

CELIA MOORE

ASSOCIATE PROFESSOR, DEPARTMENT OF MANAGEMENT AND TECHNOLOGY

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Academic Positions

Associate Professor (with tenure), Bocconi University, Milan, Italy	2016-present
Assistant Professor, Dept. of Organisational Behaviour, London Business School, UK	2007-2016
Residential Fellow, Edmond J. Safra Center for Ethics, Harvard University	2011-2012
Visiting Scholar, Organizational Behavior Group, Harvard Business School	2011
Lecturer, Rotman School of Management, University of Toronto	2005-2007

Education

Ph.D.	University of Toronto, Toronto, Canada; Organizational Behaviour	2008
M.P.A.	Columbia University, New York, USA; Labour Concentration	1999
B.A. (Hons.)	McGill University, Montreal, Canada; Philosophy Major	1995

Awards and Honors

Finalist, Best Paper, Sustainability, Ethics, and Entrepreneurship (SEE) Conference	2016
Finalist, Best OMT Empirical Paper on Environmental and Social Practice	2015
Finalist, Best Paper in 2012, <i>Personnel Psychology</i>	2014
AOM Showcase Symposium, "Studying Ethical Behavior in the Field"	2012
Winner, Organization Science Dissertation Proposal Competition	2006
Finalist, "Excellence in Ethics" Dissertation Proposal Competition, Notre Dame	2006

Publications

Journal Articles

[†]Derfler-Rozin, R., Moore, C., & Staats, B. (in press). Reducing rule breaking through task variety: How task design supports deliberative thinking. *Organization Science*.

[†]Stuart, H. C., & Moore, C. (in press). Shady characters: The implications of illicit organizational roles for resilient team performance. *Academy of Management Journal*.

Moore, C.*, & Pierce, L*. (2016). Reactance to transgressors: Why authorities deliver harsher penalties when the social context elicits expectations of leniency. *Frontiers in Psychology*, 7(550), 1-17.

Moore, C. (2015). Moral disengagement. *Current Opinion in Psychology*, 6, 199-204.

Moore, C., & Gino F. (2015) Approach, ability, aftermath: A psychological process model to understand unethical behavior at work. *Academy of Management Annals*, 9, 235-289.

- †Oç, B., Bashshur, M., & Moore, C. (2015). Speaking truth to power: The effect of candid feedback on how individuals with power allocate resources. *Journal of Applied Psychology, 100*, 450-463.
- Moore, C., & Tenbrunsel, A. E. (2014). Just think about it? Cognitive complexity and moral choice. *Organizational Behavior and Human Decision Processes, 123*, 138-149.
- Weber, J. M. & Moore, C. (2014). Squires: Key followers and the social facilitation of charismatic leadership. *Organizational Psychology Review, 4*, 199-227.
- Moore, C., & Gino, F. (2013). Ethically adrift: How others pull our moral compass from True North, and how we can fix it. *Research in Organizational Behavior, 33*, 53-77.
- †Ruedy, N., Moore, C., Gino, F., & Schweitzer, M. (2013). Cheater's high? The unexpected affective benefits of unethical behavior. *Journal of Personality and Social Psychology, 105*, 531-548.
- Moore, C., Detert, J. R., Treviño, L. K., Baker, V. L., & Mayer, D. M. (2012). Why employees do bad things: Moral disengagement and unethical organizational behavior. *Personnel Psychology, 65*, 1-48.
- *Finalist for best paper in *Personnel Psychology, 2012*
- *Scale reprinted in: Lewicki, R. Barry, B., & Saunders, D. (2014). *Negotiation: Readings, Exercises, and Cases* (7th ed.). New York: McGraw-Hill.
- Moore, C. (2008). Moral disengagement in processes of organizational corruption. *Journal of Business Ethics, 80*(1), 129-139.
- Tharenou, P., Saks, A., & Moore, C. (2007). A review and critique of research on training and organizational-level outcomes. *Human Resource Management Review, 17*(3), 251-273.
- Berdahl, J., & Moore, C. (2006). Workplace harassment: Double jeopardy for minority women. *Journal of Applied Psychology, 91*, 426-436.
- Latham, G., Almost, J., Mann, S., & Moore, C. (2005). New developments in performance management. *Organizational Dynamics, 33*(1), 77-87.
- *One of the top five most frequently downloaded articles published in the journal 2003-2007

Book Chapters

- Moore, C. (2016). Always the hero to ourselves: The role of self-deception in unethical behavior. In J.-W. van Prooijen & P. A. M. Van Lange (Eds.), *Cheating, corruption, and concealment* (pp. 98-119). Cambridge, UK: Cambridge University Press.
- Palmer, D., & Moore, C. (2016). Social networks and organizational wrongdoing in context. In D. Palmer, R. Greenwood, & K. Smith-Crowe (Eds.), *Organizational wrongdoing* (pp. 203-234). Cambridge, UK: Cambridge University Press.
- Moore, C. (2009). Psychological perspectives on corruption. In D. De Cremer, (ed.), *Psychological Perspectives on Ethical Behavior and Decision Making* (pp. 35-71). Charlotte, NC: Information Age Publishing.
- Moore, C., Gunz, H.P., & Hall, D.T. (2007). Tracing the roots of career theory. In H. Gunz & M. Peiperl (Eds.), *Handbook of Career Studies* (pp. 13-38). Thousand Oaks, CA: Sage.

Moore, C., Gunz, H.P., & Hall, D.T. (2006). History of career studies. In J. Greenhaus & G. Callanan (Eds.), *Encyclopedia of Career Development* (Vol. 1, pp. 346-352). Thousand Oaks, CA: Sage.

Meyers, R., Berdahl, J., Brashers, D., Considine, J., Kelly, J., Moore, C., Peterson, J., & Spoor, J. (2005). Feminist perspectives on small groups. In M. Poole & A. Hollingshead (Eds.), *Theories of small groups: Interdisciplinary perspectives* (pp. 241-276). Thousand Oaks, CA: Sage.

Book Review

Moore, C. (2015). Review of *Obstacles to ethical decision-making: Mental models, Milgram and the problem of obedience*, by P. H. Werhane, L. P. Hartman, C. Archer, E. E. Englehardt, & M. S. Pritchard, Cambridge University Press, 2013. In *Business Ethics Quarterly*. 25(1).

Work in Progress

Requested Revisions

Moore, C., †Lee, S., †Kim, K, D. The advantage of being oneself: The role of self-verification in successful job search. Second revision requested at *Journal of Applied Psychology*.

Moore, C., Mayer, D. M., Chiang, F., †Karlesky, M. J., †Crossley, C. D. The role of ethical leadership in shaping moral cognition and misconduct. Second revision requested at *Journal of Applied Psychology*.

Under Review

Moore, C., & †Wakeman, S.W., & Gino, F. Dangerous expectations: Breaking rules to resolve cognitive dissonance.

Pozner, J-E., Mohliver, A. C. & Moore, C. Paying attention to misconduct: Explaining why corporate responses to earnings restatements changed after Sarbanes-Oxley.

†Wakeman, S.W., Moore, C. & Gino, F. Competence by any means: Cheating after threat to boost one's self-image.

Working Papers

*Moore, C., *Mohliver, A. C., Stuart, H. C. & Pozner, J-E. Repeat offenders: How the consequences of firm misconduct abate across incidents. Revising for submission to *Academy of Management Journal*.

Research in Progress

Bennett, V*, Moore, C.*, & Pierce, L. Do leaders affect how crime gets punished? Analyzing data (20-year panel data set of Washington State local police leadership). *equal authorship

Moore, C. Do the corrupt rise to power? Investigating the relationship between moral disengagement and organizational advancement.

Moore, C. Disobedience to authority: What facilitates individuals' resistance to illegitimate demands from those in power?

Moore, C., †ten Brinke, L., & Carney, D. Do liars have more fun? Positive emotions and emotional ambivalence following deception.

Moore, C., & Kouchaki, M. Under pressure: The role of performance pressure in unethical organizational behavior.

Moore, C., & Cohen Mohliver, A. The role of social networks in defrauding the organization.

† a Ph.D. student or post-doc when the project began; *equal contributions

Presentations

Refereed Conference/Symposia Presentations (Last Five Years Only)

Moore, C., Cohen Mohliver, A., Pozner, J-E., & Stuart, C. (2016, July 8). *Repeat offenders: How the consequences of firm misconduct abate across incidents*. Paper presented at EGOS, stream on Scandals and Organization Studies, Naples, Italy.

Moore, C., Cohen Mohliver, A., Pozner, J-E., & Stuart, C. (2016, June 24). *Repeat offenders: How the consequences of firm misconduct abate across incidents*. Paper presented at the Society for the Advancement of Socio-Economics, stream on Market Morals, Taboo Categories and Redefined Legitimacy, Berkeley, CA.

Moore, C., Cohen Mohliver, A., Pozner, J-E., & Stuart, C. (2016, May 17). *Repeat offenders: How the consequences of firm misconduct abate across incidents*. Paper presented at the Sustainability, Ethics, and Entrepreneurship Conference, Denver, CO.

Pozner, J-E., Cohen Mohliver, A. & Moore, C. (2015, August 11). *Paying attention to misconduct: Explaining changes in corporate responses to earnings restatements after Sarbanes-Oxley*. Paper presented at the Academy of Management, Vancouver, British Columbia.

Moore, C., Lee, S.Y., & Kim, K. (2104, August 5). The advantage of being oneself: The role of self-verification in successful job search. Paper presented at the symposium “*Authenticity in the Workplace: Highlighting Costs and Bridging Conceptualizations*” at the Academy of Management, Philadelphia, PA.

Moore, C. & Wakeman, S. W. (2014, August 5). Dangerous expectations: Breaking rules to resolve cognitive dissonance. Paper presented at the symposium “*Moral Psychology at Work: Using Moral Psychology to Understand Organizational Problems*” at the Academy of Management, Philadelphia, PA.

Wakeman, S. W., & Moore, C. (2014, August 5). Competence by any means: Cheating as a response to ego threat. Paper presented at the symposium “*Behavioral Ethics: Pushing The Boundaries Of An Emerging Field*” at the Academy of Management, Philadelphia, PA.

Stuart, H.C., & Moore, C. (2014, January 6). *Hard to replicate, hard to replace: The unique value of informal roles in teams*. Paper presented at the Israel OB Conference, Tel Aviv.

Moore, C., Wakeman, S. W., & Gino, F. (2013, November 18). *Dangerous expectations: How dissonance triggered by disconfirmed expectations can lead to rule-breaking*. Paper presented at the Society for Judgment and Decision Making, Toronto, Canada.

Oç, B., Bashshur, M., & Moore, C. (2013, August 12). *Stooges and squeaky wheels: The role of followers in shaping leader fairness*. Paper presented at the Academy of Management, Orlando, FL.

- Moore, C., Gino, F., & Wakeman, S. W. (2013, June 27). *Competence by any means: Cheating as a response to ego threat*. Paper presented at the Third International Workshop on Organizational Justice and Behavioral Ethics, Centre for Research in Management, University of Toulouse, France.
- Moore, C., & Tenbrunsel, A.E. (2012, August 6). *Methinks she doth think too much? Cognitive complexity and moral choice*. Paper presented at the symposium “*Behavioral Ethics: Challenging the Fundamental Assumptions of an Emerging Field*” at the Academy of Management, Boston, MA.
- Pierce, L., & Moore, C. (2012, August 6). *The gift of punishment: When social norms and social responsibility collide*. Paper presented at the symposium “*Studying Ethical Behavior in the Field: Challenges and Opportunities*” at the Academy of Management, Boston, MA.
- Reudy, N., Moore, C., Schweitzer, M. (2012, August 6). *The cheater’s high: The unexpected affective benefits of unethical behavior*. Paper presented at the Academy of Management, Boston, MA.
- Derfler-Rozin, R., & Moore, C. (2011, August). *Can task design promote ethical behavior?* Paper presented at the symposium “*Cognitive approaches to behavioral ethics*”, at the Academy of Management, San Antonio, TX.
- Pfarrer, M., DeCelles, K., & Moore, C. (2011, August). *Til death do us part? Public perceptions of convicted corporations*. Paper presented at the symposium “*Organizational Misconduct: Who Cheats More and How Do They Respond When Discovered?*” at the Academy of Management, San Antonio, TX.
- Pozner, J-E., Stuart, H.C., & Moore, C. (2011, August). *Reputation management following revelations of misconduct: The impact of internal and external impression management techniques*. Paper presented at the symposium “*Organizational Misconduct: Who Cheats More and How Do They Respond When Discovered?*” at the Academy of Management, San Antonio, TX.
- Stuart, H.C. & Moore, C. (2011, July 22-23). *Group performance and the benefits of member misconduct*. Paper presented at the 6th Annual INGRoup Conference, Minneapolis, MN.
- Carson, J., & Moore, C. (2011, July 3-6). *Respectful or rude? How small differences in negative emotional expression affect individuals in teams and team viability*. Paper presented at the 24th Annual International Association for Conflict Management Conference, Istanbul, Turkey.
- Oç, B., Sajons, G., Bashshur, M., & Moore, C. (2011, June 27-28). *Follower effects on leader fairness: Two potential approaches*. Paper presented at the Second International Workshop on Organisational Justice and Behavioural Ethics, Aston Business School, Birmingham, UK.
- Moore, C., Stuart, H. C., & Pozner, J-E. (2010, August 10). *Avoiding the consequences of misconduct: Becoming licensed by and insulated from stigma*. Paper presented at the Academy of Management, Montreal, QC.
- Mayer, D. M., Moore, C., & Folger, R. (2010, August 10). *Why are followers of ethical leaders more ethical? The mediating role of moral disengagement*. Paper presented at the symposium “*A behavioral ethics approach to understanding antecedents of (un)ethical behavior in organizations*”, at the Academy of Management, Montreal, QC.

Symposia/Professional Development Workshops (Last Five Years Only)

- Moore, C., Panelist (2016, August 6). *The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty* (Invited panelist). Professional Development Workshop, Annual Academy of Management Meeting, Anaheim, CA.
- Moore, C., Panelist (2014, August 1). *The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty* (Invited panelist). Professional Development Workshop, Annual Academy of Management Meeting, Philadelphia, PA.
- Moore, C., Pierce, L., (2012, August 6). *Studying Ethical Behavior in the Field: Challenges and Opportunities* (Organizer). Showcase Symposium, Annual Academy of Management Meeting, Boston, MA.
- Moore, C., Pozner, J-E., von Nordenflycht, A. (2012, August 4). *Working on the Dark Side: A Workshop for New Research on Organizational Misconduct* (Organizer). Professional Development Workshop, Annual Academy of Management Meeting, Boston, MA.
- Moore, C., & Gino, F. (2011, August). *Cognitive approaches to behavioral ethics* (Organizer). Symposium, Annual Academy of Management Meeting, San Antonio, TX.
- Mayer, D. M., & Moore, C. (2010, August 10). *A behavioral ethics approach to understanding antecedents of (un)ethical behavior in organizations* (Organizer). Symposium, Annual Academy of Management Meeting, Montreal, QC.

Invited Conference Presentations (Last Five Years Only)

- Moore, C. & Wakeman, S. W. (2014, May 9). *Dangerous expectations: Breaking rules to resolve cognitive dissonance*. Paper presented at the Excellence in Ethics Conference, University of Notre Dame, South Bend, IN.
- Moore, C., & Pierce, L. (2012, February 17). *Expected (and unexpected) factors influencing leniency and harshness in drunk driving arrests*. Paper presented at the University of Central Florida Behavioral Ethics conference, Orlando, FL.
- Moore, C., Mayer, D. M., Folger, R., & Greenbaum, R. (2010, November 26). *How do ethical leaders influence their followers to stay on the straight and narrow? The mediating role of follower moral disengagement*. Paper presented at the conference "Leading with Integrity: On the Psychology of Ethical Leadership", Erasmus Centre of Behavioural Ethics (RSM) and the Leadership Competence Centre (TiasNimbas), Tilburg, Netherlands.
- Moore, C., Stuart, H. C., & Pozner, J-E. (2010, November 12). *Avoiding the consequences of misconduct: Becoming licensed by and insulated from stigma*. Paper presented at the 16th Annual Wharton Junior Faculty Organizational Behavior Conference, Philadelphia, PA.
- Moore, C., & Tenbrunsel, A. (2010, February 19). *Three studies on framing, moral reasoning, and ethical decision making*. Research presented at the Behavioral Ethics Workshop at the University of Central Florida, Orlando.

Invited Talks

- 2016: Johnson School of Management, Cornell University
University of Southampton, UK
- 2015: Darden School of Business, University of Virginia

John F. Kennedy School of Government, Harvard University
Questrom School of Business, Boston University
University of Illinois at Urbana-Champaign
Smeal College of Business, Penn State University
Bocconi University, Milan, Italy
European School of Management and Technology (ESMT), Berlin, Germany
Deshauteis Faculty of Management, McGill University
2014: Robert H. Smith School of Business, University of Maryland
Ross School of Business, University of Michigan
Centre for Leadership, Ethics, and Diversity (LEAD), University of Sussex
Ben Gurion University of the Negev, Israel
2012: Aston University, Birmingham, UK
Imperial College, London, UK
2011: Harvard Business School
University of Utah
2007: Harvard Business School
McGill University, Canada
Ryerson University, Canada
2006: Queen's University, Canada
London Business School, UK
Brock University, Canada

Teaching

Classes Taught

Bocconi University

Leadership and Power, Master's level elective, 2016-

Collaborative Competencies, Master's level core course, 2016-

Seminar in Organizational Behavior, Ph.D. course, 2016-

London Business School

Corporate Social Responsibility, EMBA level core course, 2008, 2010-2016

Ethics and Corporate Social Responsibility, MBA level core course, 2007-2011

Business, Government and Society, MBA level core course, 2012-present

Managing Innovation and Change, EMBA International Assignment (India), 2008-2009, 2012-2013

Stakeholder Engagement, EMBA International Assignment (South Africa), 2015-2016

Seminar in Ethics, Ph.D. course, 2007

University of Toronto

Human Resource Management (MGT460), Upper level undergraduate course, 2006

Organizational Behaviour (MGT262), Introductory undergraduate course, 2005

Supervisory Work

Chiara Trombini (Ph.D., Management, in process). Università Bocconi.

S. Wiley Wakeman (Ph.D., Organisational Behaviour, in process). London Business School.

S. Wiley Wakeman (MA Psychology, 2012). University College London. External Supervisor.

Executive Education – Program Design and Delivery

London Business School: *The Good Business*, three-module consortium program on the role of morality in capitalism

International Anti-Corruption Academy (Vienna): *The Psychology of Corruption*, two-day program on the psychological underpinnings of corruption

Institute of Chartered Accountants in England and Wales [ICAEW] (London): *Integrity in Finance*, two-day program on leading teams to resist unethical behaviour

National Health Service (UK): *Ethical Mentoring*, one-day program on becoming a moral role model within one's organization

Brookings Institution (Washington, DC): *Ethics in Action: Leading with Integrity*, 2-day program on values-based leadership

Executive Education – Ad Hoc Teaching

London Business School: *Proteus*, custom programs for Nestlé, Rabobank, and Kuwait Oil

Harvard Business School (Boston), Accenture (Oxford), Prudential (Singapore), Digital Realty (Chicago)

Teaching Materials Developed

Faculty lead on the team that won the bid for a £240 grant from The Pears Foundation to develop cases on social responsibility. Cases are all available at The Case Centre (www.thecasecentre.org).

Wakeman, S. W., & Moore, C. (2014). Kweku Adoboli at UBS. *London Business School*. Ref. no. 714-004-1.

Wakeman, S. W., & Moore, C. (2014). Kweku Adoboli at UBS: Teaching note. *London Business School*. Ref. no. 714-004-8.

Moore, C., & Nguyen, Q. (2012). Military contracting in a war zone (A): Rohit. *London Business School*. Ref. no. 712-039-1.

Moore, C., & Nguyen, Q. (2012). Military contracting in a war zone (A): Bill. *London Business School*. Ref. no. 712-040-1.

Moore, C., & Nguyen, Q. (2012). Military contracting in a war zone. Teaching note. *London Business School*. Ref. no. 712-039-8.

Sucher, S., & Moore, C. (2012). Chris and Alison Weston. Teaching note. *Harvard Business School*, Prod. # 613018.

Sucher, S., & Moore, C. (2011). Chris and Alison Weston (A), (B) & (C). *Harvard Business School*, Prod. # 612019, 612020, 612021.

- Sucher, S., & Moore, C. (2011). A note on moral disengagement. *Harvard Business School*, N9-612-043. Prod. #: 612043.
- Moore, C., Fischer, L., & McCarthy, M. (2010). Innocent drinks: Maintaining socially responsible values during growth (A) & (B). *London Business School*. Ref. no. 712-037-1, 712-038-1.
- Moore, C., Fischer, L., & McCarthy, M. (2010). Innocent drinks: Teaching note. *London Business School*. Ref. no. 712-037-8.
- Moore, C., Fischer, L., & McCarthy, M. (2010). Innocent drinks: Maintaining socially responsible values during growth. Supplementary Video. *London Business School*. Ref. no. 712-037-3.

Research Reports and Policy Papers

- Latham, G., Almost, J., Mann, S., & Moore, C. (2003). *The Science and Practice of Performance Appraisal: Recommendations for the Canadian Forces*. Submitted at the request of the Ministry of National Defense.
- Moore, C., & Spinks, N. (2002). *Report on Working Parents with Gravely Ill Children, Part III: Extraordinary Care—The Voice of Canadian Parents*. Submitted at the request of Human Resources Development Canada & the Canadian Alliance for Children's Healthcare.
- Moore, C. (2001). *Report on Working Parents with Gravely Ill Children, Part II*. Submitted at the request of Human Resources Development Canada.
- Catalyst. (1999). *Catalyst Census of Women Corporate Officers of Canada*. New York: Catalyst.
- (1998). *Catalyst Census of Women Board Directors of Canada*. New York: Catalyst.

Professional Activities

Ad hoc reviewer

Management Journals: *Organization Science, Academy of Management Journal, Journal of Applied Psychology, Organizational Behavior and Human Decision Processes, Strategic Management Journal, Management Science, Personnel Psychology, Journal of Business Ethics, Business Ethics Quarterly*

Psychology Journals: *Journal of Experimental Social Psychology, Frontiers in Psychology, Basic and Applied Social Psychology, Cognition, Journal of Cross Cultural Psychology*

Book Publishers: *Routledge, Cambridge University Press*

Reviewer

Organization Science Dissertation Proposal Competition (2006-), Academy of Management Annual Conference (OB 2005-, OB Division Outstanding Reviewer Award, 2007, SIM 2005-, Conflict Management 2005-, Careers, 2005-2007)

Judge

Society for Business Ethics' Best Dissertation Award Committee, 2016-2020

Outstanding Case Teacher Award, The Case Center, 2015-2016

OB Division Best Paper Award, Academy of Management, 2014

Excellence in Ethics Dissertation Competition, University of Notre Dame, 2013, 2014

External Visibility

Public Policy Work

Member of the Assessment Steering Committee, Banking Standards Board, London UK, 2016-.

The BSB is an independently led body that promotes high standards of behaviour and competence across the UK banking industry.

Ethics & Compliance Initiative, Academic Fellow, Washington DC, 2016-

The ECI is a non-profit organization that empowers its members across the globe to operate their businesses at the highest levels of integrity.

Parliamentary Commission on Banking. London UK, November, 2012

The Commission was appointed by both Houses of Parliament to report on professional standards and culture of the UK banking sector, and to recommend legislation and other action.

Selected Media Mentions

New York Times, Financial Times (UK), the Economist, the Wall Street Journal, the Telegraph (UK), the Washington Post, Forbes, Business Week, Psychology Today, TIME Magazine, Fast Company, HR Magazine, as well as on CNN, Huffington Post, HBR.com, and Slate.Com.

Selected Radio Interviews

BBC World Service, BBC, Canadian Broadcasting Company (National Radio), and Sirius XM.

Individual Grants

AIC Institute for Corporate Citizenship Research Grant (\$3,600)	2007
Social Sciences & Humanities Research Council Doctoral Fellowship (\$20,000)	2005-2006
Ontario Graduate Scholarship (\$15,000, declined)	2005-2006
University of Toronto Open Doctoral Fellowship (\$23,000 annually)	2002-2007

Professional Experience

Work-Life Harmony, Toronto ON, Principal 2000-2002

Principal in a boutique HR consulting firm; advising public and private sector clients on how to create more supportive work environments; worked with the Canadian government (HRDC) to expand national employment insurance to support employees with gravely ill family.

Catalyst Inc., New York NY, Senior Associate 1996-2000

Principal investigator for the *Catalyst Census of Women Corporate Officers and Top Earners in Canada* (1999), and the *Catalyst Census of Women Board Directors of Canada* (1998); managed major consulting contracts for two large Canadian organizations (telecommunications and banking); opened Catalyst's first satellite office, in Toronto.

Ms. Magazine, New York NY, Editorial Offices 1995

Worked with the international editor and in the research department.