

CURRICULUM VITAE

STACY D. BLAKE-BEARD

OFFICE ADDRESS:

Simmons College
School of Management
Center for Gender in Organizations
409 Commonwealth Avenue
Boston, MA 02215
(617) 521-3833 (p)
(617) 521-3878 (f)
stacy.blakebeard@simmons.edu

EDUCATION:

- Ph.D. University of Michigan, Ann Arbor, 1996
Major: Organizational Psychology
Thesis: The Changing Face of Mentoring in Diverse Organizations
- MA University of Michigan, Ann Arbor, 1992
Major: Organizational Psychology
Thesis: The Effect of Participation in Upward Bound on the Occupational Aspirations of Black Youth.
- BS University of Maryland, College Park, 1989
Major: Industrial/Organizational Psychology

EMPLOYMENT:

- 2016 Simmons College
Deloitte Ellen Gabriel Chair of Women and Leadership, School of Management
Research Faculty, Center for Gender in Organizations
- 2013 Simmons College
Professor, School of Management
Research Faculty, Center for Gender in Organizations
- 2002 Simmons College
Associate Professor, School of Management
Research Faculty, Center for Gender in Organizations
- 1996 Harvard University
Assistant Professor, Graduate School of Education

PUBLICATIONS:

Murrell, A. J. & Blake-Beard, S.D. (forthcoming). **Mentoring diverse leaders: Creating change for people, processes, and paradigms.** New York, NY: Routledge.

Blake-Beard, S. (2015). Confronting paradox: Mentoring relationships as revolutionary in the careers and lives of professional Indian women. In Payal Kumar (Ed.), **Unveiling women's leadership: Identity and the meaning of leadership in India**. London, UK: Palgrave MacMillan.

Blake-Beard, S., Krothapalli, V., Halem, J., & Kweder, M. (2015). Pushing against the boundaries of masculinity in Indian culture: Uncovering the possibility of the positive with an eye towards gender diversity and inclusion. In Laura Morgan Roberts, Lynn Wooten, Martin Davidson (Eds.), **Positive Organizing in a Global Society**. New York, NY: Routledge.

Moore, L., Rajahdy, U., & Blake-Beard, S. (2015). Still too soon to forget?: Making the case for importance of gender in management education. In Maureen Kilgour, Patricia Flynn and Kathryn Haynes (Eds.), **Gender Equality as Challenge for Business and Management Education: Lessons Learned and Challenges Remaining**. Leeds, England: Greenleaf Publishing.

O'Neill, R. M., Shapiro, M., Ingols, C., & Blake-Beard, S. (2013). Understanding women's career goals across ethnic identities. **Advancing Women in Leadership**, 33, 196-214, 226.

Burke, R., Vinnicombe, S., Blake-Beard, S. & Moore, L. (2013). **Handbook of research on promoting women's careers**. Northampton, MA: Edward Elgar Publishing Inc.

Muller, C. B., Blake-Beard, S.D., Barison, S. J., & Wotipka, C. M. (2013). Learning from the experiences of women of color in MentorNet's one-on-one program. **Journal of Women and Minorities in Science and Engineering**, 18(4), 315-335.

Shapiro, M., Blake-Beard, S., Carter, S., O'Neill, R., Ingols, C., Bartolozzi, A., & Ogle, M. (2013). Confronting contradictions: Exploring the tensions of women as breadwinners. **CGO Insights, No.36**. (<http://www.simmons.edu/som/cgo/insights36.pdf>). Boston, MA: Center for Gender in Organizations, Simmons School of Management.

Kumar, P. & Blake-Beard, S. D. (2012). What good is bad mentorship?: Proteges' perceptions of negative mentoring experiences. **Indian Journal of Industrial Relations**, 48(1), 79-93.

Agarwal, U. A., Datta, S., Blake-Beard, S. D., Bhargava, S. (2012). Linking LMX, innovative work behavior and turnover intentions: The mediating role of work engagement." **Career Development International**, 17(3), 208-230.

Blake-Beard, S. D. Bayne, M. L., Crosby, F. J. & Muller, C. B. (2011). Matching by race and gender in mentoring relationships: Keeping our eyes on the prize. **Journal of Social Issues**, 67(3), 622-643.

Shapiro, M., Ingols, C. & Blake-Beard, S. (2011). Using power to influence outcomes: Does gender matter? **Journal of Management Education**, 35, 713-748.

Blake-Beard, S., O'Neill, R., Ingols, C., & Shapiro, M. (2010). "Social sustainability, flexible work arrangements and diverse women." **Gender in Management: An International Journal**, 25(5/6), 408-425.

The Cambridge Review Committee. (2010, June 15) **Missed opportunities, Shared responsibility: Final report of the Cambridge Review Committee**. Cambridge Police Department, Cambridge, MA.

Wasserman, I. & Blake-Beard, S. (2010). "Leading inclusively: Mind-sets, skills and actions for a diverse, complex world." In K.A. Bunker, D.T. Hall, & K.E. Kram (Eds.), **Extraordinary leadership: Addressing the gaps in senior executive development** (pp. 197-212). San Francisco, CA: Jossey-Bass.

- Shapiro, M., Ingols, C., O'Neill, R. & Blake-Beard, S. (2009). "Making sense of women as career self-agents: Implications for human resource development." **Human Resource Development Quarterly**, 20(4), 477-501.
- Shapiro, M., Ingols, C., Blake-Beard, S. & O'Neill, R. (2009). "Canaries in the mine shaft: Women signaling a new career model." **People & Strategy**, 32(3), 52-59.
- Blake-Beard, S.D. (2009). "Mentoring as a bridge to understanding cultural differences." **Adult Learning**, 20(1&2), 14-18.
- Fletcher, J., Bailyn, L. & Blake-Beard, S. (2009). "Practical pushing: Creating discursive space in organizational narratives." In J.W. Cox, T. LeTrent-Jones, D. Weir, & M. Voronov (Eds.), **Critical management studies at work: Multidisciplinary approaches to negotiating tensions between theory and practice** (pp. 82-93). St. Louis, MO: Elsevier.
- Hunt, L., LaRoche, G., Blake-Beard, S., Chin, E., Arroyave, M., & Scully, M. (2009). "Cross-cultural connections: Leveraging social networks for women's advancement." In M. Barreto, M.K. Ryan & M.T. Schmitt (Eds), **The glass ceiling in the 21st century: Understanding barriers to gender equality**. Washington, DC: American Psychological Association.
- Blake-Beard, S. D., Finley-Hervey, J. A., & Harquail, C. V. (2008). Journey to a different place: Reflections on Taylor Cox's career and research as a catalyst for diversity education and training. **Academy of Management Learning & Education**, 7(3), 394-405.
- Roberts, D. D., Roberts, L. M., O'Neill, R. M. & Blake-Beard, S. D. (2008). "The invisible work of managing visibility for social change: Insights from the leadership of Dr. Reverend Martin Luther King, Jr." **Business & Society**, 47(4), 425-458.
- Murrell, A. J., Blake-Beard, S. D., Porter, D. & Perkins-Williamson, A. (2008). "Inter-organizational formal mentoring: Breaking through sometimes requires support from the outside." **Human Resource Management**, 47(2), 275-294.
- Moore, L.L, Blake-Beard, S.D. & Gupta, V. (2008). "Women in management in India: Status, issues and solutions." **NHRD Network Journal**, April, 157-166.
- Shapiro, M., Ingols, C. & Blake-Beard, S. (2008). "Confronting career double-binds: Implications for women and organizations." **Journal of Career Development**, 34(3), 309-333.
- Blake-Beard, S.D., Murrell, A.J. & Thomas, D.A. (2007). "Unfinished business: The impact of race on understanding mentoring relationships." In B.R. Ragins & K.E. Kram (Eds), **The handbook of mentoring**. Thousand Oaks, CA: Sage.
- Blake-Beard, S.D., O'Neill, R.M. & McGowan, E. (2007). "Blind dates?: The importance of matching in formal mentoring programs." In B.R. Ragins & K.E. Kram (Eds), **The handbook of mentoring**. Thousand Oaks, CA: Sage.
- Bearman, S., Blake-Beard, S.D., Hunt, L. & Crosby, F.J. (2007). "Future mentoring research: Cutting across mentoring themes and contexts." In T.D. Allen & L.T. Eby (Eds), **Blackwell handbook of mentoring: A multiple perspectives approach**. Malden, MA: Blackwell Publishing.
- Blake-Beard, S.D., Turnball, S., Scully, M.A., Proudford, K., Hunt, L., LaRoche, G., Fanning, K., Porter, J. (2006). "The ties that bind and separate: Creating connection between black and white professional women." In M.F. Karsten (Ed.), **Gender, race and ethnicity in the workplace: Issues and challenges for today's organization**. Westport, CT: Greenwood Publishing Group.

Scully, M.A. & Blake-Beard, S.D. (2006). "Locating class in organizational diversity work: Class as structure, style and process." In P. Prasad, A. Konrad & J. Pringle (Eds), **Handbook of Workplace Diversity**. Thousand Oaks, CA: Sage.

Blake-Beard, S.D. (2006). "The multicultural organization." In J. Greenhaus and G. A. Callanan (Eds.), **Encyclopedia of career development**. Thousand Oaks, CA: Sage.

Downing, R.A. Crosby, F.J. & Blake-Beard, S.D. (2005). "The perceived importance of developmental relationships on women undergraduates' pursuit of science." **Psychology of Women Quarterly**.

Blake-Beard, S.D. (2005). "The inextricable link between mentoring and leadership." In L. Coughlin and E. Wingard (Eds), **Enlightened Power: How Women Are Transforming the Practice of Leadership**. San Francisco, CA: Jossey-Bass.

Blake-Beard, S.D. & Morgan-Roberts, L. (2004). "Releasing the double bind of visibility of minorities in the workplace." **CGO Commentaries No. 4**. (http://www.simmons.edu/som/cgo/commentaries_4.pdf). Boston, MA: Center for Gender in Organizations, Simmons School of Management.

Holvino, E.H. & Blake-Beard, S.D. (2004). "Women discussing their differences: A promising trend." **The Diversity Factor**, Summer, 12(3), pp.

Crosby, F.J. & Blake-Beard, S.D. (2004). "Affirmative action: Diversity, merit and the benefit of white people." In M. Fine, L. Weis, L. Powell and A. Burns (Eds.), **Off White: Readings in Power, Privilege and Resistance**, publisher, city, page numbers.

Blake-Beard, S.D. (2003). "Critical trends and shifts in the mentoring experiences of professional women." **CGO Insights, No.15**. (<http://www.simmons.edu/som/cgo/insights15.pdf>). Boston, MA: Center for Gender in Organizations, Simmons School of Management.

Oneil, R.M. & Blake-Beard, S.D. (2002). "Gender barriers to the female mentor – male protégé relationship." **Journal of Business Ethics**, 37, 51-63.

Blake-Beard, S.D. (2001). "Mentoring relationships through the lens of race and gender." **CGO Insights, No.10**. (<http://www.simmons.edu/som/cgo/insights10.pdf>). Boston, MA: Center for Gender in Organizations, Simmons School of Management.

Blake-Beard, S. D. (2001). "Taking a hard look at formal mentoring programs: A consideration of potential challenges facing women." **Journal of Management Development**, 20(4), 331-345.

Blake, S.D. (1999). "The costs of living as an outsider within: An analysis of the mentoring relationships and career success of black and white women in the corporate sector." **Journal of Career Development**, 26(1), 21-36.

Blake, S. D. (1999). "At the crossroads of race and gender: The mentoring experiences of professional Black women." In A. Murrell, F. Crosby & R. Ely (Eds.), **Mentoring Dilemmas: Developmental Relationships in the Multicultural Organization**. Mahwah, NJ: Lawrence Erlbaum Publishers.

Blake, S.D. (1998). "An Investigation of Cross-Gender Mentoring: Lessons from Harvard University Graduate School of Education's Urban Superintendent Program." In H.T. Frierson (Ed.), **Diversity in Higher Education Volume 2: Examining Mentoring-Protege Experiences**. Greenwich, CT: JAI Press.

Cox, T. H. and Blake, S. (1991). "Managing Cultural Diversity: Implications for Organizational Competitiveness," **Academy of Management Executive**, 5(3), 45-56.

CONFERENCE PROCEEDINGS:

Blake, S. D. & Davidson, A. (1995). "Diversity as a catalyst for a new paradigm of mentoring: Organizational groups as a provider of mentoring functions in the academic and corporate sectors." **Diversity in Mentoring Conference Proceedings**. San Antonio, Texas.

Harquail, C.V. & Blake, S. D. (1993). "UnMasking mentor and reclaiming Athena: Insights for mentoring in heterogeneous organizations." **Standing Conference on Organizational Symbolism Proceedings**. Barcelona, Spain.

Blake, S. D. (1993). "The role of mentoring in implementing Workforce 2000." **Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference Proceedings**. Toronto, Canada.

AWARDS AND HONORS:

Deloitte Ellen Gabriel Endowed Chair of Women and Leadership, 2016.
Academy of Management Board of Governors, 2016-2019.
Janet Chusmir Distinguished Service Award, Gender and Diversity in Organizations Division, 2015
Fulbright Award, 2010-2011
Simmons School of Management Presidential Fund, 2009
The Compact for Faculty Diversity Award for Distinguished Service, 2007
The Robert Toigo Foundation Thought Leadership Award, 2006
The PhD Project Spirit Service Award, 2005.
Ford Foundation Postdoctoral Fellowship, 2001.
Radcliffe Public Policy Institute Fellow, 1999.
Harvard Graduate School of Education Faculty Research and Innovation Fund, 1996-1998.
Harvard Graduate School of Education Teaching, Quality & Curriculum Fund, 1996-1999.
Academy of Management Career Division Best Reviewer Award, 1997.
Michigan Academic Multicultural Initiatives, 1994, 1995.
National Science Foundation Graduate Research Fellowship, 1990-1993.
Ford Foundation Pre-Doctoral Fellowship (deferred to accept NSF), 1990.
Inter-university Consortium for Political & Social Research, 1990, 1992.
University of Michigan Presidential Initiative Grant, 1990.
University of Michigan Rackham Merit Fellow, 1989-1990, 1994-1996.

TEACHING EXPERIENCE:

Visiting Professor, Leadership through Group Processes: Navigating Group Dynamics
Vedica Scholars Programme for Women, New Delhi, India (2016)

Linda Pitts Custard Visiting Professor, Gender, Diversity and Leadership
Mills College School of Business (2013)

Visiting Professor, Gender, Diversity and Leadership

Indian School of Business (2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014)

Professor, Leading Individuals and Groups; Gender, Diversity and Leadership
School of Management, Simmons College (2013-2016)

Associate Professor, Leading Individuals and Groups; Gender, Diversity and Leadership
School of Management, Simmons College (2002-2012)

Assistant Professor, Introduction to Organizational Behavior; Cultural Diversity in Organizations;
Mentoring Relationships in Organizations
Graduate School of Education, Harvard University (1996-2002)

Teaching Assistant and Grader, MBA Corporate Strategy Core Course
School of Business Administration, University of Michigan (1991-1995)

Guest Lecturer, LEAD Minority Summer Program
School of Business Administration, University of Michigan (1993-1995)

Teaching Assistant, Advanced Lab in Organizational Psychology (with Dr. Ruby Beale)
Department of Psychology, University of Michigan (1992)

Teaching Assistant, Organizational Behavior (with Dr. Marta Calas)
School of Business Administration, University of Michigan (Summer 1992)

Teaching Assistant, Organizational Behavior (with Dr. Taylor Cox)
School of Business Administration, University of Michigan (Summer 1991)

Teaching Assistant, The Individual in the Organization (with Dr. Lance Sandelands)
Department of Psychology, University of Michigan (1991)

PRESENTATIONS:

Blake-Beard, S.D. "Central Questions and Evolving Answers: A Conversation on the Dilemmas and Opportunities in Mentoring Research." Invited keynote speaker for the Compact for Faculty Diversity 22nd Institute on Teaching and Mentoring. Arlington, VA.

Blake-Beard, S.D. "The Power of Mentoring as a Transformational Process." (October, 2015).
Invited presenter for TEDx Ursuline Collge, Pepperville, OH.

Blake-Beard, S.D. "Confronting Paradox: Insights from the Mentoring Experiences of Professional Indian Women." (October, 2015). Invited keynote speaker for the University of New Mexico 8th Annual Mentoring Conference: New Perspectives in Mentoring—A Quest for Leadership Excellent & Innovation. Albuquerque, NM.

Blake-Beard, S.D. "Navigating Unconscious Bias." (October, 2015). Speaker at the Toigo Foundation's Ground Breakers Women in Leadership Summit. New York, NY.

Blake-Beard, S. D. "Mentoring Relationships: Skills for Effective Team Interactions." (September, 2015). Speaker at the Mount Saint Mary's University Women's Leadership Conference, Los Angeles, CA.

Blake-Beard, S.D., Burton, A., Halem, J., Boncouer, D., & Archibold, E. "The Importance of Familial Relationships in the Careers and Mentoring of Professional Indian Women." (August,

2015). Paper presented in Diversifying Leadership: Perspectives from Women of Color in the U.S., India, and South Africa (Showcase Symposium) at the Annual Academy of Management Meeting, Vancouver, British Columbia, Canada.

Blake-Beard, S.D. "Intersectionality: Directions and Applications for Business Organizations." (August, 2015). Discussant for a symposium at the Annual Academy of Management Meeting, Vancouver, British Columbia, Canada.

Kumar, P., Blake-Beard, S., & Verghese, T. P. "Effective Member Interactions across Cultures." (August, 2015). Facilitator for a professional development workshop at the Annual Academy of Management Meeting, Vancouver, British Columbia, Canada.

Blake-Beard, S. D. "Stepping Out With the Indian Academy of Management." (August, 2015). Facilitator for a professional development workshop at the Annual Academy of Management Meeting, Vancouver, British Columbia, Canada.

Blake-Beard, S. D. "Mentoring as a Forum for Deepening Our Skills in Working across Difference." (May, 2015). Invited speaker for the Leadership and Faculty Development Program hosted by the Harvard Medical School Office for Diversity Inclusion and Community Partnership, Boston, MA.

Blake-Beard, S.D. "Unconscious Bias in Talent Management Processes: The Impact on Women's Advancement." (March, 2015). Panel member for the New Talent Management Network – Boston City Group, Boston, MA.

Blake-Beard, S. D. "Stepping Out With the Indian Academy of Management." (August, 2014). Facilitator for a professional development workshop at the Annual Academy of Management Meeting, Philadelphia, PA.

Anderson, D., Billimoria, D., Doldor, E., Debebe, G., Vinnicombe, S., Blake-Beard, S., Lord, L., & Moore, L. L. "Developing Women Leaders: Sharing Teaching and Learning Practice." (August, 2014). Presenter for a professional development workshop at the Annual Academy of Management Meeting, Philadelphia, PA.

Blake-Beard, S. D. "Stepping Out With the Indian Academy of Management." (August, 2013). Facilitator for a professional development workshop at the Annual Academy of Management Meeting, Orlando, FL.

Blake-Beard, S.D., Gakiyo, M., O'Neill, R. M. "Embracing Simultaneity as a Catalyst for Complexifying the Classroom in Women's Leadership Programs." (August, 2013). Invited presentation for a professional development workshop at the Annual Academy of Management Meeting Orlando, FL.

Blake-Beard, S. D. "Lifting as We Climb: The Importance of Developmental Support in Creating the Next Generation of Diverse Leaders." (May, 2013). Invited presentation to the Social-Organizational Colloquium, Teachers College, Columbia University, New York, NY.

Blake-Beard, S. D. "Using Power to Influence Outcomes." (May, 2013). Invited presentation to the Toigo Foundation, New York, NY.

Blake-Beard, S. D. "Mentoring as a Critical Developmental Relationship." (May, 2013). Invited presentation to The Life Study – Lifestyle Interventions and Independence of Elders sponsored by the Human Nutrition Research Center on Aging, Tufts University, Boston, MA.

Blake-Beard, S. D. "Harnessing the Power of Diversity by Uncovering Unconscious Bias" (January, 2013). Invited presentation to the SP Jain Institute of Management & Research Human Resources Academic Conclave, Mumbai, India.

Blake-Beard, S. D. "New UN PRME Project to advance the teaching of gender issues in [management education] worldwide." (August, 2012). Organizer and Chair for the Gender and Diversity in Organization's Showcase Session at the Annual Academy of Management Meeting, Boston, MA.

Blake-Beard, S. D. "Learning to work across identities and build cultures of inclusion in organizational settings." (August, 2012). Facilitator for a professional development workshop at the Annual Academy of Management Meeting, Boston, MA.

Moore, L., Blake-Beard, S. D., & Betters-Reed, B. "Complicating identity and context: Global and cross-cultural perspectives on women leaders." (August, 2012). Organizer for a professional development workshop at the Annual Academy of Management Meeting, Boston, MA.

Blake-Beard, S. D. "Fellowships and scholarships in graduate school" (August, 2012). Invited presentation for The PhD Project Management Doctoral Student Associate, Annual Academy of Management Meeting, Boston, MA.

Blake-Beard, S. D. "Understanding unconscious bias and its impact." (July, 2012). Invited presentation to The Life Study – Lifestyle Interventions and Independence of Elders sponsored by the Human Nutrition Research Center on Aging, Tufts University, Boston, MA.

Shapiro, M., Ingols, C. & Blake-Beard, S. "Women and power." (May, 2012). Invited podcast for the Journal of Management Education podcast series.

Blake-Beard, S. D. "Managing your visibility." (May, 2012). Invited presentation to the EMC Bootcamp at Odyssey Network Conference. Huntington Beach, CA.

Blake-Beard, S. D. "Building strategic relationships." (May, 2012). Invited presentation to the Simmons College-Brown Brothers Harriman Executive Education Program, Boston. MA.

Blake-Beard, S. D, "Making mentoring work: Creating and leveraging effective mentoring relationships." (April, 2012), Invited webinar for the Forte Foundation's Women Lead Webinar Series.

Blake-Beard, S.D. "Effectively leveraging your network." (March, 2012). Invited presentation to Simmons College—Fulbright Partnership for Re-Entry of Latin American Fulbright Recipients, Boston, MA.

Blake-Beard, S.D. "Navigating unconscious bias to effectively manage your visibility." (March, 2012). Invited presentation for Accenture's International Women's Day 2012 "The Path Forward." Boston, MA.

Blake-Beard, S.D. "Women in politics and business." (February, 2012). Invited panel presentation for the Simmons College Black Student Organization, Boston, MA.

Blake-Beard, S. D. "Knowing and understanding your personality type." (February, 2012). Invited presentation to The Life Study – Lifestyle Interventions and Independence of Elders sponsored by the Human Nutrition Research Center on Aging, Tufts University, Boston, MA.

Blake-Beard, S. D. "Mentoring as a catalyst for working effectively across difference." (January, 2012). Invited presentation to MASSPORT, Boston, MA.

Blake-Beard, S.D. "One size does not fit all: Mentoring for career success." (November, 2011). Invited presentation to the University of California Partnership for Faculty Equity and Diversity Career Advising/Mentoring Conference. Irvine, CA.

Blake-Beard, S.D. "Sojourner in a different land: Using a new lens to explore mentoring." (October, 2011). Invited presentation to the 2011 Institute on Teaching and Mentoring, Compact for Faculty Diversity, Atlanta, GA.

Blake-Beard, S.D. "Increasing your mentoring emotional intelligence." (October, 2011). Invited presentation to the 2011 Institute on Teaching and Mentoring, Compact for Faculty Diversity, Atlanta, GA.

Moore, L. & Blake-Beard, S. D. "Teaching gender in a global context: Curricular and pedagogical insights from the Indian School of Business MBA program." (August, 2011). Invited presentation for symposium at the Annual Academy of Management Meeting, San Antonio, TX.

Blake-Beard, S. D. "Fellowships and scholarships in graduate school" (August, 2011). Invited presentation for The PhD Project Management Doctoral Student Associate, Annual Academy of Management Meeting, San Antonio, TX.

Blake-Beard, S. D. & Scully, M. "Responding to unconscious bias through empowered bystander action." (June, 2011). Invited presentation to the Graduate Management Admission Council (GMAC) 2011 Annual Conference, Boston, MA.

Blake-Beard, S. D. & Scully, M. "Paying attention to unconscious bias." (May, 2011). Invited presentation to the OPUS 7 Conference: Race and Ethnicity in Large Law Firms, New York, NY.

Blake-Beard, S.D. "Managing Diverse Teams." (April, 2011). Invited presentation to Infosys, Bangalore, India.

Blake-Beard, S.D. "Creating and Maintaining a Strategic Network." (April, 2011). Invited presentation to EMC, Bangalore, India.

Blake-Beard, S.D. "Insights on mentoring from the intersection of national culture and gender." (March, 2011). Invited presentation to the United States-India Educational Foundation (USIEF)'s South and Central Asia Fulbright Conference, Paraji, Goa, India.

Blake-Beard, S. D. "Challenging Norms: Building Successful Careers." (March, 2011). Invited panel presentation for International Women's Day at Deloitte Consulting India, Hyderabad, India.

Blake-Beard, S.D. "Maintaining or challenging the status quo? What is the difference and how might it impact your mentoring relationship." (October, 2010). Invited presentation to the 2010 Institute on Teaching and Mentoring, Compact for Faculty Diversity, Tampa, FL.

Blake, S.D. "Building Strategic Relationships." (October, 2010). Invited presentation to the Harvard College Women's Center Radcliffe Mentor Program, Cambridge, MA.

Blake-Beard, S.D. & Scully, M. "Bystander Awareness Training: Inclusion in a Diverse Workplace." (September, 2010). Invited presentation to the Harvard Kennedy School, Cambridge, MA.

Blake-Beard, S.D. "Recruiting and Retaining a Multi-Cultural and Global-Ready Workforce." (September, 2010). Invited panel presentation at the World Diversity Leadership Summit, Boston, MA.

Blake-Beard, S.D. "Strategic Networking." (September, 2010). Invited presentation to 85 Broads and Simmons School of Management's Conference "Investing in Your Future: What Women Need to Know for Financial and Career Success." Boston, MA.

Blake-Beard, S.D. "Unconscious Biases: Beliefs, Experiences and Their Impact." (June, 2010). Invited presentation to the American Bar Association Associate Deans of Law Schools Conference, Minneapolis, MN.

Blake-Beard, S. D. "Barriers and Challenges to Changing the Status Quo." Invited panel presentation to the National Council for Research on Women (NCRW) Corporate Leadership Summit (The Challenge & the Charge: Strategies for Retaining and Advancing Women of Color), New York, NY.

Blake-Beard, S. D. "Global business perspectives." (April, 2010). Invited panel moderator for the Simmons Leadership Conference (The Spirit of Resilience), Boston, MA.

Blake-Beard, S.D. "Mentoring Relationships as a Source of Individual Support and Institutional Competitiveness." (March, 2010). Invited presentation at the African University Gender Equity Resource Network, Kampala, Uganda.

Blake-Beard, S.D. "Creating and Maintaining a Strategic Network." (April, 2009). Invited presentation to Kansas City Central Exchange Women's Lyceum, Overland Park, KS.

Blake-Beard, S.D. "Mapping Your Personal and Professional Networks." (March, 2009). Invited presentation to American Council on Education's National Network of Women Leaders, Brookline, MA.

Blake-Beard, S.D. "Unconscious Bias: Beliefs, Experience and Their Impact." (February, 2009). Invited presentation to the The Lowell Plan, Inc. "Public Matters: Empowering Lowell's Leaders," Lowell, MA.

Blake-Beard, S.D. "Mentoring as a Catalyst for Leveraging the Strengths of a Diverse Community." (February, 2009). Invited keynote presentation to the University of South Florida's 6th Annual Diversity Summit, Tampa, FL.

Blake-Beard, S.D. "Crossing Borders: Mentoring Relationships in a Global Context." (November, 2008). Invited presentation to the University of Michigan National Center for Institutional Diversity, Ann Arbor, MI.

Blake-Beard, S.D. "Unconscious Bias: Beliefs, Experiences and Their Impact" (October, 2008). Invited presentation to the Harvard University Fall Ivy Plus Meeting, Cambridge, MA.

Blake-Beard, S.D. "Mentoring as an Antidote to Unconscious Bias." (October, 2008). Invited presentation to the 2008 Institute on Teaching and Mentoring, Compact for Faculty Diversity, Tampa, FL.

Blake-Beard, S.D. "Mentoring as a Catalyst for Working Effectively Across Difference." (October, 2008). Invited seminar for ComunidadMujer. Santiago, Chile.

Blake-Beard, S.D. "Networking for Success" (September, 2008). Invited presentation to the Greater Boston Chamber of Commerce, Boston, MA.

Blake-Beard, S.D. "Do Active Bystanders Have a Role in Making Diverse Organizations More Inclusive?" (August, 2008). Discussant for symposium at the Annual Academy of Management Meeting, Anaheim, CA.

Blake-Beard, S.D. "The Life of a Tempered Code Switcher: Representing Differences in the Workplace through Diversity and Marginality." (August, 2008). Invited presentation for symposium at the Annual Academy of Management Meeting, Anaheim, CA.

Blake-Beard, S.D. "In Support of Shared Sisterhood: Creating a Space for the Questions We Need to Ask." (August, 2008). Chair for professional development workshop at the Annual Academy of Management Meeting, Anaheim, CA.

Blake-Beard, S.D. "Diversity as a Catalyst for Effective Mentoring Relationships" (April, 2008). Invited presentation at Cambridge Hospital's Psychiatry Grand Rounds, Cambridge, MA.

Blake-Beard, S.D. "Making the Most of Mentoring" (April, 2008). Invited presentation for the University of Michigan Alumni Association, Boston, MA.

Blake-Beard, S.D. "To whom much is given, much is required: Making a difference through volunteering and mentoring." (April, 2008). Invited panel presentation at the Simmons College Black Alumnae/I Symposium (The Power of Our Presence: Past, Present, and Future). Boston, MA.

Blake-Beard, S.D. "Leveraging the Power of Diversity Through Mentoring Relationships" (April, 2008). Invited presentation to IBM, Lexington, MA.

Blake-Beard, S.D. "Making the Most of Mentoring" (April, 2008). Invited presentation for the University of Utah, Salt Lake City, UT.

Blake-Beard, S.D. "Mentoring Relationships: The How To's of Making It Work." (November, 2007). Invited presentation to the University of Texas at Arlington, Arlington, TX.

Blake-Beard, S. D. "Leveraging the Power of Mentoring Across Dimension of Diversity." (September, 2007). Invited presentation to the National Library of Medicine, Bethesda, MD.

Blake-Beard, S. D. "Women at Intel Network Conference: An Opportunity to Push the Dual Agenda." (September, 2007). Invited presentation to Intel's Women at Intel Network Conference,

Blake-Beard, S.D. "Theorizing the Dynamics of Mentoring Beyond Traditional Contexts and Frameworks." (August, 2007). Distinguished speaker for symposium at the Annual Academy of Management Meeting, Philadelphia, PA.

Blake-Beard, S.D., Creary, & Krishnamurthy, G. "Shared Sisterhood?: A New and Challenging Reality of Black-Brown Relations." (August, 2007). Co-organizer for caucus at the Annual Academy of Management Meeting, Philadelphia, PA.

Blake-Beard, S.D. "Alternative Explanations of Relational Demographic Effects, Socialization and Identity Negotiation." (August, 2007). Discussant for symposium at the Annual Academy of Management Meeting, Philadelphia, PA.

Blake-Beard, S.D. "Careers 'in the Rough': Research Development Workshop." (August, 2007). Invited participation in Professional Development Workshop at the Annual Academy of Management, Philadelphia, PA.

Blake-Beard, S.D. "Hurricane Katrina: Consequences of Inaction and Mismanagement in Race-Related Public Concerns." (August, 2006). Panel presentation at the Annual Academy of Management, Atlanta, GA.

Blake-Beard, S.D., Scully, M. A., Hunt, L., LaRoche, G., Proudford, K., Turnbull, S. "The Ties that Bind and Separate Black Women: What Enables Us? What Gets in the Way?" (August, 2006). Paper presented at the Annual Academy of Management Meeting, Atlanta, GA.

Blake-Beard, S.D. "Mentoring: Exploring Dilemmas & Tactics to Deal Strategically with Duality." (August, 2006). Presentation for Professional Development Workshop, Academy of Management Annual Meeting, Atlanta, GA.

Blake-Beard, S.D. "Designing and Teaching Courses on Diversity in Organizations." (August, 2006). Presentation for Professional Development Workshop, Academy of Management Annual Meeting, Atlanta, GA.

Blake-Beard, S.D. "Rethinking, Reformulating and Redefining the Past, Present and Future of Racioethnic Scholarship." (August, 2006). Presentation for Professional Development Workshop, Academy of Management Annual Meeting, Atlanta, GA.

Blake-Beard, S.D. "Mentoring Wrap-Up Event." (July, 2006). Invited presentation to AstraZeneca African American Network (AZAAN), Wilmington, DE.

Blake-Beard, S.D. "The Power of Mentoring." (April, 2006). Moderated a panel on mentoring at the 27th Annual Simmons School of Management Leadership Conference, Boston, MA.

Blake-Beard, S.D. "Unconscious Bias: Beliefs, Experiences and Their Business Impact." (April, 2006). Invited presentation to Hewlett Packard's TSG Human Resources Face to Face Meeting, Amsterdam, The Netherlands.

Blake-Beard, S.D. "Strategic Mentoring as a Catalyst for Your Career." (February, 2006). Invited presentation to the Network for Executive Women Winter Networking Luncheon, Randolph, MA.

Blake-Beard, S.D. "Unconscious Bias: Beliefs, Experiences and Their Business Impact." (February, 2006). Webseminar sponsored by Hewlett Packard for internal employees.

Blake-Beard, S.D. "Strategic Mentoring as a Catalyst for Diversity." (January, 2006). Invited presentation to the Local Initiative Support Corporation, Boston, MA.

Blake-Beard, S.D. & David, P. "Creative Career Action Plans." (December, 2005). Webseminar sponsored by Working Mother Media and Simmons School of Management's Center for Gender in Organizations.

Blake-Beard, S.D. "Lessons in Diversity from Jane Elliot's Brown Eyes/Blue Eyes Experiment." (November, 2005). Invited lecture to the MBA Program at Howard University, Washington, D.C.

Blake-Beard, S.D. 'We've Come a Long Way: Benefits and Challenges of Mentoring Professional Women.' (November, 2005). Invited presentation to the Organizational Sciences &

Communication Department Crossroads Seminar Series. George Washington University, Washington, DC.

Blake-Beard, S.D. & Scully, M. "Tools for Institutional Change: How Bystanders Can Help Sustain More Diverse and Inclusive Organizations." (October, 2005). Invited presentation by the Center for Gender in Organizations and Third Sector New England, Boston, MA.

Blake-Beard, S.D. "Mentoring Experiences of People of Color: Lessons from Theory and Practice." (September, 2005). Invited presentation for MentorNet's "Success Through Mentoring: A Workshop on Mentoring Research and Practice" at the SACNAS National Conference, Denver, CO.

Blake-Beard, S.D. "Strategic Mentoring: Developing the Shareholders, Officers and Directors of Your Career." (September, 2005). Webseminar sponsored by Hewlett Packard for internal employees.

Blake-Beard, S.D. & Robinson, J.A. "The Many Faces of Entrepreneurial Women: Women's Entrepreneurship from Divergent Perspectives." (August, 2005). Caucus co-convenor at the Annual Academy of Management Meeting, Honolulu, HI.

Blake-Beard, S.D. & Crawley, D. "The Space Between: A Relational Approach to Understanding Quality of Care." (August, 2005). Discussant for symposium at the Annual Academy of Management Meeting, Honolulu, HI.

Blake-Beard, S.D. "Building Your Network of Support in Graduate School." (August, 2005). Invited presentation to the Gender and Diversity in Organizations Division Doctoral Consortium, Academy of Management Meeting, Honolulu, HI.

Fletcher, J., Blake-Beard, S.D. & Bailyn, L. "Practical Pushing: Creating Discursive Space in Organizational Narratives." (July, 2005). 2005 Critical Management Studies Conference, Cambridge, England.

Blake-Beard, S.D. "Creating a Career Action Plan." (July, 2005). Invited presentation to the Working Mother Media Women of Color Conference, New York, NY.

Blake-Beard, S.D. "Strategic Networking and Mentoring." (May, 2005). Invited presentation as part of the Gillette Inclusion Leadership Series. Gillette Headquarters, South Boston, MA.

Blake-Beard, S.D. "What Matters Most: Hewlett-Packard Networking Conversation." (April, 2005). Invited presentation to moderate a panel at the Hewlett-Packard Simmons Leadership Conference Network Night, Boston. MA.

Blake-Beard, S.D. "Getting the support you need: A primer for thriving in your career." (April, 2005). Invited presentation to the Women in Development 25th Anniversary Seniors Dinner, Boston, MA.

Blake-Beard, S.D. "Honing Our Leadership Skills." (April, 2005). Invited presentation for the Simmons College Black Alumnae/i Symposium: The Power of Our Presence: Past, Present, and Future, Boston, MA.

Blake-Beard, S.D. "Strategic Mentoring: Partners and Allies, Making Connections Work." (November, 2004). Presentation for the Linkage Women in Leadership Summit, Cambridge, MA.

Blake-Beard, S.D. "Mentoring Graduate Students of Color." (October, 2004). Invited presentation to the 2004 Institute on Teaching and Mentoring, Compact for Faculty Diversity, Atlanta, GA..

Blake-Beard, S. D. "Peer Mentors: The Value of Partners Beside You." (October, 2004). Invited presentation to the 2004 Institute on Teaching and Mentoring, Compact for Faculty Diversity, Atlanta, GA.

Blake-Beard, S.D. "Women's Forum: African-American Women in Corporate America Part II: A 30 Year Journey." (September, 2004). Invited moderator for panel at the National Black MBA Association's 26th Annual Conference & Exposition, Houston, TX.

Blake-Beard, S.D. "Mentoring and Coaching Across Social-Cultural Boundaries: Integrating Knowledge and Practice." (August, 2004). Presentation for Professional Development Workshop, Academy of Management Annual Meeting, New Orleans, LA.

Blake-Beard, S.D. "What Diversity Counts Most: When and Why? Does Gender Trump Race, Ethnicity, Age and Other Identities." (August, 2004). Presentation for Professional Development Workshop, Academy of Management Annual Meeting, New Orleans, LA.

Blake-Beard, S.D. and Gilson, L. "Harnessing Knowledge: Access to Skills, Relationships, and Advancement Through Mentoring Relationships." (August, 2004). Invited presentation to the Ph.D. Project Management Doctoral Students' Association Conference, New Orleans, LA.

Blake-Beard, S.D and Yvonne Harris. "Team You: The Importance of Mentoring Relationships." (July, 2004). Invited presentation to PricewaterhouseCoopers Minorities in Business Leadership Conference, New York, NY.

Blake-Beard, S.D. and Roy Weathers. "You Help Yourself When You Help Others: The Importance of Giving Back." (July, 2004). Invited presentation to PricewaterhouseCoopers Minorities in Business Leadership Conference, New York, NY.

Blake-Beard, S.D. "Building Effective Networks." (July, 2004). Invited presentation to the Northwest Arkansas Network for Executive Women Inaugural Networking Event, Springdale, AK.

Blake-Beard, S.D. "Mentoring and Sponsorship for Women of Color." (May, 2004). Invited presentation to the Women of Color Leadership Symposium and Conference. Spelman College Center for Leadership and Civic Engagement, Atlanta, GA.

Blake-Beard, S.D. "Professional Women of Color: Patterns in the Tapestry of Difference." (May, 2004). Moderator for the Best Companies for Women of Color Multicultural Town Hall—New England. Boston, MA.

Blake-Beard, S.D. "Strategic Mentoring as a Catalyst for Creating Complete Careers." (April, 2004). Invited presentation to the Society for Women Engineers, Worcester, MA.

Blake-Beard, S.D. "Strategic Mentoring: Developing the Shareholders, Directors, and Officers of Your Career." (March, 2004). Invited presentation to Goldman Sachs Women's Month Speakers Series, New York, NY.

Blake-Beard, S.D. "Strategic Power Plays: Building Effective Mentoring Relationships." (March, 2004). Invited presentation to the League of Black Women, Chicago, IL.

Blake-Beard, S.D. "The Importance of Mentoring in the Professional Development of Women Faculty." (November, 2003). Invited presentation to the ADVANCE University of Michigan Speakers Series.

Blake-Beard, S.D. "Mentoring Graduate Students of Color: Race Matters." (October, 2003). Invited presentation to the 2003 Institute on Teaching and Mentoring, Compact for Faculty Diversity, Miami, FL.

Blake-Beard, S. D. "The Importance of Mentoring for Women Faculty of Color." (October, 2003). Invited presentation to the 2003 Institute on Teaching and Mentoring, Compact for Faculty Diversity, Miami, FL.

Blake-Beard, S.D. & Korn, J.U. "We've Come a Long Way?: Benefits and Costs of Having a Female Mentor." (August, 2003). Paper presented at the Annual Academy of Management Meeting, Seattle, WA.

Blake-Beard, S.D. "From the Wings to Center-Stage: Enriching Understanding of Relationships in Organizations." (August, 2003). Discussant for symposium at the Annual Academy of Management Meeting, Seattle, WA.

Giscombe, K. & Blake-Beard, S.D. "Does Race Trump Gender? An Examination of the Mentoring Experiences of African-American Women." (August, 2003). Paper presented at the Annual Academy of Management Meeting, Seattle, WA.

Blake-Beard, S.D. "The Impact of Corporate Culture on Diversity: Women's Perspectives." (June, 2003). Invited presentation to the 2003 GMAC Annual Industry Conference, Dallas, TX.

Blake-Beard, S.D. "Mentoring Programs: There is One That Will Work for You!" (April, 2003). Invited panel presentation to The Conference Board "Women's Leadership Conference," New York, NY.

Blake-Beard, S.D. "Mentoring as a Strategic Tool." (March, 2003). Invited presentation for the College Stores of New England Super Regional Meeting & Buying Show, Mashantucket, CT .

Blake-Beard, S.D. "Mentoring Tips and Caveats for Faculty Representatives." (October, 2002). Invited presentation to the 2002 Institute on Teaching and Mentoring, Compact for Faculty Diversity, Arlington, VA.

Blake-Beard, S. D. "Mentoring During Your First Faculty Year." (October, 2002). Invited presentation to the 2002 Institute on Teaching and Mentoring, Compact for Faculty Diversity, Arlington, VA.

Blake-Beard, S.D. "Benefits and Challenges of Mentoring Across Difference." (October 2002). Invited presentation for the Society for Human Resource Management Workplace Diversity Conference, October 21-23, 2002, Chicago, IL

Blake-Beard, S.D., Scully, M. & Harbison, A. "Climbing the Ladder or Kicking it Over?: Bringing Mentoring and Class into Critical Contact." (August 2002). Paper presented at the Annual Academy of Management Meeting, Denver, CO.

Blake-Beard, S.D. "Mentoring: a Strategic Approach." (May 2002). Invited presentation to the Strategic Leadership for Women in Human Resources Program, Simmons Executive Education, Boston, MA.

Blake-Beard, S.D. "Diversity and Mentoring." (April 2002). Invited presentation to the Women's Transportation Seminar Luncheon, Boston, MA.

Blake-Beard, S. D. "Nurturing and Growing Your Cross-Race and Cross-Gender Mentoring Relationships." (October, 2001). Invited presentation to the 2001 Institute on Teaching and Mentoring, Compact for Faculty Diversity, Atlanta, GA.

Blake-Beard, S.D. "Finding a Way: Considering Outsiders Within's Paths to Career Success." (August, 2001). Discussant for symposium at the Annual Academy of Management Meeting, Washington, D.C.

Blake-Beard, S. D. "Fellowships and Scholarships in Graduate School." (August, 2001). Invited presentation to the Fifth Annual Conference for The PhD Project Management Doctoral Student Association, Washington, DC.

Blake-Beard, S. D. & McGowan, E. "Mentoring as a Bicultural Competence." (November, 2000). Invited presentation to the Interdisciplinary Committee on Organizational Studies, University of Michigan, Ann Arbor, MI.

Blake-Beard, S. D. "The Good, the Bad and the Ugly: The "Dark" Side of Mentoring." (October, 2000). Invited presentation to the 2000 Institute on Teaching and Mentoring, Compact for Faculty Diversity, Orlando, FL.

Blake-Beard, S. D. & McGowan, E. "Reflections On: Our Research on Mentoring, Our Relationship as a Mentoring Pair." (August, 2000). Paper presented at the Annual Academy of Management Meeting, Toronto, CA.

Blake-Beard, S. D. "All the Right Pieces: Putting Together Your Job Market Packet." (August, 2000). Invited presentation to the Fourth Annual Conference for The PhD Project Management Doctoral Student Association, Toronto, CA.

Blake-Beard, S.D. & McGowan, E. "Insights from Multiple Perspectives: Mentor and Protégé Reflections on a Formal High School Mentoring Program." (April, 2000). Paper presented at the American Educational Research Association National Conference, New Orleans, LA.

Blake-Beard, S. D. "Mentoring Across Difference." (March, 2000). Invited presentation at the 132nd Annual Conference of the American Association of School Administrators, San Francisco, CA.

Blake-Beard, S.D. "Strategic Mentoring as a Catalyst for African Americans in the Corporate Sector," (November, 1999). Paper presented at the Stanford University Conference on Race, Palo Alto, CA.

Blake-Beard, S. D. "Strategic Mentoring as a Tool for Professional and Personal Development," (October, 1999). Invited presentation at the 1999 Institute on Teaching and Mentoring, Compact for Faculty Diversity, New Orleans, LA.

Blake-Beard, S.D. & Smith, C. "Formal Mentoring Programs as Strategic Initiatives for Change," (August, 1999). Paper presented at the Academy of Management Meeting, Chicago, IL.

Blake, S. D. "Nurturing Mentoring Relationships During the Doctoral Student Experience," (August, 1999). Invited presentation to the Third Annual Conference for The PhD Project Management Doctoral Student Association, Chicago, IL.

Proudford, K.L., Blake-Beard, S.D., Brown, S. & Chase-Vaughn, G. "Repairing 'Faultlines': A Structured Dialogue Workshop for Diffusing Sister-Tension," (June, 1999). Workshop presented at the 2nd National and International "Black Women in the Academy II: Service and Leadership" Conference, Washington, D.C.

Blake, S.D. "Mentoring Relationships in Organizations," (October, 1998). Invited presentation at the 1998 Institute on Teaching and Mentoring, Compact for Faculty Diversity, San Diego, CA.

Blake, S.D. "An Investigation of Cross-Gender Mentoring: Lessons from the Harvard Graduate School of Education's Urban Superintendents Program," (March, 1998). Invited presentation at the MIT Sloan OSG Seminar Series, Cambridge, MA.

Blake, S.D. "Preparing for Change: Mentoring as a Tool to Enable Student Success," (March, 1998). Invited presentation at the Principals' Center Institute, Leadership for Our Racially Changing Environment and Its Impact on Student Achievement, Cambridge, MA.

Blake, S.D. "Lessons on Mentoring From the River: One Rafting Survivor's Insights," (October, 1997). Invited presentation at the 18th Annual "Seven Sister" Colleges Alumnae Seminar on Relationships, New Canaan, CT.

Blake, S. D. "Mentoring Relationships as an Antidote to the Glass Ceiling: Lessons for African-Americans in the Corporate Sector," (September 1996). Invited presentation at the 18th Annual National Black MBA Association Conference, New Orleans, LA.

Blake, S. D., Cox, T. H. & Dreher, G. F. "The Costs of Living as an Outsider Within: An Analysis of the Mentoring Relationships and Career Success of Black and White Women in the Corporate Sector," (August, 1996). Paper presented at the Annual Academy of Management Meeting, Cincinnati, OH.

Blake, S. D. "Mentoring and Power: Strategies for Women in Organizations," (September, 1995). Invited presentation at the Center for Education for Women, University of Michigan, Ann Arbor, MI.

Blake, S. D., Cox, T. H. & Dreher, G. F. "Mentoring as a Transformational Process for Career Success: A Study of Possible Moderator Effects of Demographic Diversity," (August, 1995). Paper presented at the Annual Academy of Management Meeting, Vancouver, British Columbia.

Blake, S. D. "At the Crossroads of Race and Gender: Lessons From the Mentoring Experiences of Professional Black Women," (August, 1995). Paper presented at the Annual Academy of Management Meeting, Vancouver, British Columbia.

Blake, S. D. "Mentoring as a Dyadic Power Relationship: Implications for Men and Women in Organizations," (July, 1995). Paper presented at the 12th European Group for Organizational Studies Colloquium, Istanbul, Turkey.

Blake, S. D. & Davidson, A. "Diversity as a Catalyst for a New Paradigm of Mentoring: Organizational Groups as a Provider of Mentoring Functions in the Academic and Corporate Sectors," (April, 1995). Paper presented at the Diversity in Mentoring Conference, San Antonio, TX.

Blake, S. D. "Telling It Like It Is: Black Women's Mentoring Experiences in the Corporate Sector," (March 1995). Paper presented at the University of Michigan's Fifth Annual Graduate/Professional Student Multidisciplinary Conference, Ann Arbor, MI.

Blake, S. D. & Charles, R. "Mentoring Within the Organizational Setting: Organizational Groups as Mentor," (August, 1994). Paper presented at the Second International Federation of Scholarly Associations of Management, Dallas, TX.

Blake, S. D. & Hayes, E. L. "The Black Student Psychological Association: Successfully Navigating the Graduate School Process," (August, 1993). Paper presented at the American Psychological Association Annual Convention, Toronto, Canada.

Harquail, C. V. & Blake, S. D. "Un-Masking Mentor, Reclaiming Athena: Insights on Mentoring Relationships for Heterogeneous Organizations," (June, 1993). Paper presented at the Annual Standing Conference on Organizational Symbolism, Barcelona, Spain.

Blake, S. D. "The Role of Mentoring in Implementing Workforce 2000," (March, 1993). Paper presented at the Annual I/O Psychology and Organizational Behavior Graduate Student Conference, Toronto, Canada.

Blake, S. D. "Mentoring and Workforce 2000," (February, 1993). Paper presented at the Annual SCOR Conference, Ann Arbor, MI.

Blake, S. D. "The Role of Emotion in the Managing Cultural Diversity Research," (August, 1992). Paper presented at the Annual Meeting of the Academy of Management, Las Vegas, NV.

Blake, S. D. & Cox, T. H. "Managing Cultural Diversity," (August, 1991). Paper presented at the Annual Conference for the Association of Black Psychologists, New Orleans, LA.

Blake, S. D. "Mentoring Relationships in the Organizational Setting," (June, 1991). Paper presented at the National Black Graduate Student Conference, Berkeley, CA.

Kirby, D. and Blake, S. D. "Recruiting and Retaining Graduate Students of Color," (March, 1991). Workshop presented at 9th Annual Women of Color Career Conference, Ann Arbor, MI.

CONSULTATIONS:

AstraZeneca
The American Bar Association
Forté Foundation
Bank of America
The Federal Reserve Bank of New York
Cisco
Infosys (India)
Deloitte & Touche (India)
Intel
PricewaterhouseCoopers
Goldman Sachs
The Executive Leadership Council
The Partnership Inc.
Boston Public Schools
Boston University School of Public Health
Police Executive Research Forum

Amherst Massachusetts Police Department
Lynchburg Virginia Police Department
The Robert Toigo Foundation
Pepsico
Verizon
Time Warner
EMC
MASSPORT
Brigham and Women Hospital
Massachusetts General Hospital
Harvard Pilgrim Health Care
Jobs for the Future
The Boston Law Firm
Chase Manhattan Bank
JPMorgan Partners
Swissotel Management Training Task Force
BBN Technologies
Sponsors for Educational Opportunity (SEO)
New Leaders for New Schools (NLNS)
Massachusetts Association of Financial Aid Administrators
Massachusetts Institute of Technology
Mount Saint Mary's University
University of Utah
University of Texas
University of Connecticut
Connecticut College Department of Women Studies
Harvard University Faculty of Arts and Science
Harvard University Law School
Harvard University Divinity School
Harvard University Kennedy School
Harvard University Graduate School of Education
Harvard University Programs in Professional Education
Harvard University Center for Training and Development
Harvard University Urban Superintendents Program
Simmons School of Management Executive Education
UCLA Executive Education
Tuck (Dartmouth) Executive Education

PROFESSIONAL ACTIVITIES:

Board of Governors Representative, Academy of Management, 2016-2019.

Advisory Council Member, Marie Fielder Center for Democracy, Leadership and Education,
Fielding Graduate University, 2015-2017.

Member, Delta Sigma Theta Sorority National Institutional Research Task Force, 2015-2017

Past Division Chair, Academy of Management's Gender and Diversity in Organizations Division,
2014-2015.

Division Chair, Academy of Management's Gender and Diversity in Organizations Division, 2013-
2014.

Division Chair Elect, Academy of Management's Gender and Diversity in Organizations Division, 2012-2013.

Member, Advisory Committee for NSF Funded Project "(OURS— Increasing the Presence of Women of Color in STEM Fields), The Chicago School of Professional Psychology, 2012-2015.

Member, National Advisory Board, Teen Voices, 2011-2014.

Assistant to the Dean, Business Advisory Council, Simmons College, School of Management, 2011-present.

Chair, Program (Sessions and Symposia), Academy of Management's Gender and Diversity in Organizations Division, 2011-2012.

Chair, MBA Program Review Task Force, Simmons College, School of Management, 2011-2012.

Chair, Professional Development Workshops, Academy of Management's Gender and Diversity in Organizations Division, 2010-2011.

Advisor, Women of Color Research, Catalyst, 2010-present.

Member, Cambridge Police Department Review Committee, 2009-2010.

Advisory Board Member, Harvard Medical School Office for Diversity and Community Partnership's Center for the Study of Diversity in Science, 2008-present.

Member, Academic Editorial Board, *Business Journal of Hispanic Research*, 2007-2011.

Executive Board Member, Academy of Management, Gender and Diversity in Organizations Division, 2005-2008.

Member, Board of Directors, Women Express/Teen Voices, 2005-2011.

Chair, Academy of Management, Dorothy Harlow Award for the Gender and Diversity in Organizations Division, 2005, 2007

Faculty Member, Harvard Business School Leadership Development Program for the National Association of Black Accountants, July 2003.

Member, Advisory Board, MentorNet, the E-Mentoring Network for Women in Engineering and Science, 2003-2006.

Member, Advisory Board, The Conference Board Women's Leadership Conference 2003, 2004, 2008.

Member, Advisory Board, The Diversity Pipeline, 2003-2007.

Member, Advisory Committee, Essence Magazine Survey of Best Companies for African-American Women to Work, 2002.

Executive Board Member, Academy of Management, Careers Division, 2001-2004.

Chair, Academy of Management, Best Dissertation Award for the Gender and Diversity in Organizations Division, 2001.

Co-Chair, Academy of Management, Gender and Diversity in Organizations Doctoral Consortium, 2000, 2007, 2008.

Chair, Academy of Management Mentoring Committee, 2000-2001.

Co-Chair, Academy of Management Mentoring Committee, 1998-2000.

Executive Board Member, Academy of Management, Gender and Diversity in Organizations Division, 1998-2001.

Board Member, American Educational Research Association, Committee on the Role and Status of Women in Research and Development, 2000-2002.

Member, MentorNet Advisory Group on Research, Evaluation, and Dissemination, 2000-2003.

Board Member, Peace Games, 1997-present.

Advisory Committee Member, Jobs for the Future, 1997-present.

Ad-Hoc Reviewer, *American Educational Research Journal*, 1999.

Ad-Hoc Reviewer, *Academy of Management Review*, 1998.

Ad-Hoc Reviewer, *Group & Organization Management*, 2001, 2005, 2008.

Associate Editor, Academy of Management Careers Division Newsletter, 1994-1997.

Reviewer, Academy of Management Career Division, 1994-1998.

Reviewer, Academy of Management Women in Management Division, 1995-1998.

Reviewer, American Educational Research Association, 1997.

Faculty Member, Harvard University Leadership Development Program, 2000-present.

Faculty Member, Harvard University Divinity School Program, 1998.

Faculty Member, Harvard University Managing Development Program, 1997- 2002.

Faculty Member, Smith College Management Programs, 1997.

Facilitator, Harvard University Urban Superintendents Program, 1996-2006.

MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS:

Academy of Management
American Association of University Women