**ERICA GABRIELLE FOLDY, Ph.D.**

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**EDUCATION**

**Carroll School of Management, Boston College,** Chestnut Hill, MA

Ph.D. in Management with a concentration in Organization Studies, 2002

**Harvard College**, Cambridge, MA

B.A. *magna cum laude*, Phi Beta Kappa, 1982

**ACADEMIC POSITIONS**

**Wagner School of Public Service, New York University,** New York, NY

Associate Professor, 2009 –

Co-Director of Capstone Program, 2004 -

Director of Public and Nonprofit Management and Policy Program, 2016 -

Director of Management Specialization, 2012 - 2018

Director of Doctoral Program, 2009 - 2011

Assistant Professor, 2003 – 2009

**ESADE Business School,** Barcelona, Spain

Visiting Researcher, February - April, 2019

**Cass Business School, London, UK**

Visiting Scholar, September - December, 2018

**Research Center for Leadership in Action, NYU Wagner**

Faculty Co-Director, September, 2013 – August, 2015

Affiliated Faculty, 2004 - 2013

**Institute of Governmental Studies, University of California, Berkeley**

Visiting Scholar, January – May, 2012

**Mills College, Lokey Graduate School of Business and Graduate Program in Public Policy,** Oakland, CA

Scholar-in-Residence, January – May, 2012

**Russell Sage Foundation,** New York, NY

Visiting Scholar, September, 2007 – June, 2008

### School of Business Administration, Harvard University, Boston, MA

### Post Doctoral Fellow, Department of Organizational Behavior

### July, 2002 – June, 2003

**Research Affiliation**

**Center for Gender in Organizations, Simmons Graduate School of Management,**

**Simmons College,** Boston, MA

Affiliated Researcher, September, 2001 – Present

**PUBLICATIONS**

**Books**

Foldy, E. G. & Buckley, T. R. 2014. The Color Bind: Talking (and not Talking) about Race at Work. Russell Sage Foundation.

Ely, R. J., Foldy, E. G., & Scully, M. A. (eds.) 2003. Reader in Gender, Work and Organization. Blackwell Publishers.

**Peer-Reviewed Journal Articles**

Kundu, A., Elcott, D., Foldy, E. G., Winer, A. Forthcoming. Perseverance Despite the

Perception of Threat: Marginalized Students’ High Grit in Grad School and Implications for Equity, Diversity, and Inclusion in Higher Education. Journal of Post-Secondary and Tertiary Education.

Ospina, S. M., Foldy, E. G., Fairhurst, G. & Jackson, B. Forthcoming. Collective

dimensions of leadership: Connecting theory and method. Human Relations.

Fairhurst, G., Jackson, B., Foldy, E.G. and Ospina, S. Forthcoming. Studying collective

leadership: The road ahead. Human Relations

Minehart, R., Foldy, E.G., Long, J. A., & Weller, J.M. Forthcoming. Challenging gender

stereotypes and advancing inclusive leadership in the operating theater. British Journal of Anesthesia.

Minehart, R. & Foldy, E. G. Forthcoming. Effects of gender and race/ethnicity in

perioperative team performance. Anesthesiology Clinics.

Foldy, E. G. & Buckley, T. R. 2017. Re-Imagining Cultural Competence: Bringing

Buried Dynamics into the Light. Journal of Applied Behavioral Science.

Goldman, L. & Foldy, E. G. 2015. The Space before Action: The Role of Peer Discussion Groups in Frontline Service Provision. Social Service Review.

Rudolph, J. W., Foldy, E. G. et al. 2013. Helping Without Harming: The Instructor’s Feedback Dilemma in Debriefing—A Case Study. Simulation in Health Care 8 (5):304-316

Foldy, E. G. 2012. Something of collaborative manufacture: The construction of race and gender identities in organizations. Journal of Applied Behavioral Science 48 (4): 495-524.

Buckley, T. R. & Foldy, E. G. 2010. A pedagogical model for increasing race-related multicultural counseling competency. The Counseling Psychologist 38 (5): 691-713.

Ospina, S. & Foldy, E. G. 2010. Building bridges from the margins: The work of leadership in social change organizations. Leadership Quarterly 21: 292-307.

Foldy, E. G. & Buckley, T. R. 2010. Re-creating street-level practice: The role of routines, work groups and team learning. Journal of Public Administration Research and Theory, 20 (1): 23-52.

Ospina, S. & Foldy, E. G. 2009. A critical review of race and ethnicity in the leadership literature: Surfacing context, power and the collective dimensions of leadership. Leadership Quarterly, 20: 876-896.

Foldy, E. G., Rivard, P., & Buckley, T. R. 2009. Power, safety and learning in racially diverse groups. Academy of Management Learning and Education 8 (1).

Foldy, E. G., Goldman, L., & Ospina, S. 2008. Sensegiving and the role of cognitive shifts in the work of leadership. Leadership Quarterly 19: 514-529.

Foldy, E. G. 2006. Dueling schemata: Dialectical sensemaking about gender. Journal of Applied Behavioral Science 42 (3): 350-372.

Dodge, J., Ospina, S. & Foldy, E. G. 2005. Integrating rigor and relevance in public administration research: The contribution of narrative inquiry. Public Administration Review 65 (3): 286-300. **Reprinted in** Blatter, Haviland & Hulst (eds.) Qualitative Research in Political Science 4 (23-49). Sage Publications.

Foldy, E. G. 2005. Claiming a voice on race. Action Research 3 (1): 33-54.

Foldy, E. G. 2005. From first-person inquiry to second-person dialogue: A response to the European-American Collaborative Challenging Whiteness. Action Research

3 (1): 63-67.

Foldy, E. G. 2004. Learning from diversity: A theoretical exploration. Public Administration Review 64 (5): 529-538.

Foldy, E. G. & Creed, W. E. D. 1999. Action learning, fragmentation and the interaction of single, double and triple loop change: A case of gay and lesbian workplace advocacy. Journal of Applied Behavioral Science 35 (2): 207-227.

**Other Publications**

Ospina, S. & Foldy, E. G. 2016. Collective dimensions of leadership. In Farazmand, A.

(ed.) Global Encyclopedia of Public Administration, Public Policy and Governance. Springer International Publishing.

DOI 10.1007/978-3-319-31816-5\_2202-1

Foldy, E. G. & Buckley, T. R. 2016. Permeable borders: How understanding

conflict in research teams can enhance understanding conflict in work teams. In Dejun, Tony Kong & Donald R. Forsyth (eds.) Leading Through Organizational Conflict: Into the Fray. Palgrave-MacMillan.

Foldy, E. G. 2016. The location of race in action research. In Bradbury, H. (ed). Handbook of Action Research 3rd ed. Sage Publications.

Ospina, S. & Foldy, E. G. 2015. Enacting collective leadership in a shared-power world. In Perry, J. & Christensen, R. (eds.) Handbook of Public Administration, 3rd ed. John Wiley & Sons.

Foldy, E. G. & Ospina, S. 2015. “Leadership styles, ethnicity and race.” Entry for Hou, Xiaoshuo (ed.) Blackwell Encyclopedia of Race, Ethnicity and Nationalism. Blackwell.

Foldy, E. G. & Su, C. 2015. “Identity.” Entry for Coghlan, D. & Brydon-Miller, M. (eds.) Encyclopedia of Action Research. Sage Publications.

Rivard, P., Foldy, E. G., & Rudolph, J. W. 2015. “Learning Pathways Grid.” Entry for Coghlan, D. & Brydon-Miller, M. (eds.) Encyclopedia of Action Research. Sage Publications.

Foldy, E. G. & Buckley, T. R. 2014. Color minimization: The theory and practice of addressing race and ethnicity at work. In K. M. Thomas, V. C. Plaut & N. M. Tran (eds.) Diversity Ideologies in Organizations. Taylor-Francis Publishers.

Ospina, S., Foldy, E. G., El Hadidy, W., Dodge, J., Hofmann-Pinilla, A., & Su, C. 2012. Social Change Leadership as Relational Leadership. In Uhl-Bien, M., and S. Ospina (eds.) Advancing Relational Leadership Theory. Information Age Publishers.

Foldy, E. G. & Walters, J. 2010. A world without prisons: Improving prisoners' lives and transforming the justice system. Justice Now Teaching Case. The Electronic Hallway and Research Center for Leadership in Action, 2004. Available from <https://hallway.org>.

Foldy, E. G. & Walters, J. 2010. Cultural roots as a source of strength: Educating and organizing a fragmented immigrant community. Oaxacan Indigenous Binational Front (OIBF) Teaching Case. The Electronic Hallway and Research Center for Leadership in Action, 2004. Available from <https://Hallway.org>.

Foldy, E. G. & Walters, J. 2010. From services to activism: How Latino day laborers and domestic workers are advocating for themselves, creating “co-authors in justice.” CASA of Maryland, Inc. (CASA) Teaching Case. The Electronic Hallway and Research Center for Leadership in Action, 2004. Available from <https://hallway.org>.

Foldy, E. G. & Walters, J. 2010. Building justice for immigrants and refugees by supporting local institutions and magnifying their impact: The power of diverse voices. Southeast Asia Resource Action Center (SEARAC) Teaching Case. The Electronic Hallway and Research Center for Leadership in Action, 2005. Available from <https://hallway.org>.

Foldy, E. G. & Walters, J. 2010. Enabling low-income families to buy their own homes while holding the land in trust for the community: The power of balance. Burlington Community Land Trust (BCLT) Teaching Case. The Electronic Hallway and Research Center for Leadership in Action, 2005. Available from <https://hallway.org>.

Foldy, E.G., Goldman, L. & Ospina, S. 2009. The leadership task of prompting cognitive shifts: Shaping perceptions of issues and constituencies to achieve public service goals. Public 18. (Published by ESADE Business School.)

Ospina, S, Dodge, J., Foldy E. G., & Hofmann, A. 2008. Taking the action turn: Lessons from bringing participation to qualitative research. In P. Reason & H. Bradbury (eds.) Handbook of Action Research, 2nd edition. Sage Publications.

Taylor, S. S., Rudolph, J. W., & Foldy, E. G. 2008. Teaching reflective practice in the action science/action inquiry tradition: Key stages, concepts and practices. In

P. Reason & H. Bradbury (eds.) Handbook of Action Research, 2nd edition. Sage Publications. **Re-printed in 3rd edition**.

Ely, R. J. & Foldy, E. G. 2003. Diversity: Overview. In Ely, R. J., Foldy, E. G., & Scully, M. A (eds.) Reader in Gender, Work and Organization. Blackwell Publishers.

Foldy, E. G. 2002. "Managing" diversity: Power and identity in organizations. In

I. Aaltio-Marjosola & A. Mills (eds.) Gender, Identities and the Cultures of Organizations. London: Routledge.

Foldy, E. G. 2002. Review of Fletcher, J. K. "Disappearing Acts: Gender, Power, and Relational Practice at Work." Gender, Work and Organizations 9 (1).

Foldy, E. G. 2001. Review of Mahony, P. and Zmroczek, C. (eds.) "Class Matters: 'Working-Class' Women's Perspectives on Social Class." Gender, Work and Organizations 8 (3).

Rudolph, J. W., Taylor, S. S., & Foldy, E.G. 2000. Collaborative off-line reflection: A way to develop skill in action science and action inquiry. In P. Reason & H. Bradbury (eds.) Handbook of Action Research. Thousand Oaks: Sage Publications. (Reprinted in Handbook of Action Research: Concise Paperback Edition, 2006.)

Foldy, E. & Nourse, P. 1998. Building Progressive Political Power: A Study of Selected State Political Coalitions. Cambridge, MA: Commonwealth Institute.

Foldy, E. & Creed, W. E. D. 1997. Action learning, fragmentation and interaction: A case of gay and lesbian workplace advocacy. Best Paper Proceedings of the Academy of Management, Boston, MA.

**Articles under Review or Revision**

Foldy, E. G. Employee Resource Groups: What We Know about Their Impact on Individuals and Organizations. Human Resource Management.

**Book Manuscripts in Progress**

Buckley, T. R. & Foldy, E. G. Transcending the Color Bind: A New Model of Racial-Cultural Competence. Russell Sage Foundation.

**Article Manuscripts in Progress**

Foldy, E. G. & Ospina, S. The representations of power in collective leadership research.

Ospina, S., Foldy, E. G. & Lee, S. Making visible the work of leadership: Leadership practices for social transformation.

Liu, W., Buckley, T. R., and Foldy, E. G. Colorblindness and Race Dismissiveness:

Discursive Racism and the Limits of Multicultural Competence

Foldy, E. G. “The team was basically like Sweden”: Enacting whiteness in work groups.

**PRESENTATIONS**

**Refereed or Peer-Reviewed Presentations**

Foldy, E. G. 2019. Contributor to symposium: Building GDO community through

storytelling: Sharing defining moments when diversity mattered. Academy of Management, Boston, MA, August 10.

Foldy, E. G. 2019. Employee Resource Groups: What we know about their impact on

individuals and organizations. Academy of Management, Boston, MA, August 13.

Foldy, E. G. 2019. Discussant for Two sides of the same coin: A dialogue on the co-

existence of hierarchical and collective leadership. Academy of Management, Boston, MA. August 13.

Foldy, E. G. 2016. Interacting selves: The co-construction of race, gender and leader

identities. Academy of Management, Anaheim, CA. August 9.

Foldy, E. G. & Buckley, T. R. 2015. Safety: Think asymmetric. Institute for the Study and

Promotion of Race and Culture Annual Diversity Challenge. Boston College, Boston, MA. October 24.

Foldy, E. G. 2015. Rethinking safety. NASPAA Annual Conference. Brooklyn, NY.

October 16.

Buckley, T.R., Foldy, E. G., Baum-Tucillo, M. & Balaram, A. 2015. Daring to engage race

in the classroom. Teachers College, Columbia, Winter Roundtable. New York, NY, Feb. 13-14.

Rivard, P., Foldy, E. G., Chang, J. & Luckmann, R. 2014. Engaging Patients in Developing a Prostate Cancer Screening Guideline. Academy Health. San Diego, June 8-10.

Chang, J., Rivard, P., Foldy, E. G., Luckmann, R. et al. 2014. Developing an Evidence-

Based Guideline for Prostate Cancer Screening in Massachusetts Through a Facilitated, Multi-Stakeholder Process. Academy Health. San Diego, June 8-10.

Foldy, E. G. 2014. There is no “I” in Capstone: Helping Capstone teams manage themselves. A contribution to the symposium “The Once and Future Capstone.” Association for Public Policy Analysis and Management. Washington, DC. April 12.

Buckley, T. R. & Foldy, E. G. 2013. Race and culture in qualitative inquiry. Society for Qualitative Inquiry in Psychology. New York, NY. November 15.

Goldman, L. & Foldy, E. G. 2012. A Group Effort: Addressing Front-Line Practice Problems in Two Policy Fields. Academy of Management, Boston, MA. August.

Foldy, E. G. & Ospina, S. 2012. Relational leadership as collective leadership: Mapping the Territory. A contribution to the symposium “Relational leadership: New developments in theory and practice.” Academy of Management, Boston, MA. August.

Goldman, L. & Foldy, E. G. 2011. Grappling in groups: How front-line workers collectively address practice problems. Association for Public Policy Analysis and Management, Washington, D.C. November.

Ospina, S., Foldy, E.G., El Hadidy, W. Dodge, J. Hoffman, A. Su, C. 2011. Theorizing about Social Change Leadership. Academy of Management, August.

Foldy, E. G. & Goldman, L. 2011. Creative street-level practice: A multi-level exploration. Public Management Research Conference, June.

Foldy, E. G. & Goldman, L. 2011. Street-level Learning: A multi-level exploration. Organization Studies Workshop, May.

Foldy, E. G. & Buckley, T. R. 2010. Color minimization: Understandings of race in public service. Association for Public Policy Analysis and Management. Boston, MA. November 6.

Benschop, Y., Foldy, E. G., Nkomo, S., Zanoni, P., Litvin, D. & Ozbilgin, M. 2010. Symposium: The future of diversity studies: Realizing the critical potential of diversity in organizations. Academy of Management. Montreal, Quebec. August 9.

Foldy, E. G. & Buckley, T. R. 2010. Learning (and mostly not learning) about race. Society for Industrial and Organizational Psychology. Atlanta, GA. April 8-10.

Foldy, E. G. & Buckley, T. R. 2009. Color minimization in front-line public service: The diversity perspectives of child welfare workers. Public Management Research Conference, Columbus, OH: October 1-3.

Foldy, E. G. & Buckley, T. R. 2009. Diversity perspectives: A comparison of espoused theories vs. theories-in-use. Academy of Management, Chicago, IL: Aug. 10-11.

Buckley, T.R. & Foldy, E.G. 2009. Developing multicultural competence in groups of child welfare workers. Winter Roundtable on Cultural Psychology and Education. Teachers College, Columbia University. New York, NY. Feb. 20.

Foldy, E. G. 2008. Panel: The multiple meanings of race and ethnicity. Association for Public Policy Analysis and Management, Los Angeles, CA. November 6-8.

Foldy, E. G. & Buckley, T. R. 2008. Learning (and mostly not learning) about race in work groups. Association for Public Policy Analysis and Management, Los Angeles, CA. November 6-8.

Foldy, E. G. & Buckley, T. R. 2008. Re-creating street-level practice: The role of routines, work groups and team learning. Academy of Management, Anaheim, CA. August 11-13.

Taylor, S. S., Rudolph, J. W., & Foldy, E. G. 2008. Teaching reflective practice:  
Key stages, concepts and practices. Organizational Behavior Teaching Conference, Babson College, Wellesley, MA. June 12-14.

Buckley, T. R., Foldy E. G., & Rivard, P. 2008. Multicultural training: Classroom context matters. Winter Roundtable on Cultural Psychology and Education. Teachers College, Columbia University, New York, NY. February 15-16.

Foldy, E. G. & Buckley, T. R. 2007. Breaking routines to create interdependence in street-level practice: A study of child protection workers. Association for Public Policy Analysis and Management, Washington, D.C. November 8-10.

Foldy, E. G. & Ung, T. 2007. A team approach to child welfare casework: Preliminary insights from a pilot project. Annual Colloquium of the American Professional Society on the Abuse of Children, Boston, MA. July 11-14.

Foldy, E. G. & Ung, T. 2007. A team approach to child welfare casework: Preliminary insights from a pilot project. National Conference on Child Abuse and Neglect, Portland, OR. April 20.

Saz-Carranza, A., Dodge, J., Chan, A., & Foldy, E. G. 2006. Co-producing knowledge for action: Developing practice-grounded research collaboratives with practitioners. Academy of Management, Atlanta, GA. August 14-16.

Ospina, S., Dodge, J., Foldy, E. G., & Hofmann, A. 2006. Taking the action turn: Lessons from bringing participation to qualitative research. Second International Congress of Qualitative Inquiry, University of Illinois at Urbana-Champaign, Urbana-Champaign, IL. May 4-6.

Creed, W. E. D. & Foldy, E. G. 2005. Out front on the issues: Explaining the paradox of resistance to gay stigma in organizations. A contribution to the symposium “Overcoming barriers to equality among diverse sexual orientations at work.” Academy of Management, Honolulu, HI.

Foldy, E. G., Buckley, T. R., & Rivard, P. 2005. Reaping the richness of identity. Fifth Annual Diversity Challenge: Making Race and Culture Work in the World of Work, Boston, MA. October 21-22.

Ospina, S. & Foldy, E. G. 2005. Toward a framework of social change leadership. National Public Management Research Conference, Los Angeles, CA. September

29-October 1.

Foldy, E. G., Goldman, L., & Ospina, S. 2004. Shaping policy, making history: The role of cognitive shifts in social change leadership. Association for Public Policy Analysis and Management, Atlanta, GA. October 28-30.

Foldy, E. G. 2004. “I was constantly aware of your presence as a white person, not just a person”: Exploring the dilemmas of cross-race interviewing. A contribution to the symposium “Generating actionable knowledge: Using a social identity lens to integrate our theories and practice.” Division of Gender and Diversity in Organizations; Professional Development Workshop. Academy of Management, New Orleans, LA. August 6-8.

Foldy, E. G. & Rivard, P. 2004. Reaping the richness of identity. Academy of Management, New Orleans, LA. August 6-8.

Foldy, E. G. 2003. Learning from cultural diversity: A theoretical exploration. National Public Management Research Conference, Washington, D.C. October 9-11.

Foldy, E. G. 2003. Being all that you can be: Identities and interactions in organizations. Academy of Management, Seattle, WA. August 3-6.

Foldy, E. G. 2002. The hollowness of good intentions: Interviewing across difference. Academy of Management, Denver, CO. August 11-14.

Foldy, E. G. 2001. Learning from diversity: A comparison of non-profit and for-profit organizations. Association for Research on Non-profit Organizations and Voluntary Action, Miami, FL. November 28-30.

Foldy, E. G. 2001. Inside out and outside in: Conducting research on identity. A contribution to the symposium, "Beyond race and gender: Alternative research methods for the study of alternative identities in organizations." Academy of Management, Washington, D.C. August 6-8.

Foldy, E. G., Rudolph, J. R., and Taylor, S. S. 2001. First person practice: Using action science/action inquiry to improve ourselves, our interactions, and our research. Division of Organizational Development and Change; Professional Development Workshop. Academy of Management, Washington, D.C. August 6-8.

Litvin, D. & Foldy, E. G. 2001. Doing "diversity work": Snapshots from around the world. Academy of Management, Washington, D.C. August 6-8.

Foldy, E. G. 2000. Diversity and the dilemmas of representation. A contribution to the symposium "Reaching for the rainbow: Empirical research and critical inquiry into managing diversity." Academy of Management, Toronto, Ontario. August 7-9.

Foldy, E. G. 2000. Negotiating identity in institutional settings. A contribution to the symposium "Institutions and the development of skilled agency: Integrating perspectives from institutional, social identity, action learning and developmental theories." Academy of Management, Toronto, Ontario. August 7-9

Foldy, E., Litvin, D., Prasad, P., Chin, R., & Murrell, A. 2000. Reaching for the rainbow: Empirical research and critical inquiry into managing diversity. Symposium at Academy of Management, Toronto, Ontario. August 7-9.

Foldy, E. G. 1999. "Managing" diversity: Power and identity in organizations. International Critical Management Studies Conference, Manchester, England.

July 14-16.

Foldy, E. 1998. Re-viewing social constructions: Feminism, postmodernism and the gendering of task and process. Academy of Management, San Diego, CA.

August 9-12.

Foldy, E. & Creed, W. E. D. 1997. Action learning, fragmentation and interaction: A case of gay and lesbian workplace advocacy. Academy of Management, Boston, MA. August 10-13.

**Invited Presentations**

Foldy, E. G. 2020. America’s inflection point: The role of companies and brands in addressing racial inequality. NYU School of Professional Studies webinar, June.

Foldy, E. G. 2020. Management and Social Justice Conference, keynote panel. The New School. June 25, 2020.

Foldy, E. G., 2020. Organizational transformation at a time of social upheaval: confronting racism in the COVID-19 post-surge pre-vaccine moment. Center for Medical Simulation, Massachusetts General Hospital, webinar.

Foldy, E. G. 2019. Employee Resource Groups: What We Know about Their Impact on Individuals and Organizations. ESADE Business School, Advanced Research Seminar on Public Management, February 6.

Foldy, E. G. 2018. Employee resource groups and their potential for micro-emancipation. Cass Business School, ETHOS seminar, November 27.

Foldy, E. G. 2018. Employee resource groups and their potential for micro-emancipation. Open University, Department of Public Leadership and Social Enterprise, December 4.

Foldy, E.G. 2018. What do people talk about when they talk about race? Identity – related conversations in public service work teams. Rockefeller College or Public Affairs and Policy. University at Albany, State University of New York. April 5.

Foldy, E. G. & Buckley, T. R. 2016. The Color Bind: Talking (and not Talking) about Race at Work. Organizational Psychology dept., Teachers College, Columbia University: Nov. 15.

Other presentations based on The Color Bind: Wagner School of Public Service, NYU: February 28, 2014; Fellowship for Emerging Leaders in Public Service: March 26, 2014; Center for Gender in Organizations, Simmons College: March 31, 2014; Admitted Students Day, Diversity Matters, Wagner School: April 3, 2014; Hunter College, CUNY: April 23, 2014; Baruch College, CUNY: April 28, 2014; The Dalton School: April 29, 2014; YWCA of NYC: May 5, 2014; Research Alliance for NYC Schools: May 8, 2014; Department of Education, NYC: May 27, 2014; Borough of Manhattan Community College Keynote Address: Sept. 17, 2014; Kingsborough Community College Keynote Address: Oct. 30, 2014; Stern School of Business Diversity Case Competition, Keynote Address: October 31, 2014; Eastern Group Psychotherapy Society, May 15, 2015; New York Center for the Study of Individuals, Groups and Organizations Colloquium: December 5, 2015.

Foldy, E. G. 2015. Building relational coordination across boundaries of race, gender and profession. Relational Coordination Research Collaborative Roundtable. New York, NY. October 16.

Foldy, E. G. 2015. NYU Women’s Leadership Forum, panel member. March 31.

Buckley, T. R. & Foldy, E. G. 2015. Discussing Race in Mentor Relationships. Translational

Research Training in Addictions for Racial/Ethnic Minorities at the City College of New York and Columbia University Medical Center. February 16.

Foldy, E.G. & Buckley, T. R. 2014. Permeable borders: How understanding conflict in research teams can enhance understanding conflict in work teams. Jepson Colloquium. Jepson School of Leadership, University of Richmond. October 10-11.

Foldy, E. G. & Buckley, T. R. 2012. Teaching to the diverse classroom on topics of diversity: handling the difficult conversation. Pedagogy Day 2012 -The Diversity of Psychology: Tools and Strategies for Teaching. CUNY Graduate Center October 12.

Foldy, E. G. & Guerrero, E. G. 2012. Leveraging Differences among Diverse Work Group Members: Building Innovation through Cultural Competence in Human Services. Keynote Presentation. XXXIV Annual International Symposium for the Association

for the Advancement of Social Work with Groups. Adelphi University, Garden City, Long Island, June 15.

Foldy, E. G. 2012. Color bind: Talking (and not talking) about race at work. Mills College. May 2.

Foldy, E. G. 2011. Tackling bias in the classroom. Seminar organized by NYU Center for Teaching Excellence, March 24.

Foldy, E. G. 2011. Color-bind: Talking and learning about race at work. School of Public Affairs, American University. February 28.

Foldy, E. G. 2010. Something of collaborative manufacture: The construction of race and gender identities in organizations. Center for Gender in Organizations, Simmons School of Management. May 18.

Buckley, T.R. & Foldy, E.G. 2009. A pedagogical model for cultural competency in psychology. Department of Social and Personality Psychology. Graduate Center, City University of New York. April 29.

Foldy, E.G. 2009. Cultural competence, race cognizance, and learning behaviors: Lessons for medical simulation. Boston Simulation Community, Center for Medical Simulation, Harvard Medical School. March 10.

Foldy, E. G. 2009. Diversity perspectives: Comparing espoused theories with theories-in-use. Research Center for Leadership in Action, Wagner School of Public Service, NYU. February 27.

Foldy, E. G. 2008. Learning (and mostly not learning) about race: Developing cultural competence in work groups. Doctoral seminar: Children, Youth and Families, Heller School for Social Policy and Management, Brandeis University. December 1.

Foldy, E. G. 2008. Learning (and mostly not learning) about race: Developing cultural competence in work groups. Heller School for Social Policy and Management, Brandeis University. October 27.

Ospina, S. & Foldy, E. G. 2008.  Building bridges from the margins: The work of leadership in social change organizations. Center for Integrative Leadership, Hubert Humphrey Institute for Public Affairs, University of Minnesota.  Annual Conference: Integrative Leadership, Leading Across Boundaries for the Common Good. October 5-7.

Foldy, E. G. 2008. Learning (and mostly not learning) about race: Developing cultural competence in work groups. Center for Gender in Organizations, Simmons School of Management. September 15.

Foldy, E. G. 2007. Teaching a diverse student body. Seminar organized by the

Center for Teaching Excellence, New York University. April 10.

Foldy, E. G. 2005. Under the skin: Interactional and organizational influence on race and gender identities. Department of Applied Psychology, Steinhardt School of Education, New York University. April 27.

Foldy, E. G. 2005. Claiming a voice on race. Action Science Study Group, Boston, MA. April 1.

Foldy, E. G. 2000. What's "critical" about Critical Management Studies? Critical Management Studies Workshop, Toronto, Ontario. August 4-6.

**MEDIA APPEARANCES AND COVERAGE**

Washington Post, Money.com, CNN.com, Globe and Mail (Toronto), NYU Stories; WNYU; CUNY TV

## HONORS and GRANTS

University Challenge Research Grant (from NYU), 2016-17

Best Reviewer Award, Division of Gender and Diversity in Organizations, Academy of Management, 2008, 2016, 2019

Wagner Faculty Research Grant, 2015-16

Professor of the Year (teaching award voted by Wagner students), 2014

Patient-Centered Outcomes Research Institute sub-contractor 2012-2014.

Wagner Faculty Research Grant, 2011-12

Public Service Award, Wagner School’s Black Student Association, 2010

Curricular Development Challenge Grant, New York University, 2010

Best Faculty Paper, “Cognition in the Rough XII” professional development workshop, Division of Managerial and Organizational Cognition, Academy of Management, 2009

Wagner Faculty Research Grant, 2009-10

Russell Sage Visiting Scholar, 2007-2008

Professor of the Year (teaching award voted by Wagner students), 2007

Vladeck Fellowship, New York University, 2007

Massachusetts Department of Social Services Research Grant, 2004-2007. Principal Investigator.

Best Paper Based on a Dissertation, Division of Gender and Diversity in Organizations, Academy of Management, 2003

Best Practice-Related Paper, Division of Organization Development and Change, Academy of Management, 1997

## TEACHING

**Teaching Experience**

Race, Identity and Inclusion in Organizations (MPA)

Capstone: Advanced Projects in Public and Nonprofit Management (MPA)

Developing Human Resources (MPA)

Managing Public Service Organizations (MPA)

Doctoral Seminar in Management: Understanding Organizations (PhD)

Organizational Behavior (undergraduate)

**Dissertation Committees**

Sanjiv Rao (Chair): The Influence of Wraparound Services on Implementation Practice in New York City Community Schools

Jennifer Dodge (Sonia Ospina, Chair): Discursive Practice and Environmental Politics: How Social Change Nonprofits Transfer Local Knowledge to Policy Makers

Jenny Knowles (Sonia Ospina, Chair): How Policy Paradigms Make Their Mark: Understanding the Role of Managerial Sensemaking in the Implementation of Participatory Mandates

**SERVICE**

Editorial Board member, Organization, Journal of Public Administration Research

and Theory, and Journal of Applied Behavioral Science

Member, Executive Committee, Gender and Diversity in Organizations Division of the

Academy of Management.

Chair, Best Paper Based on a Dissertation Award Committee. Gender and Diversity in

Organizations Division of the Academy of Management.

Member, Committee to Select Best Paper Published in 2017. Journal of Public

Administration Research and Theory.

Editorial Board member, Public Administration Review.

Ad Hoc Reviewer, University of Chicago Press, Israel Science Foundation, Vienna Science and Technology Fund, Long Island University Intramural Research Support Program, Russell Sage Foundation

Ad Hoc Reviewer, Academy of Management Review, Organization Science, Academy of Management Journal, Organization Studies, Journal of Management Inquiry, Organization, Gender and Society, Action Research, Child and Youth Services Review, Journal of Applied Behavioral Science, Nonprofit Management and Leadership, Review of Public Personnel Administration.

Reader, Dissertation of William Battle, Department of Psychology (Madeline Heilman, Chair), NYU, January 2008

Reader, Dissertation of Julie Chen, Department of Psychology (Madeline Heilman, Chair), NYU, December 2007

Reviewer, Division of Gender and Diversity in Organizations, Academy of Management

Reviewer, Division of Public and Nonprofit Management, Academy of Management

Reviewer, Critical Management Studies Interest Group, Academy of Management

Member, Saroj Award Committee for Best Paper Published about Gender and Diversity in Organizations, Gender and Diversity in Organizations Division of the Academy of Management, 2008

Member, Best Paper Based on a Dissertation Award Committee, Gender and Diversity in Organizations Division of the Academy of Management, 2007, 2009

Chair, Sage Scholarship Award Committee, Gender and Diversity in Organizations Division of the Academy of Management, 2005; Member, 2006

Member, Critical Management Studies Workshop Coordinating Committee, 1999-2003

Coordinator, Doctoral Consortium of the Critical Management Studies Workshop, Academy of Management, Chicago, IL, August 1999