

ON LEAVE AY 2018-19

ON LEAVE AY 2015-16

H. COLLEEN STUART

JOHNS HOPKINS CAREY BUSINESS SCHOOL
100 INTERNATIONAL DRIVE
BALTIMORE, MD 21202

cstuart@jhu.edu

ACADEMIC APPOINTMENTS

JOHNS HOPKINS CAREY BUSINESS SCHOOL	
<i>Associate Professor</i>	2022-Present
<i>Assistant Professor</i>	2013-2022
CARNEGIE MELLON UNIVERSITY	
<i>Postdoctoral Research Fellow, Human Computer Interaction Institute</i>	2011-2013

OTHER APPOINTMENTS

JOHNS HOPKINS CAREY BUSINESS SCHOOL	
<i>Co-Director, Gender & Work Initiative</i>	2024-Present
MCGILL UNIVERSITY	
<i>Visiting Professor</i>	2022
UNIVERSITY OF MARYLAND TIME-USE CONSORTIUM	
<i>Consortium Affiliate</i>	2018-Present

EDUCATION

UNIVERSITY OF TORONTO, ROTMAN SCHOOL OF MANAGEMENT	
<i>Ph.D. in Organizational Behavior</i>	2011

AWARDS

Nexus Convening, Co-PI, <i>Advancing Gender Equity Research to Create Sustainable Change</i> , Johns Hopkins University, \$96 500	2024-2025
Discovery Award, Co-PI, <i>Collaborative for Gender Equity and Empowerment in Education and Labor Systems</i> , Johns Hopkins University, \$100 000	2019-2021
Winner, Best Paper Organization and Management Theory Division, Academy of Management Conference	2019
Winner, Best Research Paper, Wharton People Analytics Conference	2019
Black & Decker Research Fund, Co-PI, <i>Impact of Surgeons' Disruptive Behaviors on Patient Outcomes</i> , Johns Hopkins Carey Business School, \$2500	2017
Nominee, Best Paper, Sustainability Ethics Entrepreneurship Conference	2016
Faculty Recognition Award for Teaching	2016
Winner, Best Paper Based on a Dissertation, Organizational Behavior Division, Academy of Management Annual Meeting	2012
Nominee, William H. Newman Award for Best Paper Based on a Dissertation, Academy of Management Annual Meeting	2012

Nominee, Best Paper, Association for Computing Machinery (ACM) Conference on Computer-Supported Cooperative Work	2012
Winner, INFORMS/Organization Science Dissertation Proposal Competition	2008
Excellence in Teaching Award, University of Toronto	2008
William Osborn Twaits Fellowship, University of Toronto	2008-2009
University of Toronto Open Doctoral Fellowship, University of Toronto	2004-2009
Canadian Credit Management Foundation Fellowship, University of Toronto	2004-2007

PEER-REVIEWED PUBLICATIONS

Aven, B., & Stuart, H. C. (forthcoming). The architecture of organizational trust: How configurations of identity, roles, relationships, and networks amplify within groups and fragment across boundaries. In Schilke, O., Soda, G., & Zaheer, A. (Eds.), *Handbook of Trust & Social Networks*.

*Stuart, H. C., & Galperin, R. V. (2026). The Quantity-Quality Tradeoff: How Incentives and Monitoring Shape Gender Differences at Work. *Organization Science*, 37(1), 71-89.

- *Academy of Management Best Paper Proceedings*, 2019
- Winner, Best Paper Organization and Management Theory Division, *Academy of Management*, 2019
- Winner, Best Research Paper, *Wharton People Analytics Conference*, 2019

Ruppanner, L, Swenson, H., Mangino, K., Stuart, H.C., Smith D.G., & Dickens, M. (2026, July 24). The invisible work draining your best employees, *Harvard Business Review*. hbr.org

Williams, A., Stuart, H. C., Perrin, N., Heise, L., Anglewicz, P., & Decker, M. R. (2025). Who are the “vanguard” women? Strategies for identifying women going against economic participation norms across 49 low-and middle-income countries. *World Development*, 186, 106846.

Williams, A., Heise, L., Perrin, N., Stuart, H. C., & Decker, M. R. (2024). Does going against the norm on women’s economic participation increase intimate partner violence risk? A cross-sectional, multi-national study. *Global Health Research and Policy*, 9(1), 53.

Williams, A., Wood, S., Stuart, H. C., Wamue-Ngare, G., Thiong, M., Gichangi, P., Devoto, B., & Decker, M. R. (2022). Gendered time use during Covid-19 among adolescents and young adults in Nairobi, Kenya. *eClinicalMedicine*, 49.

Decker, M. R., Wood, S. N., Thiongo, M., Byrne, M. E., Devoto, B., Morgan, R., Bevilacqua, K., Williams, A., Stuart, H. C., Wamue, G., Heise, L., Glass, N., Anglewicz, P., Gummerson, E., & Gichangi, P. (2021). Gendered health, economic, social and safety impact of COVID-19 on adolescents and young adults in Nairobi, Kenya. *PLoS ONE*, 16(11), 1-21.

Stuart, H. C., Moon, S., & Casciaro, T. (2018). Penalty for success? Career achievement and gender differences in divorce. *Contemporary Perspectives in Family Research*, 13, 265-290.

Stuart, H. C. (2017). Structural disruption, relational experimentation and performance in professional hockey teams: A network perspective on member change. *Organization Science*, 28(2), 283-300.

- Winner, Best Paper Based on a Dissertation, Organizational Behavior Division, 2012
- Finalist, William H. Newman Award for Best Paper Based on a Dissertation, 2012
- *Academy of Management Best Paper Proceedings*, 2012

Stuart, H. C., & Moore, C. (2017). Shady characters: The implications of illicit organizational roles for resilient team performance. *Academy of Management Journal*, 60(5), 1963-1985.

Kim, H.-J., Stuart, H. C., Hsiao, H.-C., Lin, Y.-H., Zhang, L., Dabbish, L., & Kiesler, S. (2014). YourPassword: Applying feedback loops to improve security behavior of managing multiple

passwords. *Proceedings of the 9th Association for Computing Machinery (ACM) Symposium on Information, Computer and Communications Security*, 513-518.

Dabbish, L., Stuart, H. C., Tsay, J., & Herbsleb, J. (2013). Leveraging transparency. *IEEE Software*, 30(1), 37-43.

Dabbish, L., Stuart, H. C., Tsay, J., & Herbsleb, J. (2012). Social coding in GitHub: Transparency and collaboration in an open software repository. *Proceedings of the Association for Computing Machinery (ACM) Conference on Computer-Supported Cooperative Work*, 1277-1286.

- Nominee, Best Paper, Association for Computing Machinery (ACM) Conference on Computer-Supported Cooperative Work, 2012

Stuart, H. C., Dabbish, L., Kiesler, S., Kinnaird, P., & Kang, R. (2012). Social transparency in networked information exchange: A theoretical framework. *Proceedings of the Association for Computing Machinery (ACM) Conference on Computer-Supported Cooperative Work*, 451-460.

* Shared first authorship.

OTHER PUBLICATIONS

Smith, D. G., & Stuart, H. C. (2026). Why allyship matters for leadership. In M. Battista and S. Feingzig (Eds.), *The Changing Leadership Landscape: New Challenges, New Expectations, New Actions*. Oxford University Press.

Berdahl, J. L., & Stuart, H. C. (2010). Group development. In J. M. Levine and M. A. Hogg (Eds.), *Encyclopedia of Group Processes and Intergroup Relations*, pp. 325-328. Thousand Oaks: Sage.

UNDER REVIEW AND WORK IN PROGRESS

Stuart, H. C., Myatt, D. P., & Moore, C. Quorums. *Working paper*.

Massner, P., Stuart, H. C., & Simeonova, E. How broadband-enabled flexible work reshapes household earnings and stability. *Working paper*.

+Stuart, H. C., Koo, W. W., & Kang, H. K. Fading parity: A temporal reversal of the gender gap in digital entrepreneurship. *Working paper*.

Stuart, H. C., Massner, P., & Antwi, Y. A. Gender differences in career qualifications and performance. *Manuscript in preparation*.

†Massner, P., Stuart, H. C., & Tan, D. Perceptions of gender fairness across firms and industries. *Manuscript in preparation*.

Stuart, H. C., Ruppanneur, L., Squires, S., & Smith, D. The gender gap in domestic cognitive labor: Patterns by marital and caregiving status. *Manuscript in preparation*.

* Shared first authorship. †Authorship listed in alphabetical or reverse alphabetical order.

PRESENTATIONS

INVITED PRESENTATIONS

Women's economic empowerment: How relationships can help and hinder through methods innovation. Johns Hopkins Bloomberg School of Public Health, October 2024.

Proximity and collaboration: Evidence from the United Nations. McGill University Desautels Faculty of Management, November 2022.

Work style activation and gender inequality. Office of the Chief Economist, United States Patent and Trade Office, June 2022.

Extra-organizational determinants of careers: Gendered expert authority and attainment of patent examiners. New York University Stern School of Business, March 2021.

The gold-plated escalator: Work-linked marriage, gender, and career progression. George Washington University, November 2019.

The gold-plated escalator: Work-linked marriage, gender, and career progression. Organizational Behavior Junior Faculty Conference, Wharton Business School, November 2018.

The gold-plated escalator: Work-linked marriage, gender, and career progression. Olin Business School, Washington University in St. Louis, March 2018.

Team membership change: A network perspective. Krannert School of Management, Purdue University, January 2013.

Change in human interaction patterns and its implications for interdependent work. Michigan State University, Department of Telecommunication, Information Studies, and Media, December 2012.

Team membership change: A network perspective. Johns Hopkins Carey Business School, December 2012.

Team membership change: A network perspective. University of Waterloo, Department of Management Sciences, April 2012.

Team membership change: A network perspective. Carnegie Mellon University, Tepper School of Business, 2011.

Team membership change: A network perspective. Columbia Business School, 2009.

Team membership change: A network perspective. Organization Science Winter Conference, 2008.

REFEREED CONFERENCE PRESENTATIONS

Massner, P., Stuart, H. C., & Simeonova, E. (2026). How broadband-enabled flexible work reshapes household earnings and stability. People and Organizations Conference, Wharton Business School, Philadelphia, PA.

Stuart, H. C., Kang, H. K., & Koo, W. W. (2025). Gender gaps in digital entrepreneurship: Founding, performance, and regional inequality. Conference on Everyday Entrepreneurship, McGill University, Montreal, QC.

Stuart, H. C., & Galperin, R. (2025). Gendered Work Styles: Incentives, Monitoring, and the Quantity-Quality Tradeoff. Economic Sociology Conference, Yale School of Management, New Haven, CT.

Stuart, H. C., & Galperin, R. (2025). Gendered Work Styles: Incentives, Monitoring, and the Quantity-Quality Tradeoff. Equitable Opportunity Conference, MIT Sloan School of Management, Cambridge, MA.

Stuart, H. C., Kim, G., & Aven, B. L. (2025). Pathways to power: Agentic vs. communal perceptions of women's leadership motivations. Organization Science Winter Conference, Los Angeles, CA.

Stuart, H. C., Kim, G., & Aven, B. L. (2024). Pathways to power: Agentic vs. communal perceptions of women's leadership motivations. People and Organizations Conference, Wharton Business School, Philadelphia, PA.

Stuart, H. C., Kim, G., & Aven, B. L. (2024). Pathways to power: Agentic vs. communal perceptions of women's leadership motivations. In doing it differently: Deepening our theorizing and expanding our settings while studying gender and relationships at work. Symposium at the Academy of Management, Chicago, IL.

Stuart, H. C., Oettl, A., & Fraser, T. (2022) Proximity and collaboration: Evidence from the United Nations. People and Organizations Conference, Wharton Business School, Philadelphia, PA.

Stuart, H. C. & Galperin, R. (2022) Work style activation and gender inequality. Strategic Management Society (SMS) Conference, London, UK.

Stuart, H. C., Oettl, A., & Fraser, T. (2022) Proximity and collaboration: Evidence from the United Nations. In New Perspectives on Increasing Diversity and Reducing Inequality in Organizations, symposium at the Academy of Management Conference, Seattle, WA.

Stuart, H. C., Oettl, A., & Fraser, T. (2022) Proximity and collaboration: Evidence from the United Nations. European Group for Organizational Studies, Vienna, Austria.

Moon, S., & Stuart, H. C. (2020). The gold-plated escalator: Work-linked marital status, gender, and career progression. Academy of Management Conference, Vancouver, Canada. Virtual.

*Stuart, H. C. & Galperin, R. (2019). Extra-organizational determinants of careers: Gendered expert authority and attainment of patent examiners. Academy of Management Conference, Boston, MA.

Moon, S., & Stuart, H. C. (2019). The gold-plated escalator: Work-linked marital status, gender, and career progression. European Group for Organizational Studies, Edinburgh, Scotland.

*Stuart, H. C. & Galperin, R. (2019). Extra-organizational determinants of careers: Gendered expert authority and attainment of patent examiners. Strategy Science Conference, Salt Lake, UT.

*Stuart, H. C. & Galperin, R. (2018). Extra-organizational determinants of careers: Gendered expert authority and attainment of patent examiners. Industry Studies Conference, Seattle, WA.

*Stuart, H. C. & Galperin, R. (2018). Extra-organizational determinants of careers: Gendered expert authority and attainment of patent examiners. European Group for Organizational Studies (EGOS), Tallinn, Estonia.

*Stuart, H. C. & Galperin, R. (2018). Extra-organizational determinants of careers: Gendered expert authority and attainment of patent examiners. People and Organizations Conference, Wharton Business School, Philadelphia, PA.

*Stuart, H. C. & Galperin, R. (2018). Extra-organizational determinants of careers: Gendered expert authority and attainment of patent examiners. Organization Science Winter Conference, Phoenix, AZ.

*Stuart, H. C. & Galperin, R. (2018). Extra-organizational determinants of careers: Gendered expert authority and attainment of patent examiners. Wharton People Analytics Conference, Philadelphia, PA.

Moon, S., & Stuart, H. C. (2018). The gold-plated escalator: Work-linked marital status, gender, and career progression. Junior Faculty Organizational Behavior Conference, Wharton, Philadelphia PA.

*Stuart, H. C. & Galperin, R. (2018). Extra-organizational determinants of careers: Gendered expert authority and attainment of patent examiners. Junior Faculty Organizational Theory Conference, Columbia, New York, NY.

Moon, S., & Stuart, H. C. (2018). The gold-plated escalator: Work-linked marital status, gender, and career progression. Intra-organizational networks (ION) conference, University of Kentucky, Lexington, KY.

Moon, S., & Stuart, H. C. (2017). The gold-plated escalator: Work-linked marital status, gender, and career progression. Broadening Perspectives on Women in Work: An Interdisciplinary Conference, Johns Hopkins University, Baltimore MD.

Moon, S., & Stuart, H. C. (2017). The gold-plated escalator: Work-linked marital status, gender, and career progression. ES OOW Mini-Conference, Montreal, Quebec.

Stuart, H. C., Moon, S., & Casciaro, T. (2017). Career achievement and gender differences in marital survival. American Sociological Association, Montreal, Quebec.

Stuart, H. C., Moon, S., & Casciaro, T. (2016). Career achievement and gender differences in marital survival. Junior Organization Theory Conference, Carnegie Mellon University, Pittsburgh, PA.

- Moon, S., & Stuart, H. C. (2016). Work-linked marriage structure, gender, and career progression. People and Organizations Conference, Wharton, Philadelphia, PA.
- Moore, C., Cohen Mohliver, A., Stuart, H.C., Pozner, J.-E. (2016). Repeat offenders: How the consequences of firm misconduct abate across incidents. Academy of Management, Anaheim, CA.
- Dabbish, L., Stuart, H. C., Tsay, J., & Herbsleb, J. (2016) Two ships passing in the night? Aligning project trajectories in open collaboration. INGroup Conference, Helsinki, Finland.
- Moore, C., Cohen Moliver, A., Pozner, J. E. & Stuart, H. C. (2016) Repeat offenders: How the consequences of firm misconduct abate across incidents. Sustainability Ethics Entrepreneurship Conference, Denver, CO.
- Stuart, H. C., & Moore, C. (2015) Shady characters: the implications of illicit organizational roles for resilient team performance. INFORMS, Philadelphia, PA.
- Stuart, H. C., Moon, S. & Casciaro, T. (2015) The Oscar Curse: Status dynamics and gender differences in marital survival. People and Organizations Conference, Philadelphia, PA.
- Stuart, H. C., Moon, S. & Casciaro, T. (2014) The Oscar Curse: Status dynamics and gender differences in marital survival. Paper presented at Women in the Workplace: Navigating the Labyrinth, Carnegie Mellon University, Pittsburgh, PA.
- Feng, B., Stuart, H. C., & Berdahl, J. L. (2014). Is Status Inequality functional for group performance? Modeling the effects of legitimacy and task type. Paper presented at the Academy of Management, Philadelphia, PA.
- Pozner, J.-E., & Stuart, H. C. (2014). Paying attention to misconduct: The impact of regulation on reactions to firm misconduct. In Exploring Central Questions in Organizational Wrongdoing: A Micro/Macro Approach. Symposium at the Academy of Management, Philadelphia, PA.
- Dabbish, L., Stuart., H. C., Tsay, J., & Herbsleb, J. (2014). Transparency and coordination in peer production. Poster presented at Collective Intelligence 2014, Cambridge, MA.
- Stuart, H. C., Dabbish, L., Tsay, J., & Herbsleb, J. (2013). Persistent collaborators in online production communities. Paper presented at INGroup, Atlanta, GA.
- Dabbish, L., Stuart, H. C., Tsay, J., & Herbsleb, J. (2013). Asynchronous Knowledge Transfer: Coordination in a transparent work environment. Paper presented at INGroup, Atlanta, GA.
- Stuart, H. C. (2012). Structural disruption in interdependent work: Membership change and adaptation in professional hockey teams. Paper presented at the Academy of Management, Boston, MA.
- Dabbish, L., Stuart, H. C., Tsay, J., & Herbsleb, J. (2012). Learning in a transparent workspace: Social coding in GitHub. In Linda Argote (Chair), The future of work: Constraints and opportunities. Panel presented at the Organization Science Winter Conference, Steamboat Springs, CO.
- Pozner, J., Stuart, H. C., & Moore, C. (2011). Reputation management after revelations of misconduct: Impact of impression management techniques. Paper presented at the Academy of Management, San Antonio, TX.
- Stuart, H. C., & Moore, C. (2011). Group performance and member misconduct. Paper presented at INGroup, Minneapolis, MN.
- Moore, C., Stuart, H. C., & Pozner, J. (2010). Avoiding the consequences of repeated misconduct: Stigma's licence and stigma's transferability. Paper presented at the Academy of Management, Montreal, PQ.
- Stuart, H. C. & Berdahl, J. L. (2010). Modeling diversity and stereotyping in work groups over time. Paper presented at INGroup, Washington, DC.

Stuart, H. C. (2010). Team membership change: A network perspective. Paper presented at the Intra-Organizational Networks Conference, Lexington, KY.

Stuart, H. C. & Berdahl, J. L. (2009). Modeling diversity and stereotyping in work groups over time. In *New Directions in Studying Group Diversity*. Symposium at the Academy of Management, Chicago.

Stuart, H. C. (2009). Team membership change and individual centrality. Paper presented at INGRoup, Colorado Springs, CO.

* Denotes shared first authorship.

TEACHING

- Innovation Field Project (2021 – present, Full-time MBA Core, Carey Business School)
- Big Data Consulting (2021 – present, Full-time MBA Core, Carey Business School)
- Advising Project Teams (2022 – 2024, Full-time MBA Elective, Carey Business School)
- Academy for Women and Leadership (2018 – 2022, Executive Education, Carey Business School)
- Experiences in Leadership (2018 – 2021, Full-time MBA Core, Carey Business School)
- Foundations of Leadership and Management (2018 – 2021, Executive Education, Carey Business School)
- Leadership in Organizations (2014 – 2020, Flex MBA Core, Carey Business School)

SERVICE TO PROFESSION

Reviewer

Academy of Management Journal, Academy of Management Discoveries, Administrative Science Quarterly, Journal of Organizational Behavior, Management Science, Organization Science, Small Group Research, Association for Computing Machinery Conference on Human Factors in Computing System (ACM CHI), Association for Computing Machinery Conference on Computer Supported Cooperative Work (ACM SIGCHI), Computer Supported Cooperative Work (CSCW) Journal

Editorial Board Member, *Small Group Research*

2011 - 2013

Symposia, Seminars, and Conferences organizer

2024 *Strategic Management Society Special Conference*, Strategies for Sustainable Human Development, track co-organizer, “Enabling Educational Institutions and Equitable Opportunity,” Washington, DC.

2021 *European Group for Organizational Studies Colloquium*, “Sports as Contexts for Inclusion and Exclusion: Antecedents, Mechanisms, and Lessons Learned,” sub-theme co-organizer. Virtual.

2017 *Johns Hopkins Carey Business School* conference, “Broadening Perspectives on Women in Work: An Interdisciplinary Conference”, co-organizer.

UNIVERSITY SERVICE

Carey Faculty Advisory Council, member, Carey Business School (2023-2025)

Management and Organization Seminar Series, co-organizer, Carey Business School (2023-2024)

Doctoral Committee, member, Anaise Williams, Johns Hopkins Bloomberg School of Public Health (2022-2024)

Doctoral Committee, member, Brian Walker, Johns Hopkins Bloomberg School of Public Health (2022)

Faculty Diversity Initiative Action Plan Committee, member, Carey Business School (2021-2022)

Accessibility Working Group, member, Carey Business School (2021-2022)

Faculty Hiring Committee in Management and Organization, member, Carey Business School (2013-2014; 2018-2019; 2019-2020; 2020-2021; 2021-2022; 2022-2023)

Promotion Committee, member, Carey Business School (2020-2021)

First-year Faculty Mentor, Carey Business School (2019-2021)

Course Lead, Carey Business School (2013-2021)

Faculty Hiring Committee in Management and Organization, member, Carey Business School (2013-2014; 2018-2019; 2019-2020; 2020-2021; 2021-2022)

Faculty Engagement Committee, Carey Business School (2017-2018)

Faculty Website working group, member, Carey Business School (2016-2017)

Curriculum Committee, Carey Business School (2014-2016)

Admissions Committee, member, Carey Business School (2014-2016)

Staff Hiring Committee, member, Carey Business School (2013-2015)

Business in Government (BIG) Initiative, core faculty, Carey Business School (2013-present)

SELECTED MEDIA COVERAGE

The Financial Times; New York Times Economix Blog; Time Magazine; The Huffington Post; Science Daily; The Globe and Mail