

**Flannery G. Stevens\***

Villanova School of Business  
 Villanova University  
 Department of Management & Operations  
 800 E. Lancaster Avenue  
 Villanova, PA 19085  
 o | 610.519.4396  
 e | [flannery.stevens@villanova.edu](mailto:flannery.stevens@villanova.edu)  
 w | [www.flannerystevens.com](http://www.flannerystevens.com)

**EDUCATION**


---

Ph.D.	<b>Stephen M. Ross School of Business, University of Michigan</b> Management & Organizations, 2012	Ann Arbor, MI
M.S.	<b>Tulane University</b> Psychology, 2006	New Orleans, LA
A.B.	<b>Binghamton University</b> Psychology and French (minor), 2003	Binghamton, NY

**ACADEMIC APPOINTMENTS****Villanova University**

Villanova, PA

**Villanova School of Business**

- Assistant Professor, Department of Management & Operations (2017 – present)
- Assistant Professor of Law (by courtesy), Charles Widger School of Law (2017 – present)

**University of Utah**

Salt Lake City, UT

**David Eccles School of Business**

- Assistant Professor, Management Department (2012 – 2017)
- Instructor (Tenure-Track), Management Department (2011 – 2012)

**S. J. Quinney College of Law**

- Adjunct Assistant Professor of Law (2014 – 2017)

**American Bar Foundation**

Chicago, IL

- Visiting Scholar (Spring 2014)

**University of Michigan**

Ann Arbor, MI

**Stephen M. Ross School of Business**

- Instructor, Management & Organizations Department (Winter 2009)

**RESEARCH INTERESTS**


---

 Inequality; Employment Discrimination; Geography & Labor Outcomes; Diversity In & Around Organizations

---

 \*Formerly Flannery G. Garnett

## PUBLICATIONS

---

### Refereed Publications

- 2017 Cobb, J. Adam, and **Flannery G. Stevens**. “These Unequal States: Corporate Organization and Income Inequality within the United States.” *Administrative Science Quarterly*, 62(2): 304-340.
- Winner of OMT Division Best Paper Award, Academy of Management Meeting, 2014.
  - Academy of Management Best Paper Proceedings, OMT Division, 2014.
- 2016 Wallace, J. Craig, Marcus M. Butts, Paul D. Johnson, **Flannery G. Stevens**, and Mickey B. Smith. “A Multilevel Model of Employee Innovation: Understanding the Effects of Regulatory Focus, Thriving, and Employee Involvement Climate.” *Journal of Management*, 42(4): 982-1004.
- 2012 Porath, Christine L., Gretchen M. Spreitzer, Cristina B. Gibson, and **Flannery G. Garnett**. “Thriving at Work: Toward its Measurement, Construct Validation, and Theoretical Refinement.” *Journal of Organizational Behavior*, 33(2): 250-275.
- 2011 Plaut, Victoria C., **Flannery G. Garnett**, Laura E. Buffardi, and Jeffrey Sanchez-Burks. “‘What About Me?’ Perceptions of Exclusion and Whites’ Reactions to Multiculturalism.” *Journal of Personality and Social Psychology*, 101(2): 337-353.
- 2008 **Stevens, Flannery G.**, Victoria C. Plaut, and Jeffrey Sanchez-Burks. “Unlocking the Benefits of Diversity: All-inclusive Multiculturalism and Positive Organizational Change.” *Journal of Applied Behavioral Science* 44: 116-133.

### Other Publications

- 2015 Plaut, Victoria C., Sapna Cheryan, and **Flannery G. Stevens**. “New Frontiers in Diversity Research: Conceptions of Diversity and their Theoretical and Practical Implications.” In M. Mikulincer, P. Shaver, E. Borgida, and J. Bargh (Eds.). *APA Handbook of Personality and Social Psychology, Volume 1: Attitudes and Social Cognition* (pp. 593-619). Washington, DC: American Psychological Association.
- 2014 Cobb, J. Adam and **Flannery G. Stevens**. “These Unequal States: Corporate Organization and Income Inequality Across the United States.” *Best Paper Proceedings of the Academy of Management*, Philadelphia, PA.
- 2008 Smith, Alexis N., Arthur P. Brief, and **Flannery G. Stevens**. 2008. “Attitudes.” In S. Clegg and J. R. Bailey (Eds.), *International Encyclopedia of Organizational Studies*. Thousand Oaks, CA: Sage Publications.
- 2008 **Stevens, Flannery G.**, Arthur P. Brief, and Alexis N. Smith. 2008. “Job Satisfaction.” In S. Clegg and J. R. Bailey (Eds.), *International Encyclopedia of Organizational Studies*. Thousand Oaks, CA: Sage Publications.

## RESEARCH

---

### Works in Progress

**Stevens, Flannery G.** “Community Matters: Unpacking the Institutional Infrastructure Undergirding Workplace Inequality. Stage: *Manuscript Preparation*.

**Stevens, Flannery G.** and Jeffrey D. Morenoff. “Corporations, Communities, and the Spatial Dynamics of Workplace Inequality.” Stage: *Data Collection*.

**Stevens, Flannery G.** and Arthur P. Brief. “Contact without Context: An Organizational Response” Stage: *Manuscript Preparation*.

**Stevens, Flannery G.**, J. Adam Cobb, Modupe Akinola, Dolly Chugh, and Arthur P. Brief. “Implicit Bias, Workplace Segregation, & Income Inequality: An Examination of the United States.” Stage: *Data Analysis*.

Tilcsik, András, and **Flannery G. Stevens**. “Peer Groups and Inequality: Fields, Communities, and Organizations.” Stage: *Data Collection*.

#### HONORS, AWARDS, & GRANTS

---

2015	Daniels Fund Leadership in Ethics Education Award
2014	Academy of Management OMT Division Best Paper Award
2013	Equality, Diversity, and Inclusion International Conference Best Paper Award
2013	OMT Junior Faculty Consortium, Academy of Management, Orlando, Florida
2013	University Research Committee Research Grant (\$6,000), University of Utah
2013	Behavioral Research Grant (\$5,000), Eccles School of Business
2013	Daniels Fund Leadership in Ethics Education Award
2010	INFORMS/Organization Science Dissertation Proposal Finalist
2010	H. Naylor Fitzhugh Doctoral Scholarship, National Black MBA Association
2010	OMT/MOC Doctoral Consortium, Academy of Management, Montréal, Canada
Winter 2010	Ross School of Business Doctoral Studies Small Research Grant (\$2,000)
2010	Rackham Graduate Student Research Grant (\$3,000), University of Michigan
2009 – 2010	Gerald & Lillian Dykstra Fellowship for Teaching Excellence, Ross School of Business
2009	Outstanding Reviewer Award, Academy of Management Organizational Behavior Division
2009 – 2012	Edward A. Bouchet Graduate Honor Society
2007	GDO Doctoral Consortium, Academy of Management, Philadelphia, PA
Fall 2006	Ross School of Business Doctoral Studies Small Research Grant (\$2,000)

#### PRESENTATIONS

---

##### Refereed Conference Presentations

“These Unequal States: Corporate Organization and Economic Inequality across the United States” (with J.A. Cobb)

- Annual Meeting of the American Sociological Association, San Francisco, CA, 2014.
- Annual Meeting of the Academy of Management, Philadelphia, PA, 2014.
- European Group for Organizational Studies Colloquium, Rotterdam, Netherlands, 2014.
- People and Organizations Conference, The Wharton School, University of Pennsylvania, Philadelphia, PA, 2013.

“Community Matters: Uncovering the Societal Mechanisms Undergirding Workplace Discrimination and Inequality.”

- Equality, Diversity, and Inclusion International Conference, Athens University of Economics and Business School, Athens, Greece. 2013.
- People and Organizations Conference, The Wharton School, University of Pennsylvania, Philadelphia, PA, 2012.
- Annual Meeting of the Academy of Management, Montréal, Canada, 2010.

“Thriving at Work: Toward an Understanding of an Internal Self-Regulatory Gauge” (with C.L. Porath, G.M. Spreitzer, and C.B. Gibson).

- Annual Meeting of the Academy of Management, San Antonio, TX, 2011.

“What About Me?” Perceptions of Exclusion and Their Role in Non-minority Reactions to Diversity” (with V.C. Plaut, L.E. Buffardi, and J. Sanchez-Burks).

- Annual Meeting of the Academy of Management, Montréal, Canada, 2010.
- Annual Meeting of the Society for Personality and Social Psychology, Albuquerque, NM. 2008.
- Expanding Horizons in Cultural Psychology Conference, Palo Alto, CA, 2007.

“Cracks in Top Management Teams: A Faultline Approach Investigating the Joint Effects of Upper Echelon Diversity and Environmental Context” (with K.M. Sutcliffe).

- Annual Meeting of the Academy of Management, Chicago, IL, 2009.

“Innovation at Work: Integrating Regulatory Focus, Support, and Thriving” (with J.C. Wallace, P.D. Johnson, and B.D. Edwards).

- Annual Meeting of the Academy of Management, Anaheim, CA, 2008.

“Individual Thriving: Measurement, Validation, and Implications for Organizations” (with J.A. Cobb and G.M. Spreitzer).

- Annual Meeting of the Academy of Management, Anaheim, CA, 2008.

“Thriving at Work” (with K.A. Dekas, G.M. Spreitzer, and K. M. Sutcliffe).

- Annual Meeting of the Academy of Management, Atlanta, GA, 2006.

“It’s Not Black and White: Reactions to Minority Recruitment Efforts” (with M. B. Watkins and B. D. Edwards).

- Annual Meeting of the Society for Industrial-Organizational Psychology, Dallas, TX, 2006.

### **Invited Presentations**

“Community Matters: Uncovering the Societal Mechanisms Undergirding Workplace Discrimination and Inequality.”

- Industrial & Labor Relations School, Cornell University (Organizational Behavior), 2017
- Anderson School of Management, University of California – Los Angeles (Management & Organizations), 2017
- McCombs School of Business, The University of Texas at Austin (Management), 2017
- School of Social Work, University of Southern California, 2017
- American Bar Foundation, 2014

“Race and Implicit Bias” (Discussant). Annual Critical Race Theory and Empirical Methods Working Group, University of Iowa College of Law, Iowa City, IA, 2013.

“Privileging One While Excluding Another: Organizational Initiatives and the Case for Diversity.” Annual Multicultural Conference, Towson University, Towson, MD, 2009.

### **Organized Symposia**

With J. Adam Cobb. 2010. “Unequal America: Examining How Organizations Influence Inequality Across Levels of Analysis” (Gerald F. Davis, Discussant). Annual Meeting of the Academy of Management, Montréal,

Canada.

With Tina Opie. 2009. “The Future of Diversity Research: The Tension Between Pragmatic and Social Justice Arguments” (Robin J. Ely, Discussant). Annual Meeting of the Academy of Management, Chicago, IL.

With J. Adam Cobb. 2008. “Toward Theory Refinement: Advancement of Positive Organizational Scholarship through Measure Development” (Jeffrey L. Edwards, Discussant). Annual Meeting of the Academy of Management, Anaheim, CA.

## TEACHING EXPERIENCE

---

Spring 2018	MGT 2153: <i>Introduction to Human Resources</i> (Undergraduate Elective Course) Department of Management & Operations, Villanova School of Business, Villanova University
2017 – current	MBA 8550: <i>Team Leadership &amp; Group Dynamics</i> (Part-Time MBA Core Course) Department of Management & Operations, Villanova School of Business, Villanova University
Fall 2016	MGT 6050: <i>Team Foundations</i> (Professional MBA Core Course) Management Department, Eccles School of Business, University of Utah
Summer 2012	MGT 5910: <i>Independent Study in Organizational Behavior</i> Management Department, Eccles School of Business, University of Utah
2011 – 2017	MGT 3680: <i>Human Behavior in Organizations</i> (BBA Core Course) Management Department, Eccles School of Business, University of Utah
Winter 2009	MO 300: <i>Behavioral Theory in Management</i> (BBA Core Course) Management & Organizations Department, Ross School of Business, University of Michigan

## ACTIVITIES

---

### University Service

- Member, Faculty Support, Mentoring, and Recognition Committee, Villanova School of Business, 2017 – present.
- Member, Undergraduate Awards & Presidential Scholars Committee, Villanova School of Business, 2017 – present.
- Member, Ad-hoc Committee on Best Practices in Faculty Hiring and Retention, Eccles School of Business, 2016 – 2017.
- Organizer, Management Department Speaker Series, Eccles School of Business, 2012 – 2015.
- Faculty Mentor, Black Student Leadership Institute, University of Utah, 2012 – 2014.
- Eccles School of Business Representative, The Ph.D. Project Conference, 2011 – present.
- Co-organizer, Management & Organizations Department Seminar Series, Ross School of Business, 2009-2010.
- Co-organizer, Interdisciplinary Committee on Organizational Studies (ICOS) Dissertation Poster Session, University of Michigan, Winter 2009.

### Academic Service

- Editorial Board Member, *Organization Science*, 2013 – present.
- Ad-hoc Reviewer: *Academy of Management Journal*, *Academy of Management Review*, *Administrative Science Quarterly*, Annual Meeting of the Academy of Management, *Cultural Diversity and Ethnic Minority Psychology*, INFORMS Organization Science Dissertation Proposal Competition, *Journal of Applied Social Psychology*, *Organization Science*, *Organizational Behavior & Human Decision Processes*.

- Vice President & Outgoing Vice President, The Ph.D. Project Management Doctoral Students Association (MDSA), 2007-2009.
- Co-organizer, “Negotiating Your First Job” Professional Development Workshop, Annual Meeting of the Academy of Management (Conflict Management Division), Philadelphia, PA, 2007.

**Professional Affiliations**

- Academy of Management (Divisions: Gender & Diversity in Organizations; Organization & Management Theory; Organizational Behavior)
- American Sociological Association (Sections: Economic Sociology; Organizations, Occupation, & Work; Race, Class, and Gender; Racial & Ethnic Minorities; Sociology of Law)
- European Group for Organizational Studies
- Law & Society Association
- Management Faculty of Color Association
- Society for the Psychological Study of Social Issues