insurance Industry Collective (Faculty Lead). 2022-present.
 Foundations of Diversity and Inclusion at Work Teach-out (Coursera). 2020.

PhD in Leadership and Change (select topics):

Creating value through meaningful engagement in social systems
Leading change through cultivating positive identities at work
Positive scholarship and its implications for leadership and change
Navigating the self as leader: Theoretical perspectives and inquiry on identity

Organizational Psychology (University of Michigan):

Group Behavior in Organizations (Undergraduate elective). Summer 1999.
Advanced Laboratory in Organizational Psychology (Undergraduate req). Fall 1998, Winter 1999, Fall 1999.
Organizational Psychology Doctoral program orientation Fall 1999, Winter 2000.

Dissertations: Chair

- Abigail Abrash Walton. *Positive organizational leadership and pro-environmental behavior: The phenomenon of institutional fossil fuel divestment*. 2016. Antioch University Graduate School of Leadership and Change.
- Carolyn S. Goings. *Racial integration in one Cumberland Presbyterian congregation: Intentionality and reflection in small group*. 2016. Antioch University Graduate School of Leadership and Change.
- Molly Breyse Cox. *The trust decoder: An examination of an individual's developmental readiness to trust in the workplace*. 2019. Antioch University Graduate School of Leadership and Change.
- Mark Martin. *Servant leadership characteristics and empathic care: Developing a culture of empathy*. 2019. Antioch University Graduate School of Leadership and Change.
- Meredith Anne Mendelsohn. *Leading by design: Physicians in training and leadership awareness*. 2016. Antioch University Graduate School of Leadership and Change.
- Donald Perryman. *The role of the Black Church in addressing collateral damage from the U.S. War on Drugs*. 2019. Antioch University Graduate School of Leadership and Change.
- Winfield Tufts. *High people-high mission: The power of caring leadership as experienced in the air force*. 2018. Antioch University Graduate School of Leadership and Change.
- Stefanie Watson. *Experiencing race in the workplace: Understanding how African American male leaders make sense of their race at work*. 2021. Antioch University Graduate School of Leadership and Change.

Dissertations: Committee member

- Stephen Bauman, Antioch University Graduate School of Leadership and Change, Ph.D.
- Barnini Bhattacharyya, University of British Columbia, Ph.D.
- Mark Bloemhard, Antioch University Graduate School of Leadership and Change, Ph.D.
- Clarence Bunche, Antioch University Graduate School of Leadership and Change, Ph.D.
- Heather Caruso, Harvard Business School, Ph.D.
- Tom Crawford, Antioch University Graduate School of Leadership and Change, Ph.D.
- Stephanie Creary, Boston College Carroll School of Management, Ph.D.
- Brook Dennard, George Washington University, Ed.D.
- Tom Ellison, Antioch University Graduate School of Leadership and Change, Ph.D.
- Pamela Ferris Olsen, Antioch University Graduate School of Leadership and Change, Ph.D.
- Karen Geiger, Antioch University Graduate School of Leadership and Change, Ph.D.
- George Houston, Antioch University Graduate School of Leadership and Change, Ph.D.
- Rhonda Jones, George Washington University, Ed.D.
- Daniel Kyei-Paokwa, Antioch University Graduate School of Leadership and Change, Ph.D.
- Shandell Maxwell, Antioch University Graduate School of Leadership and Change, Ph.D.
- Merrill Mayper, Antioch University Graduate School of Leadership and Change, Ph.D.
- Courtney L. McCluney, The University of Michigan, Psychology, Ph.D.
- Patrick Oliver, Antioch University Graduate School of Leadership and Change, Ph.D.
- Leatrice Oram, Antioch University Graduate School of Leadership and Change, Ph.D.
- Angela Quitadamo, Antioch University Graduate School of Leadership and Change, Ph.D.
- Michele Scott, George Washington University Ed.D.
- Greer Stanford-Randle, Antioch University Graduate School of Leadership and Change, Ph.D.
- Roxanne Swogger, Antioch University Graduate School of Leadership and Change, Ph.D.
- Spela Trefalt, Harvard Business School, D.B.A.
- Tony Van Der Meer, Antioch University Graduate School of Leadership and Change, Ph.D.
- Meghana R. Warren, Claremont Graduate University, Ph.D.
- Rick Warm, Antioch University Graduate School of Leadership and Change, Ph.D.
- Belete Woldegies, Antioch University Graduate School of Leadership and Change, Ph.D.

HONORS

- 2025 Thinkers50: Top 50 Global Thought Leader
- 2023 Thinkers50: Top 50 Global Thought Leader
- 2022 UVA Office of Engagement Distinguished Scholar Award
- 2022 Co-authored article, "Toward a Racially Just Workplace" selected by HBR editors as one of the 12 most influential articles in the 100 year history of the Harvard Business Review
- 2021 Thinkers50: Top 10 Global Thought Leader in Talent Management
- 2021 Thinkers50: Top 50 Global Thought Leader
- 2021 Thinkers50: On the Radar recognition of 30 emerging thinkers with the potential to make lasting contributions to management theory and practice.
- 2020 HBR.org downloads (6 articles, 500,000+ downloads).
- 2020 LinkedIn Top Voice in Equity.
- 2020 #ThinkListAmplify (University of Bath Centre for Business, Organisation and Society (CBOS)).
- 2020 Academy of Management Organizational Behavior Award for Societal Impact.
- 2020 Academy of Management Annals Finalist for paper of the year for "Being your True Self at Work: Integrating the Fragmented Research on Authenticity in Organizations.
- 2020 Folio Award for Best Article Series for Advancing Black Leaders, Harvard Business Review.
- 2020 Axiom Books Gold Award for Race, Work & Leadership: New Perspectives on the Black Experience – Best Business Book of the year in the Women/Minorities in Business category.
- 2018 Equality, Diversity & Inclusion journal – Highly Commended Paper of 2018 for "Do Black lives really matter in the workplace? Restorative justice as a means to reclaim humanity," with T. Opie.
- 2018 Thinkers50: On the Radar recognition of 30 emerging thinkers with the potential to make lasting contributions to management theory and practice.
- 2013 Academy of Management GDO Division, Best paper authored by a doctoral student (for "Out of the Box", with S. Creary & B. Caza)
- 2011 Academy of Management OB Division Finalist for Best OB Paper of the Year (for "Pathways for positive identity construction at work: Four types of positive identity and the building of social resources", with J. Dutton & J. Bednar)
- 2006 Academy of Management Review Best Article Award Runner Up (for "Changing faces: Professional image construction in diverse organizational settings".)
- 2006 Showcase Symposium (co-chair and presenter), Academy of Management
- 2004 All Academy Symposium (co-chair and presenter), Academy of Management
- 2003 William Newman Award Nominee, GDO Division, Academy of Management
- 2003 Best Symposium (presenter), OMT Division, Academy of Management
- 2001 Michigan Teaching Fellow, Center for Research on Learning and Teaching
- 2000 Boyd/Williams Sisters Roundtable Scholar, Institute for Research on Women and Gender
- 1996 National Science Foundation Graduate Fellowship
- 1996 Horace H. Rackham Merit Fellowship and First Year Fellowship University of Michigan
- 1995 Phi Beta Kappa
- 1995 Summer Research Opportunity Program, Committee on Institutional Cooperation
- 1995 Minority Undergraduate Student of Excellence, American Psychological Association
- 1994 Psi Chi National Honor Society in Psychology
- 1992 INROADS Internship Program (Bank One)
- 1991 LEAD Summer Institute in Business, University of Texas Austin

OTHER PROFESSIONAL EXPERIENCE

The Alignment Quest Enterprise, LLC. Washington D.C. (Founder and CEO).
 James H. Lowry & Associates Management Consulting Firm, Chicago, IL. (Fall 2000) (Research consultant).
 Robbins Parker & Associates Management Consulting Firm, Charlottesville, VA. (Fall 1995, Winter 1996) (Intern: Marketing and Personnel Assessment).
 Bank One, Merrillville, N.A., Merrillville, IN. (Summer 1992, 1993, 1994) (Intern: Human Resources, Community Reinvestment, Customer Relations).

ACADEMIC SERVICE

Darden School of Business:

Professional degree program committee 2024-present
Faculty search committee chair, LO AGF 2022-present
Dean's reappointment committee, Fall 2024
Faculty search committee, Communications area 2019-2020; 2020-2021; 2021-2022
Racial equity/Diversity task force 2020
Caregivers task force 2020
EMBA award selection committee 2021

Harvard Business School:

Core Planning Team & Research Director for "AASU 50" Commemorative Events (incl. historical exhibits, research reports, academic and alumni conferences), 2016-2020

Antioch University:

PhD Program in Leadership & Change Admissions Committee, Scholarship Committee, IRB Review Board
PhD Program in Leadership & Change Inclusion & Justice Committee faculty liaison

Harvard Medical School:

Cross-Cultural Competence Faculty Development Committee

University of Michigan:

Department of Psychology Graduate Committee; MLK Symposium Coordinator; Student Associate
Faculty Senate Committee for a Multicultural University
Organizational Psychology Brown Bag Series Coordinator; Graduate Admissions Committee; Colloquium Coordinator
Relational Practice in Organizations Conference Planning Committee
Black Graduates in Psychology Conference Planning Committee
Black Student Psychological Association - President, Financial Chair, Historian, Alumni Reunion Chair

University of Virginia:

Office of African American Affairs Peer Advisor (Co-Chair)
Black Voices Gospel Choir (VP of Admin, Program Chair, Secretary)
Madison House Open House Hotline volunteer
Raven Society
Echols Scholar

Professional Refereeing:

Editorial board, *Journal of People + Strategy* (SHRM) (2020-present)
Guest Associate Editor, *Academy of Management Review*
Ad Hoc Reviewer, *Academy of Management Review*, *Journal of Organizational Behavior*, *Journal of Management*, *Human Relations*, *Journal of Applied Behavioral Science*, *Human Resource Management*, *Equality, Diversity and Inclusion*
Reviewer, Academy of Management Career and GDO Divisions
Reviewer, Harvard Business School Press

Board Memberships:

Chair, The Partnership, Inc. (2022-present)
UVA University Physicians Group (2020-present)
The Descendants of Enslaved Communities, UVA and Virginia (2023 - Present).

Other:

Alpha Kappa Alpha Sorority, Incorporated (1996-present)
World Economic Forum Global Future Council on Equity and Social Justice (2020-2022)
MetLife CEO Council: Advancing Racial Equity and Inclusion Roundtable (2021-present)

Higher Ambition Advisory Council (2022-2023)
Academy of Management GDO Sage Award Selection Committee (Chair)
Executive Committee, AOM Gender and Diversity in Organizations Division
US Fellows Selection Committee, Neiman Foundation, Harvard University
Program Chair, Management Faculty of Color Annual Conference

REFERENCES ARE AVAILABLE UPON REQUEST