

## DIANE M. BERGERON, PH.D.



Center for Creative Leadership®

**SENIOR RESEARCH SCIENTIST**

Email: [bergerond@ccl.org](mailto:bergerond@ccl.org)

### PROFESSIONAL EXPERIENCE

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<b>Center for Creative Leadership</b> Research, Innovation & New Content Creation (RINCC) Strategic Research Team Senior Research Scientist	2022-present
<b>Case Western Reserve University.</b> Cleveland, OH Research Affiliate	August 2019 - 2022
<b>Case Western Reserve University.</b> Cleveland, OH Weatherhead School of Management, Dept of Organizational Behavior Associate Professor	2013/2015-2019
[leave of absence, two-year family sailing adventure – U.S. & Caribbean]	2013-2015
<b>Case Western Reserve University.</b> Cleveland, OH Weatherhead School of Management, Dept of Organizational Behavior Assistant Professor	2006 – 2013
<b>Hewitt Associates,</b> New York, N. Y. Insights & Innovation Research Group Research Associate	
<b>Pfizer Inc.,</b> New York, N.Y. Pfizer Pharmaceutical Group, Organizational Effectiveness Consulting Group Pfizer Pharmaceutical Group, Global Learning & Development Group Corporate Employee Resources, Employment Group	
<b>Brecker &amp; Merryman, Inc. (The Empower Group),</b> New York, N.Y. Human resources management firm consulting to Fortune 500 clients	
<b>SSM Foundation of the Dominican Republic,</b> Santiago, Dom. Republic Project Manager (volunteer position for 2 years)	

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## EDUCATION

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**Columbia University** – Ph.D. in Social-Organizational Psychology  
Department of Organization & Leadership

**University of Wisconsin – Madison**  
Grief and bereavement certificate course

**St. Bonaventure University** – B.A. in Psychology  
Graduated in three years, *magna cum laude*

University of Pittsburgh, Pittsburgh, PA  
*Semester at Sea* Program

## RESEARCH

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### RESEARCH INTERESTS

Women and leadership; organizational citizenship behavior; gender differences in career outcomes, workplace listening; psychological safety; employee voice; grief and bereavement in the workplace

### REFEREED ACADEMIC PUBLICATIONS

<sup>†</sup> denotes student authors

**Bergeron, D. M.** (2025). The working wounded: The effect of bereavement grief and organizational policies and practices on employee outcomes. *Group & Organization Management*. <https://doi.org/10.1177/10596011241310272>

Loignon, A. C., **Bergeron, D. M.**, Johnson, M., Dunn, A. M., Li, C. S., Martinez, H., Speights, S. & Woznyj, H. (2025). Signaling with babble? Exploring the effects of gender and speaking time on leader emergence. *The Leadership Quarterly*.

Loignon, A. C., **Bergeron, D. M.**, Dawkins, M., Kosovich, J. J., & Smith, D. J. (2025). Putting leaders into action: A behavior-based model of leader development. Handbook. Association for Training & Development.

**Bergeron, D. M.** (2024). The working wounded: HRM practices to support bereaved employees. In B. Murray, J. H. Dulebohn, D. L. Stone, & K. M. Lukaszewski (Eds.), *Research in Human Resource Management: The Future of Human Resource Management*. Charlotte, NC: Information Age Publishing.

**Bergeron, D. M.** (2023). Monday mourning: A call for the study of bereavement in the workplace. *Journal of Management Inquiry*, 32(4): 331-337.

Gooty, J., Ruggs, E. N., Aguinis, H., **Bergeron, D. M.**, Eby, L. T., van Knippenberg, D., Post, C., Rupp, D. E., Thatcher, S. M. B., Tonidandel, S. & Yammarino, F. J. (2023). Stronger together: A

call for gender-inclusive leadership in business schools. Editorial. *Journal of Management*, **49**(8): 2531-2540.

Clerkin, K., **Bergeron, D. M.** & Wilson, M. S. (2024). Gender differences in developmental experiences. In Susan R. Madsen (Ed.), *Handbook of Research on Gender and Leadership*, 2<sup>nd</sup> edition [chapter 24, pp. 392-409]. Elgar Publishing.

**Bergeron, D. M.** (2023). Time heals all wounds: HRM and bereavement in the workplace. *Human Resource Management Review*, **33**(100931): 1-8.

**Bergeron, D. M.** & Rochford, K. (2022). Good soldiers versus organizational wives: Does anyone (besides us) care that OCB scales are gendered and mostly measure men's – but not women's – OCB? *Group & Organization Management*, **47**: 936-951.

Kelemen, T. K., Turnley, W. H., **Bergeron, D. M.**, Rochford, K. & Hinz, J. (2022). Citizenship ambivalence: Its nature, causes and consequences. *Human Resource Management Review*, **32**(100896): 1-11.

Thompson<sup>†</sup>, P. S., **Bergeron, D. M.** & Bolino, M. C. (2020). The norm of reciprocity – Men need it, women don't: Sex differences in organizational citizenship behavior. *Journal of Applied Psychology*, **105**: 1338-1350.

**Bergeron, D. M.** & Thompson, P. S.<sup>†</sup> (2020). Speaking up at work: The role of perceived organizational support in explaining the relationship between organizational politics and voice behavior. *Journal of Applied Behavioral Science*, **56**: 195-215.

**Bergeron, D. M.**, van Esch<sup>†</sup>, C. & Thompson<sup>†</sup>, P. (2018). Citizenship behavior and objective career outcomes: A review and agenda for future work. In P. M. Podsakoff, S. B. MacKenzie & N. P. Podsakoff (Eds.), *Oxford handbook of organizational citizenship behavior*, pp. 149-168. New York: Oxford University Press.

**Bergeron, D. M.**, Schroeder<sup>†</sup>, T. S., & Martinez<sup>†</sup>, H. M. (2014). Proactive personality at work: Seeing more to do and doing more? *Journal of Business & Psychology*, **29**: 71–86.

**Bergeron, D. M.**, Ostroff, C., Schroeder<sup>†</sup>, T. D. & Block, C. J. (2014). The dual effects of organizational citizenship behavior: Relationships to research productivity and career outcomes in academe. *Human Performance*, **27**: 99-128.

**Bergeron, D. M.**, Shipp, A. J., Rosen, B., & Furst, S. (2013). Organizational citizenship behavior and career outcomes: The cost of being a “good citizen.” *Journal of Management*, **39**: 958-984.

- Finalist for 2014 AOM Outstanding Publication in Organizational Behavior Award (chosen from among 600 papers in the top 10 journals)

**Bergeron, D. M.** (2007). The paradox of organizational citizenship behavior: Good citizens at what cost? *Academy of Management Review*, **32**(4): 1078-1095.

**Bergeron, D. M.** & Liang, X. F. (2007). Thriving in the academy: A model of faculty career success. In George T. Solomon (Ed.), *Best Paper Proceedings of the Sixty-seventh Annual Meeting of the Academy of Management (CD)*. ISSN 1543-8643.

**Bergeron, D. M.**, Block, C. J. & Echtenkamp, B. A. (2006). Disabling the able: Stereotype threat and women's work performance. *Human Performance*, 19(2): 133-158.

**Bergeron, D. M.** (2005). Organizational citizenship behavior: A negative relationship to career outcomes? In K. Mark Weaver (Ed.), *Best Paper Proceedings of the Sixty-fifth Annual Meeting of the Academy of Management (CD)*, ISSN 1543-8643.

## **PUBLIC SCHOLARSHIP: PRACTITIONER PUBLICATIONS, RESEARCH REPORTS AND RESEARCH BLOG POSTS**

Bergeron, D. (2025). "Organizational wives" – the career costs of helping. [Research Insights](#). Center for Creative Leadership.

Martinez, H., Rochford, K. & Bergeron, D. (2025). Helping you, helping me? The mediating role of organizational citizenship behavior in the relationship between psychological capital and social network positions. [Research Insights](#). Center for Creative Leadership.

Loignon, A. & Bergeron, D. (2025). Chatterboxes in charge: Why leaders can't seem to stop talking. [Leading Effectively article](#). Center for Creative Leadership. March 3.

Loignon, A. & Bergeron, D., McKenna, K., Yarborough, P., Horth, D. M. & Ernst, C. (2025). Why you should collaborate across boundaries. [Leading Effectively article](#). Center for Creative Leadership. January 28.

Loignon, A., Bergeron, D. & McKenna, K. (2024). Leadership as conversation: A new tool to support leadership development. [Research Insights](#). Center for Creative Leadership.

Bergeron, D. & Loignon, A. (2024). What is active listening? Center for Creative Leadership. [Leading Effectively article](#). Sept 1.

Bergeron, D. (2024). Uncharted waters: Researching bereavement in the workplace. Sage Perspectives [blog post](#). *Business and Management Ink*. April 22.

Loignon, A. & Bergeron, D. (2024). Making the right call: The importance of leader listening. [Research blog post](#). Innovation site. Center for Creative Leadership. Feb. 8.

Bergeron, D., Rochford, K. & Cooper, M. (2023). Actions speak louder than (listening to) words: The role of leader action in encouraging employee voice. [Research Insights](#). Center for Creative Leadership.

Gooty, J., Ruggs, E. N., Aguinis, H., Bergeron, D. M., Eby, L. T., van Knippenberg, D., Post, C., Rupp, D. E., Thatcher, S. M. B., Tonidandel, S. & Yammarino, F. J. (2023). [Making business school leadership gender-inclusive](#). AACSB Insights (Sept. 13).

Loignon, A. & Bergeron, D. (2023). Running a tight ship: The importance of leader listening. [Research blog post](#). Innovation site. Center for Creative Leadership. June 29.

Bergeron, D. (2023). [Organizational wives](#): The career costs of helping out. *Talent*

*Management*. May 17.

Bergeron, D. M. (2023). Measures matter: Good soldiers versus organizational wives. *Sage Perspectives* [blog post](#). January 24.

Bergeron, D. M. (2022). Measures matter: How bias gets 'baked into' research results. [Research blog post](#). Innovation site. Center for Creative Leadership. Sept. 8.

Bergeron, D. (2022). Embrace a '[systems perspective](#)' to move the needle on women's leadership. *Talent Management*. June 30.

Bergeron, D. (2021). The trap of the organizational wife. Covey Club. June. [Link](#).

## ACADEMIC CONFERENCE PRESENTATIONS

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### SCHOLARLY PRESENTATIONS

Pearson, J., Bergeron, D. M., Corbeanu, A. (2025, May). Yes, we care that OCB scales are gendered: A response to Bergeron & Rochford (2022). European Association of Work and Organizational Psychology (EAWOP) Conference. Prague, Czech Republic.

Tedone, A., Loignon, A., & Bergeron, D. (2025, April). Does team virtuality affect perceptions of a leader's power and influence? A natural experiment from the COVID pandemic. In N. Kim & Y. Park (Co-Chairs), Remote leaders: Expanding remote work research from a leader-centered perspective [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Bergeron, D. (2025, April). The working wounded: The effect of bereavement grief and workplace practices on employee outcomes. In D. M. Bergeron (Chair), Good grief: Rethinking workplace policies and practices to support bereaved employees [Symposium]. Society for Industrial and Organizational Psychology Annual Conference. Denver, CO. United States.

Bergeron, D. & Loignon, A. (2025, April). The bereavement burden and employee leave policies. In D. M. Bergeron (Chair), Good grief: Rethinking workplace policies and practices to support bereaved employees [Symposium]. Society for Industrial and Organizational Psychology Annual Conference. Denver, CO. United States.

Loignon, A. C., Bergeron, D., Johnson, M., Dunn, A., Li, C., Martinez, H., Speights, S. & Woznyj, H. (2024, April). Signaling with babble? The role of dynamic speaking time and leader emergence in meetings. In L. M. Kremer, A. C. Loignon & E. Eden (Chairs), Tech-Trekking the virtual frontier: A journey into meeting dynamics and inclusion. Society for Industrial and Organizational Psychology Annual Conference. Chicago, IL, United States.

Bergeron, D. M., Pearson, J., Roche Gallagher, M., & Rochford, K. (2024, April). Forty years in, ... reconsidering organizational citizenship behavior: Identifying and measuring gender- and race-related helping behaviors. In D. Y. Hall (Chair), Revisiting Gender Disparities in OCBs: Bridging Research and Practitioner Insights. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference. Chicago, IL, United States.

Bergeron, D. (2023, April). Opening the griefcase: Investigating employee and coworker responses to workplace bereavement. In D. M. Bergeron (Chair), Research-Practice Incubator. The mourning after: Exploring bereavement in the workplace. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference. Boston, MA, United States.

Loignon, A. C., Bergeron, D., Wormington, S., Shrestha, S., Gurca, A., Bagherzadeh, M., Woehr, D. J., & Ford-Eickhoff, K. (2023, April). Team workflow formation: Relationships with teammate warmth and competence. In K. Kay, A. C. Jaramillo & A. C. Loignon (Co-Chairs), Social network analysis: Novel perspectives for groups and teams [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Rochford, K., Bergeron, D. M., Cooper, M. & Romney, A. (2022, August). Feeling heard: How managerial responses to voice can increase perceptions of listening. Academy of Management Conference (Seattle, WA).

Rochford, K., Bergeron, D. M., & Clerkin, C. (2019, August). From knowing to doing in workplace relationships: Introducing workplace relational self-efficacy. Academy of Management Conference (Boston, MA).

Bergeron, D. M., Hinz, J., Cooper, M., Rochford, K. & Kim, H.Y. (2018, August). Causal asymmetry: Motives for (not) engaging in organizational citizenship behavior. In J. Harvey and D. M. Bergeron (Chairpersons), Perspective on performance: New vantages on organizational citizenship behavior and outcomes. Academy of Management Conference, Chicago, IL.

Bergeron, D. M., Rochford, K., Hinz, J., Cooper, M. & Kim, H.Y. (2018, August). OCB – let’s talk about it! Discovering new directions through qualitative research. In A. Zabinski & K. Byron (Chairpersons), Helping at work: New directions, theories and practical implications. Academy of Management Conference, Chicago, IL.

Bergeron, D. M., Cooper, M. & Rochford, K. (2018, April). The other good soldiers: The underrepresentation of women’s citizenship behavior. In D. Bergeron and M. Cooper’s symposium, Leaning in (or out): Correcting misperceptions of women in management. Society of Industrial and Organizational Psychology (SIOP) Conference, Chicago, IL.

Bergeron, D. M. & Kim, H. Y. (August, 2017). Organizational citizenship behavior: Longer-term relationships to role breadth and hours worked. In R. Livne-Tarandach (Chairperson), The good, bad and ugly: The unintended consequences of prosocial behavior. Academy of Management Conference, Atlanta, GA.

Bergeron, D. M. & Thompson, P. (August, 2017). The norm of reciprocity – men need it, women don’t: Gender differences in citizenship behavior. Academy of Management Conference, Atlanta, GA.

Schroeder, T. D. & Bergeron, D. M. (2016, Oct.). Explaining organizational citizenship behavior: A critical review of the social exchange perspective. Southern Management Association, Charlotte, NC.

Thompson, P., Bergeron, D. M. & Kim, H. Y. (2016, October). Employee job performance: The combined effects of perceived justice, politics, and support on job performance. Southern Management Association.

Kim, H.Y. & Bergeron, D. M. (2016, August). Envy, social undermining and envy in the workplace. In A. L. Hetrick's (Chairperson), Not just a dependent variable: New developments in the study of citizenship behavior. Academy of Management Conference, Anaheim, CA.

Farzadnia, S., Felps, W., Kroezen, J. & Bergeron, D. M. (2016, August). When and why is there a gender gap in research performance? Academy of Management Conference, Anaheim, CA.

Amdurer, E. A. & Bergeron, D. M. (2016, August). Positive transformation in the face of adversity: Development of a workplace posttraumatic growth measure. Academy of Management Conference, Anaheim, CA.

Schroeder, T. D. & Bergeron, D. M. Lending an ear: Impacts of listening on employees in the workplace. Presented at the 2013 Positive Organizational Scholarship Conference, Ann Arbor, MI.

Bergeron, D. M. (2012, October). Organizational citizenship behavior and women's career outcomes: A differential risk perspective. Southern Academy of Management Conference, Ft. Lauderdale, Florida.

Bergeron, D. M., Schroeder, T. D., Martinez, H. M., Amdurer, E. E. & Van Esch, C. (2012, August). The stability of organizational citizenship behavior over time: Women as good citizens. Academy of Management Conference, Boston, MA.

Bergeron, D. M., Harvey, J., Bolino, M. C. & Klotz, A. (2012, August). The moderating effect of reward system on the relationship between citizenship behavior and outcomes. In D. M. Bergeron and J. Harvey (Chairpersons), Beyond performance evaluations . . . Organizational citizenship behavior and outcomes. Academy of Management Conference, Boston, MA.

Martinez, H. M. & Bergeron, D. M. (2011, November). Herzberg's hygiene factors: Job dissatisfaction as a motive for organizational citizenship behavior. Southern Academy of Management Conference, Savannah, GA.

Bergeron, D. M. & Schroeder, T. D. (2011, August). Proactive personality as a blessing or curse? Relationships to work activities and career outcomes. In C. F. Lam (Chairperson), Costs of proactivity in organizations. Academy of Management Conference, San Antonio, TX.

Bergeron, D. M. & Shipp, A. J. (2010, August). Relationships between citizenship behavior and career outcomes within an outcome-based reward system. Academy of Management Conference, Toronto, Canada.

Amdurer, E. A. & Bergeron, D. M. (2010, August). How helping may play a role in reducing job insecurity. In D. T. Wagner & L. Van Dyne (Chairpersons), What's in it for me? Individual, social, and performance outcomes of helping. Academy of Management Conference, Toronto, Canada.

Bergeron, D. M. (2010, August). The role of time in resource models: Relationships between job characteristics and performance. Academy of Management Conference, Toronto, Canada.

Bergeron, D. M. & Sharma, G. (2010, April). Reconsidering role breadth: Conceptualization, measurement and relationship to outcomes. In D. M. Bergeron & G. Sharma (Chairpersons), Re-thinking role breadth: Relationships to antecedents and outcomes. Symposium at the Society for Industrial and Organizational Psychology (SIOP) Conference, Atlanta, GA.

Bergeron, D. M., Shipp, A. J., Rosen, B. & Furst, S. A. (2010, April). Career outcomes and organizational citizenship behavior: The cost of being a good citizen. In D. T. Wagner & L. Van Dyne (Chairpersons), The dangers of helping: When OCB can hurt employees. Symposium at the Society for Industrial and Organizational Psychology (SIOP) Conference, Atlanta, GA.

Bergeron, D. M. (2008, August). OCB over time: Why some employees may be better citizens than others. Academy of Management Conference, Anaheim, CA.

Bergeron, D. M. (2008, August). Good citizens in the workplace: Today, tomorrow and forever? Theory on predictors of OCB over time. Academy of Management Conference, Anaheim, CA.

Bergeron, D. M. (2007, August). Faculty job performance: Development of a measure. Academy of Management Conference, Philadelphia, PA.

Bergeron, D. M. (2005, August). Organizational citizenship behavior: A negative relationship to career outcomes? Academy of Management Conference, Honolulu, HI. Winner of the Academy of Management's "Best Paper Based on a Dissertation" award (Organizational Behavior Division).

Bergeron, D. M. (2005, August). Sex differences in research productivity: Job performance as a piece of the puzzle. Academy of Management Conference, Honolulu, HI. Winner of Academy of Management's "Best Paper Based on a Dissertation" award (Gender & Diversity in Organizations Division').

Bergeron, D. M. (2005, May). Organizational citizenship behavior: Good citizens at what cost? Eastern Academy of Management Conference, Springfield, MA.

Echtenkamp, B. A., Bergeron, D. M. & Block, C. J. (2003, May). Stereotype threat in the workplace: Goal orientation as a remedy. American Psychological Society, Atlanta, GA.

Bergeron, D. M., Echtenkamp, B. A. & Block, C. J. (2001, April). Disabling the able: Stereotype threat and women's workplace performance. Society of Industrial and Organizational Psychology (SIOP) Conference, San Diego, CA.

Bergeron, D. M. (2001, March). Valuing the employment brand: Attracting talent that fits. In O. Aliaga (Ed.), *Academy of Human Resource Development Conference Proceedings: vol 1*. Organization values (pp. 245-252). Baton Rouge, LA.



Bergeron, D. M. (2001). Developing the employment brand: Targeting MBA Campus Hires. In O. Aliaga (Ed.), *Academy of Human Resource Development Conference Proceedings: vol 2*. (pp. 1088-1091). Baton Rouge, LA.

## **CONFERENCE SESSION DISCUSSANT, PANELIST OR CHAIR**

Bergeron, D. M. (Chair). (2023). Research-Practice Incubator. The mourning after: Exploring bereavement in the workplace. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference. Boston, MA, United States. Brady, J., Gilbert, S. & Dimoff, J. (2023). The impact of employee disclosure behaviors and supervisor reactions on grief following pregnancy loss. Bergeron, D. (2023). Opening the griefcase: Investigating employee and coworker responses to workplace bereavement. Smith, M. (2023). Better workplaces through benefits: Understanding today's bereavement leave. Gilbert, S., Dimoff, J., Mullen, J., Kelloway, E. K., Teed, M. & MacPhee, T. (2023). Factors affecting employee bereavement leave decisions following loss.

Bergeron, D. M. (August, 2018). Discussant in A. Gabriel & J. Koopman (Chairpersons), When employees break bad: Examining the dark side of citizenship behaviors at work. Academy of Management Conference, Chicago, IL.

Bergeron, D. M. (August, 2017). Discussant in J. Nahrgang & D. Newton (Chairpersons), Is being a good Samaritan always good? Unpacking the pitfalls of prosocial behavior. Academy of Management Conference, Atlanta, GA.

Bergeron, D. M. & Harvey, J. (2012). (Chairpersons). Beyond performance evaluations . . . Organizational citizenship behavior and outcomes. Academy of Management Conference, Boston, MA.

Bergeron, D. M. & Sharma, G. (2010, April). Re-thinking role breadth: Relationships to antecedents and outcomes. Symposium co-chairperson at the Society for Industrial and Organizational Psychology (SIOP) Conference, Atlanta, GA.

Bergeron, D. M. (2009, August). Symposium Chair. Academy of Management Conference, Chicago, IL.

Bergeron, D. M (2006, August). Symposium discussant. Academy of Management Conference, Atlanta, GA.

## **ACADEMIC CONFERENCE PROFESSIONAL DEVELOPMENT WORKSHOPS**

Harvey, J., Bergeron, D. M. & Sumanth, J. J. (Co-chairs). (2019, August). The road to nowhere: Knowing when to call it quits with papers, projects and people. Professional development workshop. Academy of Management Conference, Boston, MA.

Parke, M., Lanaj, K. & Bergeron, D. M. (Co-chairs). (2019, August). Mentoring graduate students: Tips, best practices, and life-changing stories from the experts. Professional development workshop. Academy of Management Conference, Boston, MA.

Bergeron, D. M., Lanaj, K. & Parke, M. (Co-chairs). (2018, August). Mentoring graduate students: Tips, best practices, and life-changing stories from the experts. Professional development workshop. Academy of Management Conference, Chicago, IL.

Bergeron, D. M., Farh, C. & Nurmohamed, S. (Co-chairs). (2017, August). Mentoring graduate students: Tips, best practices, and life-changing stories from the experts. Professional development workshop presented at the Academy of Management Conference, Atlanta, GA.

van Esch, C. & Perlmutter, A. (Co-Chairs). (2016, August). Facilitators: R. L. Badaway, D. M. Bergeron, D. Bilimoria, S. Sullivan. When will they realize the truth? Identifying and overcoming imposter phenomenon in academia. Academy of Management Conference, Anaheim, CA.

Bergeron, D. M. & Shipp, A. J. (Co-Chairs). (2011, August). Presenters: E. Burris, E. Dane, A. Fragale, M. Mitchell, L. Nishii, S. Reynolds, B. Scott, T. Sitzmann, S. Tangirala. The productivity process: Research tips and strategies from prolific junior faculty – Part II. Professional development workshop presented at the Academy of Management Conference, San Antonio, TX.

Bergeron, D. M. & Shipp, A. J. (Co-Chairs). (2010, August). Presenters: A. Grant, A. Colbert, F. Gino, H. Liao, S. Sonenshein, S. D. DeRue, E. Burris, D. Mayer & M. Wang. The productivity process: Research tips and strategies from prolific junior faculty. Professional development workshop presented at the Academy of Management Conference, Montreal, Canada.

## RESEARCH HONORS AND AWARDS

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Weatherhead Emerging Impact Award (recognition of 2013 best untenured faculty member publication)	2016
Finalist for Outstanding Publication in Organizational Behavior Award for Bergeron, Shipp, Rosen & Furst (2013) in <i>Journal of Management</i> (this award is decided by 12 highly regarded researchers in OB who reviewed 600 publications from 2013 from the top 10 journals in the field)	2014
Lewis-Progressive Fellowship (untenured faculty research award, \$10,000) (Weatherhead School of Management)	2011
Case Western Reserve University's Mather Spotlight Prize for Women's Scholarship (research excellence award given annually to eight university women)	2011
Finalist, Academy of Management Newman Award (Academy-wide dissertation award)	2005
Winner, "Best Paper Based on a Dissertation" Award from Academy of Management's Gender & Diversity in Organizations Division	2005

Winner, “Best Paper Based on a Dissertation” Award from Academy of Management’s Organizational Behavior Division 2005

## GRANTS

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Weatherhead Intramural Funding Grant (\$4,500)	2017-2018
Weatherhead Intramural Funding Grant (\$2,500)	2016-2017
Library Opportunity Fund Grant	2010
ACES Advance Opportunity Fund (\$6,500K)	2010
ACES Advance Opportunity Fund (\$19K)	2007
ACES Department Initiative Grant (\$10K, with 2 colleagues)	2006
Spencer Research Training Grant (dissertation grant)	2003
Delta Alpha Phi Scholarship	2002
Columbia University TC General Academic Scholarship	1996 – 1999

## PUBLIC SCHOLARSHIP: PRESENTATIONS AND WORKSHOPS

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Online workshop (2025). Grief support in the workplace: The role of leadership. Keynote speaker for Survivors Unlimited. Kingston, Jamaica. March 19.

Webinar (2024). Why action can be a critical part of active listening (Diane Bergeron, Andy Loignon, Shelley Thompkins). (over 600 attendees). Center for Creative Leadership. August 29.

Annual Society for Human Resource Management (SHRM) Conference (2024). The working wounded: The impact of bereavement (and bereavement leave) on employee performance and wellbeing. Chicago, IL. June 25.

Workshop (2024). Sailing uncharted waters: Navigating loss and what comes after. Bereaved Parents of the USA 2024 Annual Gathering Conference. Herndon, VA. July 26.

Change Systems, Not Women: Celebrating ‘Feminine’ Leadership (Diane Bergeron, Kelly Simmons, Lynn Miller). March 8, 2024. LinkedIn Live event celebrating International Women’s Day. Center for Creative Leadership. Moderator: Taylor Wiley.

Who Gets Credit? Exploring Gendered and Invisible Labor at Work (2023). (Diane Bergeron, Allison Barr). LinkedIn Live event celebrating International Women’s Day. Center for Creative Leadership. Moderator: Eric Ginsburg. March 6.

World Trade Organization (2022). Carefully constructed femininity. September.

A Demands-Resources Model of Bereavement (2022). Workshop. Bereaved Parents of the USA 2022 Annual Gathering Conference. St. Louis, MO. July 22.

Momentive (2022). The Small Stuff Matters: Unlocking the Power of Gender Diversity. April.

## TEACHING

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### TEACHING INTERESTS

Organizational behavior; Research methods; Negotiation; Leadership; Gender & diversity

### GRADUATE TEACHING

#### Case Western Reserve University, Weatherhead School of Management

Managing People and Organizations	Spring 2019
MBAP 404 (2 sections: part-time MBA, HCM)	
Managing People and Organizations	Spring 2018
MBAP 404 (MPO, part-time MBA)	
Managing People and Organizations	Spring 2017
MBAP 404 (MPO, 2 sections: part-time MBA, HCM)	
Managing People and Organizations (part-time MBA)	Spring 2016
MBAP 404 (MPO)	
Team Development (MSOR 485A)	Spring 2016
Individual Development (MSOR 485B)	Fall 2015
Managing People and Organizations (MBA)	Spring 2013
MBAC 510 (MPO)/MBAP 404 (MPO)	
Managing People and Organizations (MBA)	Spring 2012
MBAC 510	
Managing People and Organizations (MBA),	Spring 2011
MBAC 510 (MPO, 2 sections)/MBAP 404	
Managing People and Organizations (MBA)	Fall 2009
MBAC 510 (MPO, 2 sections)	
Human Value in Organizations (MBA)	Fall 2009
MGMT 413	
Human Value in Organizations (MBA)	Spring 2009
MGMT 413 (3 sections)	
Human Value in Organizations (MBA), MGMT 413	Spring 2007
(2 sections)	

#### New York University, Stern School of Business

2003

Adjunct faculty

Course: Conflict & Negotiation (MBA)

#### Columbia University

Adjunct faculty

2001-2002

Research workgroup

Organizational Psychology

2001-2002

### DOCTORAL TEACHING

#### Case Western Reserve University, Weatherhead School of Management

Organizational Behavior Department Seminar (ORBH510)	Spring 2019
Organizational Behavior Department Seminar (ORBH510)	Fall 2018
Organizational Behavior Module (ORBH511)	Fall 2018
Organizational Behavior Department Seminar (ORBH510)	Spring 2018
Organizational Behavior Department Seminar (ORBH510)	Fall 2017

Research Methods (ORBH560)	Fall 2017
Organizational Behavior Department Seminar (ORBH510)	Spring 2017
Organizational Behavior Department Seminar (ORBH510)	Fall 2016
Organizational Behavior Module (ORBH511)	Fall 2016
Organizational Behavior Department Seminar (ORBH510)	Spring 2016
Organizational Behavior Department Seminar (ORBH510)	Fall 2015
Organizational Behavior Department Seminar (ORBH510)	Spring 2012
Organizational Behavior Department Seminar (ORBH510)	Fall 2012
Organizational Behavior Module (ORBH511)	Fall 2012
Organizational Behavior Module (ORBH511)	Fall 2010
Organizational Behavior Module (ORBH511)	Fall 2008

## DOCTORAL STUDENT ADVISING

### Case Western Reserve University, Weatherhead School of Management

Chair, Dissertation Committee (H. K. Kim)	2016-2019
Chair, Qualifying Paper Committee (J. Hinz)	2016- 2018
Chair, Qualifying Paper Committee (M. Cooper)	2017- 2018
Member, Qualifying Paper Committee (S. Jané)	2017-2018
Chair, Qualifying Paper Committee (G. Craze)	2016-2018
Advisor, Integrated Scholarship Paper (M. Cooper)	2016-2017
Chair, Qualifying Paper Committee (H. K. Kim)	2015-2016
Advisor, Integrated Scholarship Paper (M. McBride-Walker)	2015-2016
Member, Qualifying Paper Committee (M. Varley)	2015-2017
Advisor, Integrated Scholarship Paper (P. Thompson)	2012-2013
2 <sup>nd</sup> Reader, Integrated Scholarship Paper (A. Oetama-Paul)	2012-2013
Advisor, Integrated Scholarship Paper (C. Van Esch)	2011-2012
Chair, Qualifying Paper Committee (H. Martinez)	2011-2013
Chair, Dissertation Committee (E. Amdurer)	2010-2013
Chair, Qualifying Paper Committee (T. Schroeder)	2010-2013
Advisor, Integrated Scholarship Paper (H. Martinez)	2010-2011
Advisor, Integrated Scholarship Paper (T. Schroeder)	2009-2010
Chair, Qualifying Paper Committee (A. Beveridge)	2009
Chair, Qualifying Paper Committee (E. Amdurer)	2009-2010
Member, Qualifying Paper Committee (C. Stevens)	2006

## TEACHING HONORS AND AWARDS

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Nominee, John S. Diekhoff Graduate Student Teaching Award (university-wide award)	2016
Winner, John S. Diekhoff Graduate Student Teaching Award (university-wide award)	2013
Nominee, John S. Diekhoff Distinguished Graduate Student Mentoring Award (university-wide award)	2013
Winner, Weatherhead Doctoral Teaching and Mentoring Award	2012
Nominee, Weatherhead Teaching Excellence Award (MBA)	2009
Nominee, John S. Diekhoff Graduate Student Teaching Award (university-wide award)	2009
Nominee, Weatherhead Doctoral Teaching and Mentoring Award	2009

## PROFESSIONAL SERVICE

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### Editorial board memberships

<i>Journal of Business &amp; Psychology</i> , Editorial board member	2025-present
<i>Journal of Management</i> , Editorial board member	2020-2023
<i>Journal of Organizational Behavior</i> , Editorial board member	2018-2022
<i>Journal of Applied Behavioral Science</i>	2012-present
Making Connections Committee, OB Division, AOM	2016-2022

## INSTITUTIONAL SERVICE

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### SCHOOL LEVEL

Weatherhead School of Management Appointments Committee. Fall 2016-Spring 2017.  
Weatherhead School of Management Graduate Curriculum Committee. Member, 2012; Fall 2015 – present.  
Weatherhead School of Management Faculty Council. Member, 2009-2013. Member and Secretary, Fall 2012-Spring 2013.  
Weatherhead School of Management Selection Committee for Assistant Dean for Marketing & Admissions. Member, Spring 2013.  
Weatherhead School of Management. Advisor to Net Impact (MBA group), 2007-2012.

### DEPARTMENT LEVEL

Community session “Half-baked Idea and Under-construction projects.” Organizer, 2017, 2018.  
Community session “Please Hire Me! Getting Your First Academic Job.” Organizer and presenter, 2012, 2016.  
Community session “Teaching: Designing a Course, Engaging Students and other Pedagogic Tips” (in conjunction with UCITE), Organizer and presenter, Spring 2012.  
Community session “Thriving (not just Surviving) as a Doctoral Student,” Organizer and facilitator, Spring 2012.  
Community session “Research Processes: How We Do What We Do,” Presenter, 2011.  
Doctoral Admissions Committee, Member, 2007, 2009, 2016.  
Community session “Professional Development in Academe,” Presenter, 2008.  
PhD Writing Workshop, Organizer, 2008.

## PROFESSIONAL AFFILIATIONS

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Academy of Management  
Society of Industrial and Organizational Psychology  
American Psychological Association

## MEDIA AND OUTREACH

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Forbes.com (2025) article; interviewed by Kim Elsesser (June 9).

[Fixing AI's Gender Bias Isn't Just Ethical—It's Good Business](#)

Spotlight PA (2025). Interviewed by Sarah Boden about bereavement leave for her [article](#) 'State-mandated time off for bereavement. Where does PA stand? Jan. 14.

Wkyc Studios (2023). (Channel 3, Cleveland). Interviewed by Isabel Lawrence about the gender wage gap. March 14. [Equal Pay Day: Ongoing wage discrepancies in the workplace | wkyc.com](#)

Keynote speaker at Bereaved Parents of the USA Annual Gathering Conference. Sailing Uncharted Waters: Navigating Loss and What Comes After. St. Louis, MO. July 22, 2022.

Guest on *Sound of Ideas* (NPR radio station, WCPN). Topic: Gender equity (with Dr. Jennifer Savitski, President of the Women's Network, and Steve Millard, President & CEO, Greater Akron Chamber of Commerce). Cleveland, OH. July 31, 2019.

Television interview, Channel 19 News. "Is two weeks notice necessary?" Segment aired on May 6, 2019. Article by Damon Maloney also posted on Channel 19 news website. Cleveland, OH.

*The Plain Dealer* (newspaper). "Why are these Ohio label makers the happiest workers in America?" by Olivera Perkins. July 29, 2018.

Keynote speaker for third annual Cleveland Women in Science and Medicine Discussion Series: Carefully constructed femininity: Women, leadership and untangling the double bind. Panelists included: Tom Mihaljevic, MD (CEO, Cleveland Clinic); Ka-Pi Hoh, PhD (Lubrizol Corp); Denise Su, PhD (Curator, Museum of Natural History), Cyrus Taylor, PhD (Dean, CWRU), Terri Wimms, MSN (Executive Director, Hospice Operations). Cleveland, OH. February 20, 2018.

Guest on *Sound of Ideas* (NPR radio station, WCPN). Topic: Sleep and the workplace (with Dr. June Pilcher, Clemson U. and Dr. David Foley, CSU, Nursing). Cleveland, OH. December 12, 2016.

Guest on *Sound of Ideas* (NPR radio station, WCPN). Topic: Equal pay for equal work (with OH State Rep. Stephanie Howse, employment attorney J. Bristol, Vox editor Sarah Kliff). Cleveland, OH. August 29, 2016.

*The Plain Dealer* (newspaper). "53 Years after Equal Pay Act, Why Women Still Earn Less than Men and How to Bridge the Wage Gap: City Club panel" by Janet Cho. Cleveland, OH. May 23, 2016.

Panelist at the City Club of Cleveland (also broadcast on WCPN). "Leaning In and Getting Paid? Gender Equity in the Workplace" (with OH State Rep. Kathleen Clyde and Ernst & Young partner Priyanka Chaudhry). May 20, 2016.

FoxNews.com, live web interview with Lauren Simonetti "How to build employee loyalty." January 28, 2013.

Entrepreneur.com, interviewed for "Methods for building employee loyalty" by Nadia Goodman. December 2012.