

Erin M. Reid

McMaster University, DeGroote School of Business
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Hamilton, Ontario
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ACADEMIC APPOINTMENT

- 2016+ **McMaster University, DeGroote School of Business, Canada**
Associate Professor, tenure-track, 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)
- Off tenure clock for maternity leave, 2013-2014

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

Journal Articles

Reid, EM, O'Neill, M. and Blair-Loy, M. "Masculinity in Male-Dominated Occupations: How Teams, Time and Tasks Shape Masculinity Contests." Accepted August 2018, *Journal of Social Issues*.

Reid, EM. "Straying from Breadwinning: Status and Money in Men's Interpretations of their Wives' Work Arrangements." Accepted April 2018. *Gender, Work & Organization*.

Kahn, W., Barton, M., Fisher, CM., Heaphy, ED., Reid, EM. & Rouse, E. [Authors listed alphabetically aside from first author]. Accepted July 2017. "The geography of strain:

Organizational resilience as a function of intergroup dynamics.” *Academy of Management Review*.

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.

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

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

Articles Under Review

Padavic, I., R. Ely, and EM. Reid. "Explaining the Persistence of Gender Inequality: The Work-Family Narrative as a Social Defense against the 24/7 Work Culture." Provisionally accepted, *Administrative Science Quarterly*.

Reid, EM. and L. Ramarajan. "Identity Reconciliation Among Socialization Agents." Second revision requested in June 2018, *Academy of Management Journal*.

Reid, EM. "Careers as Purity Strategies." Revision requested in June 2018, *Organization Science*

Ashford, S., Caza, B. and EM. Reid. "Individuals in the New World of Work: A Research Agenda." Submitted to *Research in Organizational Behavior*.

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

- 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 - External

2018	Emerging Health Leaders, Hamilton Chapter
2017	University of British Columbia, Work as a Masculinity Contest Working Group University of Minnesota, Carlson School of Management
2016	University of Chicago, Booth School of Business MIT, Institute of Work and Employment Research

York University, Schulich School of Business
 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
- 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

Invited Talks - Internal

- 2018 McMaster University, Health Leadership Academy, Collaboratorium talks
- 2017 McMaster University, DeGroote Doctoral Student Association, Brown Bag
- 2015 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

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. Qental 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

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
- Doctoral: *Organizational Behavior* (B791), 2017

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

- 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:
 - Galini Gavrilidou, 2017+
 - Amr El-Kebbe, 2018+
 - 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

Academy of Management

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

Member, Managerial and Organizational Cognition and Gender & Diversity in Organizations Divisions

Reviewing

Editorial Review Boards: *Human Relations*, 2015+; *Journal of Business Psychology*, 2016+

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

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

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

Other Professional Affiliations

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

- 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, Work and Family Researchers Network, 2016+

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

SELECTED MEDIA COVERAGE OF RESEARCH

- 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