

Erin M. Reid

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EDUCATION

Harvard University, United States

Ph.D. Candidate, Organizational Behavior and Sociology, 2012 (expected)

- Dissertation: "Is the Ideal Worker Still Real? Sources and Consequences of Men's Professional Identities"
- Finalist, INFORMS/*Organization Science* Dissertation Proposal Competition, 2010
- Committee: Robin J. Ely (Chair), Peter V. Marsden, Michel Anteby

Harvard University, United States

A.M., Sociology, 2009

Queen's University, Canada

M.Sc., Organizational Behavior, 2004

McMaster University, Canada

B.Comm., Distinction, 2003

RESEARCH INTERESTS

Gender, organizations, identity, institutions, social change, sustainability, research methods

PUBLICATIONS

Refereed Publications

Reid, Erin M. 2011. "Passing as Superman: The Ideal Worker and Men's Professional Identities." In Leslie A. Toombs (Ed.), *Best Paper Proceedings of the Seventy-First Academy of Management*.

- Emerald Best Student Paper Award, GDO Division, Academy of Management, 2011

Reid, Erin M., and Michael W. Toffel. 2009. "Responding to Public and Private Politics: Corporate Disclosure of Climate Change Strategies." *Strategic Management Journal*, 30(11):1157-1178.

- Media coverage: *Stanford Social Innovation Review* (Winter, 2010); Network For Business Sustainability (November, 2009); *HBS Working Knowledge* (June 9, 2009); *The Michigan Daily* (March 17, 2009).

Tucker, Sean, Nick Turner, Julian Barling, Erin M. Reid, and Cecilia Elving. 2006. "Apologies and Transformational Leadership." *Journal of Business Ethics*, 63(2):195-207.

Other Publications

Reid, Erin M. Forthcoming. "Doing Gender." In Vicky Smith (Ed.), *Sociology of Work: An Encyclopedia*. Sage Publications.

PAPERS UNDER REVIEW

Ramarajan, Lakshmi and Erin M. Reid (equal authorship). "Collapsing the Myth of Separate Worlds: How Organizations Shape Workers' Non-Work Identities." Revise and resubmit, *Academy of Management Review*.

PAPERS IN PROGRESS

Reid, Erin M. "Passing as Superman: Men and the Ideal Worker Image." *Dissertation chapter*. Manuscript in preparation for journal submission.

Reid, Erin M. "When Prestige trumps Money: Masculinity, Family Structure, and Men's Work Identities." *Dissertation chapter*. Manuscript in preparation for journal submission.

Reid, Erin M. "Organizations and the Ideal Worker Image." *Dissertation chapter*. Data analysis completed, writing in progress.

Ely, Robin, Irene Padavic, Erin M. Reid and Spela Trefalt. "Gender and the Long-Hours Work Culture: Observations from a Professional-Services Firm." Data collection completed, analysis underway.

Reid, Erin M. "Is the Ideal Worker Still Real? New Directions for Organizational Research." Manuscript in preparation for journal submission.

Reid, Erin M. and Megan Holland. "Race, Gender and Identity Considerations in Qualitative Interviews." Theoretical work in progress.

Reid, Erin M. "Welfare states and the composition of the maternal labor pool." Manuscript in preparation for journal submission.

AWARDS AND HONOURS

- Emerald Best Student Paper Award, GDO Division, Academy of Management, 2011
- Harvard University Graduate Society Dissertation Completion Fellowship, 2011-2012
- INFORMS/*Organization Science* Dissertation Proposal Competition Finalist, 2010
- Outstanding Reviewer Award, GDO Division, Academy of Management, 2009
- Nominee, Aage B. Sorensen Memorial Award for most Outstanding Research Paper in Sociology, Harvard University, 2009
- Distinction, Ph.D. Qualifying Paper, Harvard University, 2009
- GDO Doctoral Consortium Participant, Academy of Management, 2008

- Wyss Fellowship, Harvard Business School, 2006-11
- Social Sciences and Humanities Research Council Doctoral Fellowship (\$20,000/yr), 2006-10
- Canada Graduate Scholarship (\$35,000/yr), 2006-2009 (declined due to funding restrictions)
- Ontario Graduate Scholarship (\$15,000), 2004 & 2006 (declined due to funding restrictions)
- Queen's School of Business Scholarship, 2003

Undergraduate awards received at McMaster University:

- Hamilton Industrial Award, 2002
- Senate Scholarship, 2001
- Harry Lyman Hooker Award, 2000
- Woodstock Hall Residence Scholarship, 2000
- Dean's Honor List, 2000-02

PRESENTATIONS

“In Search of Superman: The Ideal Worker and Men's Professional Identities”

- Work, Organizations and Markets Seminar, Harvard University, October 2011.
- Academy of Management Meeting, San Antonio, TX, August 2011 (selected for *Best Paper Proceedings*)
- Eastern Sociological Society Annual Meeting, Philadelphia, PA, February 2011.
- Work, Organizations and Markets Seminar, Harvard University, December 2010.

“The interaction of work and non-work identities.”

- In, “*So, What Do You Do?*” *Professional Identity Content and Process*. Symposium [Organizers: David M. Sluss, Heather C. Vough and Spencer Harrison], Academy of Management Meeting, San Antonio, TX, August 2011.

“Is the Ideal Worker Still Real? Sources and Consequences of Men's Professional Identities.”

- *INFORMS/Organization Science Dissertation Proposal Competition*, Austin, TX, November 2010.
- Work, Organizations and Markets Seminar, Harvard University, March 2010.

“Responding to Public and Private Politics: Corporate Disclosure of Climate Change Strategies.”

- In *Corporate Environmental Sustainability: New Theoretical and Empirical Insights*. Symposium [Organizer: Erin Reid], Academy of Management Meeting, Chicago, IL, August 2009.
- Alliance for Research on Corporate Sustainability, University of Michigan, May 2009.

“Opting in, still losing out: State policy and mothers' employment.”

- Academy of Management Meeting, Chicago, IL, August 2009.
- Work, Organizations and Markets Seminar, Harvard University, March 2009.

TEACHING

Teaching Interests: organizational behavior, organizational theory, leadership, gender and diversity, corporate sustainability, and research methods

Senior Thesis Advising, Harvard University Sociology Department, 2010-2012

Teaching Fellow, Harvard University Sociology Department, 2008-09

- Course: *Leadership & Organizations*, Prof. David Ager

Facilitator, Women's Leadership Forum, Harvard Business School Executive Education, 2007 & 2008.

Teaching Assistant, Queen's School of Business, Queen's University, 2003-2004

- Executive MBA and undergraduate courses in Organizational Behaviour

Teaching Assistant, Michael G. DeGroot School of Business, McMaster University, 2001-2002

- Undergraduate courses in Management Science and Finance

Tutor, Hamilton-Wentworth Catholic District School Board, 2001- 2002

PROFESSIONAL ACTIVITY

Service: Symposium Organizer, Academy of Management Meeting, Chicago, IL, August 2009
 Session Chair, Academy of Management Meeting, Chicago, IL, August 2009
 Coordinator, Work, Organizations and Markets Seminar, Harvard University, 2008-09
 Doctoral Student Mentor, Harvard Business School, 2007-08
 Doctoral Student Orientation Co-Leader, 2007

Reviewing: *Social Forces, Organization Studies, Gender & Society, Journal of Management Inquiry*
 INFORMS/Organization Science Dissertation Proposal Competition
 Academy of Management: All-Academy, GDO, OMT, 2008–present

Affiliations: Academy of Management
 Eastern Sociological Society

PREVIOUS EMPLOYMENT

Intergovernmental Relations Policy Analyst, Human Resources and Skills Development Canada, Government of Canada, 2005-2006

Research Analyst, TNS Canadian Facts – Social and Policy Research, 2004- 2005

Editorial Office Manager, *Journal of Occupational Health Psychology*, 2003-2004

OTHER

Citizenship: Canadian

Languages: English, French*

* Completed *Perfectionnement* (highest level in French language studies), French Language Summer Bursary Program, Université Sainte-Anne, Nova Scotia, 2002

REFERENCES

Robin J. Ely (Chair)
Warren Alpert Professor of Business Administration
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Telephone: 617-495-6442; Email: rely@hbs.edu

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Associate Professor of Business Administration
Harvard Business School
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Telephone: 617-496-3756; Email: manteby@hbs.edu

Peter V. Marsden
Edith and Benjamin Geisinger Professor of Sociology
Dean of Social Science, and Harvard College Professor
Harvard University
630 William James Hall
33 Kirkland Street
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Telephone: 617-495-3823; Email: pvm@wjh.harvard.edu