JAMIE JOCELYN LADGE, PH.D.
Professor, Management and Organization
Carroll School of Management
Boston College
426B Fulton Hall
Chestnut Hill, MA 02467
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ACADEMIC AND EDITORIAL APPOINTMENTS

Boston College, Carroll School of Management

- Professor, 2024-
- Faculty Partner, Boston College Center for Work and Family

Northeastern University, D'Amore-McKim School of Business in Management and Organizational Development Group

- Professor, 2023-2024
- Management and Organizational Development Group Chair, 2021-2024
- Associate Professor, 2014-2023; Patrick F. & Helen C. Walsh Research Professor, 2018- 2020
- Assistant Professor, 2008-2014

University of Exeter, Exeter Business School, Distinguished Research Professor, 2019-2024

EDUCATION

Ph.D.	Boston College, Wallace E. Carroll School of Management, Chestnut Hill, MA Management and Organization Studies, 2008
M.S.	Boston College, Wallace E. Carroll School of Management, Chestnut Hill, MA Organization Studies, 2006
B.S.	Babson College, Babson Park, MA (Management Information Systems) 1995

RESEARCH INTERESTS

Work/life integration and employee well-being; Diversity, equity, and inclusion in the workplace; Identity; Careers; Qualitative research methods

ACADEMIC AWARDS AND HONORS

2024	Distinguished Winner of the Responsible Research in Management Award (with Gabriel, Little, MacGowan and Stillwell)
2024	Nominated for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research (with Gabriel, Little, MacGowan and Stillwell)
2024	Honorary Professor, University of Exeter Business School
2022	Sucheta Nadkarni Award for Outstanding Publication on Women Executive Leadership (with Smith, Baskerville Watkins and Carlton).

2022	SIOP Small Grant Award (with Gabriel, MacGowan and Stillwell)
2021	Winner of the Teaching Innovation Award, D'Amore-McKim School of Business, Northeastern University
	Recipient of Summer Research Award, D'Amore-McKim School of Business, Northeastern University
2020	Recipient of Saroj Parasuraman Outstanding Publication Award, Academy of - Management, Gender and Diversity in Organizations Division
	Finalist for the Best Published Paper Award, Academy of Management, Careers Division
	Recipient of Summer Research Award, D'Amore-McKim School of Business, Northeastern University
2018	Patrick F. & Helen C. Walsh Research Professorship (2018-2020)
	Finalist, Rosabeth Moss Kanter Award for Excellence in Work-Family Research (top 5 finalist out of 2500 papers reviewed across 83 English language journals) (with Sawyer and Thoroughgood)
	Arnon Reichers Best Paper Award, Careers Division of Academy of Management (with Sugiyama and Sasser-Modestino)
	Recipient of Summer Research Award, D'Amore-McKim School of Business, Northeastern University
2017	Recipient of Summer Research Award, D'Amore-McKim School of Business, Northeastern University
2015	Nominated for Excellence in Teaching, Northeastern University
	Recipient of Summer Research Award, D'Amore-McKim School of Business, Northeastern University
2013	Recipient of Summer Research Award, D'Amore-McKim School of Business, Northeastern University
2009	Recipient of Sage Dissertation Award, Gender and Diversity in Organizations Division, Academy of Management
2007-2008	Recipient of Boston College's Organization Studies Department dissertation completion fellowship, $31,000
	Fellow, Boston College Center for Work and Family
	Best Student Paper Award Nominee, Careers Division, Academy of Management
	Best Reviewer Award, Career Division, Academy of Management
2006	Recipient of Boston College's Donald J. White Award for Excellence in Teaching

Best Student Paper Award, Careers Division of the Academy of Management

2005 Best Student Paper Award, Careers Division of the Academy of Management

BOOK

Ladge, J.J. & Greenberg, D. (2019). Maternal Optimism: Forging Positive Paths through Work and Family, ***Oxford University Press***, New York, NY. (also available in audio)

Book Reviews: Gloor, J. ***Academy of Management Learning and Education***, May, 2021 (online first). https://journals.aom.org/toc/amle/0/ja

Book Reviews: Lobene, E. ***Personnel Psychology***, October 15, 2020 (online first). https://onlinelibrary.wiley.com/doi/10.1111/peps.12425

Choice Book Reviews, Association of College and Research Libraries (2019): "*An Essential Text for any Working Woman...*"

Press: Fast company; Harvard Business Review; NPR; Today; Psychology Today; Guardian
Podcasts: Harvard Business Review Women at Work; Wharton Business Radio

REFEREED PUBLICATIONS (Note: * equal contribution; † Graduate student/Ph.D/Post-doc advisee)

1. Vongswasdi, P., de Groote, J., Heinrich, J.† & **Ladge**, J.J. (2024). Beyond the prototype: Unpacking intersectional identity and image work of female minority founders in startup contexts. ***Journal of Applied Psychology*** (*In Press*).

2. Kossek, E.E., **Ladge**, J.J., Little, L., Lewin-Loyd, D., Tinsley, C., & Washington, L. (2024). Introduction to the special issue on allyship and advocacy for underrepresented individuals in organizations. ***Organizational Behavior and Human Decision Processes***, *(In Press).* https://www.sciencedirect.com/science/article/pii/S0749597824000281

3. Sugiyama, K.,† **Ladge***, J.J. & Dokko*, G. (2024). Stable anchors and dynamic evolution: A paradox theory of career identity maintenance and change. ***Academy of Management Review***, 49(1): 135-154.https://doi.org/10.5465/amr.2020.0351

   Media Coverage: Featured in AMR Origins
   AMR Origins Series - Episode 43 - Sugiyama, Ladge and Dokko (youtube.com)

4. Gatrell, C., **Ladge**, J.J. & Powell, G.N. (2023). Profane Pregnant Bodies Versus Sacred Organizational Systems: How Pregnancy Discrimination at Work Persists, ***Journal of Business Ethics***, *In Press.* https://doi.org/10.1007/s10551-023-05518-6

5. Gabriel, A., **Ladge**, J. & Little, LM., MacGowan, R., & Stillwell, E. (2023). Sensemaking through the storm: How post-partum depression shapes personal and work family narratives. ***Journal of Applied Psychology,*** 108 (12): 1903–1923. https://doi.org/10.1037/apl0001125

   ****FEATURED ARTICLE****
   ****Winner of the RRBM Awards (2024)****
   ****Nominated for the Rosabeth Moss Kanter Award (2024)****

6. Sugiyama, K.,† **Ladge, J.J.**, Bilimoria, D. (2023). Calling oneself and others in: Brokering identities in diversity training, ***Academy of Management Journal***, 66(6): 1681-1710. https://doi.org/10.5465/amj.2020.1579

   Media Coverage: Featured in AOM Insights

7. Hennekam*, S. & **Ladge*** J.J. Free to be me? (2023). Evolving gender expression and the dynamic interplay between authenticity and the desire to be accepted at work, ***Academy of Management Journal***, 66(5): 1529 - 1553. https://doi.org/10.5465/amj.2020.1308

   Media Coverage: Phys.org; HR Grapevine; Featured in AOM Insights

8. Gabriel, A., Allen, T.D., Devers, C.E., Eby, L.T., Gilson, L.L., Hebl, M., Kehoe, R, R., King, E.B., **Ladge**, J.J., Little, L.M., Schleicher, D.J., Shockley, K.M., Klotz, A.C., Rosen. C.C. & Yi Ou, A. (2023). A Call to Action: Taking the Untenable out of Women Professors' Pregnancy, Postpartum, and Caregiving Demands. ***Industrial Organizational Psychology: Perspectives on Science and Practice***, 16(2): 187-210. https://doi.org/10.1017/iop.2022.111

9. Gatrell, C., **Ladge**, J.J. & Powell, G.N. (2022). A Review of Fatherhood and Employment: Introducing New Perspectives for Management Research. ***Journal of Management Studies***, *59*(5), 1198-1226. https://doi.org/10.1111/joms.12771

10. Hennekam, S. & **Ladge**, J.J., Powell, G.N. (2021). Confinement during the covid-19 pandemic: How work-life shock events may result in positive identity change, ***Journal of Vocational Behavior,*** *In Press.* https://doi.org/10.1016/j.jvb.2021.103621

11. Hennekam, S.* **Ladge**, J.J.* & Shymko, Y.* (2020). From Zero to Hero: An Exploratory Study Examining Sudden Hero Status Among Non-Physician Healthcare Workers During the COVID-19 Pandemic, ***Journal of Applied Psychology***, 105(10): 1088-1100. https://doi.org/10.1037/apl0000832

    Media coverage: Business Leader, Exeter Business School, Heart South West News Radio, UK, NU News

12. Masterson, C. Sugiyama, K.† & **Ladge**, J.J. (2020). The Value of 21st Century Work-Family Supports: A Review and Cross-level Path Forward. ***Journal of Organizational Behavior***, 42(2): 118-138.

13. Greenberg, D. Clair, J.A. & **Ladge**, J.J. (2019). A Feminist Perspective on Conducting Personally Relevant Research: Working Mothers Studying Pregnancy and Motherhood at Work. ***Academy of Management Perspectives***, *35*(3), 400-417.

14. Smith, A.N., Baskerville-Watkins, M.*, **Ladge**, J.J.* & Carlton, P. (2019). Making the Invisible Visible: Paradoxical Effects of Intersectional Invisibility on the Career Experiences of Executive Black Women in the Workplace, ***Academy of Management Journal***, 62(6): 1705-1734. *(*Shared 2nd authorship).*

    *****WINNER OF 2022 SUCHETA NADKARNI AWARD FOR OUTSTANDING PUBLICATION ON WOMEN'S LEADERSHIP, STRATEGIC MANAGEMENT SOCIETY*****

    *****WINNER OF 2020 SAROJ PARASURAMAN OUTSTANDING PUBLICATION AWARD, ACADEMY OF MANAGEMENT*****

    Media coverage: Featured article in AOM Insights, Harvard Business Review,

Footwear News, NU News

15. **Ladge**, J.J. & Little, L.* (2019). When expectations become reality: Work–family image management and identity adaptation in organizational life. ***Academy of Management Review***, 41(1): 126-149.

Media coverage: Featured article in AOM Insights, UGA Today, NU News

16. Modestino, A. Sugiyama, K.† & **Ladge**, J.J. (2019). Career Narrative Construction of Young Professionals, ***Journal of Vocational Behavior***, 115: 1-21.

17. **Ladge**, J.J., Eddleston, K. & Sugiyama, K.† (2019). Am I an entrepreneur? How Imposter Fears Hinder Women Entrepreneurs' Business Growth. ***Business Horizons***, 62(5): 615-624.

Media coverage: Featured article in EIX (Entrepreneur & Innovation Exchange)

18. **Ladge**, J.J., Humberd, B. & Eddleston, K. (2018). Retaining professionally employed mothers: Reconciling maternal self-efficacy, work-family conflict and intent to stay, ***Human Resource Management***, 57(4): 883-900. (FT50; 5-year impact factor: 7.361)

19. Hennekam, S. & **Ladge**, J.J. (2017). When lesbians become mothers: Identity validation, claiming birth "rights" and the role of diversity climate, ***Journal of Vocational Behavior***,103: 40-55.

20. Sawyer, K., Thoroughgood, C. & **Ladge**, J.J. (2017). Invisible Families, Invisible Conflicts: Examining Identity-Based Work-Family Conflict for Lesbian, Gay, and Bisexual Employees, ***Journal of Vocational Behavior***,103: 23-39.

*****KANTER AWARD FINALIST*****

Media coverage: Featured in Harvard Business Review

21. Eddleston, K., **Ladge**, J.J., Mitteness, C., & Balachandra, L. (2016). Do you see what I see? Signaling effects of gender and firm characteristics on financing entrepreneurial ventures. ***Entrepreneurship, Theory and Practice***, 40(3): 489–514. (FT50; 5-year impact factor: 14.105)

Media coverage: Yahoo!, Forbes, Huffington Post

22. Clair, J., **Ladge**, J. and Cotton, R. (2016). This is how we do it: How HR professionals offset their distress over repeated downsizing work by helping others in need. ***Journal of Management Inquiry***. 25(3): 301-321. (5-year impact factor: 2.09)

Media coverage: Featured in Harvard Business Review

23. **Ladge**, J.J. and Greenberg, D. (2015). Becoming a working mother: Managing identity and efficacy uncertainties during re-socialization. ***Human Resource Management***, 54(6): 977-998.

Media coverage: Working Mother, Women's Day, Forbes, The Glass Hammer, MSNBC Boston Globe, US News, More Magazine, Boston Parents Paper

24. **Ladge**, J.J. Humberd, B., Watkins, M.B. & Harrington, B. (2015). Updating the organizational man: Fathers in the workplace, ***Academy of Management Perspectives***. *29*(1), 152-171.

    Media coverage: CNN Money, New York Times, Time, Forbes, Wall Street Journal, Globe and Mail, MSNBC, Boston Globe, Reuters, Boston Herald, Miami Herald, Montreal Gazette, Human Capital Magazine, Huffington Post, Men's Health

25. Humberd, B., **Ladge**, J.J. and Harrington, B. (2015). The new dad: Navigating fatherhood identity among work and personal contexts, ***Journal of Business and Psychology***. *30*(2), 249-266. (5-year impact factor: 4.365)

    ****2015 Editor Commendation*** (only 9 out of 500 received this honor)*

26. **Ladge**, J., Clair, J and Greenberg, D. (2012). Cross-domain identity transition during liminal periods: Constructing multiple selves as "professional and mother" during pregnancy, ***Academy of Management Journal***, 55(6):1264-1294.

27. Harrington, B. and **Ladge**, J.J. (2009). The evolution of work-life: Present dynamics and future directions for organizations. ***Organizational Dynamics***: 38(2): 131-147.

28. Greenberg, D., **Ladge**, J.J. and Clair, J.A. (2009). Private and public conflicts: negotiating pregnancy at work. ***Negotiation and Conflict Management Research***, 2(1): 42-56.

29. Valcour, M. and **Ladge**, J.J. (2008). Family and career path characteristics as predictors of women's career success outcomes. ***Journal of Vocational Behavior***, 73(2): 300-309.

30. Clair, J.A., Dufresne, R., Jackson, N. and **Ladge**, J.J. (2006). Being the bearer of bad news: Challenges facing downsizing agents in organizations, ***Organizational Dynamics***, 35(2): 131-144.

REVISIONS AND MANUSCRIPTS UNDER REVIEW

1. **Ladge**, J, Sugiyama, K.,† Smith, A. & Watkins, M.B. Title withheld. ***Organization Science***, (*Under 4th Review, submitted 8/13/2024 – minor revision)*.

2. **Ladge**, J., Sala†, G. & Holm, A. Title withheld. (1st R&R). ***Journal of Applied Psychology*** *(Due, September 23, 2024)*.

3. Retkowsky, J†., **Ladge**, J.J., Akkermans, T.J., Sanne, N., Jansen P., & Khapova, S.N. Title withheld. ***Academy of Management Journal*** (1st R&R – due August 29, 2024)

4. Basir, N., **Ladge**, J.J &. Sohrab, S. Title withheld. ***Journal of Applied Psychology*** (*Under Review*).

EDITORIALLY REVIEWED AND INVITED ARTICLES

2021 Sasser-Modestino, A., **Ladge**, J., Swartz, A. & Lincoln, A. Childcare is a Business Issue, ***Harvard Business Review***, Harvard Business School Publishing Press: Cambridge, MA.

2020 Sasser-Modestino, A., **Ladge**, J. & Lincoln, A. The Importance of Childcare in Reopening the Economy, ***Econofacts***. https://econofact.org/the-importance-of-childcare-in-reopening-the-economy

Vroman, S., Danko, T., & **Ladge**, J. Working Moms Always Battled Shame. The Pandemic just Made it Worse. ***Fast Company***. https://www.fastcompany.com/90528161/working-moms-always-battled-shame-the-pandemic-just-made-it-worse

2019 Greenberg, D., **Ladge**, J. What we miss when we talk about working mothers. ***Harvard Business Review***, Harvard Business School Publishing Press: Cambridge, MA

2018 King, M., Ortenblad, M., **Ladge**, J. What will it take to make Finance more gender balanced? ***Harvard Business Review***, Harvard Business School Publishing Press: Cambridge, MA

Sawyer, K., Thoroughgood, C., **Ladge**, J. How Companies Make It Harder for Lesbian, Gay, and Bisexual Employees to Achieve Work-Life Balance. ***Harvard Business Review***, Harvard Business School Publishing Press: Cambridge, MA

Smith, A., Baskerville-Watkins, M., **Ladge**, J. & Carlton, P. Interviews with 59 Black female executives explore intersectional invisibility. ***Harvard Business Review***, Harvard Business School Publishing Press: Cambridge, MA

2016 Clair, J., **Ladge**, J. and Cotton, R. (2016). Coping with the effects of emotionally difficult work. ***Harvard Business Review***, Harvard Business School Publishing Press: Cambridge, MA

INVITED BOOK CHAPTERS

2025 Heskiau, R., Gabriel, A., & **Ladge**, J.J. Maternal Mental Health.

2022 **Ladge**, J.J. & Humberd, B. Impossible standards and unlikely trade-offs: Can fathers be competent parents and professionals? In Grau Grau, M. & Riley-Bowles, H. (eds). ***Elevating Fatherhood***, Springer, New York.

2020 **Ladge**, J.J. Illusions of Flexibility Among Academic Careers: Contradictions and Competing Expectations Within Faculty Cultures. In E. E. Kossek & K.-H. Lee (Eds.), ***Fostering Gender and Work-Life Inclusion for Faculty in Understudied Contexts: An Organizational Science Lens*** (pp. 93-98). West Lafayette, IN: Purdue e-Pubs.

2017 **Ladge**, J.J. (2017). Communicating work-life supports: Implications for organizations, individuals and families. McGlone, M. & Ballard, D. (eds.), ***Work Pressures: New Agendas in Communication***s. Routledge, London.

2016 **Ladge**, J.J. Humberd, B.A., & McNett, J. The other half: Views of fatherhood in organizations. To be published in R. Matthews & C. Spitzmueller's edited volume, ***Research perspectives***, Springer Books.

Greenberg, D., Clair, J.A. & **Ladge**, J.J. Identity and the transition to motherhood: Navigating existing, emerging, and temporal identities. To be published in R. Matthews & C. Spitzmueller's edited volume, ***Work and the transition to motherhood: Research perspectives on work and the transition to motherhood***, Springer, New York.

2012 Harrington, B., **Ladge**, JJ, and Van Deusen, F. Managerial support helps fathers balance work and family in Mitchell Young (eds.), ***Opposing Viewpoints: Work and Family***. Cengage Learning, Boston.

2011 **Ladge**, J, Greenberg, D. and Clair, J. 'What to expect when she's expecting: Work-Family and identity integration challenges and opportunities of "soon-to-be" working professional mothers," in Kaiser et al. (eds.) ***Creating balance? International perspectives on the work-life integration of professionals***, Springer, New York.

2009 Harrington, B. and **Ladge**, J.J. (2009). Got talent? It isn't hard to find. Recognizing and rewarding the value women create in the workplace, in Boushey and O'Leary (eds.) ***The shriver report: A woman's nation changes everything***. Simon Shuster, New York.

BEST PAPER PROCEEDINGS

Sugiyama, K., **Ladge**, J.J. Modestino, A, & Kenney, K. (2018). Careers in construction: Developing career identity out of redefining moments, ***Academy of Management Best Paper Proceedings***, Chicago, IL.

Ladge, J.J. (2005). Never a good time? Exploring relationships between timing childbirth and perceived career success*,* ***Academy of Management Best Paper Proceedings***, Honolulu, HI.

CORPORATE REPORTS

English, L. and **Ladge**, J.J. (2010). *Enhanced employee health, well-being, and engagement through dependent care supports*. A report/study done in cooperation with Bright Horizons. Watertown, MA.

Harrington, B., Van Deusen, F. and **Ladge**, J.J. (2010*). The new dad: Understanding fatherhood within a careers context.* Boston College Center for Work and Family. Chestnut Hill, MA.

Van Deusen, F., **Ladge**, JJ, James, J. and Harrington, B. (2009). *Making the business case for work-life programs.* Boston College Center for Work and Family Executive Briefing Series, Chestnut Hill, MA.

RESEARCH FUNDING (SUBMITTED AND APPROVED FELLOWSHIPS AND GRANTS)

2022 SIOP Research Grant on the study of Post-Partum Depression and the intersection with work $10,000 (with Gabriel, MacGowan & Stillwell)

2021 Tier 1 Northeastern University Interdisciplinary Grant Recipient, "Understanding Processes and Impacts of Organizational Re-entry in a Post-Covid World," $50,000 (with Alicia Sasser-Modestino/CSSH and Alisa Lincoln/CSSH/Health Sciences)

2020 Provost Grant for COVID-19 research on building resilient families (with Sasser-Modestino, A. and Lincoln, A.) $8,000 from CSSH; $24,890 from Provost; additional $10,000 approved on 11/23/2020 from CSSH and DMSB

2017 Tier 1 Northeastern University Interdisciplinary Grant Recipient, "Exploring Intellectual Agility and its Effects on Career Success," $50,000 (with Alicia Sasser-Modestino/CSSH and Cigdem Talgar/CATLR)

2015-2017 Humanities Research Collaborative Cluster Grant on Gender Equity, Northeastern University, $2,000 (with Alicia Sasser-Modestino/Economics/Public Policy)

2013-2015 Northeastern University ADVANCE Research Grant, $10,000

2009-2011 Sloan Work-Family Early Career Development Grant Awardee, $45,000

2005 MERInstitute Doctoral Student Fellowship Award Recipient; Management Education Research Institute is a division of the Graduate Management Admissions Council, $16,000

REFEREED CONFERENCE PRESENTATIONS

Vongswasdi, P., Heinrich, J., de Groote, J. & **Ladge**, J.J. (2024). Beyond the prototype: Unpacking intersectional identity and image work of female minority founders in startup contexts. Academy of Management Chicago, IL

Basir, N., Sohrab., S & **Ladge**, J.J. Managing Fertility in the Workplace. Academy of Management Chicago, IL

Basir, N., Sohrab., S & **Ladge**, J.J. Managing Fertility in the Workplace. Annual Society of Industrial and Organizational Psychology Meeting, April, 2023

Gabriel, A., **Ladge**, J.J., Little, L., MacGowen, R., & Stillwell, E., *Finding Strength in the Storm: How Working Mothers with Postpartum Depression Navigate the Sensemaking Processes to Generate Work-Family Identity Recrafting*, Annual Academy of Management Meeting, Seattle, WA 2022.

Meeker, S., Lincoln, A., Modestino., A & **Ladge**, J.J. Pandemic Parenting: How Workplace Policies and Practices Alleviated PTSD Among Working Parents During the COVID-19 Crisis. Work Family Researchers Network Conference, New York, NY, June 2022.

Ladge, J.J., Sugiyama., K., Masterson., C., Thomason, B., Modestino, A., & Lincoln., A. *Operating at Surge Capacity: Absorbing and Attending to Infrastructure Shocks and Shifting Work-Family Perspectives During COVID-19 Pandemic.* Work Family Researchers Network Conference, New York, NY, June 2022.

Gabriel, A., **Ladge**, J.J., Little, L., MaGowen, R., & Stillwell, E., *Finding Strength in the Storm: How Working Mothers with Postpartum Depression Navigate the Sensemaking Processes to Generate Work-Family Identity Recrafting*, Positive Organizational Scholarship Conference at Ross School of Business at the University Michigan, 2022.

Ladge. J.J. Invited Panelist, *Making your research matter: Broadening the meaning of impact.* Annual Academy of Management Meeting, Virtual Conference, 2021

Modestino, A.S., **Ladge**, J.J., Lincoln, A. & Vasta, J. (2020). Making families more resilient: The role of employer practices and public policies on household well-being during the COVID-19 Pandemic, APPAM Fall Research Conference.

Little, L.M., **Ladge**, J.J. & Sharma, S. Work-family image and allies. Annual Academy of Management Meeting, Boston, MA 2019.

Ladge, J.J. Women Entrepreneurs and Imposter Fears (December 18, 2018). From Start-up to Scale-up Conference, Specialized Conference, Academy of Management, Tel Aviv, Israel

Sugiyama, K., **Ladge**, J.J. & Kenny, K. Careers in construction; Management stability and change in career transitions, 2018, Academy of Management Annual Meeting, Atlanta, GA. **Best Paper**

Ladge, J.J. & Little, L. When expectations become reality: Work–family image management and identity adaptation in organizational life. Academy of Management Annual Meeting, Atlanta, GA.

Ladge, J.J. Sugiyama, K. & Kenny, K. Early career identity construction: Navigating tensions between stability and provisionality, 2017, Academy of Management Annual Meeting, Atlanta, GA.

Ladge, J.J. Sugiyama, K. & Kenny, K. Early career identity construction: Navigating tensions between stability and provisionality, IESE Business School, July, 2017

Masterson, C., **Ladge**, J.J., Sasser-Modestino, A. Policy over management practice: A review of work-life policies, managerial support and the effects on organizational outcomes, Community, Work and Family Conference, Milan, Italy, May, 2017

Humberd, B. K. & **Ladge**, J.J. 2016. "Involved Fathers or Ideal Workers? Examining Fatherhood in the Context of Work & Organizations". Presented as part of the symposium titled "Gender and the Ideal Worker Image: Impacts on Worker Outcomes and Organizational Life" *Academy of Management Annual Meeting,* Anaheim, CA.

Ladge, J.J. *Organizer and Panelist*, "Connecting the three Ps of Parenthood Research: Publishing, Policy & Practice." Presented June 2016 at the Work-Family Researchers Network Annual Conference, Washington, D.C. (with Laura Little and Courtney Masterson)

Gunderson, K. E., & Bailey, M. B., & Raelin, J. A., & **Ladge**, J., & Garrick, R. (2016, June), *The Effect of Cooperative Education on Retention of Engineering Students & the Transition to Full-Time Employment* Paper presented at 2016 ASEE Annual Conference & Exposition, New Orleans, Louisiana.

Ladge, J.J. & Eddleston, K.A. Am I an entrepreneur? Presented at *Leadership Excellence and Gender Symposium*, Purdue University, March 2016.

Ladge, J.J. Updating the Organizational Man. Fathers in the Academy PDW. Presented at the annual meeting of the *Academy of Management*, Vancouver, CA.

Ladge, J.J. Will she stay or will she go? Assessing the role of career and maternal self-efficacies on turnover intentions of new mothers following workplace re- entry. Presented at the annual meeting of the *Academy of Management*, Vancouver, CA.

Sawyer, K., Thoroughgood, C. & **Ladge**, J.J. Invisible Families, Invisible Conflicts: Examining Identity-Based Work-Family Conflict for Lesbian, Gay, and Bisexual Employees, *European Group for Organization Studies* (EGOS), 2015 Athens Greece

Ladge, J. J. & Larson, B. Bridging the research-teaching divide: Engaging our own research in the classroom and linking our two professional communities, *Organizational Behavior Teaching Conference*, LaVerne California 2015

Abraham, M. & **Ladge**, J. Do female leaders reduce gender inequality? The role of powerful women for reshaping organizations and professional labor markets and practices, Organized Symposium, *Academy of Management*, 2014

Ladge, J., Harrington, B., Behson, S & Promislo, M. "The New Dad", Organized Symposium. *Work and Family Researchers Network*, New York City. (June 20, 2014).

Ladge, J. & Eddleston, K. Are we trying to fit Square Pegs into Round Holes? Navigating the Intersection of Parenting and Career Identity among Women in Professional and Managerial Roles, *Work and Family Researchers Network*, New York City. (June 20, 2014).

Ladge, J.J., Greer, T., Baskerville, M. & Eddleston, K. (2014). Will she stay or will she go? Assessing the role of career and maternal self-efficacies on turnover intentions of new mothers following workplace re- entry. Presented at the annual meeting of the *Society of Industrial and Organizational Psychology*, Oahu, HI.

Ladge, J.J. and Greenberg, D.N. (2013). Becoming a working mother: Managing identity and efficacy uncertainties during re-socialization, Presented at the annual meeting of the *Academy of Management*, Orlando, FL.

Walsh, I.J. and **Ladge**, J.J. (2013). Re-entering organizations: An identity and socialization perspective. *EGOS*, Montreal, Canada

Ladge, J.J. (2013). Communicating work-life supports: Implications for organizations, individuals and families. Presented at the annual meeting of the *International Communications Association* (ICA), London, England.

Ladge, J.J. and Greer, T. (2012). Why Mothers Stay at Work: Is Self-Efficacy the Missing Link? Status: Paper presented at the annual meeting of the *Work-Family Research Network*, New York, NY.

Ladge, J.J. (2011). Becoming a working mother: Identity, efficacy and resocialization. Paper presented at the annual meeting of the *Society of Industrial and Organizational Psychology*, Chicago, IL.

Ladge, J.J. and Harrington, B. (2010). The New Dad: Understanding fatherhood from a careers context. Paper presented at the annual meeting of the *Academy of Management*, Montreal, Canada.

Ladge, J., Clair, J and Greenberg, D. (2010). Neither here nor there: pregnancy as a period of liminality, identity exploration and elaboration, Paper presented at the annual meeting of the *Academy of Management*, Montreal, Canada.

Clair, J., **Ladge**, J. and Cotton, R. (2010). Hidden benefits of care: Perceived prosocial impact as a path to resilience for chronic downsizing agents. ***Selected as an all Academy Symposium (****I was the co-organizer).* Presented at the annual meeting of the *Academy of Management*, Montreal.

Ladge, J.J. (2009). Becoming a working mother: Identity, efficacy and resocialization. Paper presented at the annual meeting of the *Academy of Management*, Chicago, IL and III Annual *International Conference on Work and Family* at IESE Business School, Barcelona, Spain.

Greenberg, D., **Ladge**, J.J. & Harrington, B. (2009). Finding your passion? Do what you love? CEO of me?: Introducing management students to a protean orientation to career development. Session developed and delivered at the annual meeting of the *Organizational Behavior Teaching Conference*, Santa Fe, NM.

Ladge, J.J. and Valcour, M. (2008). Family and career path characteristics as predictors of women's career success outcomes. Paper presented at the annual meeting of the *Academy of Management*, Anaheim, CA.

Ladge, J.J. (2007). In the eyes of the beholder: Self-evaluation in women's career re-entry experiences after first birth. Paper presented at the annual meeting of the *Academy of Management*, Philadelphia, PA. ***Nominated for the division Best Student Paper Award.***

Ladge, J.J. (2006). Identity Altering Role Transitions: *A Study of Career Women and the Transition into Motherhood and Back to Work.* Paper presented at the annual meeting of the *Academy of Management,* Atlanta, GA. ***Winner of the division Best Student Paper Award.***

Ladge, J.J. & Valcour, P.M. (2006). Better late than earlier? Timing Childbirth and its impact on career success. Presented at the annual meeting of the *Academy of Management*, Atlanta, GA. Part of symposium that was ***nominated for Best Symposium Award***.

Ladge, J.J. (2005). Transitioning from working woman to working mother: Re-socialization after maternity leave. Paper presented at the annual meeting of the *Academy of Management*, Honolulu, HI.

Ladge, J.J. (2005). Never a good time? Exploring Relationships between Timing Childbirth and Perceived Career Success. Paper presented at the annual meeting of the *Academy of Management,* Honolulu, HI. ***Winner of the division Best Student Paper Award and selected for Best Paper Proceedings.***

Ladge, J.J. & Walsh, I. (2005). When Politics and Ethics Collide: The case of TechPower. Paper presented at the annual meeting of the *Eastern Academy of Management,* Springfield, MA.

Ladge, J.J. (2004). Left out in the cold: Consequences for socially excluded individuals in the Workplace. Paper presented at the annual meeting of the *Academy of Management*, New Orleans, LA.

Ladge, J.J. & Ingols, C.A. (2003). Wendy Zinn at the YMCA of East Boston. Paper presented at the annual meeting of the *Eastern Academy of Management*, Providence, RI.

TEACHING

Courses Taught

Undergraduate: ORGB3201 Organizational Behavior; MGMT3420 Managing Human Capital; MGMT3414 Careers in the 21st Century; Project Management

Graduate: HRMG6200 Managing People and Organizations; BUSN6371 Setting Your Work/Life Agenda

Executive Education and Academic Consulting Activities: Center for Women in Leadership (Babson College); Biogen, WCVB, Greater Boston YMCA; ReacHire

Published Teaching Cases

Growth in a Non-Profit Context: The YMCA of East Boston and Wendy Zinn," with Cynthia Ingols and Jeanne McNett. *Ivey Business School Publishing*, Case 9B12C049 (2012).

Charles Schwab, with Lynda Applegate and Warren McFarlan. *Harvard Business School Publishing*, Case N9-803-070. ***** Selected as a "most popular" teaching case *****

Campbell Soup: Transforming for the 21st Century, with Lynda Applegate. *Harvard Business School Publishing*, Case N9-803-119.

Global Healthcare Exchange, with Lynda Applegate. *Harvard Business School Publishing*, Case N9- 804-002.

Transforming Matsui Securities, with Lynda Applegate, Lynda Applegate, Haruki Umezawa and Masako Egawa. *Harvard Business School Publishing*, Case N9-804-064.

Online Securities Trading in Japan, with Lynda Applegate, Haruki Umezawa and Masako Egawa. *Harvard Business School Publishing*, Case N9-804-054.

When Politics and Ethics Collide: The Case of TechPower, with Ian Walsh. Published in the 2005 *Eastern Academy of Management Proceedings*, Springfield, MA.

Other Teaching Experience

Teaching Assistant, Organization Studies Department, Carroll School of Management, Boston College, Fall, 2005; Spring, 2006
Research Assistant, Organization Studies Department, Carroll School of Management, Boston College, 2003-2006
Research Associate, General Management and Entrepreneurship Management Departments, Harvard Business School, Boston, MA, July, 2002-July, 2003

INSTITUTIONAL SERVICE

Boston College Service

- Mentorship to junior faculty and doctoral students
- Faculty affiliate for the Center for Work and Family

Northeastern (College of Business) Service

- Management and Organizational Development Group Chair, 2021-2024
- DMSB Diversity and Inclusion Council 2020-2021
- 2020 Appointment Committee with the Law School for Racial Justice Interdisciplinary Hiring
- Teaching Coordinator/Co-Group Chair, Management and Organizational Development, 2019-2021
- Faculty and Staff Culture and Engagement Committee, 2018-2020
- Non-Tenure Track Promotion Committee, 2018-2020
- BSIB Degree Program Committee, 2018-2019
- Chair, Tenure & Promotions Committee, 2017-2018
- Tenure & Promotions Committee, 2016-2018
- Faculty Policy Committee, Member, 2014-2017
- Faculty advisor: NUWomen in MBA Club, 2015-2020
- DMSB Brand Strategy Committee, Member, 2014-2016
- Phonathon for prospective students, 2010, 2011, 2012, 2013
- Invited Speaker, DMSB Women in Business Group, 2010, 2013
- Invited Speaker, NYC Alumni Group, October 2011
- Moderator, Panel Discussion International Careers, 2010 International Case Competition at Northeastern, November 2010
- Faculty Recruiting Committee, Fall 2010, Summer, 2013, Summer 2014
- Invited Speaker at Dean Moore's Alumni Breakfast, Spring 2010
- Speaker, Welcome Day, Spring 2010, 2019

Northeastern (University level) Service

- Curricular Products Strategic Planning Committee, 2021-2021

- Committee Member, President's Council on Diversity and Inclusion, 2016-2021
- Invited Keynote Speaker, University Honors Program October 23, 2019
- Invited Speaker, Office of Student Research, 2019
- Invited Speaker, Advancement Office, May 8, 2018
- Organized and presented in the "Advancing Women in Entrepreneurship, Leadership and Policy" Conference at Northeastern, March 2017 and March 2019
- Faculty Development Committee member, 2016- current
- Dissertation Committee Member, Nakeisha Cody, Candidate for Ph.D. Candidate in Sociology and Simone Waterbury, Ph. D. Candidate, Law and Public Policy, School of Public Policy and Urban Affairs, Northeastern University
- Invited Speaker, Women who Empower Summit, November 8, 2016
- Invited Speaker, Alumni Relations – Entrepreneurship Speaker Series, November 1, 2016
- Invited Speaker, ADVANCE on Mentoring, October 2014
- Invited Speaker, ADVANCE on Career and Babies, February 2013
- Interview for NU News, 3Qs this morning – Can women have it all? August 2012
- Invited Speaker, ADVANCE on Work-life Issues, May 2010
- Ad-hoc committee to address work-life balance issues for Northeastern Faculty. Assisted in the research and development of the policy that was instituted through the University. Spring, 2010; Fall 2010
- Presenter, Research Day, Spring 2010
- Graduation Marshall, Spring 2010, 2014, 2016

PROFESSIONAL SERVICE

Conference Leadership Activities

- PDWs – AOM 2024
- Co-Organizer, Northeastern University Qualitative Research Conference, March 2023; April 2024
- Organizer and Presenter, University of Exeter Qualitative Methods Workshop, March 2024
- Immediate Past Division Chair, Careers Division, Academy of Management – 2020-2021
- Division Chair, Careers Division, Academy of Management – 2019-2020
- Division Chair Elect, Careers Division, Academy of Management – 2018-2019
- Program Chair, Careers Division, Academy of Management – 2017-2018
- Chair, Professional Development Workshop (PDW) of the Careers Division, Academy of Management – 2016-2017
- Invited Participant, Qualitative Dissertations Workshop. Accepted and organized for the 2014 and 2015, 2018, 2019, 2021, 2022, 2023 annual meeting of the *Academy of Management*.
- Co-Organized Professional Development Workshop, Does this make sense or is it nonsense? Translating scholarship to practice-oriented outlets. Accepted and organized for the 2013 annual meeting of the *Academy of Management*, Orlando, FL.
- AOM Careers Division program coordination for the 2013 Annual meeting of the *Academy of Management*. Assisted program chair, Kim Eddleston with organizing accepted papers into session and developing session titles.
- Organized Professional Development Workshop, Hitting the airwaves: Learning to translate our work to media outlets. Organized for the 2012 annual meeting of the *Academy of Management*, Boston, MA.
- Invited Paper Session Chair, 2012 *Work-Family Researcher Conference*, New York, NY.
- Co-organizer of a symposium entitled, Bouncing Back from Negative Events: Individual, Interpersonal and Organizational Experiences. Paper presented at the annual meeting of the 2008 *Academy of Management*, Anaheim, CA.

- Presenter at the GDO Doctoral Student Consortium 2010 annual meeting of the *Academy of Management*; Topic: Finishing your dissertation, getting a job.

International and National Invited Talks

- Keynote speaker for BC Center for Work and Family Roundtable, Goldman Sachs, Feb, 2024; Allstate, March, 2024.
- MOC Division of AOM on Reviewing, January, 2024
- Guest Speaker, Care.com Client Advisory Board, May, 2023
- WFRN Panelist, Work-family Justice for LGBTQ+ Individuals, May, 2023
- Invited Speaker, Boston College WIM Group, March, 2023
- MIT Sloan Management Review, COVID and Caregiving, Invited Speaker, June, 2022
- Keynote Speaker, COVID-19 and the asymmetric impact on careers and work-life balance of women and ethnic minority individuals, EAWOP - Glasgow, UK, January 2022
- Invited Speaker on Caregiving as Critical Business Infrastructure, ASU-GSV Summit, August 2021
- Strategic Management Society, Invited Speaker on Faculty Work-Family Balance, June 2021
- Invited Keynote Speaker, Work-Family Research Conference, University of Alabama, February 29, 2020
- Invited Speaker, Publishing Qualitative Research in Top Journals, University of Exeter Business School, February 22, 2020
- Invited Speaker at the 2019 Psychological Science Conference in Washington DC, May 24, 2019
- Invited Speaker, Purdue University NSF Sponsored Research Consortium on Gender and Diversity in Business Schools, October 2018.
- Impossible standards and unlikely trade-offs: Can fathers be competent parents and professionals? Harvard University, Elevating Fatherhood Conference, June 2018.
- Mass General Hospital. "Parenting & Work: Insights from Research and Implications For Organizational Practice," January 12, 2018.
- Intralinks Corporation, "Navigating Gender Inequality." October 27, 2017
- Simmons College, "Involved Fathers or Ideal Workers? Examining Fatherhood in the Context of Work & Organizations." CGO Speaker Series, February 2017.
- Harvard University, Kennedy School of Government Women in Public Policy Program, Cambridge, MA. Title: Can Professionally employed Mothers Have It All? March 31, 2016.
- Rouen Business School, Rouen, France. Title: Communicating and interpreting work-life support: Implications for organizations individuals, and families. June 2013.
- University of Texas, Austin, Communication Studies. Title: Communicating work-life support: Implications for organizations individuals, and families. October 2012.
- YMCA Leadership conference for Human Resources executives. Title: Gender and Leadership. August 2012.
- University College of Dublin, Ireland. Title: Becoming mothers and fathers in organizational contexts. November 2010.
- New England Higher Education Recruiting Consortium (HERC) Annual Meeting. Title: Health and wellness benefits of work-life supports. October 2010.
- Bright Horizons Webinar with CEO Dave Lissy. Title: Health and wellness benefits of work-life supports. May 2010.
- AAUW Florida Chapter. Topic: Gender, work and organizations. April 2010.
- Boston University, School of Social Work, Title: Constructing multiple selves as professional and mother during pregnancy. January 2010.

Press/Media Attention (2009-Current)

- Podcasts: Harvard Business Review, Women at Work, Season 3, April 2019; Company of Dads, 2022

- Radio and Television: PBS Program (June 2024) Yahoo! Finance (Dec, 2020) NPR (September 2019); Wharton Business Radio (May, 2015 and June 2019); Fox25 News TV Interview on the skills shortage (August, 2014); WBUR Boston Radio: Women's advancement and Mentoring (August, 2010)
- Business and Popular Press (Print and Online): BBC, Seattle Times, LA Times, Today.com, CNN Money, New York Times, Forbes, Wall Street Journal, Washington Post, Today.com; Fast company, Yahoo, Globe and Mail, More Magazine, US News, The Glass Hammer, MSNBC, Boston Globe, Reuters, Parade, Boston Herald, Miami Herald, Montreal Gazette; Boston Parents Paper, New Jersey Record, Working Mother, The Atlantic Monthly Cover Story, Woman's Day Magazine, Boston Business Journal, Huffington Post, Pittsburg Post-Gazette, Benefits Selling Magazine Harvard Post-Gazette, Axios, Washington Post, Parade Magazine, Newsday, Moms.com

Blogging:

Psychology Today: Career, Work-life Repeat, Since 2015-

Linked In (2019)

Journal Editing and Reviewing

- Special Issue Co-Associate Editor, Women's Reproductive Rights, Journal of Organizational Behavior 2024-2025
- Special Issue Co-Associate Editor, Qualitative Methods, Journal of Management 2025
- Associate Editor, Journal of Organizational Behavior, 2020-2024
- Special Issue Co-Editor, Organizational Behavior and Human Decision Processes (OBHDP) (June, 2024) "*Allyship, Advocacy and Social Justice to Support Equality for Marginalized Groups in the Workplace"* with Ellen Ernst Kossek, Laura Little, Denise Lewin Loyd, Alexis Nicole Smith & Catherine H. Tinsley
- Editorial Boards: Academy of Management Journal, Journal of Applied Psychology, Journal of Management, Journal of Management Studies
- Ad-hoc reviewer:

  Academy of Management Journal (2012-), Academy of Management Review (2016-), Organization Science (2019-), Administrative Sciences Quarterly (2020-), Human Relations, Journal of Business Venturing, Human Resource Management, Organization Studies, Journal of Vocational Behavior
- Conference Reviewer: Academy of Management annual meeting, 2005-present; Reviewer, OBTC Conference, 2009

Professional Membership and Affiliations

- Academy of Management, 2003-present
- Society of Industrial and Organizational Psychology, 2014- Present
- American Psychological Associations, 2014-present
- Society for Human Resources Management Professionals, 2013- present
- Organizational Behavior Teaching Society, 2008-current
- Eastern Academy of Management, 2003-2005
- Boston College Center for Work and Family, Faculty affiliate
- Work and Family Researcher's Network
- Research Community Member: Gender and Diversity Research in Organizations, 2005-2011, Harvard University; Boston Field Researchers Consortium, 2018-current; Work in Identity and Meaning

Professional Development (Research and Teaching)

- 2015-2016 participate in the Research Leadership Development Initiative (ReDI) at Northeastern University, selected by the University Provost
- Structural Equation Modeling Sessions 1 & 2, CARMA, Detroit Michigan, May 13-18, 2013
- Participant in Case Teaching Workshop at DMSB, Northeastern University, 2011
- Participant in the OB Faculty Teaching Workshop at the Academy of Management Meeting, 2009

Ph.D. Advising, Mentorship and Committees

- Advisor, Leticia Smith (Boston College)
- Dissertation committee member: Samantha Erskine, Case Western Reserve University (Placement: UMass Boston, 2022); Siobhan, Renshaw, University of Exeter Business School
- Research Advisor, Tiffani Elliott, Northeastern University Sociology Ph.D. Student (2021-2022)
- Post-doctoral advisor: Keimei Sugiyama, Case Western Reserve University (Placement: University of Wisconsin, Milwaukee, 2021)
- Post-doctoral and future faculty fellow mentor: Adaora Ubaka, University of Illinois, Chicago (Placement: University of Massachusetts, Amherst)
- Post-doctoral advisor: Gabriel Sala, Boston College