

# Leadership Excellence and Gender in Organizations Symposium

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## March 28-30, 2016

### Monday, March 28, 2016 - Opening Arrival Plenary

4:00 - 5:30 p.m.

#### **Opening Panel: Career Agility: Making It Work**

Advice from the Experts on Career Observations - Open to all students and faculty and staff, Moderator Tim Newton (Krannert Auditorium)

- Belle Rose Ragins, University of Wisconsin, Milwaukee, Mentoring Expert
- Kim Eddleston, Northeastern University, Entrepreneur Expert
- Denise Lloyd Lewin, University of Illinois, Teams Expert
- Kelly Mack, AACU, STEM Expert
- Lisa Nishii, Cornell University, Inclusion Expert
- Ellen Ernst Kossek, Purdue University, Work-Life Expert

5:30 - 6:15 p.m.

#### **All University Reception (Krannert Drawing Room)**

6:15 - 8:15 p.m.

#### **Private Dinner for conference attendees and Purdue invited guests (Weiler Lounge and Dining Room)**

### Tuesday, March 29, 2016 - Conference Day 1

7:30 - 8:30 a.m.

#### **Registration, Breakfast, and Networking (Weiler Lounge and Dining Room)- Organizer Sherry Fisher**

8:30 - 9:00 a.m.

#### **Welcome and Introductions (Room 124)**

- Dean David Hummels, Krannert School of Management
- Alyssa Panitch, Vice Provost for Faculty Affairs

- Conference Chair: Ellen Ernst Kossek, Basil S. Turner Professor of Management & Research Director of Susan Bulkeley Butler Center for Leadership Excellence
- Sponsors & Organizing Committee- Video

9:00 - 10:15 a.m.

**Gender, and Fostering Career Advancement in Research and Practice (Room 124)**

- Belle Rose Ragins, University of Wisconsin. Milwaukee: Glass Ceiling Chisels: Leveraging the Power of Mentoring for Female Leaders
- Rosalia Thomas, IBM: Advancing Women at IBM
- Research to Practice Moderator: Patrice Buzzanell, Purdue University

10:15 - 10:30 a.m.

**Break**

10:30 a.m. - 12:00 p.m.

**Gender and Diversity Value - Enhancement in Teams in Research and Practice (Room 124)**

- Denise Lewin Lloyd, University of Illinois: Claiming the Unexpected Value of Diversity- What's getting in the Way
- Anne Donovan, PWC: Engaging Team for Business Success
- Research to Practice Moderator: Beth Livingston, Cornell University

12:00 - 1:00 p.m.

**Lunch (Weiler Lounge and Dining Room)**

1:00 - 2:15 p.m.

**Gender Inclusion and Leadership in STEM Research and Practice (Room 124)**

- Kelly Mack, AACU: That None Shall Perish delivered by Chris Sahley, Purdue University
- Mariana Monteiro, GE: Learnings from Observation: Teaching from Successful Women in the STEM Field

- Research to Practice Moderator: Diana Bilimoria, Case Western Reserve University

2:15 - 3:30 p.m.

**Women in Entrepreneurial Settings (Room 124)**

- Kim Eddleston, Northeastern University: Women Entrepreneurs: Challenges and Opportunities
- Nina Swanson, PayPal: Emerging Culture and Gender Inclusion
- Research to Practice Moderator: Nathalie Duval-Couetil, Purdue University

3:30 - 3:45 p.m.

**Break**

3:45 - 5:45 p.m.

**Breakout Groups for Paper Presentations Round 1**

Organizer: Dr. Kyung-Hee Lee

- Track 1: Gender and STEM (Room 111)
- Track 2: Supervisor-Subordinate Relationships (Room 115)
- Track 3: HR Practices and Gender (Room 117)
- Track 4: Gender in Higher Education (Room 119)
- Track 5: Leadership and Gender (Room 121)
- Track 6: Women at the Top (Room 126)
- Track 7: Entrepreneurship and Leadership Identity (Room 127)
- Track 8: Gender in Diverse Contexts (Room 238)

6:00 - 7:00 p.m.

**Reception and Research Posters with Grad. Students (Atrium at Marriott Hall)** Organizer, Ben Pratt

7:00 - 8:30 p.m.

**Dinner (John Purdue Room at Marriott Hall)**

**Wednesday, March 30, 2016 - Conference Day 2**

7:30 - 8:30 a.m.

**Breakfast and Networking (Weiler Lounge and Dining Room)**

8:30 - 8:45 a.m.

**Introductions and Organizing**

8:45 - 10:00 a.m.

**Creating Gender Inclusion across National and Global Cultures (Room 124)**

- Lisa Nishii, Cornell University: Inclusive Climates, Leadership, and Careers
- Nellie Borrero, Accenture: The Globalization of Diversity and Leadership
- Research to Practice Moderator: Charlice Hurst, University of Notre Dame

10:00 - 10:15 a.m.

**Break**

10:15 - 11:45 a.m.

**Breakout Groups for Paper Presentation Round 2**

- Track 1: Gender and STEM (Room 111)
- Track 2: Supervisor-Subordinate Relationships (Room 115)
- Track 3: HR Practices and Gender (Room 117)
- Track 4: Gender in Higher Education (Room 119)
- Track 5: Leadership and Gender (Room 121)
- Track 6: Women at the Top (Room 126)
- Track 7: Entrepreneurship and Leadership Identity (Room 127)
- Track 8: Gender in Diverse Contexts (Room 238)

11:45 a.m. - 12:15 p.m.

**Closing: Take-Aways from Breakout Sessions and Recap**

12:15 - 1:00 p.m.

**Lunch and Departure (Weiler Lounge and Dining Room)**

**Lead Organizers: Krannert School of Management and Susan Bulkeley Butler Center for Leadership Excellence**

**Research Team:**

**Ellen Ernst Kossek, Basil S. Turner Professor of Management & Research Director, Susan Bukleley Butler Center for Leadership Excellence, [ekossek@purdue.edu](mailto:ekossek@purdue.edu)**

**Kunghee Lee, Research Associate and Project Manager,  
kyungheelee@purdue.edu  
Sherry Fisher, Research Administrative Leader, fishe120@purdue.edu**

**Graduate Assistants:**

**Philip Lemperle; MBA; plemperle@purdue.edu  
Benjamin Pratt, OBHR PhD; pratt24@purdue.edu  
Briana Sotelo; MSHRM; bsotelo@purdue.edu**

**Organizing Committee:**

**Ellen Ernst Kossek, Basil S. Turner Professor of Management & Research  
Director, Susan Bulkeley Butler Center for Leadership Excellence, Purdue  
University  
Patrice Buzzanell, Distinguished Professor Communication, Chair and Director  
of the Susan Bulkeley Butler Center for Leadership Excellence, Purdue University  
Denise Lewin Loyd, Associate Professor, University of Illinois at Urbana-  
Champaign  
Chris Sahley, Professor, Lead Co-PI, ADVANCE-Purdue, Director of Center for  
Faculty Success, Purdue University  
Nathalie Duval-Couetil, Associate Professor, Director of Certificate in  
Entrepreneurship and Innovation Program & Associate Director of Burton D.  
Morgan Center for Entrepreneurship, Purdue University  
Trace Jean Boisseau, Associate Professor, Director of Women's, Gender, and  
Sexuality Studies, Purdue University  
Charlice Hurst, Assistant Professor, University of Notre Dame  
Beth Livingston, Assistant Professor, Cornell University**

**Sponsors:**

**Alyssa Panitch; Vice Provost Faculty Affairs  
Chris Sahley; ADVANCE- Purdue Center for Faculty Success  
Patrice Buzzanell; Susan Bulkeley Butler Center for Leadership Excellence  
Dean David Hummels; Krannert School of Management  
Charlene Sullivan; Krannert School of Management  
Ellen Ernst Kossek; Krannert School of Management & Susan Bulkeley Butler  
Center for Leadership Excellence  
Joy Dietz; Women in Management  
Nathalie Duval-Couetil; Certificate in Entrepreneurship and Innovation Program &  
Burton D. Morgan Center for Entrepreneurship  
Shelley M. MacDermid Wadsworth; Military Family Research Institute & Center for  
Families  
Valeria Chapman; Center for Research on Diversity and Inclusion  
Tracey Jean Boisseau; Women's, Gender, & Sexuality Studies  
Land O'Lakes**