

BETH S. SCHINOFF
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EDUCATION

Ph.D., Management - Organizational Behavior Arizona State University	April 2017
MBA, Management University of Illinois at Chicago	May 2012
BS, Communication Studies Northwestern University	December 2006

ACADEMIC POSITIONS

<i>Assistant Professor</i> Boston College, Chestnut Hill, MA	July 2017 – Present
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PEER-REVIEWED PUBLISHED WORK

- Schinoff, B.S., Ashforth, B.E., & Corley, K.G. Virtually (in)separable: The centrality of relational cadence in the formation of virtual multiplex relationships. *Academy of Management Journal*: In press.
Featured in *Toronto Sun*: “Maintaining Relationships with coworkers, even at a distance” August 26, 2020. <https://www.pressreader.com/canada/toronto-sun/20200826/page/34/textview>
Featured in *Academy of Management Insights* “How Remote Workers Can Connect as Friends” <https://journals.aom.org/doi/10.5465/amj.2018.0466.summary>
- Ashforth, B.E., Schinoff, B.S., & Brickson, S.L. (2020). “My Company is Friendly,” “Mine’s a Rebel”: Anthropomorphism and Shifting Organizational Identity from “What” to “Who.” *Academy of Management Review*, 45: 1-29.
Featured in *Academy of Management Insights*: “Companies’ Personas Can Influence Employees, Too” <https://journals.aom.org/doi/10.5465/amr.2016.0496.summary>
- Corley, K.G., & Schinoff, B.S. Who, Me? (2017). An inductive study of novice experts in the context of how editors come to understand theoretical contribution. *Academy of Management Perspectives*, 31: 4-27.
- Ashforth, B.E., Schinoff, B.S., & Rogers, K.M. (2016). “I identify with her,” “I identify with him”: Unpacking the dynamics of personal identification in organizations. *Academy of Management Review*, 41: 28-60.

Ashforth, B.E., & Schinoff, B.S. (2016). Identity under construction: How individuals come to define themselves in organizations. In F.P. Morgeson (Ed.), *Annual Review of Organizational Psychology and Organizational Behavior*, vol. 3: 111-137. Palo Alto, CA: Annual Reviews.

PRACTICE-ORIENTED PUBLISHED WORK

Crosina, E., & Schinoff, B.S.* (2020). Technology in the Pandemic: Recreate the Office or Repurpose It? MIT Sloan Review. <https://sloanreview.mit.edu/article/technology-in-the-pandemic-recreate-the-office-or-repurpose-it/>

Schinoff, B.S., Corley, K.G., & Ashforth, B.E. (2019). How remote workers make work friends. Harvard Business Review. <https://hbr.org/2019/11/how-remote-workers-make-work-friends>

Gibson, K. R. & Schinoff, B.S.* (2019). The little things that affect our work relationships. Harvard Business Review. <https://hbr.org/2019/05/the-little-things-that-affect-our-work-relationships?ab=hero-subleft-1>

*Authors contributed equally

INVITED CHAPTERS

Corley, K.G. & Schinoff, B.S. Beginner's Muck: Maximizing Your Paper's Chances of Success with a Novice Editor. In Clark, T., Wright, M., & Ketchen, D. (Eds.), *How to Get Published in the Best Management Journals, 2nd Edition*. Cheltenham, UK: Edward Elgar. In Press.

Schinoff, B.S., Rogers, K.M., & Corley, K.G. (2016). How do we communicate who we are? Examining how organizational identity is conveyed to members. In M.G. Pratt, M. Schultz, B.E. Ashforth, & D. Ravasi (Eds.), *The Oxford Handbook of Organizational Identity*: 219- 238. New York: Oxford University Press.

Masterson, C.R., Corley, K.G., & Schinoff, B.S. (2016). Innovation through collaboration: Working together on data analysis and interpretation. In R.M. Kramer & K.D. Elsbach (Eds.), *Handbook of Innovative Qualitative Research Methods: Pathways to Cool Ideas and Interesting Papers*: 331-340. New York: Routledge.

WORKS IN PROGRESS

Schinoff, B.S. & Byron, K., Imagine all the people: Two motivated paths of imagined interactions with work-related others. *Academy of Management Review*. (Under 3rd review)

Ashforth, B.E., Schinoff, B.S., Rogers, K.M., & Lange, D. Dr. Jekyll and Mr. Hyde: Exploring identity foils at the individual level. *Organization Science*. (1st round R&R)

Schinoff, B.S., Hedden, L., Wellman, N., & Blanchard, R. Jumping over, under, and through – together: The relational dynamics of obstacles in innovative behavior. *Administrative Sciences Quarterly*. (Under 1st Review)

- Schinoff, B.S., Rogers, K.M., Petrglieri, J., & Pillemer, J. Riding out the pandemic “with” colleagues: The experience and effects of using a virtual exercise platform as a work-related third place. (Manuscript preparation phase)
- Schinoff, B.S., Hardin, A.S., Byron K., & Balven, R. A window into coworkers’ worlds: Examining the impact of learning via incidental disclosure. (Data collection phase)
- Ramsdell, K., Schinoff, B.S., & Feldman, E. The experience of physical pain at work. (Data collection phase)
- Newton, D., Schinoff, B.S., and Liu, Ivan D. The experience and implications of being an advocate for others. (Manuscript preparation phase)
- Wellman, N., Hedden, L., & Schinoff, B. Second in command or second opinion? Testing a dual-path model of informal leader emergence. (Data collection phase)
- Schinoff, B.S., Petriglieri, J., Rogers, K.M., & Pillemer, J. Birds of a feather: The dynamics of organizing in a virtual fitness company. (Data collection phase)
- Lange, D., Rogers, K.M., Schinoff, B.S., & Ashforth, B.E. Foiled again: Reputation and identity development of the referent other. (Manuscript preparation phase)

CONFERENCE PRESENTATIONS

- Min, Y., Wellman, N., Hedden, L., & Schinoff, B.S. *Second in Command or Second Opinion? Testing a Dual-path Model of Informal Leader Emergence*. (Submitted to the 2021 Academy of Management Annual Meeting.)
- Schinoff, B.S., & Byron, K. (2018, November). *Imagining us: Unpacking the concept of coworker imagination*. Presented at the *Wharton OB Conference*, Philadelphia, PA.
- Schinoff, B.S. (2018, August). *Let’s get physical!: Positive relationships at work and physical well-being*. Presentation at the annual Positive Relationships at Work PDW at the annual meeting of the *Academy of Management*, Chicago, IL.
- Schinoff, B.S. (2018, August). *You Could Cut the Tension with a Knife: How Virtuality Changes Strain on Coworker Friendships*. Symposium paper presented at the annual meeting of the *Academy of Management*, Chicago, IL.
- Lange, D., Rogers, K.M., Schinoff, B.S., & Ashforth, B.E. (2018, February). *When others disidentify with us: The experience and response of an identity foil*. Invited poster presented at *Micro Meets Macro Conference: Identity and Identification*. Arizona State University, Tempe, AZ.
- Schinoff, B.S. *Friends with borders: An inductive study of virtual coworker friendships*. (2017, August). Symposium* Paper presented at the annual meeting of the *Academy of Management*, Atlanta.
*Showcase symposium
- Ashforth, B.E., Schinoff, B.S., & Brickson, S.L. (2017, May). “*My Company is Friendly, ” “Mine’s a Rebel”*: The process and positive outcomes of anthropomorphizing our organizations. Paper presented at the *2017 POS Research Conference*, Ann Arbor.

- Wellman, N.E., Schinoff, B.S., Huang, E., & Niu, P. (2016, August). *When my leaders lead each other: The nature and effects of leadership ego-network closure*. Symposium paper presented at the annual meeting of the *Academy of Management*, Anaheim.
- Ashforth, B.E., Schinoff, B.S., & Brickson, S.L. (2016, January). *Friendly airlines, Siri, and moody laptops: The pervasiveness and importance of anthropomorphism in organizations*. Keynote presentation at the biannual meeting of the *Israel Organizational Behavior Conference*, Tel Aviv.
- Lange, D., Schinoff, B.S., Rogers, K.M., & Ashforth, B.E. (2015, September). *Foiled again: Reputation and identity development of the referent other*. Paper presented at the annual reputation symposium of the *Oxford Centre for Corporate Reputation*, Oxford.
- Rogers, K.M., Ashforth, B.E., Schinoff, B.S., & Corley, K.G. (2015, August). *Who are we? How individual members come to understand and shape organizational identity*. Symposium paper presented at the annual meeting of the *Academy of Management*, Vancouver.
- Ashforth, B.E., Schinoff, B.S., & Rogers, K.E. (2014, August). *Personal identification in organizations: Protecting oneself or extending oneself?* Showcase symposium paper presented at the annual meeting of the *Academy of Management*, Philadelphia.

CONFERENCE ACTIVITIES

- Sala, G., Crosina, E., & Schinoff, B.S. How extra-organizational crises influence individuals' identities and work relationships. Submitted to the 2021 Academy of Management Annual Meeting.
- Invited facilitator. *Navigating Qualitative Dissertations: Advice from the Experts*. 2021. Submitted to the 2021 Academy of Management Annual Meeting.
- Invited organizer. *MOC Connecting*. 2020. Presented virtually at the Academy of Management Annual Meeting.
- Co-organizer. *Positive relationships at work: Workshopping ideas and connections*. 2020. Was to be presented at the Academy of Management Annual Meeting, Vancouver, BC.
- Co-organizer. *The architecture of relationships at work: How strangers become relationship partners**. 2020. Presented virtually at the Academy of Management Annual Meeting.
*Showcase symposium
- Invited facilitator. *Navigating Qualitative Dissertations: Advice from the Experts*. 2020. Facilitated virtually at the Academy of Management Annual Meeting.
- Invited participant. *The Wharton OB Conference*. 2019. Philadelphia, PA.
- Invited facilitator. *New Doctoral Student Consortium*. 2019. Presented at the Academy of Management Annual Meeting, Boston, MA.
- Invited panelist. *Managing Identities Across Time: The Influence of Past, Present, and Future Identities on the Self*. 2019. Presented at the Academy of Management Annual Meeting, Boston, MA.

PDW co-organizer. *Exploring the layers of inclusivity through PRW: The microfoundations of inclusion in organizations*. 2019. Presented at the Academy of Management Annual Meeting, Boston, MA.
*An OB-division All Academy Theme spotlight PDW

Invited facilitator. *Navigating Qualitative Dissertations: Advice from the Experts*. 2019. Presented at the Academy of Management Annual Meeting, Boston, MA.

Invited track host. *High quality connections and positive relationships at work*. 2019. 9th Biennial POS Research Conference, Ann Arbor, MI.

Invited participant/presenter. *New Directions in Identity Research Conference*. 2019. Philadelphia, PA.

Invited participant/presenter. *The Wharton OB Conference*. 2018. Philadelphia, PA.

Symposium co-organizer. *Looking Up: The Impact of Individuals' Multiple Identities on Groups and Organizations*. 2018. Presented at the Academy of Management Annual Meeting, Chicago, IL.

PDW co-organizer. *Improving Lives at Work: The Impact of Positive Relationships on Multiple Forms of Well-being*. 2018. Presented at the Academy of Management Annual Meeting, Chicago, IL.

Invited facilitator. *Navigating Qualitative Dissertations: Advice from the Experts*. 2018. Presented at the Academy of Management Annual Meeting, Chicago.

Invited panelist/facilitator. *What Were You Thinking?: Developing Cognitive Sensibilities for Inductive Coding*. 2018. Presented at the Academy of Management Annual Meeting, Chicago, IL.

Conference co-organizer. *Biannual Meeting of the Positive Relationships at Work Microcommunity*. 2018. George Mason University, Fairfax, VA.

Invited panelist. *Moving towards process*. March 2018. Identity Research Conference, INSEAD, Fontainebleau, France.

Symposium co-organizer. *INSIDE/OUT: How Authors and Editors Collaborate on Theoretical Contribution*. 2017. Presented at the Academy of Management Annual Meeting, Atlanta.

PDW co-organizer. *Hatching new ideas through conversation: A research incubator on positive relationships at work*. 2017. Presented at the Academy of Management Annual Meeting, Atlanta.

PDW co-organizer. *Capturing positive relationships at work: A methods workshop and research incubator*. 2016. Presented at the Academy of Management Annual Meeting, Anaheim.

Conference co-organizer. *Biannual Meeting of the Positive Relationships at Work Microcommunity*. 2016. Cornell University, Ithaca, NY.

PDW co-organizer. *Bridging positive relationships at work: Crossing literatures and building connections*. 2015. The Academy of Management Annual Meeting, Vancouver.

Symposium co-organizer. *Collective identity from the bottom-up: Considering how individuals impact organizational identity*. 2015. The Academy of Management Annual Meeting, Vancouver.

PDW co-organizer. *Navigating qualitative dissertations: Advice from the experts*. 2014. The Academy of Management Annual Meeting, Philadelphia.

PDW co-organizer. *New directions in positive relationships at work*. 2014. The Academy of Management Annual Meeting, Philadelphia.

Symposium co-organizer and presenter. *Relationships, relational identification, personal identification: Similar yet distinct constructs?* 2014. The Academy of Management Annual Meeting, Philadelphia.

Symposium co-organizer. *The value of qualitative dissertations: A panel symposium*. 2013. The Academy of Management Annual Meeting, Orlando.

TEACHING EXPERIENCE

Boston College

MGMT1021: Organizational Behavior (Undergraduate)

Arizona State University

MGT 430: Business Negotiations (Undergraduate)

MGT 502: Organizational Theory and Behavior (MBA Teaching Assistant)

EXECUTIVE EDUCATION AND CORPORATE PRESENTATIONS

Schinoff, B.S. *Workplace relationships in a virtual world*. Presented at the Learning and Innovations Laboratory (LILA) at the Harvard Graduate School of Education, April 2020

PROFESSIONAL AND UNIVERSITY SERVICE

University service:

3YP committee member, Gabriel Salas, December 2018 – April 2019

Course Coordinator, OB Working Group, Fall 2018, Spring 2019

Founding member, Management & Organizations Community Building Committee, July 2018 – Present

Member, Management & Organizations Speakers Committee, August 2017 - Present

Professional service:

Ad-hoc Reviewer, *Academy of Management Journal*, *Academy of Management Review*, *Organization Science*, *Journal of Applied Psychology*, *Organizational Behavior and Human Development Processes*, *Journal of Organizational Behavior*, *Human Relations*, *Journal of Vocational Behavior*, *Applied Psychology: An International Review*, *Journal of Management Inquiry*

Positive Relationships at Work Microcommunity, Steering Committee Member, 2014 – Present

Reviewer, Academy of Management, MOC Division, 2013 – 2018

Reviewer, Academy of Management MOC Division Best Student Paper Award, 2018

Member, MOC Division Social Media Team, 2016 – 2017

Contributor, ASQ Student Blog, 2015

Management Department Representative, W.P. Carey PhD Student Leadership Team, 2014 – 2015

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

Academy of Management

Divisions: Organizational Behavior, Managerial and Organizational Cognition (MOC)

AWARDS AND GRANTS RECEIVED

Kelley Grant, Fall 2020

Boston College Faculty Fellowship, Spring 2020

Finalist, Academy of Management Perspectives (AMP) Best Paper Award for “*Who, Me? An Inductive Study of Novice Experts in the Context of How Editors Come to Understand Theoretical Contribution*.” 2018.

John W. Teets Outstanding Teaching Assistant Award, April 2016 (for Spring 2016 Negotiations).

MOC Outstanding Student Reviewer Award, MOC Division, 2014, 2015, 2016.

Arizona State University GPSA Graduate Research Support Program and Jumpstart Grants (for dissertation), December 2015.

University Graduate Fellowship Award, Arizona State University, March 2015.

WORK EXPERIENCE

Educational Programs Coordinator, *Beth Emet Synagogue*, July 2008 – July 2012

Strategic Communications Consultant, *Allstate Insurance Company*, February 2007 – July 2008