

Keimei Sugiyama

Department of Organizational Behavior, Weatherhead School of Management
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EDUCATION

Ph.D. in Organizational Behavior Expected
Weatherhead School of Management, Case Western Reserve University May 2019
Dissertation: Living Identity-based Inclusion Work, Pre-orals completed.
Dissertation Committee: Diana Bilimoria (Chair), Richard J. Boland,
Corinne Coen, John Paul Stephens

M.S. Organizational Development and Knowledge Management 2008
School of Public Policy, George Mason University

B.A. English Language and Literature 2001
Smith College, Departmental High Honors

RESEARCH INTERESTS

Identity, careers, diversity and inclusion

GRANTS, AWARDS, HONORS

Academy of Management Careers Division 2018
Arnon Reichers Best Student Paper Award
(with Ladge, Modestino & Kenney)

The Weatherhead School Outstanding Research Proposal Award
Recipient. Total amount: \$3,000. 2017

Department of Organizational Behavior Don Wolfe Dissertation Scholarship 2017
Recipient. Total amount: \$5,000.

National Science Foundation (NSF) Northern Ohio Alliance-Alliances 2015
for Graduate Education and the Professoriate (NOA-AGEP) Grant
Social Science Research Grant Writer and Research Assistant. PIs: Charles Rozek and Lynn Singer.
Research Director: Diana Bilimoria. Total for intervention and social science research: \$3.73 million.

Social Justice Institute Research Grant 2015
Co-recipient. PI: Diana Bilimoria. Total amount: \$3,500.

Sherm Grinnell Scholarship 2015
Recipient. Total amount: \$1,000.

PUBLICATIONS

- Thomas, N.*, **Sugiyama, K.*** & Rochford, K.*, Stephens, J.P.*, Kanov, J. (In press).
 Experiential organizing: Pursuing relational and bureaucratic goals through symbolically and experientially oriented work. *Academy of Management Review*.
 *First four authors share equal contribution. Order decided using random list generator.
- Philipsen, M., Case, S., Oetama-Paul A., **Sugiyama, K.** (2017). Academic womanhood: A life-course career perspective. *Community, Work, and Family*, 20(5), 623-644.
- Sugiyama, K.**, Cavanagh, K., van Esch, C., Bilimoria, D. & Brown, C. (2016). Inclusive leadership development: Drawing from pedagogies of women's and general leadership development programs. *Journal of Management Education*, 40(3), 253-292.
 **Named one of the top 10 read articles for 2017 in the *Journal of Management Education*
 **Earlier version invited to the 2015 *Academy of Management Best Paper Proceedings*
- Lazlo, C., Gullett, K., Dicht, C., Buchter, M.S. & **Sugiyama, K.** (2015). *Food Donation Connection: Profitably Scaling Food Waste Reduction*. Ontario, Canada: Ivey Publishing.
- Thatchenkery, T. & **Sugiyama, K.** (2011). *Making the Invisible Visible: Understanding Leadership Contributions of Asian Minorities in the Workplace*. New York: Palgrave Macmillan.

MANUSCRIPTS UNDER REVIEW

- Modestino, A.S., **Sugiyama, K.** & Ladge, J.J. Staying the course of making leaps and bounds? An examination of how young professionals navigate different career paths and construct a professional identity. **1st round revise and resubmit**. *Journal of Vocational Behavior*.
- Sugiyama, K.**, Ladge, J.J., Modestino, A.S. & Kenney, K. Navigating career twists and turns: Constructing a career identity through predictability and experimentation. **Under review**. *Journal of Management*.
- Ladge, J.J., Eddleston, K.A. & **Sugiyama, K.** Am I an entrepreneur? How imposter fears hinder women entrepreneurs' business growth. **Under review**. *Business Horizons*.

MANUSCRIPTS IN PREPARATION

- Sugiyama, K.** & Bilimoria, D. Working within and working it out: How social identity workspace produces mechanisms of inclusion. (Manuscript drafted, target: *Organization Science*)
- Sugiyama, K.**, Bulger, M. & Bilimoria, D. I am me as a part of we: Identity significance as a mechanism for inclusion. (Manuscript drafted, target: *Human Relations*).
- Sugiyama, K.**, Jaks, Q. & Bilimoria, D. Moral competence and community: URM scientist development at minority serving institutions. (Data collection phase).
- Sugiyama, K.**, Chui, C. & Tong, N. From coding to construction: Building and elaborating theoretical models in qualitative research. (Data collection phase).

CONFERENCE PARTICIPATION

Refereed Conference Presentations

- Sugiyama, K.**, Ladge, J.J., Modestino, A.S. & Kenney, K. (2018). Careers in construction: Developing career identity out of redefining moments. Paper presentation at the *Academy of Management Annual Meeting*. August 10-14, 2018, Chicago, IL.
 **Awarded Best Student Paper in the Academy of Management Careers Division.
- Archibold, E., Jané, S., Bilimoria, D. & **Sugiyama, K.** (2018). Multi-level organizational factors the support and harm women's self-confidence. Paper presentation at the *Academy of Management Annual Meeting*. August 10-15, 2018, Chicago, IL.
- Sugiyama, K.** (2018). Negotiating work life boundaries in identity-based inclusion work. Presented in The Interplay of Work/Family Dynamics with Individual's Identity Work Symposium organized by Creary S.J & Jones E. at the *Work Family Researchers Network Conference*. June 21-23 2018, Washington, D.C.
- Bilimoria, D., **Sugiyama, K.**, Jaks, Q. (2018). Moral competence and community: URM scientist development at minority serving institutions. Paper presented at the Pathways to a Diverse Professoriate: *AGEP National Research Conference*. March 15-16, 2018. Berkeley, CA.
- Jaks, Q., **Sugiyama, K.**, Bilimoria, D. (2018). Inclusive program and institutional environments: Identity development interventions in STEM doctoral programs at minority serving institutions. Paper presented at the *Understanding Interventions Conference*. March 2-4, 2018. Baltimore, MD.
- Sugiyama, K.** & Bilimoria, D. (2017). Distinction and integration: How identity processes and workspaces influence outcomes of diversity. Paper presentation at the *Academy of Management Annual Meeting*. August 4-8, 2017, Atlanta, GA.
- Sugiyama, K.**, Kenney, K. & Ladge, J. J. (2017). Early career identity construction: Navigating tensions between stability and provisionality. Paper presentation at the *International Conference of Work and Family*. July 3-4, 2017, Barcelona, Spain.
- Thomas, N.*, **Sugiyama, K.*** & Rochford, K.C*, Stephens, J.P.*, Kanov, J. (2017). Achieving the common good through experiential organizing: Extending relational and bureaucratic pathways for organizations with purpose. Paper presentation at the *Positive Organizational Scholarship Research Conference*, May 9-10, 2017, Ann Arbor, MI.
 *Shared first authorship
- Sugiyama, K.**, Jané, S. & Bilimoria, D. (2016). Doing more harm than good? Communicating the gender confidence gap. Paper presentation at the *Academy of Management Annual Meeting*, August 5-9, 2016, Anaheim, CA.

Sugiyama, K., Bulger, M. & Bilimoria, D. (2016). I am me as part of we: Collective legacy as a mechanism for inclusion. Paper presentation at the 2016 *Qualitative Research in Management Conference*, March 22-24, 2016. Albuquerque, NM.

Sugiyama, K., Cavanagh, K., van Esch, C. & Brown, C. (2015). Constructing leadership development: Pedagogical assumptions of women's and general leadership development programs. *Academy of Management Annual Meeting*. August 7-11, 2015, Vancouver, BC.
**Included in the *Academy of Management Best Paper Proceedings*.

Thatchenkery, T. & **Sugiyama, K.** (2008). Missing in mobility: An analysis of leadership invisibility of Asian Americans in organizations. Paper presentation at the 2008 *Academy of Management Annual Meeting*, August 8-13, Anaheim, CA.

Conference Session Chair/Organizer

Sugiyama, K., Guarana, C., Chang, Y., Chui, C., Tong N. (2018). Reviewing in the rough: A PDW for doctoral students and junior faculty. Professional Development Workshop at the *Academy of Management Annual Meeting*, August 10-14, 2018. Chicago, IL.

Sugiyama, K. (2017). Negotiating identity construction at the work life interface. Symposium at the *Academy of Management Annual Meeting*, August 4-8, 2017, Atlanta, GA.

Chi, C.*, Schinoff, B.*, **Sugiyama, K.***, Tong, N.*, Yates, M.* (2017). INSIDE/OUT: How authors and editors collaborate on theoretical contribution. Symposium at the *Academy of Management Annual Meeting*, August 4-8, 2017, Atlanta, GA.

Sugiyama, K., Chui, C. & Tong N. (2016). From coding to construction: Building and elaborating theoretical models in qualitative research. Professional Development Workshop at *Academy of Management Annual Meeting*, August 4-9, 2016, Anaheim, CA.

Case, S.*, Philipsen, M.*, Oetama-Paul*, A., **Sugiyama, K.*** (2016). Academic womanhood: A life course – career perspective. Panel discussion at the *Work Life Researchers Network Conference*, June 22-25, 2016. Washington, DC.

Rochford, K.C.*, **Sugiyama, K.*** & Thomas, N.* (2015). Unpacking the black box of relationships at work: Using a social mechanism lens to explore the “how.” Symposium at the *Academy of Management Annual Meeting*, August 7-11, 2015, Vancouver, BC.

Chui, C.*, **Sugiyama, K.*** Tong, N.* & Yates, M.* (2015). Navigating qualitative dissertations: Advice from the experts. Professional Development Workshop at the *Academy of Management Annual Meeting*, August 7-11, 2015, Vancouver, BC.

van Esch, C. & **Sugiyama, K.** (2013). Advancing the research on stereotypes in the management field. Symposium at the *Academy of Management Annual Meeting*, August 9-13, 2013, Orlando, FL.

*In alphabetical order

INVITED CAMPUS TALKS

Sugiyama, K., Ladge, J.J., Kenney, K., Modestino, A.S. (2017). Career construction: Navigating tensions between predictability and experimentation. Managerial and Organizational Development Group Research Presentation. Northeastern University, Boston, MA.

Sugiyama, K., Bulger, M., and Bilimoria, D. (2017). I am me as a part of we: A legacy of significance for inclusion. Invited research presentation at the *Law Review Symposium*, Case Western Reserve University, Cleveland, OH.

TEACHING EXPERIENCE

Date	Course
Fall 2016	ORBH 391: Leadership in Diversity & Inclusion (Undergraduate elective)
Summer 2016	Global MBA 403C: Inclusive Leadership Strategies, Strategic Thinking III (Graduate required)
Fall 2015	ORBH 391: Leadership in Diversity & Inclusion (Undergraduate elective)
Summer 2015	Global MBA 403C: Inclusive Leadership Strategies, Strategic Thinking III (Graduate required)

TEACHING ASSISTANTSHIPS

Undergraduate courses

Spring 2015	Managing Organizations and People
Fall 2014	Leading People
Spring 2014	Leading Teams (T-group facilitator)

Graduate courses

Winter 2014	Developing Interpersonal Skills for Managers (T-group facilitator)
Fall 2014	Leading People and Organizations (Coach)
Fall 2013	Executive Leadership

Executive Education

Spring 2015	Women in Leadership: Inspiring Positive Change (Massive Open Online Course)
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PROFESSIONAL AFFILIATION

2012-present: Academy of Management (AOM) Gender and Diversity in Organizations (GDO), Managerial and Organizational Cognition (MOC), and Organizational Behavior (OB) Divisions

2013-present: Work Family Researchers Network

PROFESSIONAL SERVICE

2017-present: Student Representative At Large, AOM MOC Division Executive Committee
2015-present: Ad hoc Reviewer, *Journal of Management Education*
2017: Reviewer, POS Conference
2014-present: Reviewer, Academy of Management Conference
2016: Ambassador, AOM MOC Division
2016: Committee Member, AOM GDO Best Student Paper Award Committee
2014: Committee Member, AOM GDO Media Relations Committee

UNIVERSITY AND DEPARTMENT SERVICE

2016-2017: Diversity 360 & Sustained Dialogue, Office of Multicultural Affairs
2015-2016: Departmental Activities Committee (Planning speakers for faculty & students)
2015: Department of Organizational Behavior PhD Program Admissions Committee
2013: Weatherhead School Interdepartmental Seminar Series Committee

PREVIOUS EMPLOYMENT

2012: Coray Gurnitz Consulting, Conducted human capital assessment and strategic planning
2007-2012: Accenture LLP, Led change management and stakeholder engagement teams
2003-2007: Accenture HR Services, Provided HR administration and training support
2001-2003: Sidwell Friends School, Provided HR administration and diversity management support