**Speaker Biographies**

**Lotte Bailyn**  
*Professor of Management, Emerita Professor of Organization Studies*  
*MIT Sloan School of Management*

Lotte Bailyn is the T Wilson (1953) Professor of Management, Emerita and a Professor of Organization Studies at the MIT Sloan School of Management. For the period 1997-99 she was Chair of the MIT faculty, and during 1995-97 she was the Matina S. Horner Distinguished Visiting Professor at Radcliffe's Public Policy Institute.

She studies the relationship between managerial practice and employees’ lives. Her research investigates how institutional and organizational processes intersect with people’s lives, with special emphasis on the dynamics of gender and diversity in business organizations and academia. Bailyn argues that industries will fail in an intensely competitive world unless they take into account the changing nature of the professional workforce— including the influx of women and the consequent lifestyle changes for both women and men. Her work in organizations shows that work and personal life are complementary, even synergistic, rather than adversarial. By challenging the assumptions in which current work practices are embedded, the goals of both business productivity and employees’ family and community concerns can be met in ways that are equitable for both men and women.

Bailyn holds a BA in mathematics from Swarthmore College as well as an MA and a PhD in social psychology from Harvard/Radcliffe and two honorary degrees. She is a Fellow of the American Psychological Association and the Association for Psychological Science.

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**Jennifer Berdahl**  
*Professor, Organizational Behavior*  
*Rotman School of Management, University of Toronto*

Jennifer Berdahl is a Professor of Organizational Behaviour at the Rotman. Berdahl studies social power, status, and identity in groups and within organizations. Her research focuses on workplace mistreatment as a means of establishing, maintaining, and reinforcing social inequalities at work. Berdahl is the Associate Editor of the *Academy of Management Annals*, on the editorial boards of the *Journal of Applied Psychology* and the *Journal of Organizational Behavior*, and has guest edited special issues of *Social Justice Research* and the *Journal of Social Issues*. 
Michelle Birnbaum
Manager, Work-life Programs
MetLife

Michelle Birnbaum is the Director of WorkLife Programs and a Lead Diversity Consultant for MetLife Inc. She is responsible for the strategic development and implementation of programs, policies and practices, including workplace flexibility, back up child care, EAP and Resource and Referral. Over the course of her career, Michelle has successfully applied her partnerships, marketing and business background toward enhancing and launching new programs, implementing efficiencies, embedding work-life into strategic company-wide initiatives, driving a positive return on investment and branding the company’s Work-Life programs to enhance employee awareness and increase usage, resulting in exponential growth in some programs.

Prior to joining MetLife in 2009, Michelle held marketing and partnership roles with American Express and WebMD.

Michelle has a Master of Public Health in Health Policy and Management from the Columbia University Mailman School of Public Health and a Bachelor of Arts degree from Emory University.

Melissa Carr-Anzelc
Senior Manager
Deloitte

Ms. Carr Anzelc is the lead for Deloitte’s Work-Life Center of Excellence. She has over 17 years of experience in the professional services industry as an industry consultant specializing in HR Transformations and as a member of Deloitte’s internal Talent Development and Inclusion organizations.
Debbie Edwards Veihdeffer
Director, Organizational Effectiveness, ES-Engineering & Manufacturing
Northrop Grumman, ES

Debbie Edwards Veihdeffer currently serves as the Director, Organizational Effectiveness, ES-Engineering & Manufacturing.

Debbie’s leadership has been instrumental in the design and implementation of such well-received programs including flexible work arrangements, emergency back-up care for child and eldercare, educational planning and counseling for parents with college preparation, a homeowner’s discount program that provides discounted mortgages and closing costs to employees, wellness programs that improve employee health and well-being and disabilities resources that provide mentoring and support to employees with disabilities and family members who have disabilities.

In her current position, and previous positions as Human Resources Manager for Engineering & Manufacturing and Manager of Learning & Development for the sector, she applies her experience and MS in Applied Behavioral Science and Human Resources Development from Johns Hopkins University and BS in Journalism from West Virginia University to help employees maximize their contributions and value to the business. Debbie strives for effective work life integration through a strong commitment to family that includes her husband (Walter) and three children (John and twins Amy & Julie).

Amy Gleisner
Manager, National Inclusion and Work-Life
Deloitte

Amy Gleisner is a Manager in Deloitte’s Work-Life Center of Excellence. She has over 13 years of experience in organizational effectiveness, human resources strategy, learning and development, and transformational change. Amy received her M.S. from Northwestern University in Learning and Organizational Change and her B.A. from the University of Chicago in Economics. She currently resides in Chicago with her husband Mike.

Alison Konrad
Professor of Organizational Behavior
Ivey Business School

Alison M. Konrad arrived at Ivey in 2003 as a Professor of Organizational Behaviour at the Ivey Business School and holder of the Corus Entertainment Chair in Women in Management. She earned her Ph.D. in Applied Social Psychology at the Claremont Graduate University. She is a Fellow of the Eastern Academy of Management and has been a member of the Women's Executive Network (WEN) Advisory Board for Canada's Most Powerful Women Top 100. Dr. Konrad was Chair of the Academy of Management's Gender and Diversity in Organizations Division in 1996-97 and President of the Eastern Academy of Management in 1997-98. She was President of the International Society for the Study of Work and Organizational Values in 2002-04. Prior to joining the school, she was Professor of Human Resource Management at the Fox School of Business and Management, Temple University.
Hannah Riley Bowles  
*Professor, Harvard Kennedy School*

Hannah Riley Bowles conducts research on gender in negotiation and the attainment of leadership positions. She has developed numerous cases on leadership in crisis and the management of complex multi-party conflicts. Her research appears in academic publications, such as the *Academy of Management Journal, Journal of Personality and Social Psychology, Organizational Behavior and Human Decision Processes, Psychological Science,* and *Journal of Behavioral Decision Making.* Bowles teaches leadership and negotiation in numerous executive programs. She is the faculty director of Women & Power, the Kennedy School’s executive program for women leaders from the public, private, and non-profit sectors. She won the Kennedy School’s 2003 Manuel Carballo Award for Excellence in Teaching. Earlier in her career, she was a research associate at the Conflict Management Group and Harvard Business School. She was a technical advisor to the Minister of Natural Resources, Energy & Mines of Costa Rica and has been a fellow at the Argentinean National Institute of Public Administration, the West German Parliament, and Oxford University’s Forestry Institute. She has a DBA from the Harvard Business School, an MPP from the Kennedy School, and a BA from Smith College.

Shelley MacDermid-Wadsworth  
*Professor of Human Development and Family Studies, Purdue University*

Shelley MacDermid Wadsworth began her career at Purdue two days after defending her dissertation at Penn State, where she earned an M.S. and Ph.D. in Human Development and Family Studies, and an MBA.

Her primary research interest is in the relationships between work conditions and family life. Over the past 20 years, she has studied differences between small and large workplaces, how adults grow and develop as a result of their work experiences, and how different kinds of organizational policies make it easier or more difficult for workers to be successful at work and at home. In 1996 she became the Director of the Center for Families, and in that role has the opportunity to conduct research and engagement activities focused on helping individuals and organizations who serve families to do their work more effectively. In 2000, her work added a new direction when she began to conduct research about and for military families via the Military Family Research Institute.

Her research has been supported by the Alfred P. Sloan Foundation, the Henry A. Murray Center, the Department of Defense, the state of Indiana, and the Lilly Endowment; and has earned awards from the Groves Conference and Gamma Sigma Delta. She is a recipient of the Work Life Legacy Award from the Families and Work Institute and serves as a faculty fellow to the Boston College Work-Family Roundtable. In 2005, she was named a fellow of the National Council on Family Relations. She serves on the editorial boards of several academic journals.
Center Staff Biographies

Brad Harrington, Ed.D.
Executive Director and Research Professor, Organization Studies

Dr. Brad Harrington is the Executive Director of the Boston College Center for Work & Family and an associate research professor in the Carroll School of Management. The Center for Work & Family is the country's leading university-based research center focused on helping employers in their efforts to improve the lives of working people and their families. Its 100 corporate members include many of the world's most progressive and respected employers.

Prior to his arrival at Boston College, Dr. Harrington was an executive with Hewlett-Packard Company for twenty years. He served in a wide range of global leadership assignments in the US and Europe. His roles included Global Director of Management and Organization Development, Chief Quality Officer and Member of the Executive Committee for HP's Medical Products Business, Quality and Learning Director for Hewlett-Packard United Kingdom, Ltd., and a range of human resource management positions. He began his career in the public sector as a vocational counselor for the Department of Labor.

Brad’s research and teaching focuses on career management and work-life integration, the changing role of fathers, contemporary workforce management strategies and the leadership of organizational change. He is a frequent keynote speaker at professional conferences and has published numerous journal articles, book chapters, and research reports. Along with Professor Douglas T. Hall of Boston University, he is the author of *Career Management and Work/Life Integration: Using SelfAssessment to Navigate Contemporary Careers* (Sage, 2007). He has also been the principal investigator on three major studies on how fathers manage their career and parenting responsibilities. He is lead author of *The New Dad: Exploring Fathers in a Career Context* (2010) and *The New Dad: Caring, Committed and Conflicted* (2011). Brad’s research has been cited by many major media outlets including the New York Times, The Boston Globe, The Chicago Tribune, and The Washington Post as well as the national newspapers of China, India and Brazil. He has appeared on CNN, Fox, and a number of National Public Radio outlets to discuss his work. In addition to his role at the University, Brad serves on the advisory board of the International Centre of Work and Family at Iese Business School in Barcelona, Spain.

Brad has consulted with many major employers in strategic planning, organizational change, career management, and innovative human resource strategies. His clients have included, for example, Boston Scientific, Dow, IBM, Johnson & Johnson, Levi-Strauss, Merck, Phillips, and Sodexo. He has also conducted executive education programs in more than 20 countries.

Brad holds a Bachelor's degree in Business Administration from Stonehill College, a Master's degree in Counseling Psychology from Boston College, and a Doctorate in Human Resource Development from Boston University. He is married to Dr. Anne Soisson, Associate Director of the Center for Learning & Teaching at Tufts University, and they are the proud parents of Maggie, Hannah, and Dillon.
Jennifer Fraone  
*Assistant Director, Marketing & NEWFA*

Jennifer directs the New England Work & Family Association (NEWFA) and manages all Center marketing. Jennifer received her BS in Clinical Psychology from Tufts University and her Master of Social Work and Master of Business Administration from Boston College. Jennifer worked for several years as a clinical social worker and then transitioned to roles in healthcare administration and marketing. Prior to joining the Center for Work & Family, Jennifer worked as a Consultant at Public Consulting Group in Boston and in Marketing at J.J. Wild, a healthcare technology and consulting firm. Jennifer and her husband John have two children, Julia and Joseph.

Franca Godenzi  
*Member Relations Specialist*

Franca is the Member Relations Specialist at the Center for Work & Family, supporting members of the Global Workforce Roundtable, National Work & Family Roundtable, and New England Work & Family Association (NEWFA). At the Center, Franca responds to member inquiries on a variety of work-life topics, including flexibility, diversity & inclusion, women’s advancement, global work-life, and many others. She also assists with the planning and execution of member meetings and teleconferences. Franca researches and analyzes work-life topics relevant to our corporate members and synthesizes the information for practical use in a corporate setting. Franca graduated magna cum laude from Boston College in 2013 with a Bachelor’s degree in Sociology. As part of her senior thesis, she conducted an independent research study on how women balance their career and family demands with a professor emeritus of Boston College.

Danielle Hartmann  
*Director of Corporate Partnerships*

Danielle is the Director of Corporate Partnerships at the Center for Work & Family, managing corporate relations and programming for the National Workforce Roundtable and the Global Workforce Roundtable. Since joining the Center for Work & Family, Danielle has been involved with identifying flexible work arrangement best practices in the Asia Pacific region, describing factors affecting the work-life needs of employees in China, and recognizing the global trends of the multigenerational workforce.

Prior to joining the Center for Work & Family, Danielle designed, developed, and led global training courses for US State Department officials and corporate business executives and spent 10 years in university administration, at the University of Wisconsin-Madison, Georgia State University, and Clark University. Danielle attained her BA from Brown University in Anthropology and Economics and a master’s degree in International Communications from American University. Danielle and her husband Chris have two children, Cooper and Mia.

Lauren Stiller Rkleen  
*Executive-in-Residence*

Lauren Stiller Rkleen, a nationally recognized expert on developing a thriving, diverse and multi-generational workforce, is the Executive-In-Residence at the Boston College Center for Work & Family.

A former equity partner at Bouditch & Dewey, LLP, Lauren launched the Rkleen Institute for Strategic Leadership to help businesses and other organizations create a culture where
their professionals can advance and flourish. She brings to each engagement more than two decades of experience as a law firm partner, mediator, and professional and community leader.

Lauren is the author of *Ending the Gauntlet: Removing Barriers to Women’s Success in the Law* (2006), which has been highly acclaimed for its thoughtful insights into the management of today’s law firms and the institutional impediments to the retention and advancement of women in the legal profession. She is also the author of *Success Strategies for Women Lawyers*, published in the fall of 2010, and is currently writing a book on the Millennial generation in the workplace.

Lauren is married to Sander A. Rikleen (BCLS ’76), a partner at Edwards Angell Palmer & Dodge LLP. They have two children, Alex (BC ’09) and Ilyse (BC ’12).

**Fred Van Deusen**  
*Senior Research Associate*

Fred Van Deusen is a Senior Research Associate at the Center. He participates in and manages various research initiatives that the Center performs, with a special focus on member-driven research. He also leads the Center’s custom analyses work on the Standards of Excellence in Work/Life Integration. Fred has held a number of executive positions with the Hewlett-Packard Company, primarily as division Quality Manager for several different HP organizations. Prior to joining the Center, Fred was a Senior Vice President at NORC, the National Opinion Research Center. NORC performs large scale research studies primarily for the U.S. government.

Fred holds a Bachelor’s degree in Mathematics from Northeastern University, and a Masters Degree in Business Administration from Boston College. His wife Alice has recently retired as a professor at Simmons College in Boston. They are parents of three children, Mark, Amy and Julie.