

ELISE B JONES

United States Coast Guard Academy, Department of Management
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ACADEMIC APPOINTMENTS

Assistant Professor of Human Resource Management and Organizational Behavior,
United States Coast Guard Academy, 2020-present

Instructor, Carroll School of Management, Boston College, 2017

EDUCATION

- Ph.D. Management and Organization, Boston College 2020
♦ Dissertation: *The Role of a Relational Partner in the Construction of Counternormative Identities*
Committee: Judith A. Clair (chair), Michael G. Pratt, Glen E. Kreiner
- M.S. Management and Organization, Boston College 2017
♦ Thesis: *Caught Between Two Worlds: The Role of Identity Work in Forging a Dual Identity*
Committee: Judith A. Clair (chair), Jean M. Bartunek
- M.A. Psychology, Connecticut College 2014
♦ Thesis: *The Relationship of Role Investment Satisfaction with Well-being and Job Performance, and the Effects of Organizational Culture*
Advisor: Joan C. Chrisler
- B.S. Business Management, Marketing emphasis, Brigham Young University, *summa cum laude* 1994

RESEARCH INTERESTS

My research focuses on how people construct their work identities, particularly when this process is complicated by tensions that emanate from social norms. I am also interested in how interpersonal relationships shape the way people navigate tensions to construct their work identities.

PUBLICATIONS

Jones, E. B. & Bartunek, J. M. In press. Too close or optimally positioned? The value of personally relevant research. *Academy of Management Perspectives*. Focal article for special topic forum.

Clair, J. A., Humberd, B. K., Rouse, E., D., & Jones, E. B. 2019. Loosening categorical thinking: Extending the terrain of theory and research on demographic identities in organizations, *44*(3), 592-617, *Academy of Management Review*.

Bartunek, J. M., & Jones, E. B. 2017. How organizational transformation has been continuously changing and not changing. In A. B. R. Shani & D. A. Noumair (Eds.), *Research in organizational change and development*, vol. 25: 143-169. Bingley, UK: Emerald Publishing Limited.

Jones, E. B., Chrisler, J. C., & Johnston-Robledo, I. 2012. Toward a mother-friendly workplace: Workplace flexibility intervention outcomes. In M. A. Paludi (Ed.), *Psychology for Business Success* (pp. 125-152). Santa Barbara, CA: Praeger. [Reprinted in M.A. Paludi (Ed., 2014), *Women, work, and family: How companies thrive in a 21st century multicultural workforce*. Santa Barbara, CA: Praeger.]

WORKING PAPERS AND PROJECTS

Jones, E. B. & Gordon, J. The enactment of individual identity (theory article). *In preparation*.

Jones, E. B. Navigating tensions to construct a counternormative identity. *Writing stage*.

Jones, E. B. The role of a relational partner in the construction of counternormative identities. *Data analysis stage*.

Jones, E. B., Sugiyama, K. & Ladge, J. Empirical paper on early career identity construction utilizing longitudinal data. *Data analysis stage*.

TEACHING EXPERIENCE

U.S. COAST GUARD ACADEMY Department of Management, New London, CT
Undergraduate: Human Resource Management, Fall 2020

BOSTON COLLEGE Carroll School of Management, Chestnut Hill, MA
Undergraduate: Organizational Behavior, Spring 2017
MBA: Women and Leadership, teaching assistant, Fall 2015

HONORS AND AWARDS

Outstanding Reviewer, Academy of Management Managerial and Organizational Cognition (MOC)	2019
Brigham Young University Religious Studies Center Dissertation Grant	2019
Donald J. White Teaching Excellence Award, Boston College	2018
Showcase Symposium, Academy of Management Gender, Diversity, and Organizations (GDO)	2017
Showcase Symposium, Academy of Management Managerial and Organizational Cognition (MOC)	2017
Outstanding Reviewer, Academy of Management Organizational Behavior (OB)	2017
Otello Desiderato Fellow awarded for Promise in Doctoral Studies in Psychology, Connecticut College	2014
Otello Desiderato Prize for Distinguished M.A. Thesis in Psychology, Connecticut College	2014
Powered by Diversity Award, Microsoft Corporation	2005
Customer and Partner Experience People Award, Microsoft Corporation	2005
Gold Star Award, Microsoft Corporation	2001, 2004, 2007
Trustees' Scholarship, Brigham Young University	1990-1994
Outstanding Marketing Student, Marriott School of Management, Brigham Young University	1994
Excellence in Marketing Research, Marriott School of Management, Brigham Young University	1993

PRESENTATIONS

Jones, E. B., Sugiyama, K, & Ladge, J. J. Settling In or Taking Stock? How Young Professionals Develop Work-Life Meaning. Paper accepted for the Work and Family Researchers Network Conference (conference held online due to COVID-19; paper withdrawn).

Jones, E. B. 2020. Counternormative Identities: Products of an Evolving Intrapersonal Identity Network. Paper presented in *The Challenge and Opportunity of Navigating Multiple Identities at Work* at the Academy of Management Conference (conference held online due to COVID-19).

Jones, E. B. 2019. Identity Partners: Facilitating the Positive Construction of a Counternormative Work Identity. Paper presented in *Positive Work Identities in the 21st Century* at the Academy of Management Conference, Boston, MA.

Jones, E. B. 2019. Identity Partners: Facilitating the Construction of a Counternormative Work Identity. Presentation at the Positive Organizational Scholarship Conference. Ross School of Business, University of Michigan, Ann Arbor, MI.

Jones, E. B. 2019. Constructing a Counternormative Identity within Your Own Community. Presentation at the Gender and Work Symposium. Harvard Business School, Boston, MA.

Jones, E. B. 2019. The Role of an Identity Partner in the Construction of a Counternormative Work Identity. Invited presentation at Ideas in the Rough, Darden School of Management, University of Virginia, Charlottesville, VA.

Jones, E. B. 2018. Too Close or Optimally Positioned? The Value of Personally Relevant Research. Invited presentation at the Boston Field Researchers Conference, Boston College, Chestnut Hill, MA.

Jones, E. B. 2018. An Identity Partner as a Catalyst to Developing a Counternormative Identity. Paper presented in *Relational Underpinnings of Identity: How Interpersonal Interactions Shape "Who I Am" and "Who We Are"* (**E. B. Jones**, organizer) at the Academy of Management Conference, Chicago, IL.

Jones, E. B. 2018. Working Mothers in a Conservative Faith Community. Presentation in *Work/Family in Unexpected Places* (**E. B. Jones** & L. Bailyn, organizers) at the Work and Family Researchers Network Conference, Washington, DC.

Jones, E. B. 2018. The Influence of Identity Partner Husbands on Women's Work Identity Development in a Conservative Faith Community. Paper presented in *The Interplay of Work/Family Dynamics with Individuals' Identity Work* (**E. B. Jones** & S. J. Creary, organizers) at the Work and Family Researchers Network Conference, Washington, DC.

Jones, E. B. 2018. Identity Partners: Facilitating Women's Development of Improbable Work Identities. Paper presented at Breaking Bias: Leadership Excellence and Gender in Organizations, Purdue University, West Lafayette, IN.

Jones, E. B. 2017. Coming to Terms with Conflicting Worlds: Bridging the Gap between Work and Family among Members of a Conservative Faith Community. Paper presented at the International Conference of Work and Family, IESE Business School, Barcelona, Spain.

Jones, E. B. 2017. Caught Between Two Worlds: The Role of Identity Work in Forging a Dual Identity. Paper presented in *Identity at the Interface: Constructing Identity across Temporal, Social, and Interpersonal Boundaries* (**E. B. Jones**, organizer) at the Academy of Management Conference, Atlanta, GA.

Jones, E. B. 2017. *Conducting Research in Familiar Settings: Balancing Personal Involvement with Professional Distance*. Panel symposium organized for the Academy of Management Conference, Atlanta, GA.

Jones, E. B. 2016. Men's Experiences with the Work/Family Dynamic. Presentation at the Boston College Diversity and Inclusion Summit, Chestnut Hill, MA.

Jones, E. B. 2016. Women in Faith Communities. Panel presentation in *Conducting Unconventional Management Research: Models and Best Practices* at the Academy of Management Conference. Anaheim, CA.

Jones, E. B. 2016. Identity Work Supporting the Coexistence of Ideologically Conflicting Identities. Poster presented at the Work and Family Researchers Network Conference, Washington, D. C.

Jones, E. B. 2014. Taking Work-Life to the Next Level: In Search of a New Construct. Symposium organized for the Work and Family Researchers Network Conference, New York, NY.

Jones, E. B. 2014. Role Investment Satisfaction: The Relationship of Personal Resource Allocations with Individual Well-being and Job Performance. Paper presented at the Work and Family Researchers Network Conference, New York, NY.

Jones, E. B. 2013. Getting Past the Stigma of Work/Life Supports: Empowering Women and Men. Structured discussion conducted at the Association for Women in Psychology Conference, Salt Lake City, UT.

Jones, E. B. 2012. Toward a Mother-Friendly Workplace: Stigma and Work/Life Program Effectiveness. Paper presented at the Work and Family Researchers Network Conference, New York, NY.

MEMBERSHIPS

Gender, Race, and Organizations Research Community (Harvard Business School)	2015-present
Work, Identity, and Meaning Research Community (Boston College)	2014-present
Boston Field Researcher Community	2014-present
Academy of Management	2014-present
Association for Women in Psychology	2012-present
Work and Family Researchers Network	2011-present
Committee on the Status of Faculty Women, Connecticut College	2010-2014

PROFESSIONAL EXPERIENCE

MICROSOFT CORPORATION	2000–2007
Diversity Program Manager, Mobile Communications Business	2005–2007
Founder and Chair, FlexImpact Employee Resource Group	2004–2007
Business Strategist, Worldwide Customer and Partner Experience	2003–2005
Product Manager, Microsoft Visio	2000–2003
 VISIO CORPORATION	 1998–2000
Product Marketing Manager, IT Products/Developer Tools	
 INFOMODELERS, INC.	 1997–1998
Associate Marketing Manager	

LANGUAGE SKILLS

Intermediate reading and conversational proficiency in Spanish