

# Sandy Kristin Piderit

Leavey School of Business  
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## Education

University of Michigan, Ann Arbor - Rackham Graduate School  
**PhD** Business Administration (Focus: Organizational Behavior) 1999

Case Western Reserve University - College of Arts & Sciences  
**BA** Mathematics, *cum laude*, minors in Management and Political Science 1991

## Professional Employment

Santa Clara University – Leavey School of Business Sept 2014 - present  
Lecturer, Department of Management  
Adjunct Lecturer, Department of Management December 2012- 2014

Naval Postgraduate School - Graduate School of Business and Public Policy  
Visiting Associate Professor 2008-2011

Case Western Reserve University - Weatherhead School of Management  
Associate Professor of Organizational Behavior 2006-2008  
Assistant Professor of Organizational Behavior 1999-2006  
Instructor, Department of Organizational Behavior 1998-1999

University of Michigan, Ann Arbor - School of Business Administration  
Graduate Student Instructor 1995-1996

## Continuing Education

The Flourishing Center, Certificate in Applied Positive Psychology, April 2020-  
I'm participating in this online training program, 3.5 hours of live online  
coursework per week, plus additional preparation/homework assignments

participant in 3 faculty workshops on the use of digital technology in teaching  
(2-3 days each) organized by the Instructional Technology staff at the  
Harrington Learning Commons, summer 2013

outcome: 12-minute video introducing students to a required MBA course  
[http://youtu.be/LjNnHe2o\\_hA](http://youtu.be/LjNnHe2o_hA)

## **Edited Books**

Bilimoria, D., and Sandy K. Piderit. 2007. Handbook on women in business and management. Edward Elgar.

Piderit, Sandy K., Ronald E. Fry, and David Cooperrider. 2007. Handbook of transformative cooperation: New designs and dynamics. Stanford University Press.

## **Peer-Reviewed Publications**

### *Organizational change and social transformation:*

Glavas, Ante, and Sandy K. Piderit. 2009.  
How does doing good matter? Corporate citizenship behaviors and their consequences within businesses. Journal of Corporate Citizenship, 36, 51-70.

Piderit, Sandy K. 2000.  
Rethinking resistance and recognizing ambivalence: A multidimensional view of attitudes toward organizational change. Academy of Management Review, 25(4), 783-794.

Powley, Edward H., and Sandy K. Piderit. 2008.  
Tending wounds: Elements of the organizational healing process. Journal of Applied Behavioral Science, 44(1), 134-149.

Weiss, Janet, and Sandy K. Piderit. 1999.  
The value of mission statements in public agencies. Journal of Public Administration Research and Theory, 9(2), 193-224.

### *Female managers and leaders:*

Piderit, Sandy K., and S. J. Ashford. 2003.  
Breaking silence: Tactical choices women make when speaking up about gender-equity issues. Journal of Management Studies, 40, 1477-1502.

Ashford, S. J.; Rothbard, N. P.; Piderit, Sandy K.; and Jane E. Dutton. 1999.  
Out on a limb: The role of context and impression management in issue selling. Administrative Science Quarterly, 43(1): 23-57.

Bilimoria, D., and Sandy K. Piderit. 1994.  
Board committee membership: Effects of sex-based bias. Academy of Management Journal, 37(6): 1453-1477.

Bilimoria, D., and Sandy K. Piderit. 1994.  
Qualifications of corporate board committee members. Group and Organization Management, 19(3): 334-362.

### *Team interdependence and complexity:*

Solow, D.; Burnetas, A.; Piderit, Sandy K., and C. Leenawong. 2005. Mathematical models for studying the value of motivational leadership in team replacement. *Computational and Mathematical Organization Theory*, 11, 5-36.

Solow, D.; Vairaktarakis, G.; Piderit, Sandy K., and M. Tsai. 2002. Managerial insights into the effects of interactions on replacing members of a team. *Management Science*, 48, 1060-1073.

### **Honors and Awards**

Service Award, Leavey School of Business, Santa Clara University, 2018. For excellence in teaching.

Doctoral Teaching Award, Weatherhead School of Management, Case Western Reserve University, 2005. For key contributions to the learning and professional development of Ph.D. students.

Dykstra Fellowship, School of Business Administration, University of Michigan - Ann Arbor, 1995-1996. For outstanding teaching, to selected fourth-year doctoral students.

### **Professional Activities**

Member, Organizational Behavior Teaching Society, 2015-2018

Editorial Board, Journal of Applied Behavioral Sciences, (2006-2009)

Member, Academy of Management divisions

- Organizational Development and Change, (1996-2015)  
(elected at-large board member 2005-2007)
- Gender and Diversity in Organizations (2000-2015)
- Management Education and Development (2012-2015)

### **Conference Presentations**

Piderit, S.K. 2015. New Hire Negotiation Simulation. presented at the Organizational Behavior Teaching Conference at the University of La Verne in June 2015.

**Teaching in graduate programs (MBA, MSIS, EMBA)**

*Santa Clara University*

Leading People in Organizations (MGMT 3000)

Required course for entering MBA students. Taught fall 2020 (online due to covid), summer 2020 (online due to covid), spring 2020 (online due to covid), fall 2019, spring 2019, fall 2018, spring 2018.

Introduction to Management (MGMT 160)

Required course for undergraduate business students. Taught 2 sections, winter 2020.

Business Negotiation Skills (MGMY 180)

Elective course for undergraduates. Taught spring 2020 (online due to covid).

Leadership and Emotional Intelligence (IDIS 3710)

One-unit required course for students entering the Accelerated MBA program. Taught fall 2016.

Leading Teams and Projects (MGMT 3538)

Elective course for evening MBA and MS students. Taught fall 2019, fall 2018, fall 2016, spring 2016, winter 2016, spring 2015, and fall 2014.

Building and Leading Teams in High-Performing Organizations I (MGMT 3500)

Required course for evening MBA students. Taught fall 2016 (AMBA), winter 2016, and fall 2015 (AMBA).

Strategic Business Negotiation (MGMT 3544)

Elective course for evening MBA students. Taught spring 2016, winter 2016, spring 2015, winter 2015, fall 2014, spring 2014, winter 2014, fall 2013, spring 2013, winter 2013, spring 2012, winter 2012.

Building & Leading Teams in High-Performing Organizations II (MGMT 3502)

Required course for evening MBA students. Taught spring 2014, winter 2014.

Systems Analysis and Management (MGMT 503)

Required course for evening MBA and MSIS students. Taught spring 2014, fall 2013, spring 2013, winter 2013, fall 2012.

*Naval Postgraduate School*

Organizations as Systems and Structures.

Required course for distance-learning students in the EMBA program. Taught summer 2011, winter 2010.

Managing Planned Change in Complex Organizations.

Elective course for full-time students in MSIS. Taught spring 2009.

Managing for Effectiveness.

Required course for resident students in the MBA program. Taught two sections per quarter in summer 2009, winter 2009, and summer 2008.

*Case Western Reserve University*

Managing Organizational Change.

Elective course for evening MBA students. Taught spring 2001.

Managerial Assessment and Development.

Required course for MBA students. Taught summer 2001, fall 2000, summer 2000.

Human Value in Organizations.

Required course for MBA students. Taught spring 1999, fall 1998.

*University of Michigan*

Human Behavior in Organizations.

Required course for evening MBA students. Taught fall 1996.

**Departmental Service**

At Santa Clara University

Course coordinator, Leading People & Organizations (MGMT 3000), spring 2018- present.

OB search committee fall 2019 (hired Hooria Jazaieri)

OB search committee fall 2018 (hired Esther Sackett)

**Undergraduate Teaching & Service**

at Case Western Reserve University

Work-Life Integration in Research and Practice.

Elective course for senior undergraduates. Taught in spring 2007.

Managing Organizations and People I and II.

Required course sequence for undergraduates majoring in accounting and management. Taught in spring 2007, fall 2006, spring 2006, spring 2005, and fall 2004. Course coordinator (synchronizing sections and supervising TAs and new instructors) 2004-2005.

Introduction to Organizational Behavior.

Core course for undergraduate management majors. Taught fall 2004, spring 2004, fall 2003, spring 2003, fall 2002, fall 2000, spring 2000, fall 1999, spring 1999, fall 1998. Mentored doctoral students as teaching assistants, 1998-2004.

### **Doctoral Teaching & Service**

Principles of Research Design. Required course for doctoral students in organizational behavior. Taught fall 2007, fall 2004, spring 2004, spring 2003.

Served as dissertation co-chair or committee member for the following graduate students:

Sridhar B. Seshadri (Ed.M, 2009)

Ante Glavas (Ph.D., 2009) -- tenured at the University of Vermont.

Simy Joy (Ph.D., 2009)

Claudy Jules (Ph.D., 2007)

Nadya Zhexembayeva (Ph.D., 2007)

Latha Poonamallee (Ph.D., 2006) -- tenured at The New School.

Edward H. Powley, (Ph.D., 2005) -- tenured at Naval Postgr. School.

Janet Kiehl (Ph.D., 2004)

Mary Grace Nevile (Ph.D., 2003)