

CURRICULUM VITAE
STACY D. BLAKE-BEARD
stacy.blakebeard@tuck.dartmouth.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:

- 2022 Dartmouth College
Tuck School of Business
Clinical Professor, Business Administration
- 2020 Dartmouth College
Tuck School of Business
Visiting Professor, Business Administration
- 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:

PEER REVIEW JOURNAL ARTICLES

Kroll, J., Blake-Beard, S., O'Neill, R. M. (2022). Women's Ways of Mentoring: Peer Group Mentorship as a Meaningful Developmental Experience. **Mentoring & Tutoring: Partnership in Learning, 30(5), 634-653.**

Shapiro, M., Rivera-Beckstrom, M., Ingols, C., Blake-Beard, S., Gao, L., O'Neill, R. M., Van Dam, E. (2022). What's power got to do with it? Seeking gender-equity in organizations

through male ally initiatives. **Advancing Women in Leadership**, 41, 1-12.

Ingols, C., Shapiro, M., & Blake-Beard, S. (2020). Leaders' "Voices" during the COVID-19 Pandemic: What Can We Learn? **American Academy of Business Journal**, 1, 28-31.

Blake-Beard, S., Shapiro, M., & Ingols, C. (2020). Feminine? Masculine? Androgynous leadership as a necessity in COVID-19. **Gender in Management: An International Journal**. Special Issue on Gender and COVID-19, 35(7/8), 607-617.

Kroll, J., Blake-Beard, S., & McMillian-Roberts, K. (2020). An exploration of the peer group mentoring experiences of university female basketball athletes. **Mentoring & Tutoring: Partnership in Learning**, 28, 229-252.

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.

Blake-Beard, S.D. (2009). "Mentoring as a bridge to understanding cultural differences." **Adult**

Learning, 20(1&2), 14-18.

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.

O'Neill, 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). "Taking a hard look at formal mentoring programs: A consideration of potential challenges facing women." **Journal of Management Development**, 20(4), 331-345.

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

CO-EDITED BOOKS

Murrell, A. J. & Blake-Beard, S.D. (2017). **Mentoring diverse leaders: Creating change for people, processes, and paradigms**. New York, NY: Routledge.

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

BOOK CHAPTERS, CASES AND REPORTS

Blake-Beard, S., Roberts, L.M., Edgehill, B., & Washington, E. F. (2018). Feeling connected: The importance of engagement, authenticity and relationship in the careers of diverse professionals. In Laura Morgan Roberts, Anthony Mayo, David Thomas (Eds), **Race, Work and Leadership: New Perspectives on the Black Experience**. Boston, MA: Harvard Business School Press.

Ajoe, N.N., Blake-Beard, Deramo, M.C., Guthrie, B.J., Kenney, K., Muller, C.B., Rinehart, J. & Vican, S. (2018). **Improving Institutional Commitment for the Success of Academic Women of Color Through Focused Conferences**. Proceedings of the ASEE Annual Conference & Exposition, p. 1-17.

O'Neill, R., Roberts, L. M., Blake-Beard, S., Blockson, L. (2017). Leading Change Through Unprecedented Times: Nancy Sims and the Robert A. Toigo Foundation (Teaching Note). **Case Research Journal**.

O'Neill, R., Morgan Roberts, L., Blake-Beard, S., Blockson, L. (2016). Leading Change Through Unprecedented Times: Nancy Sims and the Robert A. Toigo Foundation (Case). **Case Research Journal**, 36(4).

Blake-Beard, S. (2015). Confronting paradox: Exploring mentoring relationships as a catalyst for understanding the strength and resilience 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., Murrell, A., Krothapalli, V., Halem, J., & Kweder, M. (2015). Mentoring as a connecting competency builder: Examining POS as a catalyst for mentoring across dimensions of

diversity. In Laura Morgan Roberts, Lynn Wooten, Martin Davidson (Eds.), **Positive Organizing in a Global Society**. New York, NY: Routledge.

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. (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.

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.

Non-Refereed Articles

Blake-Beard, S., Shapiro, M., & Ingols, C. (2021). A model for strengthening mentors: Frames and practices. **International Journal of Environmental Research and Public Health**,<https://doi.org/10.3390/ijerph18126465>

Murrell, A.J., Blake-Beard, S. & Porter Jr., D. M. (2021). The importance of peer-mentoring, identity work, and holding environments: A study of African American Leadership Development. **International Journal of Environmental Research and Public Health**, 18(9), 4920; <https://doi.org/10.3390/ijerph18094920>

Giscombe, K. & Blake-Beard, S. (2017). Intersectionality: Directions and applications for business organizations. **Academy of Management Proceedings**. Vol 2015 (No. 1), <https://journals.aom.org/doi/10.5465/ambpp.2015.15837symposium>

Arora, R., O'Neill, R., Blake-Beard, S., Rangnekar, S. (2017). Moderating Role of Gender Composition on Supervisory Mentoring and Career Commitment Relationship, **Academy of Management Proceedings**, Atlanta, Georgia.

AWARDS AND HONORS:

Boston Museum of Fine Arts, Board of Advisors, 2017-2019.
Deloitte Ellen Gabriel Endowed Chair of Women and Leadership, 2016.

Academy of Management Board of Governors, 2016-2019.
Chusmir Distinguished Service Award, Gender and Diversity in Organizations Division, 2015
Fulbright Award, 2010-2011
The Compact for Faculty Diversity Award for Distinguished Service, 2007, 2017
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.
National Science Foundation Graduate Research Fellowship, 1990-1993.
Ford Foundation Pre-Doctoral Fellowship (deferred to accept NSF), 1990.
University of Michigan Rackham Merit Fellow, 1989-1990, 1994-1996.

TEACHING EXPERIENCE:

Clinical Professor, Managing Organizations; Mentoring, Sponsorship and Other Developmental Relationships

Tuck School of Business, Dartmouth College (2022-2023)

Visiting Professor, Managing Organizations

Tuck School of Business, Dartmouth College (2020-2022)

Professor, Health Care Leadership and Change School of Business, Simmons University (2019-2020)

Visiting Professor, Leadership through Group Processes: Navigating Group Dynamics Vedula Scholars Programme for Women, New Delhi, India (2016, 2017)

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)

PRESENTATIONS:

Blake-Beard, S.D. "Mentoring: Leadership in a Multicultural Context." (November, 2022).
Invited webinar presenter for the Multicultural Mentoring Series for the International Mentoring Association.

Blake-Beard, S.D. "Impact of Mentoring as a DEIJB Initiative." (October, 2022).
Invited speaker for the 2022 Institute on Teaching and Mentoring for Southern Regional Education Board (SREB).

Blake-Beard, S.D. "Creating and Leveraging Mentoring Relationships in a Time of Change."

(August, 2020). Invited webinar presenter for Head Start, Webinar.

Blake-Beard, S.D. "Complexifying and Simplifying at the Same Time: Intersectionality as a Lens to Understand Mentoring." (September 2019). Invited speaker for the 2019 NSF Minority Faculty Development Workshop. Cambridge, MA.

Blake-Beard, S.D. "Central Questions and Evolving Answers: A Conversation on the Dilemmas and Opportunities in Mentoring Research." (October, 2017). 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, Peppertpike, 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., 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. "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. "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, "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. "Mentoring as a catalyst for working effectively across difference."(January, 2012). Invited presentation to MASSPORT, Boston, MA.

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.

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. "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. "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. "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. "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 ComunindadMujer. Santiago, Chile.

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. "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. "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. "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. "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 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. "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. "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.

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

CONSULTATIONS:

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| AstraZeneca | Massachusetts Institute of Technology |
| The American Bar Association | University of Utah |
| Forté Foundation | University of Texas |
| Bank of America | University of Connecticut |
| The Federal Reserve Bank of New York | University of California Los Angeles |
| Cisco | Harvard University Law School |
| Infosys (India) | Harvard University Divinity School |
| Deloitte & Touche (India) | Harvard University Kennedy School |
| Intel | UCLA Executive Education |
| PricewaterhouseCoopers | Tuck (Dartmouth) Executive Education |
| Goldman Sachs | Boston Public Schools |
| The Executive Leadership Council | Brigham and Women Hospital |
| Head Start | Wharton (University of Pennsylvania) |

PROFESSIONAL ACTIVITIES:

Advisory Council Member, Marie Fielder Center for Democracy, Leadership and Education, Fielding Graduate University, 2015-2022.
Board of Governors Representative, Academy of Management, 2016-2019.
Member, Delta Sigma Theta Sorority National Institutional Research Task Force, 2015-2017

MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS:

Academy of Management
American Association of University Women
Fulbright Scholar Program
Management Faculty of Color Association
Society of Senior Ford Fellows
Beta Gamma Sigma –The International Business Honor Society
Delta Sigma Theta Sorority Inc.