

- RENÉE RINEHART KATHAWALLA -

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PROFESSIONAL APPOINTMENTS

Darden School of Business, University of Virginia Assistant Professor of Business Administration	Charlottesville, VA August 2025 - Present
Georgetown University McDonough School of Business Visiting Assistant Professor of Management	Washington, D.C. August 2022 – July 2025
George Mason University School of Business Postdoctoral Research Fellow	Fairfax, VA August 2020 – 2022

EDUCATION

Harvard University Ph.D., Education, Concentration: Culture, Institutions & Society Advisors: Drs. Jal Mehta, Monica Higgins, Jody Hoffer Gittel	Cambridge, MA November 2019
Vanderbilt University Master of Public Policy, Peabody College of Education and Human Development	Nashville, TN May 2012
University of Notre Dame Bachelor of Arts, Political Science Honors, <i>Magna Cum Laude</i>	Notre Dame, IN May 2010

TEACHING EXPERIENCE

Graduate-Level Teaching Experience

- *Leading Teams*, University of Virginia
Darden School of Business Residential MBA
Fall 2025
- *Professional Advancement Course*, University of Virginia
Darden School of Business Residential MBA
Fall 2025
- *Negotiations*, University of Virginia
Darden School of Business Executive MBA & Part-Time MBA
Fall 2025 & Spring 2026
- *Organizational Behavior*, Georgetown University
McDonough School of Business Executive MBA (Co-taught) (4.62/5)
Summer 2023
- *Negotiations*, Georgetown University
McDonough School of Business Executive MBA (4.23/5)
Spring 2023
- *Leading Teams for Performance & Impact*, Georgetown University
McDonough School of Business (Team-taught) (4.6/5)
Fall 2022
- *Leadership in the Public Arena*, University of Virginia
Frank Batten School of Leadership and Public Policy (Visiting Instructor)
Spring 2021
- *Leadership & Management in K-12 Schools*,
Harvard Graduate School of Education (Teaching Fellow)
Spring 2016 & 2017
- *Doctorate of Education Leadership (Ed.L.D.) Capstone*,
Harvard Graduate School of Education (Teaching Fellow)
Spring 2017 & 2018
- *Introduction to Applied Data Analysis*,
Harvard Graduate School of Education (Teaching Fellow)
Fall 2015 & 2016
- *Applied Data Analysis*,
Harvard Graduate School of Education (Teaching Fellow)
Spring 2016

*Name change in September 2021

Executive Teaching Experience

- *Organizational Culture Transformation*, Georgetown Custom Executive Education, Latin America Leadership Program, Seguros Monterrey New York Life May 2024
- *Culture & Change Management*, Georgetown Custom Executive Education, Booz Allen Hamilton CMAP Cohort 38 March 2024, March 2026, April 2026
- *Executive Masters in Leadership*, Georgetown University McDonough School of Business (Guest Lecturer) Summer 2022
- *Management Acceleration Programme*, INSEAD France (Leadership Consultant) September 2019

Undergraduate-Level Teaching Experience¹

- *Framing and Solving Hard Problems*, Georgetown University McDonough School of Business (First Year Seminar) (4.77/5) Fall 2023, Fall 2024
- *Management and Organizational Behavior*, Georgetown University McDonough School of Business (4.70/5) Fall 2022 – Fall 2024
- *Introduction to Organizational Behavior*, George Mason University Costello College of Business Spring 2022
- *Principles of Management*, George Mason University Costello College of Business Fall 2020 – Fall 2021

Courses Developed

Framing & Solving Hard Problems (First Year Seminar for Georgetown University McDonough School of Business)

- Course goals: To develop habits of mind for understanding the human dynamics underpinning complex problems in organizations and society; focused on the role of perspective, creativity, cognitive and psychological barriers, and systems thinking; targeted to the developmental level of first year undergraduates

Organizational Learning: Core Program (Custom program for Burnt Island Ventures)

- Course goals: To help startup founders and executives learn the principles of organizational learning and use them to address challenges in their own organizations; focus on how to learn from experience, framing problems, understanding roles, examining conflict and group dynamics, building and sustaining an effective culture, and systems thinking; targeted to experienced practitioners

RESEARCH INTERESTS

Organizational learning, systems psychodynamics, organizational change, adult learning

PUBLICATIONS

Tinsley, C. H., **Kathawalla, R. R.**, & Cronin, M. A. (2023). Integrating the Shadow within Us to Strengthen our Field. *Academy of Management Review*. <https://doi.org/10.5465/amr.2021.0095>

Kathawalla, R.R., & Mehta, J. (2022). Humans in Hierarchies: Intergroup Relations in Education Reform. *Educational Administration Quarterly*, 0013161X221098072. <https://doi.org/10.1177/0013161X221098072>

Rinehart, R. (2021). Role-redefining reforms. *Academy of Management Proceedings*, 2021(1), 16228 <https://doi.org/10.5465/AMBPP.2021.204>

¹ Number in parentheses is the average overall course evaluation for all sections of the course.

PIPELINE

Tinsley, C.H., DeStefano, T., **Kathawalla, R.R.**, Outward mindsets and organizational culture in policing. (Stage: Data collection)

Tinsley, C. H., **Kathawalla, R. R.**, & Cronin, M. A. Navigating dualities: Leveraging yin-yang to understand organizational tensions. (Stage: Working paper)

Kathawalla, R.R. Redefined roles and defensive dynamics: Examining the impact of unconscious defenses in organizational change. (Stage: Working paper)

SELECTED SCHOLARLY PRESENTATIONS

<p>12th Annual FACE Conference <i>Intrapersonal influences on “no”: Unrecognized defenses of negotiators</i> (with Matthew A. Cronin and Catherine H. Tinsley)</p>	<p>Washington, D.C. December 2022</p>
<p>The Academy of Management Annual Meeting <i>Intrapersonal influences on “no”</i> (with Matthew A. Cronin and Catherine H. Tinsley)</p>	<p>Seattle, WA (Virtual) August 2022</p>
<p>The Academy of Management Annual Meeting <i>Role-redefining reforms</i> Nominated as a best paper</p>	<p>Virtual August 2021</p>
<p>Relational Coordination Research Collaborative Roundtable <i>Emotional dynamics of role-based relational work</i></p>	<p>Denver, CO October 2019</p>
<p>Harvard Graduate School of Education Doctoral Colloquium Series <i>Humans in hierarchies: Intergroup relations in education reform</i></p>	<p>Cambridge, MA October 2018</p>
<p>The Academy of Management Annual Meeting <i>The paradox of stereotypes in education reform</i></p>	<p>Chicago, IL August 2018</p>
<p>The Academy of Management Annual Meeting <i>Intergroup dynamics in education reform: How identity, power, and emotions hinder reform</i></p>	<p>Atlanta, GA August 2017</p>

ONGOING LEARNING & PROFESSIONAL DEVELOPMENT

<p>Subject-Object Interview Training <i>Minds at Work</i></p>	<p>July – August 2024 Cambridge, MA (Virtual)</p>
<p>Group Relations Study Group <i>Worklab Organizational Consulting and Applied Research</i></p>	<p>April 2018 – August 2019 Cambridge, MA</p>
<p>Tavistock Group Relations Conference <i>Center for the Study of Groups and Social Systems</i></p>	<p>January 2018 Dover, MA</p>
<p>Immunity to Change Facilitator Training Workshop <i>Minds at Work</i></p>	<p>May – June 2017 Cambridge, MA</p>
<p>Harvard Negotiation Project Workshop <i>Harvard Graduate School of Education</i></p>	<p>April 2015 Cambridge, MA</p>

SERVICE

Georgetown University

Summer Undergraduate Research Fellowship (SURF) Summer 2023, 2024
Advised six undergraduate students' independent research projects

Undergraduate Senior Honors Thesis Advisor Spring 2024
Served on undergraduate honors thesis committee for Inara Jalisi

Executive EMBA Recruiting March 2024
Taught a short course on “Navigating the Tensions of Negotiating as a Woman” for Forté Foundation

Undergraduate Appeals Committee Fall 2022 – Present

Academy of Management

Invited reviewer for *Academy of Management Journal* 2020
Reviewer for Academy of Management Annual Conference 2017, 2020

Harvard Graduate School of Education

Student Mental Health Working Group 2017-2018

FELLOWSHIPS & RESEARCH FUNDING

Harvard Graduate School of Arts and Sciences Dissertation Completion Fellowship, \$28,000 2018 – 2019
Harvard Graduate School of Education Doctoral Travel Grant, \$750 (each year) 2018, 2017
Spencer Foundation Small Research Grant (Co-PI), \$50,000 2016
Harvard University Graduate School of Arts and Sciences Pre-Dissertation Fellowship (PI), \$3,000 2015

PROFESSIONAL MEMBERSHIPS

Academy of Management 2016-Present
American Enterprise Institute, Enterprise Club 2019-Present

RELEVANT PROFESSIONAL EXPERIENCE

Renée Rinehart, LLC

Organizational Consultant & Leadership Development Facilitator

Alexandria, VA
March 2020 – Present

- Create and facilitate customized leadership development programs for emerging and mid-career executives (Examples include co-developing a 4-module virtual reflective leadership program called REAL Leadership, as well as leading a series of workshops for startup founders through venture capital firms like C5 Accelerate and Burnt Island Ventures)
- Advise companies in the organizational and leadership development space (Examples include AceUP and Humans at Scale)
- Advise high-growth companies targeting the commercial and public sector on organizational culture and design (Examples include Pioneer1890 and C5 Accelerate)

Tennessee Department of Education

Program Analyst

Nashville, TN

June 2012-August 2014

- Achieved largest statewide implementation of student perception surveys as a measure of teacher effectiveness by launching bottom-up strategy for recruiting 21 school districts for voluntary participation
- Designed first statewide evaluation data system for reporting data for approximately 68,000 teachers and 8,000 administrators, which enabled us to monitor implementation and support districts in using data to target strategic improvements
- Formulated feedback tools and reports for district and school administrators and teachers in using evaluation data to provide meaningful feedback to teachers and drive instructional improvements
- Co-authored \$1.5M grant from Gates Foundation to implement video technology and student surveys in school districts across Tennessee