

# SHOSHANA R. DOBROW

Curriculum Vitae

April 2024

London School of Economics and Political Science

Department of Management

Organisational Behaviour Group

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Website: [www.shasadobrow.com](http://www.shasadobrow.com)

## EDUCATION

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### **Harvard University, 2006**

Ph.D., Organizational Behavior

Joint Degree of the Harvard Business School and Graduate School of Arts and Sciences

### **Harvard University, 2002**

M.A., Social Psychology

### **Harvard University, 1997**

B.A., Biological Anthropology, *summa cum laude* and *Phi Beta Kappa*

### **Rice University, Shepherd School of Music, 1997-1998**

Graduate studies in Bassoon Performance

## ACADEMIC POSITIONS

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### **London School of Economics and Political Science, Department of Management**

Associate Professor, Organisational Behaviour Group, 2024-present

Assistant Professor, Organisational Behaviour Group, 2012-2024

### **Tel Aviv University, Recanati Graduate School of Business Administration**

Visiting Scholar, Organizational Behavior Department, 2009-2010

### **Fordham University, Graduate School of Business**

Assistant Professor, Management Systems Department, 2006-2012

### **Harvard University, Faculty of Arts and Sciences**

Teaching Fellow, Psychology Department, 2003

Assistant Senior Tutor and Resident Tutor, Currier House Undergraduate Residence, 1999-2005

### **Harvard Business School**

Course Assistant, Organizational Behavior Department, 2003

Research Associate, Technology and Operations Management Department, 1998-2000

## PUBLICATIONS\*

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- Tosti-Kharas, J., **Dobrow, S. R.**, & Kappes, H. 2024. "Do what you love and you'll never work a day in your life? Testing fundamental assumptions about calling, effort, and enjoyment." *Journal of Management Scientific Reports*, 2(1), 100-130.
- Dobrow, S. R.**, Weisman, H., Heller, D., & Tosti-Kharas, J. 2023. "Calling and the good life: A meta-analysis and theoretical extension." *Administrative Science Quarterly*, 68(2), 508-550.
- Higgins, M. C., **Dobrow, S. R.**, Weiner, J., & Liu, H. 2022. "When is psychological safety helpful? A longitudinal study." *Academy of Management Discoveries*, 8(1), 77-102.
- Dobrow, S. R.** & Higgins, M. C. 2019. "The dynamics of developmental networks." *Academy of Management Discoveries*, 5(3), 221-250.
- Dobrow, S. R.**, Ganzach, Y., & Liu, Y. 2018. "Time and job satisfaction: A longitudinal study of the differential roles of age and tenure." *Journal of Management*, 44(7), 2558-2579.
- Dobrow, S. R.** & Heller, D. 2015. "Follow your heart or your head? A longitudinal study of the facilitating role of calling and ability in the pursuit of a challenging career." *Journal of Applied Psychology*, 100(3), 695-712.
- Dobrow, S. R.** 2013. "Dynamics of calling: A longitudinal study of musicians." *Journal of Organizational Behavior*, 34(4), 431-452.
- Dobrow, S. R.** & Tosti-Kharas, J. 2012. "Listen to your heart? Calling and receptivity to career advice." *Journal of Career Assessment*, 20(3): 264-280. Special Issue: Research on Work as a Calling.
- Dobrow, S. R.**, Chandler, D. E., Murphy, W. M., & Kram, K. E. 2012. "A review of developmental networks: Incorporating a mutuality perspective." *Journal of Management*, 38(1): 210-242.
- Dobrow, S. R.** & Tosti-Kharas, J. 2011. "Calling: The development of a scale measure." *Personnel Psychology*, 64(4): 1001-1049.
- Dobrow, S. R.**, Smith, W. K., & Posner, M. A. 2011. "Managing the grading paradox: Leveraging the power of choice in the classroom." *Academy of Management Learning and Education*, 10(2): 261-276.
- Higgins, M. C., **Dobrow, S. R.**, & Roloff, K. S. 2010. "Optimism and the boundariless career: The role of developmental relationships." *Journal of Organizational Behavior*, 31: 749-769.
- Higgins, M. C., **Dobrow, S. R.**, & Chandler, D. E. 2008. "Never quite good enough: The paradox of sticky developmental relationships for elite university graduates." *Journal of Vocational Behavior*, 72(2): 207-224.
- Dobrow, S. R.** & Higgins, M. C. 2005. "Developmental networks and professional identity: A longitudinal study." *Career Development International*, 10(6/7): 567-583.

## BOOK CHAPTERS

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\* Authorship listed in order of contribution

**Dobrow, S. R.** & Weisman, H., “Only time will tell: Conducting longitudinal research of careers.” 2021. In Jennifer Tosti-Kharas and Wendy Murphy (Eds.), *Handbook for Research Methods in Careers*. Cheltenham, UK: Edward Elgar Publishing.

**Dobrow, S. R.** & Tosti-Kharas, J. 2017. “Work as a calling.” In Steven Rogelberg (Ed.), *The SAGE Encyclopedia of Industrial and Organizational Psychology, 2nd Edition*. Thousand Oaks: Sage Publications.

## **BEST PAPER PROCEEDINGS**

Tosti-Kharas, J. & **Dobrow, S. R.** 2021. “When the stars align: Career and life consequences of calling.” Academy of Management Conference.

**Dobrow, S. R.**, Weisman, H., Heller, D., & Tosti-Kharas, J. 2019. “Calling attention to 20 years of research: A comprehensive meta-analysis of calling.” Academy of Management Conference, Boston.

**Dobrow, S. R.** & Heller, D. 2014. “Siren song? A longitudinal study of the facilitating role of calling and ability in the pursuit of a challenging career.” Academy of Management Conference, Philadelphia.

**Dobrow, S. R.** 2012. “A Siren song? A longitudinal study of the role of calling and perceived ability in career pursuit.” Academy of Management Conference, Boston.

**Dobrow, S. R.**, Smith, W. K., & Posner, M. A. 2010. “Managing the grading paradox: Leveraging the power of choice in the classroom.” Academy of Management Conference, Montreal.

**Dobrow, S. R.** 2007. “The development of calling: A longitudinal study of musicians.” Academy of Management Conference, Philadelphia.

**Dobrow, S. R.** 2004. “Extreme subjective career success: A new integrated view of having a calling.” Academy of Management Conference, New Orleans.

## **RESEARCH IN PROGRESS**

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**Dobrow, S. R.**, Rosado-Solomon, E., & Phillips, C. “Narcissism at work: An analysis and future directions.” Data analysis stage.

**Dobrow, S. R.**, Tosti-Kharas, J., & Weisman, H. “Amateur vs. professional pursuit: The impact of pursuing a calling (un)professionally.” In preparation for submission.

**Dobrow, S. R.**, Tosti-Kharas, J., Weisman, H., & Liu, H. “Making the world a better place?: A multilevel study of callings and developmental support.” Data analysis stage.

Tosti-Kharas, J., Chandler, D. E., Murphy, W. M., & **Dobrow, S. R.** “Millennials and their careers: A review and “next generation” research agenda.” In preparation for submission.

## **AWARDS**

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### **Mid-Career Award**

Careers Division, Academy of Management Conference, 2020

### **Best Paper**

Careers Division, Academy of Management Conference, 2021  
Careers Division, Academy of Management Conference, 2019  
MED Division, Best Paper in Graduate Management Education, Academy of Management Conference, 2010  
Careers Division, Academy of Management Conference, 2007  
Careers Sub-theme Winner & Conference Best Paper Award Nominee, European Group for Organization Studies Conference, 2007

### **Best Paper Finalist**

Careers Division, Academy of Management Conference, 2014

### **Best Paper Based on a Recent Dissertation**

Careers Division & Top-3 Finalist, William H. Newman Award for Best Paper Based on a Recent Dissertation across all divisions, Academy of Management Conference, 2009  
Careers Division & William H. Newman Award Nominee for Best Paper Based on a Recent Dissertation across all divisions, Academy of Management Conference, 2007

### **Best Student Paper**

Careers Division, Academy of Management Conference, 2004

### **Best Symposium**

Careers Division, Academy of Management Conference, 2007  
Careers Division, Academy of Management Conference, 2004

### **Best Symposium Proposal**

MSR Division, Academy of Management Conference, 2018

### **Best Symposium Nominee**

Careers Division, Academy of Management Conference, 2020  
Careers Division, Academy of Management Conference, 2006

### **Editorial Board Outstanding Reviewer**

Academy of Management Learning & Education, 2013

## **COURSE MATERIALS**

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Higgins, M. C. and **Dobrow, S. R.** 2004. "Career Orientation Instrument." Harvard Business School Course Exercise, Harvard Business School, Boston, MA.

Pisano, G. and **Dobrow, S. R.** 2000. "Heartport Inc." Harvard Business School Case, Harvard Business School, Boston, MA.

## **PRESENTATIONS**

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### **REFEREED PRESENTATIONS**

Tosti-Kharas, J., **Dobrow, S. R.**, & Weisman, H. 2023. "Amateur vs. professional pursuit: The impact of pursuing a calling (un)professionally." In "What's new on calling: Multi-method insights on its

predictors and outcomes.,” Dalla Rosa, A. & Vianello, M. (Chairs). Symposium conducted at the Annual Meeting of the Academy of Management, Boston, MA.

Tosti-Kharas, J. & **Dobrow, S. R.** 2021. “When the stars align: Career and life consequences of calling.” Paper presented at the Annual Meeting of the Academy of Management.

**\*Best Paper Award, Careers Division**

**\*Best Paper Proceedings**

Tosti-Kharas, J., **Dobrow, S. R.**, & Kappes, H. 2020. “Vulnerable to exploitation? Experiencing a calling leads to doing more work for fixed pay.” In “New insights on career calling and the pathways to its positive and negative outcomes,” Dalla Rosa, A. & Lysova, E. (Chairs). Symposium conducted at the Annual Meeting of the Academy of Management (Virtual).

**\*Best Symposium Award Finalist, Careers Division**

Tosti-Kharas, J. & **Dobrow, S. R.** 2020. “To pursue or not to pursue? Career and life consequences of calling alignment.” In “Meaning, money, and mobility: Understanding the career implications of meaningful work,” Cho, Y. & Jiang, W. (Chairs). Symposium conducted at the Annual Meeting of the Academy of Management (Virtual).

**Dobrow, S. R.**, Weisman, H., Heller, D., & Tosti-Kharas, J. 2019. “Calling attention to 20 years of research: A comprehensive meta-analysis of calling.” Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.

**\*Best Paper Award, Careers Division**

**\*Best Paper Proceedings**

**Dobrow, S. R.**, Weisman, H., Tosti-Kharas, J., & Heller, D. 2018. “Always look on the bright side of life? A meta-analysis of calling.” In “The ups and downs of meaningful work,” Hu, J. & Hirsh, J. (Chairs). Symposium conducted at the Annual Meeting of the Academy of Management, Chicago, IL.

**\*Best Symposium Proposal Award, MSR Division**

Tosti-Kharas, J., **Dobrow, S. R.**, Chandler, D. E., & Murphy, W. M. 2018. “Generation Me or Generation We? A critical review and research agenda for understanding Millennials’ careers.” In “Millennials in the workplace,” Hu, J. & Hirsh, J. (Chairs). Symposium conducted at the Annual Meeting of the Academy of Management, Chicago, IL.

**Dobrow, S. R.**, Tosti-Kharas, J., Heller, D., & Weisman, H. 2017. “Always look on the bright side of life? A meta-analysis of calling.” In “It’s not all rainbows and unicorns: Towards a more comprehensive understanding of meaningful work,” Oelberger, C. R. (Chair). Symposium conducted at the Annual Meeting of the Academy of Management, Atlanta, GA.

Tosti-Kharas, J., **Dobrow, S. R.**, and Kappes, H. 2016. “The cost of calling? A mixed-method investigation of the financial impact of pursuing meaningful work.” Paper presented at the Organizations with Purpose Conference, London Business School, London, UK.

Tosti-Kharas, J., **Dobrow, S. R.**, and Kappes, H. 2015. “The cost of calling? A mixed-method investigation of the financial impact of pursuing meaningful work.” In “Calling is calling: Interdisciplinary and multi-level insights on its meaning and outcomes,” Lysova, E., Conway, N., and Tosti-Kharas, J. (Chairs). Symposium conducted at the Annual Meeting of the Academy of Management, Vancouver, BC.

**Dobrow, S. R.**, and Higgins, M. C. 2015. “The dynamics of developmental networks.” In “Exploring the intricacies of high quality and developmental relationships in organizations,” Zikic, J. and Ehrhardt, K.

(Chairs). Symposium conducted at the Annual Meeting of the Academy of Management, Vancouver, BC.

Tosti-Kharas, J., **Dobrow, S. R.**, and Kappes, H. 2015. "The cost of calling? A mixed-method investigation of the financial impact of pursuing meaningful work." Paper presented at the Annual Meeting of the Western Academy of Management, Kauai, HI.

**Dobrow, S. R.** & Heller, D. 2014. "A Siren song? A longitudinal study of the facilitating role of calling and ability in the pursuit of a challenging career." Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.

**\*Best Paper Award Finalist, Careers Division**

**\*Best Paper Proceedings**

**Dobrow, S. R.**, Ganzach, Y, & Liu, Y. 2014. "Job satisfaction over time: A longitudinal study of the differential roles of age and tenure." Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.

Tosti-Kharas, J., **Dobrow, S. R.**, and Kappes, H. 2014. "The cost of calling? A longitudinal and experimental investigation of the financial impact of pursuing meaningful work." Poster presented at the Israel Organizational Behavior Conference, Tel Aviv, Israel.

**Dobrow, S. R.**, Tosti-Kharas, J., & Chandler, D. E. 2013. "A two-way street? "Accuracy" of protégé perceptions in developmental networks." In "How reference groups affect careers: Investigating normative, comparative and supportive functions," C. Tschopp and R. Barbulescu (Chairs). Symposium conducted at the Annual Meeting of the Academy of Management, Orlando, FL.

**Dobrow, S. R.** 2012. "A Siren song? A longitudinal study of the role of calling and perceived ability in career pursuit." Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.

**\*Best Paper Proceedings**

**Dobrow, S. R.**, Tosti-Kharas, J., & Chandler, D. E. 2012. "A two-way street? Accuracy of protégé perceptions in developmental networks." Paper presented at the Annual Meeting of the European Group for Organization Studies, Helsinki, Finland.

**Dobrow, S. R.**, Tosti-Kharas, J., & Chandler, D. E. 2011. "A two-way street? Accuracy of protégé perceptions in developmental networks." Paper presented at the Israel Organizational Behavior Conference, Tel Aviv, Israel.

**Dobrow, S. R.** and Tosti-Kharas, J. 2011. "Listen to your heart? Calling and receptivity to career advice." Paper presented at the Annual Meeting of the Academy of Management, San Antonio, TX.

Co-organized symposium, "The Yin & Yang of Mentoring: Exploring the Continuum of Mentoring Relationships and Experiences," Annual Meeting of the Academy of Management, San Antonio, TX (with D. E. Chandler and W. M. Murphy), 2011.

**Dobrow, S. R.** and Tosti-Kharas, J. 2011. "Listen to your heart? Calling and receptivity to career advice." Paper presented at the Annual Meeting of the European Group for Organization Studies, Gothenburg, Sweden.

**Dobrow, S. R.**, Smith, W. K., and Posner, M. A. 2010. "Managing the grading paradox: Leveraging the power of choice in the classroom." Paper presented at the Annual Meeting of the Academy of Management, Montreal, QC.

**\*Best Paper Award in Graduate Management Education, MED Division**  
**\*Best Paper Proceedings**

**Dobrow, S. R.**, Smith, W. K., and Posner, M. A. 2010. "Managing the grading paradox: Leveraging the power of choice in the classroom." Poster presented at the Lilly East Conference on College and University Teaching, Washington, DC.

**Dobrow, S. R.** 2009. "The Siren song of a calling: A longitudinal study of ability (mis)perception in musicians and MBAs." Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL.

**\*Best Paper Based on a Recent Dissertation Award, Careers Division**  
**\*Nominee for William H. Newman Award**

**Dobrow, S. R.** 2009. "A two-way street? Accuracy of protégé perceptions in developmental networks." In "New Directions in Professional Identity Research," H. Slay and B. Caza (Chairs). Symposium conducted at the Annual Meeting of the Academy of Management, Chicago, IL.

**Dobrow, S. R.** 2008. "Catching an elusive phenomenon: The conceptual development of a measure of calling." In "Reinforcing and reorienting work orientation research: Beyond jobs, careers, and callings," J. Tosti and K. Dekas (Chairs). Symposium conducted at the Annual Meeting of the Academy of Management, Anaheim, CA.

Higgins, M. C., **Dobrow, S. R.**, and Roloff, K. S. 2008. "Resilience and the boundaryless career." In "From mentoring to developmental networks: 'Old' questions, new questions, perennial questions and directions for research," W. Murphy and D. Chandler (Chairs). Symposium conducted at the Annual Meeting of the Academy of Management, Anaheim, CA.

**Dobrow, S. R.** 2008. "The Siren song of a calling: A longitudinal study of ability (mis)perception in musicians." Paper presented at the Annual Meeting of the European Group for Organization Studies, Amsterdam, The Netherlands.

**Dobrow, S. R.** 2007. "The development of calling: A longitudinal study of musicians." Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.

**\*Best Paper Award, Careers Division**  
**\*Top-3 Finalist for William H. Newman Award for Best Paper based on a recent dissertation**  
**\*Best Paper Proceedings**

Higgins, M. C., **Dobrow, S. R.**, and Chandler, D. E. 2007. "Never quite good enough: The paradox of sticky developmental relationships from graduate school." In "People helping people: New directions in careers research," H. Gunz (Chair). Symposium conducted at the Annual Meeting of the Academy of Management, Philadelphia, PA.

**\*Best Symposium, Careers Division**

**Dobrow, S. R.** 2007. "The development of calling: A longitudinal study of musicians." Paper presented at the Annual Meeting of the European Group for Organization Studies, Vienna, Austria.

**\*Best Paper Award, Careers Sub-theme**  
**\*Nominee for Conference Best Paper Award**

**Dobrow, S. R.** 2007. "Swimming upstream: A longitudinal study of calling in musicians' paradoxical careers." In "The meaning of work as job, career, or calling," J. Yugo and J. Gillespie (Chairs).

Symposium conducted at the Annual Meeting of the Society for Industrial and Organizational Psychology, New York, NY.

**Dobrow, S. R.** 2006. "The dark side of calling: Career tunnel vision." In "When work is a calling: New directions in work orientation research," J. Tosti and A. Wrzesniewski (Chairs). Symposium conducted at the Annual Meeting of the Academy of Management, Atlanta, GA.

**\*Nominee for Best Symposium Award, Careers Division**

**Dobrow, S. R.** 2005. "Having a calling across professions: An examination of music and MBA students." In "Careers in the 21<sup>st</sup> Century: Overlap of individual values and professional norms," L. Dunn-Jensen and J. Tosti (Chairs). Symposium conducted at the Annual Meeting of the Academy of Management, Honolulu, HI.

**Dobrow, S. R.** 2004. "Extreme subjective career success: A new integrated view of having a calling." Paper presented at the Annual Meeting of the Academy of Management, New Orleans, LA.

**\*Best Student Paper Award, Careers Division**

**Dobrow, S. R.** and Higgins, M. C. 2004. "The dynamics of developmental networks." In symposium, "Pursuing protean and boundaryless careers: Identity, networks and career transitions," H. Slay (Chair). Symposium conducted at the Annual Meeting of the Academy of Management, New Orleans, LA.

**\*Best Symposium, Careers Division**

**Dobrow, S. R.** 2003. "Following their hearts? Subjective career orientations and career-related outcomes in young classical musicians." In symposium, "What more is there to career success?," P. A. Heslin (Chair). Symposium conducted at the Annual Meeting of the Academy of Management, Seattle, WA.

## **OTHER PRESENTATIONS**

**Dobrow, S. R.** 2024. "Longitudinal study of music involvement: the next wave." Research to be presented at the May Meaning Meeting.

Tosti-Kharas, J., **Dobrow, S. R.**, & Weisman, H. 2023. "Amateur vs. professional pursuit: The impact of pursuing a calling (un)professionally." Research presented at the May Meaning Meeting, Litchfield, CT.

**Dobrow, S. R.** 2021. "A neverending story? Next steps in a longitudinal study of musicians (2001-?)." Research presented at the May Meaning Meeting.

Tosti-Kharas, J., **Dobrow, S. R.**, & Kappes, H. 2019. "Career and life consequences of the behavioral pursuit of calling." Research presented at the May Meaning Meeting, Seattle, WA.

**Dobrow, S. R.**, Tosti-Kharas, J., Heller, D., & Weisman, H. 2017. "Where have we been and where are we going? A meta-analysis of calling." Research presented at the May Meaning Meeting, Boston, MA.

Tosti-Kharas, J., **Dobrow, S. R.**, and Wu, C. 2016. "Two-way street?: A multilevel study of mutuality in developmental networks." Research presented at the May Meaning Meeting, San Francisco, CA.

Tosti-Kharas, J., **Dobrow, S. R.**, and Kappes, H. 2014. "The cost of calling? A longitudinal and experimental investigation of the financial impact of pursuing meaningful work." Research presented at the May Meaning Meeting, Minneapolis, MN.

**Dobrow, S. R.** and Tosti-Kharas, J. 2013. "Reflections on calling experiments: A manipulation success story." Research presented at the May Meaning Meeting, Ann Arbor, MI.



- Dobrow, S. R.** and Tosti-Kharas, J. 2012. “Ain’t no mountain high enough: An experimental study of calling and receptivity to career information.” Research presented at the May Meaning Meeting, Falls Village, CT.
- Dobrow, S. R.** and Tosti-Kharas, J. 2011. “Listen to your heart? Calling and receptivity to career advice.” Research presented at the May Meaning Meeting, Sundance, Utah.
- Dobrow, S. R.** and Besharov, M. L. 2011. “A qualitative, longitudinal study of high-achieving young musicians.” Research presented at the May Meaning Meeting, Sundance, Utah.
- Dobrow, S. R.** and Tosti-Kharas, J. 2010. “Calling: The development of an integrated measure.” Paper presented at the May Meaning Meeting, Boston, MA.
- Dobrow, S. R.** 2009. Panelist in “The work of making music: New notes and fresh sounds,” J. P. Stephens (Chair), Academy of Management Conference, Chicago, IL.
- Dobrow, S. R.** 2008. “The relational side of work orientations.” Research presented at the Positive Organizational Studies (POS) Conference, University of Michigan.
- Dobrow, S. R.** 2008. “Trouble in paradise? The dark side of a calling.” Research presented at the May Meaning Meeting, Rice University.
- Dobrow, S. R.** 2007. Panelist in “Perspectives from the emerging generation of careers scholars.” In “The Catalytic 1970s: Implications for the 2000s? A Dialogue on the Future of the Careers Division,” J. Briscoe (Chair), Academy of Management Conference, Philadelphia, PA.
- Dobrow, S. R.** 2006. “Swimming upstream: A longitudinal study of calling in musicians’ paradoxical careers.” Research presented at the Positive Organizational Studies (POS) Conference, University of Michigan.
- Dobrow, S. R.** 2006. “Having a calling: Next steps in a longitudinal study of young musicians.” Research presented at the May Meaning Meeting, University of Illinois Urbana-Champaign.

#### **INVITED TALKS**

- Birkbeck, University of London—Evidence Synthesis Workshop, 2023
- King’s Business School, Human Resource Management Group, 2019
- London School of Economics, Department of Management—Department Research seminar, 2017
- Cambridge University, Judge School of Business, 2016
- London School of Economics, Department of Management—Organizational Behavior seminar, 2015, 2019
- London School of Economics, Department of Management—“Paper Club” seminar, 2013, 2014, 2016, 2017, 2018, 2019
- New York University, School of Law—Public Service Seminar, 2011 and 2013
- University College London, 2013
- Rouen Business School (Rouen, France), 2013
- Network of Music Career Development Officers Annual Conference (New York, NY), 2013
- Technion—Israel Institute of Technology, Faculty of Industrial Engineering and Management (Haifa, Israel), 2010 and 2012
- Fordham University, Fordham Consortium on the Purpose of Business, 2011
- Hebrew University, Jerusalem School of Business Administration (Jerusalem, Israel), 2011

Fordham University, Department of Psychology, 2011  
National Sun Yat-Sen University, Institute of Human Resource Management (Kaohsiung, Taiwan), 2010  
Fordham University, Schools of Business—Faculty Research Seminar, 2010  
Bar-Ilan University, Department of Psychology (Ramat Gan, Israel), 2010  
Interdisciplinary Center (IDC) Herzliya, The New School of Psychology (Herzilya, Israel), 2010  
Tel Aviv University, Recanati Graduate School of Business Administration (Tel Aviv, Israel), 2009  
Seattle University, Albers School of Business and Economics, 2008  
Boston University, School of Management—Ph.D. Careers Seminar, 2008  
Rice University, Shepherd School of Music—Careers Forum, Distinguished Guest Speaker, 2007

## **TEACHING EXPERIENCE**

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### **London School of Economics, Department of Management**

Organizational Behavior (MG439): Master's in Management core course, course leader, 2019-present  
Leadership in Organizations (MG204): Summer School course, course leader, 2016-2019  
Organizational Behavior (MG102): undergraduate core course, course leader, 2014-2017, and lecturer, 2012-2017  
Organizational Behavior Seminar (MG501/ID500/ID501): PhD core seminar, 2014-2016  
Advanced and Emerging Topics in Organizational Behavior (ID436): master's core course, course coordinator, 2013-2015, and lecturer, 2012-2015  
Organizational Behavior (ID430 & MG434): master's core courses, 2013-2015  
Leadership and Communication in Teams (MG100): undergraduate core course, course leader, 2012-2013

### **Fordham University, Graduate School of Business Administration**

Fundamentals of Management: MBA core course, 2007-2011

### **Fordham University, Gabelli School of Business**

Principles of Management: undergraduate core course, 2006-2012

### **Harvard University, Psychology Department**

Social Psychology of Organizations: teaching fellow for undergraduate elective, 2003

## **ADVISING**

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PhD Advisee: Hannah Weisman (London School of Economics, 2021: Current placement: Harvard Business School, Post-Doctoral Fellow)  
External Dissertation Committee: Jeffrey Yip (Boston University 2015; Current placement: Simon Fraser University)

## **GRANTS**

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Fordham University Faculty Research Expense Program Grant, 2011-2012  
Fordham University Faculty Research Grant, 2009-2010, 2010-2011, 2011-2012  
Fordham Business School Summer Research Grant, 2007, 2008, 2010, 2011  
Fordham University Faculty Fellowship, 2009-2010  
Harvard Graduate Society Fellowship for Dissertation Completion, 2005-2006

## MEDIA COVERAGE

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### Website and blog contributions:

*Work Ties* (workties.org), Featured Contributor, 2019-2020  
*The Conversation*, “Five ways to boost your job satisfaction,” April 11, 2016  
*LSE Business Review*, “Having a strong calling can help you make challenging career decisions,” September 16, 2015

### Research featured in:

*Nature*, “How to find meaning in your science career: six expert tips,” February 26, 2024  
NRC (A leading Dutch newspaper), “This way you experience more meaning in your work,” April 8, 2023  
*LSE IQ Podcast*, March 8, 2022  
*Changeboard*, “Identifying leadership: London School of Economics,” July 4, 2016  
*Psychology Today (online)*, “The one key way to finding joy in your job,” March 29, 2016  
*Sunday Times*, “Wake up: This job is no dream,” January 10, 2016  
*Globes* (Israel’s leading business newspaper), “Work from the heart,” December 20-21, 2015

### Quoted in:

*Bloomberg.com*, “Work shift: Can’t get no (job) satisfaction,” June 20, 2023  
BBC’s *Worklife* vertical, “How the pandemic could redefine our productivity obsession,” January 7, 2021  
*BBC News* (TV), “Career change during the pandemic,” July 20, 2020  
*BBC Capital*, “Here’s the real reason you don’t fit in at work,” February 15, 2016  
*BBC Capital*, “Battling know-it-all syndrome when you’re in charge,” September 29, 2015  
*Reuters.com*, “Jobs for life go out of fashion,” January 27, 2014

## PROFESSIONAL ACTIVITIES AND SERVICE

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### Elected Representative-at-large (3 year position)

Careers Division, Academy of Management, 2012-2015

### Editorial Boards

*Academy of Management Discoveries*, 2017-present  
*Academy of Management Learning & Education*, 2012-present  
*Personnel Psychology*, 2017-present  
*Academy of Management Review*, 2013-2023

### Ad-Hoc Reviewer

*Academy of Management Journal*, 2017-present  
*Academy of Management Learning & Education*, 2009-2012  
*Academy of Management Review*, 2012-13; 2023-present  
*Administrative Science Quarterly*, 2006-present  
*Career Development International*, 2006-present  
*Group and Organization Management*, 2011-present  
*Human Relations*, 2008-present  
*Journal of Applied Psychology*, 2006-present  
*Journal of Management Studies*, 2010-present  
*Journal of Organizational Behavior*, 2009-present  
*Organization Science*, 2016-present  
*Organization Studies*, 2012-present  
*Personnel Psychology*, 2011-2017

### **Professional Service and Development**

Speaker, “Nevertheless She Persisted: Supporting Women’s Success as Academics,” Academy of Management, upcoming 2024  
Discussant, “Research on Meaningful Work: Planting the Seeds for the Future,” Academy of Management Conference, upcoming 2024  
Committee, Selection of Mid-Career Award for Careers Division, Academy of Management Conference, 2021 (Chair), 2022, 2024  
Panelist, “Calling, Passion, Idealism: Exploring Differences and Charting New Directions,” Professional Development Workshop, Academy of Management Conference, 2021  
Invited “Accomplished Scholar,” Careers in the Rough Professional Development Workshop, Academy of Management Conference, 2011, 2014, 2015, 2016, 2018, 2019, 2020, 2021  
Facilitator, Management and Organizational Cognition’s (MOC’s) “Connecting Event,” Academy of Management Conference, 2019, 2020, 2021  
Panelist, “Toolkit for Teaching Careers Topics: From 15 minutes to 13 weeks,” Professional Development Workshop, Academy of Management Conference, 2016, 2020, 2021  
Panelist, “Professional Networking,” Doctoral Consortium, Israel Organizational Behavior Conference, 2016  
Panelist, “Publishing Careers Research in Top Journals” Professional Development Workshop, Academy of Management Conference, 2013 & 2014  
Panelist, “The Power of Words in our Business School Curriculum,” Professional Development Workshop, Academy of Management Conference, 2014  
Discussant, “Effective Mentoring and Coaching at Work,” Academy of Management Conference, 2010  
Participant, Organizational Behavior (OB) Junior Faculty Consortium, Academy of Management Conference, 2006 and 2009  
Participant, Organizational Behavior (OB) Doctoral Student Consortium, Academy of Management Conference, 2005

### **Professional Memberships**

Academy of Management, 2001-present  
American Federation of Musicians, 1998-2013  
European Group for Organization Studies, 2007-2012

### **London School of Economics**

Meet the Researcher (for first-year undergraduates), Department of Management, 2023  
Hiring Committee, Organisational Behaviour Group, Department of Management, 2019-2020  
Research Staff Committee, Department of Management, 2014-2015  
Master’s in Management (MiM) Steering Committee, Department of Management, 2018-present  
BSc Management Steering Committee, Department of Management, 2012-2017  
Junior Faculty Selection Committee for Head of Department, Department of Management, 2016  
Search Committee for Associate Professor of Organisational Behaviour, Department of Management, 2014  
Ad Hoc Hiring, Organisational Behaviour Group, 2012-present  
Conducted interviews and participated in recruiting activities at the Academy of Management conference and on campus

### Other:

Participant, Teaching in Action for LSE Communications, October 2023  
Invited Speaker, LSE Power (Professional Women’s Network) Annual Conference, July 2023  
Interview Panelist, LSE Fellow in Policy and Management search committee, June 2015  
Presenter, Department of Management’s BSc Management “Taster Session” to prospective students and parents, April 2014  
Panelist, Department of Management’s Alumni Reunion Weekend session, “The Future of Work,” July 2014

**Fordham University**

Co-organizer, Management Systems Area Research Seminar Series, 2011

College of Business Administration Curriculum Review, 2008-2009

Hiring Committee, Management Systems Area, 2007-2008

**Other:**

WFUV Radio: Interviewed about research on program “Fordham Conversations,” aired November 28, 2009

Women in Business Day, College of Business Administration, March 2009: Guest speaker, “Mentorship and Networking”

*Inside Fordham* Newspaper: Profiled in article, “Management professor seeks to understand the nature of professional calling,” September 10, 2007

MBA Orientation, Fall 2007: Taught session, “Introduction to the Case Method”

College of Business Administration Freshman Recruiting, Spring 2007: Taught session to prospective students

**WORK EXPERIENCE**

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**Professional Musician**

Bassoonist: Member of Rhode Island Philharmonic Orchestra (1999-2013), substitute with Boston Symphony Orchestra, Boston Pops, Broadway Orchestras, and other ensembles