

Holly Slay Ferraro, PhD

Albers School of Business and Economics
Department of Management
Seattle University
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EDUCATION

University of Maryland – College Park, Smith School of Business

Ph.D., Organizational Behavior

Minor: Strategy

Dissertation: The influence of identity and network characteristics on career transition magnitude

Chair: M. Susan Taylor

Western Michigan University

M.A., Human Resource Development

University of Dayton

B.ChE., Chemical Engineering.

Wilberforce University

B.S., Interdisciplinary Science (Math Concentration).

ACADEMIC EXPERIENCE

**Seattle University, Albers School of
Business and Economics**

Wisner Professor of Gender and Diversity Studies
2018-2020

Associate Director, Faculty Professional
Development (2019-2021)

Director of Professional MBA Program
2015-2019

Founding Faculty, Family Business Exchange
2014-present

Associate Professor, Department of Management
2013-present

Assistant Professor, Department of Management
2007-2013

Rochester Institute of Technology
Saunders College of Business

Assistant Professor, Department of Management
2005-2007

RESEARCH FOCUS

Race, age, and gender equity and inclusion in the workplace
Professional identity construction, particularly in the face of stigma
Career transition and career decision making over the lifespan
Family business succession and identity threat

PEER-REVIEWED PUBLICATIONS

Marrone, J. A., Ferraro, H. S., & Huston, T. (2018). An integrative model of the effects of gender on work team boundary spanning behaviors. *Group and Organization Management*, 43 (5), 825-856.

Ferraro, H. S., Prussia, G., & Mehrotra, S. (2018). The impact of age norms on career transition intentions. *Career Development International*, 23 (2), 212-229.

Ferraro, H. S., & Marrone, J. A. (2017). Is this for me? Career decision making in a family business. *Case Research Journal*, 37 (2), 1-10.

Ferraro, H. S. & Marrone J, A. (2016). Examining HRM activities in family business research. *Journal of Family Business Management*, 6(3), 210-224.

Slay, H. S., & Smith, D. (2011). Professional identity construction: using narrative to understand the negotiation of professional and stigmatized cultural identities. *Human Relations*, 64, 85-107.

Maggitti, P., Slay, H. & Clark, K. (2010). Leadership in the face of a shaken culture. *Leadership Review*, 10, 48-67

Neilsen, R., Marrone, J. & Slay, H. (2010). A new look at humility: Exploring the humility concept and its role in socialized charismatic leadership. *Journal of Leadership and Organizational Studies*, 17, 33-43.

Williamson, I.O., Slay, H.S. & Shapiro, D.L. (2008). The effect of explanations on prospective applicants' reactions to firm diversity practices. *Human Resource Management*, 47, 311-330.

Slay, H.S. (2003). Spanning two worlds: Social identity and emergent minority leaders. *Journal of Leadership and Organizational Studies*, 9, 56-66.

RESEARCH IN PROGRESS

Ferraro, H.S. & Burnett, M. Examining experiences of safety through the lens of social identity. Target: *Human Relations*.

Ferraro, H.S. Narrative identity analysis and career studies. Invited chapter for *The Handbook for Research Methods in Careers*, Jennifer Tosti-Kharas and Wendy Murphy (editors).

Ferraro, H. S & Kanov, J. An exploration of diversity embracement. Target: *Academy of Management Review*.

Ferraro, H.S., Globe, M. & Carr, C. S. The accidental career: How career failures, personal challenges, and context shape career narratives and career identity. Target: *Journal of Vocational Behavior*.

BOOKS, INVITED BOOK CHAPTERS AND RESEARCH MONOGRAPHS

Neilsen, R., Marrone, J., & Ferraro, H. (2013). *Leading with humility*. New York, NY: Routledge Publications.

Slay, H.S. & Taylor, M.S. (2007). Career systems and psychological modes of attachment. In H. Gunz and M. Peiperl (Eds.), *Handbook of Career Studies* (pp. 377-298). Los Angeles: Sage Publications.

Khazanchi, S., Slay, H., and Sheep, M. (2007). *Creativity in the printing industry: The context of organizational change*. Rochester, NY: Printing Industry Center at RIT.

REFEREED PRESENTATIONS

Ferraro, H.S. Organizational safe spaces: what does it mean to be safe? Presented at the 2019 European Group for Organizational Studies (EGOS), Edinburgh, Scotland.

Ferraro, H.S., & Mahsud, R. *Strategically sustainable: Linking strategic leadership and HRM to human thriving*. Presented at International Association of Jesuit Business Schools World Forum and Colleagues in Jesuit Business Education 2018, Seattle, WA.

Ferraro, H. S., & Marrone, J. A. *Establishing the relevance of family business research for extending HRM knowledge*. Presented at the Academy of Management Conference 2016, Anaheim, CA.

Speaker for Professional Development Workshop (PDW). PDW title: *Careers Doctoral Seminar*. K. Chudzikowski & J. Unite (Chairs), presented at the 2016 Academy of Management Conference, Anaheim, CA.

Ferraro, H. S. *Holding on or letting go: intergenerational succession*. Presented at: Western Casewriter's Conference 2016.

Speaker for Professional Development Workshop (PDW). PDW title: *Careers Doctoral Seminar*. K. Chudzikowski & J. Unite (Chairs), presented at the 2015 Academy of Management Conference, Vancouver, British Columbia, Canada.

Ferraro, H. S., Carr, C. S., & Globe, M. Composing the career through improvisation and orchestration. Part of the symposium: *Careers and Meaning Making: Advancing Our Knowledge of Career Actors, Actions, and Outcomes*, H. Ferraro (Chair). Presented at the 2015 Western Academy of Management Conference, Kauai, HI.

Speaker for Professional Development Workshop (PDW). PDW title: *Careers Doctoral Seminar*. K. Chudzikowski & C. Post (Chairs), presented at the 2014 Academy of Management Conference, Philadelphia, PA.

Discussant for Paper Session. *On Methods and Motives for Career Development*. Presented at the 2014 Academy of Management Conference, Philadelphia, PA.

Ferraro, H. S. & Arthur, M. B. A Little Help from My Friends: The Careers Division Teaching Community. Part of the symposium: *Teaching careers from publishing to people*, M. Crocitto (Chair), presented at the 2014 Academy of Management Conference, Philadelphia, PA.

Ferraro, H. S. *Reexamining succession in family business: the relevance of HRM frameworks*. Presented at 2014 Family Enterprise Research Conference, Portland, OR.

Ferraro, H. S. *The "truth" about aging and work: exploring the lived experience of working at 55+*. Presented at 2014 Annual Meeting of Western Academy of Management, Napa CA.

Ferraro, H. S. *Viewing career transitions through the lens of age*. Presented at 2014 Annual Meeting of Western Academy of Management, Napa CA.

Ferraro, H. S. *Family business succession: role identities, identity threat and rites of passage*. Presented at 2012 Family Enterprise Research Conference, Concordia University, Montreal, Canada.

Slay, H. *Identity, networks, and career boundary spanning*. Presented at 2010 People and Organizations Conference, Wharton School (University of Pennsylvania), Philadelphia, PA.

Slay, H. & Barker Caza, B. *The impact of exits on professional identity*. Presented at the 2009 Academy of Management Conference, Chicago, IL.

Slay, C. L. & Slay, H. S. (2009). *The impact of work for hire doctrine and confidentiality agreements on creativity in the workplace: "Barbie vs. Bratz."* Proceedings of ASBBS, Volume 16, Number 1.

Khazanchi, S., Slay, H., & Sheep, M. *What has "who we are?" got to do with "how creative I am?"* Presented at the 2008 Academy of Management Conference, Anaheim, CA.

Slay, H. & Smith, D. *Reconciling professional and social identity: The role of stigmatized cultural identity in professional identity construction/negotiation*. Presented at the 2008 Qualitative Research in Management and Organizations Conference, Albuquerque, NM.

Clark, K., Maggitti, P., Slay, H., & Bewaji, T. *Intra-organizational networks and pay: Which networks matter and how men and women differ*. Presented at 2007 Academy of Management Conference, Philadelphia, PA.

Khazanachi, S., Slay, H., & Sheep, M. *Creativity during an organizational change*. Presented at 2007 Academy of Management Conference, Philadelphia, PA.

Slay, H., Taylor, M. S., & Williamson, I. *Midlife transition decision processes and career success: The role of identity, networks, and shocks*. Presented at the 2006 European Group for Organizational Studies (Careers sub-theme) in Bergen, Norway.

Slay, H., Taylor, M. S., & Williamson, I. *Midlife transition decision processes and career success: The role of identity, networks, and shocks*. Presented at the 2006 Academy of Human Resource Development Conference. Winner of Cutting Edge award.

Slay, H.S., Taylor, M.S. & Williamson, I.O. Mid-career transition decision processes and career success: The role of identity, networks, and individual differences. Part of the symposium: *Pursuing Protean and Boundaryless Careers: Identity, Networks and Career Transitions*, H. Slay, M. Taylor, and I. Williamson (Chairs), presented at the 2004 Academy of Management National Conference, New Orleans, LA. Winner of best symposium award for Careers Division.

Panelist for Professional Development Workshop (PDW) at 2004 Academy of Management National Conference. PDW title: *Generating Actionable Knowledge: Using a Social Identity Lens to Integrate Our Theories and Practice*. P.F. Hewlin & L.M. Roberts (Chairs), presented at the 2004 Academy of Management National Conference, New Orleans, LA.

Moon, H., & Slay, H.S. *The pendulum: An emergent theory of group decision-making*. Presented at the 2004 Academy of Management National Conference, New Orleans, LA. Best paper nomination for OB Division.

Slay, H.S, Williamson, I.O & Shapiro, D.L. Advertising for diversity: The influence of diversity strategy on applicant job pursuit intentions. Part of the symposium: *Diversity and the Leaky Pipeline*, K. Bartol and B. Gutek (Chairs), presented at the 2003 Academy of Management National Conference, Seattle, WA.

Slay, H.S., Moon, H., Hamilton, R., & Tekleab, A. *A pendulum theory of decision making: polarization and depolarization*. Poster session presented at the 2003 Society of Industrial and Organizational Psychologists National Conference, Orlando, FL.

INVITED PRESENTATIONS

Ferraro, H. S. August 22, 2019. *Conversations with Dr. Holly Ferraro: Intersectionality*. Russell Investments, Seattle WA.

Ferraro, H.S. March 21, 2019. *Safety: What it means depends on who you are*. Seattle University RedTalk, Seattle WA.

Ferraro, H.S. October 20, 2017. *Diversity climate, microclimates, and the experience of inclusion*. Cutting Edge Conference of the Center for WorkLife Law at University of California – Hastings in San Francisco, CA.

Ferraro, H.S., & Foster, T. N. November, 2016. *Business and justice: What can we do at the crossroads?* Partnered in leading facilitated discussion with Seattle University's Center for Leadership Formation alumni on race, business policies, and social justice.

TEACHING EXPERIENCE

SEATTLE UNIVERSITY COURSES

INSTRUCTOR RATINGS

Fall, 2018

Building Internal and Community Stakeholder Relationships (MBA 5210)	4.6/5.0
Building Internal and Community Stakeholder Relationships (MBA 5210)	5.0/5.0

Spring, 2018

Principles of Management (MGMT 3000)	4.7/5.0
Principles of Management (MGMT 3000)	4.8/5.0

Winter, 2018

Building Stakeholder Relations (MBA 5210)	4.8/5.0
Building Stakeholder Relations (MBA 5210)	4.5/5.0
Building Stakeholder Relations (MBA 5210)	4.6/5.0

Fall, 2017

Building Stakeholder Relations (MBA 5210)	4.9/5.0
Building Stakeholder Relations (MBA 5210)	4.9/5.0
Managing Diversity (MGMT 5345)	4.8/5.0

Spring, 2017

Diversity Management (MGMT 4770)	4.7/5.0
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Winter, 2017

Building Stakeholder Relations (MBA 5210)	3.0/5.0
Building Stakeholder Relations (MBA 5210)	3.9/5.0

Building Stakeholder Relations (MBA 5210)	4.1/5.0
Fall, 2016	
Building Stakeholder Relations (MBA 5210)	4.3/5.0
Building Stakeholder Relations (MBA 5210)	4.5/5.0
Winter, 2016	
Building Stakeholder Relations (MBA 5210)	3.9/5.0
Building Stakeholder Relations (MBA 5210)	4.8/5.0
Building Stakeholder Relations (MBA 5210)	4.9/5.0
Building Stakeholder Relations (MBA 5210)	4.8/5.0
Principles of Management (MGMT 3800)	4.8/5.0
Fall, 2015	
Human Resource Management (MGMT 383)	4.8/5.0
Building Stakeholder Relations (MBA 5210)	4.8/5.0
Building Stakeholder Relations (MBA 5210)	4.6/5.0
Spring, 2015	
Managing Diversity (MGMT 4770)	4.8/5.0
Management of People (MBA 5160)	4.3/5.0
Winter, 2015	
Principles of Management (MGMT 3800)	4.4/5.0
Building Stakeholder Relations (MBA 5210) ¹	4.3/5.0
Building Stakeholder Relations (MBA 5210)	4.1/5.0
Building Stakeholder Relations (MBA 5210)	3.5/5.0
Building Stakeholder Relations (MBA 5210)	3.9/5.0
Fall, 2014	
Principles of Management (MGMT 3800)	4.9/5.0
Management of People (MBA 5160)	3.4/5.0
Sabbatical Year: Fall 2013 through Spring 2014	
Spring, 2013	
Management of People (MBA 516)	4.6/5.0
Principles of Management (MGMT 380)	4.6/5.0
Winter, 2013	
Principles of Management (MGMT 380)	4.2/5.0
Management of People (MBA 516)	4.7/5.0
Fall, 2012	
Management of People (MBA 516)	4.9/5.0
Managing Diversity (MBA 577)	4.9/5.0

¹ Building Stakeholder Relationships is a new interdisciplinary team taught course developed as a part of a redesign of Seattle University Professional MBA program.

Spring, 2012		
	Management of People (MBA 516)	4.7/5.0
	Diversity Management (MGMT 477)	4.3/5.0
Winter, 2012		
	Management of People (MBA 516)	4.8/5.0
	Diversity Management (MGMT 577)	4.9/5.0
Fall, 2011		
	Management of People (MBA 516)	4.0/5.0
	Management of People (MBA 516)	4.5/5.0

HONORS AND AWARDS

Seattle University Wismer Professor for Gender and Diversity Studies, 2018-2020.

Seattle University Center for Business Ethics Faculty Fellow, 2017-2019.

Best reviewer award for Academy of Management National Conference, Careers Division. August, 2014.

Best reviewer award for Western Academy of Management Careers Division. March, 2014.

Seattle University Office of Research Services and Sponsored Project Summer Research Fellowship, 2013.

Best reviewer award for Academy of Management Careers Division (top 10% of reviewers). August, 2012.

Best reviewer award for Academy of Management Careers Division (top 10% of reviewers). August, 2010.

2010 Albers Family Business Research Grant Recipient.

Best reviewer award for Academy of Management Careers Division (top 10% of reviewers). August, 2009.

2008 Albers Research Assistant Grant Recipient.

2006 Cutting Edge research award, Academy of Human Resource Development.

Best symposium award (Academy of Management, Careers Division). August, 2004.

Best reviewer award for Academy of Management Careers Division (top 10% of reviewers). August, 2004.

Named among the Top 15% of Robert H. Smith School Faculty, February, 2004

Academy of Management Review Theory Development Workshop (Competitive Selection Process) - 2002

PROFESSIONAL ACTIVITIES AND SERVICE

Ad-Hoc Reviewer

Ad Hoc Reviewer – *The Academy of Management Journal*

Ad Hoc Reviewer – *Organization Science*

Ad Hoc Reviewer – *Journal of Organizational Behavior*

Ad Hoc Reviewer – *Human Relations*

Ad Hoc Reviewer – *Human Resource Management*

Ad Hoc Reviewer – *Group and Organization Management*

Professional Service and Development

Workshops Created and
Delivered

Seattle University Center for Faculty Development,
Inclusive Pedagogy Series, Spring Quarter, 2019

Microaggressions (Natasha's series)

Microaggressions (faculty series)

Faculty Leadership Series, Embrace

Certifications

Harvard Graduate School of Education, Professional
Development, Learning Through Discussion and
Disagreement, 2019.

Symposium Co-Chair:

2019 Academy of Management, "Relational Inclusion and
the Disconnect Between Inclusive Practices and
Experiences," with Jason Kanov (co-chair). Sponsored by
Organizational Behavior, Gender and Diversity in
Organizations, and Human Resource Management
Divisions; Boston, MA.

Panel Organizer

2019 Wisner Professor Gender and Diversity Studies
Programming, "Intersectionality and Leadership,"
featuring Natalie Cisneros, PhD, Ashleigh Shelby Rosette,
PhD, and Ruchika Tulshyan, MS.

Editorial Review Board

2017-2019 Journal of Managerial Psychology

Representative-at-Large

2017-2019 Western Academy of Management

Track Chair:

2014 Western Academy of Management, Organizational
Development and Careers Track, Napa, CA.

Track Chair: 2013 Western Academy of Management, Organizational Development and Careers Track, Santa Fe, NM.

Newsletter Editor: 2007-2010 Editor of *The Careers Forum*. Newsletter of the Academy of Management Careers Division.

Professional Development Workshop Chair: 2010 Academy of Management, "Careers in the Rough: A Research Development Workshop," Sponsored by Careers Division, Montreal, ON.

Professional Development Workshop Chair: 2009 Academy of Management, "Careers in the Rough: A Research Development Workshop," Sponsored by Careers Division, Chicago, IL.

Symposium Chair: 2009 Academy of Management, "New Directions in Professional Identity Research," Sponsored by Organizational Behavior, Careers, and Managerial and Organizational Cognition Divisions; Philadelphia, PA.

Professional Development Workshop Chair: 2007 Academy of Management, "Careers in the Rough: A Research Development Workshop," Sponsored by Careers Division, Philadelphia, PA.

Symposium Co-Chair: 2007 Academy of Management, "New Frontiers in Creativity: Exploring Levels of Analysis and Organizational Change," Sponsored by Organizational Behavior, Technology and Innovation Management, and Managerial and Organizational Cognition Divisions; Philadelphia, PA. Co-chair: Shalini Khazanchi, Rochester Institute of Technology.

Symposium Co-Chair: 2004 Academy of Management, "Pursuing Protean and Boundaryless Careers: Identity, Networks and Career Transitions"; Sponsored by Organizational Behavior and Careers Divisions; New Orleans, LA. Co-chairs: Drs. Susan Taylor and Ian Williamson.

Logistics Chair: 2003 Academy of Management, New Doctoral Student Consortium, Seattle, WA.

Logistics Committee Member: 2002 Academy of Management, New Doctoral Student Consortium, Denver, CO.

Service to the School, Department, and University

Co-chair, Albers Inclusion, Diversity, and Equity Committee, 2016-present
Lawrence K. Johnson Chair Selection Committee Chair, 2019-2020

Trustee Committee on Culture and Identity, 2019-2020
Bias Prevention Committee, 2017-2019
Provost Search Committee, 2016-2017
Wisner Liaisons (campus wide diversity ambassadors), 2016-2017
Scholarship Review Committee, 2014-2016
Family Business Exchange, 2014-present
Lawrence K. Johnson Chair Selection Committee, 2014
Professional MBA Task Force, 2012-2014
MBA Bridge Program Development Committee, 2011-2012
Albers Strategic Planning Committee, 2010-2011

Professional Memberships and Affiliations

The PhD Project, 2001-present
Academy of Management, 2002-present
Western Academy of Management, 2010-present
African American Intellectual History Society, 2019-present
Professional and Organizational Development Network in Higher Education, 2019-present
Academy of Human Resource Development, 2014-2019
Society of Personality and Social Psychology, 2016-2019
Northwest Family Business Advisors, Board of Directors, 2013-2016
Faculty Advisor - Alpha Kappa Psi Business Fraternity, 2009-2011

Industry Experience

Mead Johnson Nutritional Group

- ***Senior Human Resource Manager, Global Supply Chain***
Responsible for human resource management activities around the globe including the Netherlands, Mexico and the United States. Collaboratively redesigned leadership development process for supply chain team by benchmarking best practices, creating succession plans and identifying performance partnership enhancements. Established formal and informal knowledge sharing tools and opportunities for plant strategic leadership teams. Served as divisional EEO officer.
- ***Quality Assurance Manager***
Developed and controlled budget of \$2.5 million. Provided leadership to a staff of 50 including process engineers, chemists and technicians. Critical member of five-person strategic leadership team that transformed the plant results in safety, product quality and service.
- ***Safety, Training and Regulatory Compliance Coordinator***
Selected to manage transformation to team based organization and training activities during new plant start up. Involved from the earliest stages including job design, training program development, team structure design, innovative pay practices design and strategic selection processes implementation. Oversaw transformation of safety programs to instill safety culture.

- *Staff Engineer*
Project engineer and construction supervisor on various plant projects. Served as site environmental resource. Responsible for project reports, engineering estimates, engineering studies, design and project implementation.

EG&G Mound Applied Technologies, Miamisburg, OH

- *Project Engineer*
Project engineer for various facilities projects. Responsible for project reports, engineering estimates, engineering studies, design and project implementation.