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Gender in the Workplace Research Competition 2009 Executive & Faculty Bios

KEYNOTE SPEAKER

Michelle Rhee is the Chancellor of the DC Public Schools, a district numbering 50,000 students and 144 schools. She was appointed by Mayor Adrian Fenty June 12, 2007. Whether she is developing effective measurements to track student achievement, teacher quality, and staff accountability or talking with principals and teachers in one-on-one meetings, Chancellor Rhee's vision rests on results. She had these results in mind when she founded The New Teacher Project (Tntp) in 1997, and it is now a nationally recognized leader in understanding and developing innovative solutions to the challenges of new teacher hiring. As Chief Executive Officer and President, she partnered with school districts, state education agencies, non-profit organizations, and unions, to transform the way schools and other organizations recruit, select, and train highly qualified teachers in difficult-to-staff schools. Her work implemented widespread reform in teacher hiring, improving teacher hiring in Atlanta, Baltimore, Chicago, Miami, New York, Oakland, and Philadelphia. Thanks to Tntp, 23,000 new, high-quality teachers were placed in these schools across the country. Ms. Rhee's commitment to excellence in education began in a Baltimore classroom in 1992, as a Teach-for-America teacher. Chancellor Rhee currently serves on the Advisory Boards for the National Council on Teacher Quality (NCTQ); the National Center for Alternative Certification (NCAC); Project REACH of the University of Phoenix's School of Education. Chancellor Rhee is an Ex-Officio Member of the Kennedy Center Board of Trustees. Chancellor Rhee's expertise on education is also informed by a Bachelor's degree in Government from Cornell University, and a Master's degree in Public Policy from the Kennedy School of Government at Harvard University.

JUDGES

Marjory Blumenthal, Ph.D. joined Georgetown University in August 2003 as Associate Provost and academic. Her responsibilities are broad, notably including leadership in strengthening the sciences and science and technology policy at Georgetown. She teaches, advises students, and consults on Internet policy. Between July 1987 and August 2003, Marjory built and served as Executive Director of the National Academies' Computer Science and Telecommunications Board. She designed, directed, and oversaw collaborative study projects and symposia on technical and policy issues in computing and telecommunications. Marjory is the principal author and/or substantive editor of numerous books and articles. She is a member of the

Advisory Board of the Pew Internet & American Life Project and the Center for Strategic and International Studies Commission on Cyber security; she chairs the External Advisory Board of the Center for Embedded Networked Sensing at UCLA; and she is a RAND adjunct. She did her undergraduate work at Brown University and her graduate work at Harvard University.

Phyllis Caldwell leads Washington Area Women's Foundation, organization providing innovative opportunities for women to reach their full potential. Since 2006, Phyllis has been a member of Washington 100, a network of individuals collectively investing \$1 million to fuel The Women's Foundation's work. Previously, Phyllis was president of community development banking at Bank of America. Her 20-year career included managing loans and investments in commercial real estate, affordable housing and financial institutions serving low and moderate income neighborhoods. Phyllis lives in Washington, D.C. with her husband, Barry, and three children.

Alexis Gelber is the Books Editor for The Daily Beast, where she helped launch and supervises the website's new Book Beast section. She is also a Contributing Editor for Newsweek, where she worked for many years as an award-winning editor of the magazine's political, international, health, and society coverage and as Director of Special Projects developed special issues and entrepreneurial projects including the quarterly "Health for Life" series with Harvard Medical School, and the "Leadership for the 21st Century". As part of that series, Gelber created and presided over Newsweek's annual Women and Leadership issue and conference, and the Global Environment Leadership issues and conferences at Georgetown University. Gelber supervised Newsweek's 2008 Special Election issue, which is a finalist for a 2009 National Magazine Award and was published as a book, "A Long Time Coming" (PublicAffairs). She also edited the magazine's 2004 Special Election project, which won a National Magazine Award for single-topic issue in 2005. Gelber, a native of New York City, is a graduate of Barnard College and the Columbia University Graduate School of Journalism. She is married to Mark Whitaker, Senior Vice President and Washington Bureau Chief for NBC News, and has two children.

Jane E. Genster has served as Vice President and General Counsel of Georgetown University since July 2000. She previously held positions as counsel to the law firm Williams & Connolly LLP, as Associate Counsel for The Washington Post, and as Washington Counsel for NBC. She was an adjunct professor at Georgetown University Law Center and a lecturer at the University of Virginia School of Law. Jane has also been actively involved in the governance of local elementary and secondary schools for more than two decades. Currently a trustee at St. Andrew's Episcopal School, Jane has served as a trustee and board chair at both Beauvoir School and National Cathedral School, as a board member and board president at Holy Trinity School, and as a trustee at Lowell School. She also served as a trustee of the Protestant Episcopal Cathedral Foundation of the District of Columbia. Jane received her undergraduate degree from Princeton University and her law degree from the University of Virginia. She and her husband have four children.

Diane Guerra is a Director with Citigroup's Global Transaction Services focusing primarily on Non-Profits and Foundations. Her role as a Relationship Manager is to understand the global

cash management requirements of an organization and provide solutions in the areas of liquidity and investments, centralized payments in foreign currencies and other financial solutions for non-profits. Diane has been with Citi for almost 4 years and came from a technology background in the federal government in Washington. She received her BA from Elmira College, Elmira, NY in Secondary Education and resides in Fairfax, Va.

Karettta Hubbard is a co-founding partner of NewPoint Strategies, LLC. With more than twenty years of consulting, lecturing and managing experience in strategic management and organizational change, she focuses on innovative approaches to “shared cultural wisdom” in organizations. Ms. Hubbard is an entrepreneur, educator and author with a depth of experience in the field of diversity. Along with her business partner, Ms. Lynne Revo-Cohen, she conceived and developed an innovative technological solution to provide web-based training on high-risk workplace issues to their clients. As a pioneer in the web-based training field, she directed her firm’s success in winning the prestigious Blue Diamond Award for technological achievement. Ms. Hubbard was appointed to the Small Business Advisory Council (SBA), a past President of the Tyson Business and Professional Women (BPW) and the Fairfax County Democratic Committee. Ms. Hubbard attended the University of Virginia and received her B.A. degree from George Mason University. She attended Catholic University’s Graduate School in Social Work.

Barbara J. Krumsiek is Chair, CEO and President of Calvert Group, Ltd., an investment management firm headquartered in Bethesda, Maryland. Ms. Krumsiek is also a Director and Chair of Acacia Life Insurance Company. Ms. Krumsiek serves on the boards of PEPCO Holdings, Inc., Eugene and Agnes E. Meyer Foundation (vice chair), Economic Club of Washington, D.C., and the Federal City Council. In 2007, she was Chair of the Greater Washington Board of Trade. In June 2008, she accepted the CEO Leadership Award in the large company category from the *Washington Business Journal*. In 2007, *Washingtonian Magazine* included Ms. Krumsiek among the "150 Most Influential People in Washington D.C." and among "Washington DC's 100 Most Powerful Women" in 2006.

Patti Lenahan is the Midatlantic Region Manager of Citigroup's U.S. Commercial Banking Group. The Commercial Banking Group covers the financial service needs of commercial, industrial, non-profit and government services entities through offices in Maryland, Washington, D.C. and Virginia. Patti joined Citigroup in 2004 to build out the Bank's Commercial Banking practice in the region. Prior to joining Citigroup, Ms. Lenahan was a Relationship Manager at Wachovia. Ms. Lenahan has over twenty-five years of banking experience. She is active in the GWSCPAs and served on ASAE's Finance and Business Operations Section Counsel. She is a graduate of the University of Maryland and a Certified Financial Professional.

Laura Liswood is a Secretary General at the Council of Women World Leaders. In 1996, Laura Liswood co-founded the Council of Women World Leaders with President Vigdís Finnbogadóttir of Iceland. The Council is composed of women presidents and prime ministers. The Council is now a Policy Program at the Aspen Institute. In 1997, Liswood co-founded The White House Project dedicated to electing a woman President in the United States. She is the

author of a book and video documentary, *Women World Leaders* (1996, 2007 and 2009, Harper Collins). Liswood's professional experience includes executive-level positions in Fortune 500 international companies. In 2001, Liswood was named Managing Director, Global Leadership and Diversity for Goldman Sachs. Working on issues of globalization and workforce diversity, she is now a Senior Advisor to the firm. In 2001 Liswood became a reserve police officer in Washington, D.C. and is now a Sergeant. She holds a M.B.A. from Harvard Business School and a B.A. from California State University, San Diego. She holds a J.D. degree from the University of California, Davis School of Law, and is admitted to practice law in California and Massachusetts.

Melanie Matuella is President of CornerStone Marketing Group, a marketing and business development consulting company located in Great Falls, Virginia. For the past 14 years she has worked on award-winning initiatives with clients including Johnson & Johnson pharmaceutical, biotechnology and consumer product companies; Novo Nordisk; Ben Franklin Technology Institute and others. Prior to founding CornerStone Marketing Group, Melanie worked for 15 years with IBM Corporation, in which her final position as Brand Manager for IBM's first major line of consumer PCs led to breakthrough market share and customer experience results in the emerging home PC category. A graduate of the business school at Lehigh University, Melanie served on the Small Business Board of Directors at the Greater Philadelphia Chamber of Commerce, and is a member of The Consultants Bureau, Who's Who in Executives and Professionals, and the American Marketing Association.

Pietra Rivoli, Ph.D. is Professor at the McDonough School of Business at Georgetown University, where she teaches finance and international business in the undergraduate, graduate, and executive programs. Professor Rivoli has special interests in social justice issues in international business and in China, and she regularly leads MBA residencies to China. She received her Ph.D. in Finance and International Economics from the University of Florida. Her academic research has been published in numerous leading journals, including the *Journal of International Business Studies*, *Business Ethics Quarterly*, and *Journal of Money Credit and Banking*. In 2006, Professor Rivoli was awarded a Faculty Pioneer Award by the Aspen Institute. Professor Rivoli's recent book, *The Travels of a T-Shirt in the Global Economy*, has been widely acclaimed by both the popular press and the academic community as a pathbreaking study of globalization. The book has received numerous awards. These honors include being named one of the best business books of the year by the *Financial Times*, Booz Allen Hamilton, *Foreign Affairs*, the *Library Journal*, and by Amazon. Com. In addition, the book was also named as a finalist for the Inaugural *Financial-Times-Goldman Sachs Book of the Year Award*. Finally, *Travels of a T-Shirt* was recently designated by the American Association of Publishers as the best scholarly book of 2005 in the category of Finance and Economics.

Jacqueline R. Belk Scott, J.D., M.L serves as a Senior Program Director at the National Academy for State Health Policy (NASHP). Ms. Scott also serves as an Adjunct Professor at the Harrison Institute for Public Law at the Georgetown University Law Center. She concentrates her health policy work in the areas of coverage, access, disparities, and vulnerable populations. Before joining NASHP, Ms. Scott spent 10 years as a Senior Fellow and Adjunct Professor at Georgetown where she concentrated her work on the legal and policy areas of public health law, children and family law, and race and gender equity. Ms. Scott has held past positions as

a Policy Advisor in the Governor's and Lieutenant Governor's offices in the state of Maryland, where she advised on issues ranging from community-based public health policy, women's health, juvenile justice reform, and children, youth, and family-related matters. Ms. Scott serves as a consultant, lecturer, and trainer for numerous academic, state, local, private and nonprofit organizations. Ms. Scott holds a dual BA from Georgetown University; a Juris Doctor from the Georgetown University Law Center; and a Masters in Business Leadership/Organizational Management from the McDonough School of Business at Georgetown.

Roslynn Williams is currently serving as a Vice President within AOL's Shared Service Center, where she leads transformation, process efficiencies, and offshoring within her operational areas. She is an expert in the Procure-to-Pay field in the Supply Chain practice. Roslynn has led a number of innovative programs championing employee skills growth and leadership development. Prior to Roslynn's time with AOL, she served as an Information Technology Consultant with Capgemini (then Ernst & Young, LLP) for over 6 years. She is a certified SAP consultant and was routinely called upon to present and author best practice white papers within the Supply Chain space. She is a graduate of the University of Pennsylvania, Wharton School of Business.

Ruth M. Wimer is a Partner in the Ernst & Young LLP's Performance & Reward practice, National Tax Department. Ruth has over 25 years' experience in the employee benefits tax area. Prior to joining Ernst & Young LLP, Ruth was an attorney with the National Office of the Internal Revenue Service in the Employee Plans Technical Branch. She is a member of the American Bar Association, the ESOP Association, the American Institute of Certified Public Accountants, and the National Business Aviation Association. Ruth has authored numerous articles on employee benefits, including: *Best New Developments in Stock Options and Deferred Compensation*, *Airplanes-Airpains Deduction Disallowance under Notice 2005-45*, and *S Corporations and ESOPs: A Marriage Made in Heaven*. From 1994 through 1997, while living in Singapore, Ruth lectured in several Asian countries on United States Federal Income tax and business law. Ruth received a B.S./B.A. in Business Management from Georgetown University, a J.D. from American University, an M.L.T. from Georgetown University Law School Center, and is a CPA in the District of Columbia.

EXECUTIVE SPONSORS

Jane-Scott Cantus is a Principal Consultant with Leadership Capital Group recruiting Board members, CEOs and senior executives for her clients in the Technology, Media & Telecom, Private Equity and Professional Services industries. Previously, she opened and managed the Virginia office of Christian & Timbers (now CTPartners) and worked as a Principal with Korn/Ferry. She has held managerial positions with Bechtel Corporation and Martin Marietta Corporation (now Lockheed Martin) and wealth management positions with Morgan Stanley and Fiduciary Trust. Jane established her own consultancy, J-S Cantus & Associates to provide strategic marketing and business development counsel to corporations, professional services firms and non-profits. In 2004, Jane-Scott was

appointed by the Governor of Virginia to the Board of the Virginia Small Business Financing Authority and is presently serving her second term. Jane-Scott is and has been active in numerous community organizations including The Boys & Girls Clubs of Greater Washington, English Speaking Union National Capital Chapter, Kappa Kappa Gamma, the Junior League of Washington, the Mid-Atlantic Venture Association (MAVA), MindShare Board, National Foundation for Teaching Entrepreneurship (NFTE) and the National Association of Corporate Directors (NACD). Jane-Scott holds a BA in history from Duke University, an MBA from the Darden School of Business Administration at the University of Virginia, and a JD from George Washington University.

Suzanne Clark is President of the National Journal Group, Washington's premier provider of information, news and analysis for the political and policy communities inside the Beltway, publishing *National Journal*, *CongressDaily*, *The Hotline* and *The Almanac of American Politics*. Before joining NJG, Clark was Chief Operating Officer and Executive Vice President of the US Chamber of Commerce. In that capacity, she not only oversaw the day-to-day operations of the \$150 million-500 person organization, but also directed its Management Committee and its Communications and Federation Relations departments. While at the Chamber, Clark also headed two stand-alone affiliates—as the Managing Director of its public policy think tank, the National Chamber Foundation, and as President of the Business Civic Leadership Center, a governance and educational resource to the business community. Recently described by *Washingtonian* magazine as one of the “40 People to Watch Under 40,” Clark also brings her energies to a number of civic activities in education and social services. She is a member of the board of the widely publicized Washington charter school, KIPP DC, sits on the corporate advisory board of So Others Might Eat (SOME), and is a member of the public relations and marketing committee of Wolf Trap, the only national park dedicated to the performing arts.

Candy Duncan serves as Lead Area Managing Partner for KPMG's Midatlantic Area. In her role as Managing Partner, Candy is responsible for providing leadership and direction to Midatlantic area partners with responsibility for meeting the firm's priorities of risk management, profitable growth, and the creation of a Partnership of Choice and Employer of Choice environment. She also serves as a member of the National Leadership Team for the Audit Practice and the Firm's Operations Committee. Candy has more than 30 years of experience as an audit professional with KPMG. She has served as lead audit partner for major international and domestic companies and currently serves as Account Executive for many of the Firm's leading Midatlantic clients. She is a Board Member at William & Mary Mason School of Business, Cultural Alliance of Greater Washington, D.C., Women's Forum of Washington, DC, National Association of Corporate Directors. She was featured in *Diversity Journal's* 5th Annual Women Worth Watching – Nov/Dec 2006 and in *Washingtonian Magazine's* List of Top 100 Most Powerful Women – June 2006.

Victoria D. Harker is the Executive Vice President and Chief Financial Officer (CFO) of The AES Corporation, a global power company with 2008 sales of more than \$16 billion. She joined the Company as CFO in 2006 and has lead AES's Global Finance Team to meet the changing regulations across technical accounting, tax, and controls issues in a post-Sarbanes-Oxley world. For her efforts, Victoria was named the 2008 “Virginia CFO of the Year” by *Virginia*

Business magazine. Before joining AES, Victoria served as CFO of MCI Group, a unit of World Com Inc. Victoria held several positions at MCI in the areas of finance, information technology and operations. Victoria is a member of the University of Virginia's Board of Managers, where she serves as the Audit Committee Chair. She is also a member of the Wolf Trap Foundation Board; The Board of Directors of Indianapolis Power and Light, a \$1.5 billion power company; sits on the American University Advisory Council and is a member of The Economic Club of Washington, D.C. She received her B. A. in English and Economics from The University of Virginia and a Master's in Business Administration with a concentration in Finance from American University. An avid triathlete and golfer, she lives in McLean, Virginia with her husband and three sons.

Stephanie Hedeau is VP/Marketing Development and Brand Strategy for USA TODAY. She was named to this position in May, 2008 and is responsible for the development of revenue-driving strategic sales and marketing solutions for USA TODAY partners and advertisers. Prior to her current role, Stephanie was Director of Strategy for USA TODAY since 2005 and Director of Network Marketing since 2001. Stephanie is a graduate of Ohio University with a B.S. in Communications and has an Executive Masters Degree in Leadership from the McDonough School of Business at Georgetown University.

Julie Kang is the founder of HeelsConnect, Inc. and a management consultant based out of Los Angeles, CA. Prior to launching HeelsConnect.com, a professional/social networking Web site for workingwomen and female college students, Julie worked for The Gallup Organization as an Associate Partner, where she designed solutions for Gallup clients that produced economic, bottom-line value. She has conducted in-depth research into the behavior of employees and customers helping clients boost their organizational performance. Julie has also worked for IBM Consulting and the Timberland Company. Julie is a graduate of UCLA and The McDonough School of Business at Georgetown University.

Debbie Kissire is Ernst & Young's Vice Chair and Mid-Atlantic Managing Partner and a member of the Americas Executive Board. Debbie is responsible for leading Ernst & Young's professionals in the Mid-Atlantic serving clients across all industries by providing Assurance, Tax and Business Advisory Services. In 2005, Debbie was named to the *Washington Business Journal's* list of Women Who Mean Business, and she chaired the 2005 Washington Business Hall of Fame dinner raising record proceeds benefiting Junior Achievement. She also participated in the National Capital Area's Girl Scout Camp CEO. In 2006, Debbie was named one of the *Washingtonian's* 100 Most Powerful Women in Washington, D.C. and in 2007 was named one of the *Washingtonian's* 150 Most Powerful People in Washington, D.C. Debbie serves on the Greater Washington Board of Trade, Potomac Officers Club, Washington Redskins Leadership Council and Goodwill Industries of Greater Washington. She is a member of the Women's Forum of Washington D.C., The Economic Club, and has been very active in fundraising and leadership with the Washington Business Hall of Fame, Junior Achievement and the National Capital Area Girl Scouts.

Gonca Latif-Schmitt is a Managing Director within the Global Transaction Services group at Citigroup. She has been with Citibank for 15 years in the transaction services business. Gonca has held several positions in the field of sales, relationship management, quality management,

and market research. Her primary career focus has been on managing client relationships across several verticals to include media, electronics, broker/dealer, mutual funds and public sector. Gonca is certified in cross functional mapping, covering projects on mapping existing processes for analysis, leading brainstorming sessions, and mediating issue resolutions as a Quality Director at Citi. She is also an active member of GTS Women's Council helping to organize training seminars targeted at developing skills critical for success. Gonca holds a BA from New York University. She lives in Manhattan with her husband and two daughters, ages 6 and 2 years old.

Carla Mulhern, a Managing Principal at Analysis Group, specializes in the application of microeconomic principles to issues arising in complex business litigation. She has served as an expert witness on damages issues in commercial litigation matters including intellectual property and breach of contract cases. Her intellectual property damages experience spans cases involving allegations of patent, copyright and trademark infringement as well as misappropriation of trade secrets. She has also testified before the International Trade Commission on economic issues such as commercial success, domestic industry and remedy. Ms. Mulhern's project experience spans a variety of industries including pharmaceuticals, medical devices, automotive, entertainment, consumer products, computer hardware and software, semiconductors and telecommunications. Ms. Mulhern holds a M.Sc. in Economics from the London School of Economics and Political Science, and a B.S. in Mathematics from Bucknell University.

Kati M. Penney is a partner in the Ernst & Young U.S. Mid-Atlantic Area practice and has more than 16 years of professional experience serving both public and private companies primarily in the real estate, hospitality and construction industries. Kati serves on Ernst & Young's Real Estate, Hospitality and Construction sector leadership team. In addition, Kati coordinates firm's professional, technical and thought leadership activities within the industry. She serves as Ernst & Young's Greater Washington Community Engagement partner and is the chairperson for the Professional Women's Network – Corporate Social Responsibility committee. Kati received her Bachelor's and Master's degrees at The Catholic University of America in Washington D.C. She is a member of the American Institute of Certified Public Accountants, certified in Washington D.C., Virginia, Maryland and Pennsylvania. Kati serves on the Board of Directors of the Greater Washington American Heart Association and is the speaker for Gift of Life Program.

Sylvia Reynolds is the Chief Marketing Officer of Wells Fargo and a member of the Management Committee and Environmental Affairs Advisory Council. She serves on the Board of Directors of the San Francisco chapter of the American Red Cross and is chair of its Marketing Committee. She is also vice-chair of the Board of Directors Executive Committee of Taproot. In addition, Ms. Reynolds serves on the Board of Directors of the International Museum of Women which focuses on cultural change and advancing worldwide gender equality. She is a member of its Executive Committee and chair of its Major Gifts Committee. She also serves on the Board of Directors of the Ad Council and the Association of National Advertisers. In 2007 and 2008 she was named one of San Francisco's Top 100 Women in Business by the San Francisco Business Times.

Ann Sarnoff is President of Dow Jones Ventures. She is responsible for leveraging Dow Jones's strong brands and assets into new businesses with a focus on consumer-targeted

digital media and Wall Street Journal branded conferences and events. Before Dow Jones, Ms. Sarnoff was the Chief Operating Officer for the WNBA where she was responsible for the league's business operations as well as player personnel and programs. Ms. Sarnoff spent ten years at Viacom, rising to be Chief Operating Officer for VH1 and CMT: Country Music Television. In addition to strategic planning and business operations, her duties included overseeing the digital channels and Web sites, as well as radio, audio and video products. At Nickelodeon, she developed Rugrats and Blues Clues into large and successful merchandising properties as Executive Vice President, Consumer Products and Business Development. Ms. Sarnoff also led the team that developed two new channels for Nickelodeon, TV Land and Noggin. Prior to Nickelodeon, Ms. Sarnoff was Director of Corporate Development for Viacom, where she helped with the acquisition and integration of Paramount Communications. From 1987-1993, Ms. Sarnoff was a strategy consultant at Marakon Associates. She is a graduate of Georgetown University, where she sits on the Board of Advisors for the McDonough School of Business, and has an MBA from Harvard.

Kari Stoever is Managing Director of the Global Network for Neglected Tropical Diseases. In this capacity she manages a leading international partnership devoted to controlling neglected tropical diseases (NTDs). Ms. Stoever was also Program Director, Human Hookworm Vaccine Initiative (HHVI), for which she established the original strategic plan, IND submission and first clinical trial. Under her management she has won more than \$70m in new grants from the Bill & Melinda Gates Foundation, and was instrumental in the development of the \$100m proposal awarded by USAID for the control of NTDs. Ms. Stoever has participated in the Clinton Global Initiative the last three years and has served as a facilitator and the executive producer for their global health track. Prior to Ms. Stoever's work in global health, she spent a decade managing clinical trials. She managed cancer research studies and led a team of 27 oncologists based at 9 hospitals throughout Chicago, and later worked at the United States Army Research Institute for Infectious Diseases (USAMRIID) coordinating their anthrax and other biodefense clinical studies. She is a board member on the Women's Leadership Initiative at Georgetown University's, McDonough School of Business. Ms. Stoever's academic credentials include an Executive Masters in Leadership from Georgetown University's McDonough School of Business, and a Bachelor of Science in Clinical Research Administration from George Washington University. She earned the R.N. designation from Delaware Technical & Community College.

FACULTY MENTORS

Emily Amanatullah, Ph.D. is an Assistant Professor of Management at the Red McCombs School of Business at the University of Texas at Austin. She earned her doctoral degree in Management from Columbia University in 2007 and her bachelors in Psychology and Computer Science from Duke University in 2002. She teaches courses on the Art and Science of Negotiation and Women in Management and her research focuses on how gender stereotypes constrain the behavior of women seeking to advance in the business world either through negotiation specifically or climbing the corporate hierarchy more generally. She is especially interested in the contextual moderators that heighten or suppress the backlash effects women experience when they are perceived to violate gendered expectations.

Dr. Victoria L. Brescoll, Ph.D. focuses on the impact of stereotypes on individuals' status within organizations, particularly the status of individuals who violate gender stereotypes. Her study "Can an Angry Woman Get Ahead? Gender, Status Conferral, and Workplace Emotion Expression," published in the March 2008 issue of *Psychological Science*, concluded that people reward men who get angry but view angry women as incompetent and unworthy of status and power in the workplace. The research was widely reported on in the popular press including the *New York Times*, *Business Week*, the *Wall Street Journal*, the *Washington Post*, National Public Radio, and *U.S. News & World Report*. Her other interests include the cultural origins of stereotypes (e.g. the media), corporate social responsibility, and public policy analysis. Dr. Brescoll received her MS, MPhil, and Ph.D. in social psychology from Yale University where she was supported by a graduate research fellowship from the National Science Foundation. She completed her BA in psychology from the University of Michigan. In 2004, Dr. Brescoll worked in the office of Senator Hillary Rodham Clinton under a Congressional Fellowship.

Mirjana N. Dedać Ph.D. is a sociolinguist whose interests include analytical approaches to discourses of identity, politics, and media. She is teaching courses in intercultural communication and political and national discourses in the Georgetown University master's program in Communication, Culture and Technology. Previously, she taught at University of Fairfield, University of Split, Croatia, University of Virginia and was a radio journalist and program editor for Voice of America. She is currently working on a book entitled *Inculcating Imagination: National Identity Construction and Bourdieu's Habitus*. Recently, she co-authored an article entitled "Disparaging Hillary: Female Writers' Metaphoric Construction of the Candidate".

Melissa Fisher, Ph.D. is an Assistant Professor in the Department of Anthropology at Georgetown University. Her forthcoming book - *Wall Street Women: Gender, Class, and Power in the Global Economy* - is an ethnography of the first generation of women on Wall Street. Melissa published some of her findings about Wall Street women in a volume she co-edited with Greg Downey in 2006 titled *Frontiers of Capital: Ethnographic Reflections on the New Economy*, Duke University Press. In 2006 she was a Fellow at the Institute for Advanced Study at Lancaster University. She has presented papers at The American Anthropology Meetings, The Business History Meetings, the London School of Economics Gender Institute and most recently the University of Pennsylvania. Melissa has worked as a business anthropologist-consultant for a range of corporate and non-for-profit organizations, including Cultural Discoveries at BBDO Worldwide Advertising. Prior to coming to DC she worked with the National Council for Research for Women on the Council's projects on women's leadership and diversity in the corporate sector and higher education. Melissa received her Ph.D. in Cultural Anthropology from Columbia University; Her B.A. is from Barnard College.

Andrea Maurizio is a doctoral student at the Johnson Graduate School of Management at Cornell University. Her current research focus on stress, gender, and the effects of status cues in decision making and negotiations. She received her master's degree in industrial organizational psychology from New York University and her undergraduate degree in psychology from Smith College.

Lamar Reinsch, Ph.D. is Professor of Management at Georgetown University. He teaches a variety

of courses related to crisis management, leadership, and communication. He currently serves on the Graduate Curriculum and Standards Committee, and as the Academic Director of the Executive Masters in Leadership degree program. Lamar's current research efforts include studies of leadership in the midst of crises, e-leadership, spiritual job-crafting, the emerging practice of multi-communicating, and the allocation of personal presence among multiple conversations. A past editor of the *Journal of Business Communication*, Lamar serves on the editorial board of that journal, and reviews manuscripts for a number of other publications. Lamar and his wife live in Fairfax County, Virginia.

Beverly A. Sauer, Ph.D. is a Professor of the Practice at Georgetown's McDonough School of Business. She was a Professor of Management in the Carey Business School of Johns Hopkins University and Associate Professor of English and Rhetoric at Carnegie Mellon University. Sauer has written extensively on the subject of risk communication in difficult cross-cultural contexts. Her book, *The Rhetoric of Risk: Technical Documentation in Hazardous Environments* (Lawrence Erlbaum, 2003) was awarded the prize for Best Book in Scientific and Technical Communication from the National Council of Teachers of English. Sauer's most recent research investigates multi-modal communication in South African coal mines. This work combines an interest in communication with larger issues of social transformation and public health policy in post-apartheid South Africa. She is currently completing a manuscript on literacy and democratic change in South Africa, which has broad implications for risk communication in safety and system management.

Alice Stuhlmacher, Ph.D., is an organizational psychologist and an associate professor in Psychology. A faculty member at DePaul University in Chicago since 1991, she has served as director of DePaul's Ph.D. program in Industrial/Organizational Psychology, is a past president of the Chicago I/O Psychologists, and assisted in the Masters in Human Resources at DePaul's Graduate School of Business. She has conducted extensive research in the areas of negotiation, conflict, and gender in organizations, particularly as related to women's careers, training, and email communication. Her PhD is from Purdue University.

Melissa C. Thomas-Hunt, Ph.D. focuses conflict management, negotiation, and team management processes. Her current research examines the contribution of expertise within diverse groups and the effects of relationships on negotiation processes and outcomes. Her publications have appeared in *Research on Organizational Behavior*, *Organizational Behavior and Human Decision Processes*, *Journal of Experimental Social Psychology*, *Journal of Social Justice Research*, and *Research on Managing Groups and Teams*. She is an associate professor of management & organizations at the Johnson Graduate School of Management at Cornell University. She has previously held the position of assistant professor at the Olin School of Business at Washington University. She received her master's and doctoral degrees from the Kellogg School of Management at Northwestern University and her undergraduate degree in chemical engineering from Princeton University. Prior to attending graduate school, she worked as an account marketing representative at IBM.

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