

ERIN MARIE REID

McMaster University, DeGroote School of Business
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ACADEMIC APPOINTMENTS

- 2016+ **McMaster University, DeGroote School of Business, Canada**
Associate Professor, Human Resources and Management
- 2012-2016 **Boston University, Questrom School of Business, Boston, USA**
Assistant Professor, Organizational Behavior
Peter Paul Career Development Professor (2013-2016)

EDUCATION

- 2012 **Harvard University, Cambridge, USA**
PhD, Organizational Behavior and Sociology
- 2009 **Harvard University, Cambridge, USA**
A.M., Sociology
- 2004 **Queen's University, Queen's School of Business, Kingston, Canada**
M.Sc., Organizational Behavior
- 2003 **McMaster University, DeGroote School of Business, Hamilton, Canada**
Hons. B.Comm. (Distinction)

PUBLICATIONS

Academic Articles

- Ramarajan, L. and EM. Reid. [equal authorship] 2019. "Relational Reconciliation: Socializing Others Across Demographic Differences." Online ahead of print, *Academy of Management Journal*.
- Padavic, I., R. Ely, and EM. Reid. 2019. "Explaining the Persistence of Gender Inequality: The Work-Family Narrative as a Social Defense against the 24/7 Work Culture." Forthcoming, *Administrative Science Quarterly*.
- Reid, EM, O'Neill, M. and M. Blair-Loy. 2018. "Masculinity in Male-Dominated Occupations: How Teams, Time and Tasks Shape Masculinity Contests." *Journal of Social Issues*, 74(3): 579-606.
- Ashford, S., Caza, B. and EM. Reid. 2018. "From surviving to thriving in the gig economy: A research agenda for individuals in the new world of work." Online ahead of print. *Research in Organizational Behavior*.
- Reid, EM. 2018. "Straying from Breadwinning: Status and Money in Men's Interpretations of their Wives' Work Arrangements." *Gender, Work & Organization*, 25(6): 718-733.

Kahn, W., Barton, M., Fisher, CM., Heaphy, ED., Reid, EM. & Rouse, E. [Authors listed alphabetically aside from first author]. 2018. "The geography of strain: Organizational resilience as a function of intergroup dynamics." *Academy of Management Review*, 43(3): 509-529.

Reid, EM. 2015. "Embracing, Passing, Revealing and the Ideal Worker Image: How People Navigate Expected and Experienced Professional Identities." *Organization Science*, 26(4): 997-1017.

- Collected into "Gender and Organization Science," Nov. 2018, Virtual Special Issue for *Organization Science*, Eds. I. Fernandez-Mateo & S. Kaplan.
- Collected into *The Kaleidoscope of Gender: Prisms, Patterns and Possibilities*, 6th Edition. 2020. Eds. Catherine Valentine, Mary N. Trautner and Joan Spade. Thousand Oaks, CA: SAGE Publications.

Ramarajan, L. and EM. Reid [equal authorship]. 2013. "Shattering the Myth of Separate Worlds: Negotiating Non-Work Identities at Work." *Academy of Management Review*, 38(4): 621-644.

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

Tucker, S, N. Turner, J. Barling, EM. Reid, and C. Elving. 2006. "Apologies and Transformational Leadership." *Journal of Business Ethics*, 63(2): 195-207.

Articles for Practitioners

Caza, B., Ashford, S.J., Reid, EM & D. McCallum. 2019. "Are you Ready to Go Freelance?" *Harvard Business Review* (online), published May 21.

Reid, EM. 2018. "Whether a Husband Identifies as a Breadwinner Depends on Whether he Respects His Wife's Career – Not on How Much She Earns." *Harvard Business Review* (online), published August 15.

Caza, B., Ramarajan, L., Reid, EM & S. Creary. 2018. "How to Make Room in Your Work Life for the Rest of Your Self." *Harvard Business Review* (online), published May 29.

- Reprinted in *HBR Guide to Work-Life Balance*, 2019

Reid, EM. 2017. "Updating the Ideal Worker Image." *Rotman Management*, Fall 2017, pg. 50-55.

Reid, EM. and L. Ramarajan. 2016. "Managing the High Intensity Workplace." *Harvard Business Review*, 94(6): 78-85.

- Reprinted in *HBR's 10 Must Reads for New Managers*, 2017

Reid, EM. 2015. "Why Some Men Pretend to Work 80 Hour Weeks." *Harvard Business Review* (hbr.org), published April 28.

- Among top 20 most-read HBR.org blogs, 2015
- Companion podcast: "Why we Pretend to be Workaholics." *HBR Ideacast*, May 7, 2015
- Reprinted in *Indian Management*, December 2015

Ramarajan, L. and Reid, EM. 2013. "Changes in Work, Changes in Self? Managing our Work and Non-work Identities in an Integrated World." *European Business Review*, Sept/Oct 2013, 61-64.

Chapters & Proceedings

Reid, EM. 2013. "Doing Gender." In *Sociology of Work: An Encyclopedia*, Vicky Smith (Ed.). Thousand Oaks: Sage Publications.

Padavic I., Ely R. J., Reid, EM. 2013. "The work-family narrative as a social defense." In Ely R. J., Cuddy A. J. C.(Eds.), *Gender and work: Challenging conventional wisdom*: 4-13. Boston: Harvard Business School.

Reid, EM. 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*.

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

For manuscripts under review please contact directly.

GRANTS

2018-2021 Project title: "Investigating Resilience in the Gig Economy"
SSHRC Insight Grant, 2018 competition, \$93,223
PI: Dr. Brianna Caza
Co-Investigator: Dr. Erin Reid
Collaborator: Dr. Susan Ashford

2017-19 Project title: "From Journalist to Blogger? Work and Career Paths in a Destabilized Occupation"
SSHRC Insight Development Grant, 2017 competition, \$49,920
PI: Dr. Erin Reid, McMaster University

2016-17 Project title: "From Journalist to Blogger? Work and Career Paths in a Destabilized Occupation"
McMaster Arts Research Board Standard Grant, 2016 competition, \$5,950
PI: Dr. Erin Reid, McMaster University

ACADEMIC HONOURS AND AWARDS

2018 MOC Outstanding Service Award

2015, 2016, 2017 MOC Reviewer Award, Academy of Management

2016 Change Agent, *Canadian Business*

2016 Top 40 business school professors under 40, *Poets and Quants*

2016	Thinkers50, Radar Thinker
2015	Thinkers50, Radar Award Shortlist
2014	Nominee, William Newman Award, GDO Division, Academy of Management
2013-16	Peter Paul Career Development Professor, Boston University
2013	Best Poster Award, Positive Organizational Scholarship Conference, University of Michigan
2012	Diamond in the Rough Award (Best Student Proposal), Cognition in the Rough, Academy of Management
2011	Emerald Best Student Paper Award, GDO Division, Academy of Management
2010	INFORMS/ <i>Organization Science</i> Dissertation Proposal Competition Finalist
2009	Outstanding Reviewer, GDO Division, Academy of Management
2009	Distinction, Ph.D. Qualifying Paper, Harvard University
2006-10	Social Sciences and Humanities Research Council Doctoral Fellowship, \$80,000
2006	Canada Graduate Scholarship, 2006-2009 (declined due to funding restrictions)
2004, 2006	Ontario Graduate Scholarship (declined due to funding restrictions)
2003	Queen's School of Business Scholarship

PRESENTATIONS

Invited Talks

2019	McMaster University, DeGroot Women's Professional Network
2018	Emerging Health Leaders, Hamilton Chapter McMaster University, Health Leadership Academy, Collaboratorium talks
2017	University of British Columbia, Work as a Masculinity Contest Working Group University of Minnesota, Carlson School of Management McMaster University, DeGroot Doctoral Student Association, Brown Bag

- 2016 University of Chicago, Booth School of Business
MIT, Institute of Work and Employment Research
Ivey Business School, Western University
Smith School of Business, Queen's University
- 2015 Simmons College, Center for Gender in Organizations, Panel on the Future of Work-Life Research
Third Path Institute, "Thursdays with Third Path"
Catalyst, Inc.
York University, School of Human Resource Management
Boston University Questrom School of Business Dean's Advisory Board
Boston University Graduate Women in Science and Engineering Brown Bag
Boston University Law School, Gender, Law and Policy Colloquium
Questrom Faculty Research Day
- 2014 University of British Columbia, Work as a Masculinity Contest Working Group
McMaster University, Degroote School of Business
Deloitte [Boston], Women's Network & Young Leaders' Council
Simmons College, Center for Gender in Organizations
Harvard Kennedy School of Government, Women in Public Policy Seminar

Conference Presentations

- 2018 Ashford, S., Caza, B. & EM. Reid. "Making your way in the world today takes everything you've got." May Meaning Meeting, Chappell Hill, Texas, April 2018.
- Reid, EM. "The Disappearance of Hostility towards Women: Case of Journalism." UC Davis Conference on Qualitative Research, March, 2018.
- 2017 Reid, EM. "Careers as Purity Strategies." University of Pennsylvania, Wharton School, OB Conference.
- 2017 Reid, EM, M. O'Neill & M. Blair-Loy. "Masculinity in Occupations: How Teams, Time and Tasks Shape Masculinity Contests." In *Work as a Masculinity Contest: Measurement, Manifestation, and Management*, Symposium [Organizers: J. Berdahl & N. Alonso], Academy of Management Meeting, Atlanta, GA, August 2017.
- 2016 Discussant for *Gender and the Ideal Worker Image: Impacts on Worker Outcomes and Organizational Life*, Symposium, GDO & HR Divisions [Organizer: H. Roderique], Academy of Management Meeting, Anaheim, CA, August 2016.
- 2015 Reid, EM. "Men in Professional Jobs' Gender Inequality Logics." In, *A Few Good (Feminist) Men: How to Get Men On Board with Gender Equality and What Men Stand to Gain When They Do*, Symposium [Organizers: B. Thomason and A. Martin], Academy of Management Meeting, Boston, MA, August 2015.
- *Showcase Symposium*

Ramarajan, L., EM. Reid, and K. Ramsdell. "Teaching You Who to Be: The Experience of Controlling Others' Identities." May Meaning Meeting, Litchfield, CT, May 2015.

2014 Reid, EM. "Breadwinners and Power Couples: Men's Professional Identities and their Wives' Careers." Academy of Management, Philadelphia, PA, August 2014.

2013 Reid, EM. "Breadwinners and Power Couples: Men's Professional Identities and their Wives' Careers." May Meaning Meeting, Michigan, June 2013

Reid, EM. "Breadwinners and Power Couples: Men's Professional Identities and their Wives' Careers." Positive Organizational Scholarship Conference, University of Michigan, June 2013.

- *Best Poster Award*

2012 Reid, E. & L. Ramarajan. "Shattering the Myth of Separate Worlds: Negotiating Non-Work Identities at Work." People and Organizations Conference, Wharton, University of Pennsylvania, September 2012.

Reid, EM. "Narrating Deviance, Sustaining the Ideal Worker Image." In, *Gender in Professional Service Firms: New Findings and a Research Agenda*. Symposium [Organizers: C. Quental and E. Kelan], Academy of Management Meeting, Boston, MA, August 2012.

2011 Reid, EM. "In Search of Superman: The Ideal Worker and Men's Professional Identities." Academy of Management Meeting, San Antonio, TX, August 2011
Reid, EM. "In Search of Superman: The Ideal Worker and Men's Professional Identities." Eastern Sociological Society Annual Meeting, Philadelphia, PA, February 2011.

Reid, EM. & L. Ramarajan. "The interaction of work and non-work identities." In, "So, What Do You Do?" *Professional Identity Content and Process*. Symposium [Organizers: DM. Sluss, HC. Vough and S. Harrison], Academy of Management Meeting, San Antonio, TX, August 2011.

2010 Reid, EM. "Is the Ideal Worker Still Real? Sources and Consequences of Men's Professional Identities." *INFORMS/Organization Science Dissertation Proposal Competition*, Austin, TX, November 2010.

2009 Reid, EM. & M Toffel. "Responding to Public and Private Politics: Corporate Disclosure of Climate Change Strategies." In *Corporate Environmental Sustainability: New Theoretical and Empirical Insights*. Symposium [Organizer: E. Reid], Academy of Management Meeting, Chicago, IL, August 2009.

Reid, EM. & M Toffel. "Responding to Public and Private Politics: Corporate Disclosure of Climate Change Strategies." Alliance for Research on Corporate Sustainability, University of Michigan, May 2009.

Professional Development Workshops

- 2018 Co-organizer for *Cognition in the Rough*, Professional Development Workshop, MOC Division, Academy of Management Meeting, Chicago, IL, August 2018
- 2017 Co-organizer for *Cognition in the Rough*, Professional Development Workshop, MOC Division, Academy of Management Meeting, Atlanta, GA, August 2017
- 2016 Co-organizer for *Cognition in the Rough*, Professional Development Workshop, MOC Division, Academy of Management Meeting, Anaheim, CA, August 2016
- Panelist in *Five Decades of Gender Research*, Professional Development Workshop, GDO Division [Organizers: A. Joshi & C. Emrich], Academy of Management Meeting, Anaheim, CA, August 2016
- 2015 Panelist in *Fatherhood in the Academy: Research Insights and Practical Strategies for Managing Work and Life*, Professional Development Workshop, OB Division [Organizers: A. Knight, L. Leslie & D. Mayer], Academy of Management Meeting, Boston, MA, August 2015

TEACHING

McMaster University, DeGroote School of Business, Hamilton, Canada

- MBA: *Managing People in Organizations* (B600 & B650), 2017, 2018, 2019
- Undergraduate: *Management Skills Development* (3S03), 2019
- Doctoral: *Organizational Behavior* (B791), 2017
- Doctoral: *Qualitative Research Methods* (B794), 2019

Boston University Questrom School of Business, Boston, USA

- Undergraduate: *The Dynamics of Leading Organizations* (OB 221), 2013, 2014, 2015, 2016
- MBA: *Leading Teams and High Performance Groups* (OB 847), 2013
- Master's of Science in Management Studies: *Careers, Identity & Leadership*, 2016
 - Developed course
- Guest speaker, *Careers Seminar* (MBA & PhD), 2014; *Proseminar* (PhD), 2013

Harvard University, Boston, USA

- Undergraduate: Senior Thesis Advisor, Sociology Department, 2010-2012
- Undergraduate: Teaching Fellow, *Leadership & Organizations*, Sociology Department, 2008-09
- Executive Education: Facilitator, *Women's Leadership Forum*, Harvard Business School, 2007 & 2008.

UNIVERSITY SERVICE

McMaster University

- Brighter World Research Initiative group member, 2019
- MBA Program Development Committee, 2018-20
- Graduate Curriculum and Policy Committee, 2017-20
- SSHRC Doctoral Ranking Committee, 2017
- Canada 150 Chairs, Faculty Selection Committee, 2017
- Coordinator, HR&M Brown Bag Seminar Series, 2016-18
- Advising at McMaster
 - Doctoral Advisor: Farnaz Ghaedipour, 2017+
 - Doctoral Committee Member:
 - Amr El-Kebbe, 2018+
 - Mojan Samani, 2018+
 - Galini Gavrilidou, 2017-18
 - Master's of Health Management: Jun Maranan, 2017-2018
- External Advising
 - Doctoral: Natalya Alonso, UBC Sauder, 2017+

Boston University

- Founder & Coordinator, OB Junior Faculty Research Group, 2012-2015
- Doctoral advising – Kim Ramsdell, 2014-2015
- Member, PhD Comprehensive Exam Committee, 2015
- Member, PhD Admissions Committee, 2013, 2014, 2016
- Member, Research Day Committee, 2014
- Second Reader, Doctoral Curriculum Paper:
 - Brandy Booth, 2014
 - Jeffrey Yip, 2012

Harvard University

- Coordinator, Work, Organizations and Markets Seminar, Harvard University, 2008-09
- Doctoral Student Mentor, Harvard Business School, 2007-08
- Doctoral Student Orientation Co-Founder and Co-Leader, 2007

PROFESSIONAL SERVICE

Journal Reviewing

Editorial Review Boards:

Academy of Management Journal, 2020+ (incoming)

Organization Science, 2019+

Human Relations, 2015+

Journal of Business Psychology, 2016+

Occasional reviewer: *Administrative Science Quarterly*, *Academy of Management Review*, *American Journal of Sociology*, *Management Science*, *Work & Occupations*, *Journal of Family Issues*, *Journal of Management Studies*

Academy of Management

Associate Editor, Managerial and Organizational Cognition Division, 2019

Representative-at-Large, Managerial and Organizational Cognition Division, 2015-2018

Reviewer (2008–present): Managerial and Organizational Cognition, Gender & Diversity in Organizations Division

Other Professional Affiliations

INFORMS/Organization Science Dissertation Proposal Competition, 2011, 2012, 2014, 2015, 2017

Member, Work and Family Researchers Network, 2016+

“Work as a Masculinity Contest” Working Group, Sauder School of Business, University of British Columbia, 2014 – 2018

- Small group of invited scholars and practitioners sharing on-going work and developing new scholarship
- Coordinated by Professors Jennifer Berdahl (UBC) and Joan Williams (UC-Hastings)

Member, Third Path Institute’s academic advisory group, 2016-2017

SELECTED MEDIA COVERAGE OF RESEARCH

- March 7, 2019. “Meet the Breadsharer: A Modern Working Man.” *The Globe and Mail*.
- November 23, 2018. “Breadwinners, Breadsharers, and the Status of Women’s Work.” *Smith Business Insight*.
- September 26, 2018. “Are You a Breadsharer or a Breadwinner?” *US News & World Report* (usnews.com).
- August 28, 2018. The Morning Show, Wisconsin Public Radio.
- August 22, 2018. “Elon Musk is the ‘poster boy’ of a culture that celebrates ‘obsessive overwork.’” *The Washington Post*.
- August 20, 2018. “How Millennial Men can Champion Workplace Inequality.” *Forbes*.
- August 18, 2018. “This is what makes a man identify as a “breadwinner.”” Moneyish.com
- August 17, 2018. “Does a Husband Identify as a Breadwinner or a Breadsharer? That Depends on his Respect for his Wife’s Career.” Fortune.com
- August 7, 2018. “Hard Work May Not Pay After All.” CNBC, *Financial Times*, *The Financial Review*
- July 8, 2018. “Don’t Simply Dive into Action: Think.” *Wall Street Journal*.
- November 17, 2017. “Informal pressure to work overtime is risky for everyone.” *Bloomberg Law – Daily Labor Report*.
- June 13, 2017. “Why you should manage your energy, not your time.” *BBC.com*
- October 19, 2016. “Learning How to Keep Staff at 40 Hours Per Week.” *Fast Company*.

- October 13, 2016. “Change Agents 2016.” *Canadian Business*.
- July 21, 2016. “How Staff Evaluations May Promote Workplace Lies.” Hcamag.com
- July 12, 201. “How the ‘first-in-last-out’ ethic is creating a culture of overwork.” *The Guardian*.
- July 11, 2016. “Tech CEO Celebrates Marissa Mayer for All the Wrong Reasons.” *Huffington Post*.
- Mar. 8, 2016. “How Do We Close the Wage Gap in the U.S.?” *The Atlantic*.
- Mar. 8, 2016. “Prince William, Father First.” Family-studies.org
- Dec. 8, 2015. “He for She.” Radio program, Audencia Nantes Ecole de Management.
- Nov. 10, 2015. “Why Paul Ryan Matters for Parents.” Family-studies.org
- Nov. 10, 2015. “As millennials eye better work-life balance, is the US ready for a 6-hour workday?” Today.com
- Sept. 22, 2015. “Work/Life Balancing Act.” *The Miami Herald*.
- Sept. 18, 2015. “A Toxic Work World.” *The New York Times*.
- Sept. 15, 2015. “Attitudes Shift on Paid Leave: Dads Sue, Too.” *The New York Times*.
- June 22, 2015. *Der Spiegel*.
- June 18, 2015. “Men Often “Pretend” They’re Working Longer Hours.” *The Globe and Mail*.
- June 17, 2015. “Why Aren’t Men Talking About Work/Life Balance?” *Fast Company*.
- June 11, 2015. “Focusing on Women’s Advancement Blinds Companies to Their Real Problem: Overworking Everyone.” *Huffington Post*.
- June 5, 2015. “Is Shirking Just a Smarter Way of Working?” *The Guardian*.
- June 3, 2015. “Working Around the Clock has become a Status Symbol.” *Business Insider*.
- May 28, 2015. “The 24/7 Work Culture’s Toll on Families and Gender Equality.” *The New York Times*.
- May 21, 2015. “How to be a Slacker at Work and Get Away with It.” *The Telegraph*.
- May 20, 2015. “Millennial vs. Boomer: Company Calendar Full of Fibs.” *Financial Times*.
- May 19, 2015. “Men Fake Working Hard in the Office But Still Get Promoted.” *Daily Mail*.
- May 14, 2015. “Why Workaholics are Faking Longer Hours.” *The Week Magazine*.
- May 14, 2015. “The Things Time-Poor Dads do to see their Kids.” *The Daily Telegraph*.
- May 10, 2015. “Is Anyone Really Working 80 Hours a Week?” *Boston.com*.
- May 8, 2015. “Let’s Kill the Myth of the Ideal Worker.” *The Globe and Mail*.
- May 7, 2015. “We Need to Stop Pretending Work/Life Balance is a Women’s Issue.” *Huffington Post*.
- May 6, 2015. “Go Ahead, Fake Your Way Through the 80-hour Work Week.” *Bloomberg*.
- May 6, 2015. “Want to Get Ahead at Work Without Killing Yourself? Fake It.” *Time*.
- May 6, 2015. “These Men Found an Innovative Approach to Work/Life Balance.” Vox.com
- May 5, 2015. “How Some Men Fake an 80-Hour Workweek, and Why it Matters.” *The New York Times*.
- May 5, 2015. “This is the Secret to Impressing Your Employer While Working Less.” *Business Insider*.
- Apr. 30, 2015. “How People Succeed in High Pressure Jobs.” Quartz.com
- Apr. 29, 2015. “The Art of Elusiveness at Work.” *Financial Times*.
- Oct. 10, 2014. “These Dads Say Long Work Hours are Costing Them.” *The Globe and Mail*.
- Jan. 21, 2012. “Her Key to Efficiency: Arrive Late, Leave Early.” *The New York Times*.

PREVIOUS EMPLOYMENT

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

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

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

Dietary Aide, Central Park Lodge, Kitchener, Canada, 2000-2003

OTHER

Languages: English, French

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