

BRITTANY K. LAMBERT

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EDUCATION AND EMPLOYMENT

University of Colorado, Boulder, Leeds School of Business

Ph.D., Organizational Behavior

Boulder, Colorado

(expected May 2021)

Miami University of Ohio

B.S. Business, with Honors

Summa Cum Laude

Oxford, Ohio

May, 2009

Deloitte, LLP

Strategy Consultant and Manager for Chief Strategy Officer

Cincinnati, Ohio

Aug 2009 – June 2016

RESEARCH INTERESTS

Gig Economy | Gender and Diversity | Mental Health (Anxiety and Depression) | Emotions | Relationships

PUBLICATIONS

Under Review

Lambert, B. K., Van Wagoner, P., Lacerenza, C.N., & Johnson, S.K. “Female Leadership Paper” [Title changed to protect anonymity of manuscript while under review].

❖ Revise and resubmit, *Academy of Management Journal*

Van Wagoner, P.*, **Lambert, B. K.***, Cropanzano, R., & Rivin, J. “Anxiety and Depression Paper” [Title changed to protect anonymity of manuscript while under review].

❖ Revise and resubmit, *Journal of Applied Psychology*

* Shared first-authorship

Cropanzano, R., Keplinger, K., **Lambert, B. K.**, Ashford, S., & Caza, B. “Gig Economy Paper” [Title changed to protect anonymity of manuscript while under review].

❖ Revise and resubmit, *Journal of Applied Psychology*

Book Chapters

Cropanzano, R., Johnson, S.K., & **Lambert, B.K.** (2020). Leadership and emotions. In Yang, L. Q., Cropanzano, R., Daus, C. S., & Martínez-Tur, V. (Eds.). *The Cambridge Handbook of Workplace Affect*. Cambridge University Press.

Johnson, S. K., & **Lambert, B. K.** (In Press). Why diversity needs inclusion and how leaders make it happen. In Ferdman, B. M., Prime, J., & Riggio, R. E. (Eds.). *Inclusive Leadership: Transforming Diverse Lives, Workplaces, and Societies*. Routledge.

SELECTED WORKS IN PROGRESS

2020 SIOP Visionary Circle Grant Winning Project

Ashford, S.J., Caza, B.B., & **Lambert, B. K.** Working off the grid: Building resilience in the gig economy.

❖ 2-3 Projects in Study Design, Targets: TBD (e.g., *Academy of Management Journal*).

Keplinger, K., **Lambert, B. K.**, Cropanzano, R., & Van Wagoner, P. The psychology of solo: Worker adjustment during the transition to the gig economy.

❖ Writing, Target: *Academy of Management Journal*.

Lacerenza, C.N., Johnson, S.K., **Lambert, B. K.**, & Van Wagoner, P. How diversity climate reduces anxiety among women during the COVID-19 pandemic.

❖ Writing, Target: *Journal of Applied Psychology*.

Lambert, B.K., Lacerenza, C.N., & Barnes, L.Y. The Intrapersonal and interpersonal pathways to connection: How leaders navigate disruptive disclosure.

❖ Writing, Target: *Journal of Applied Psychology*.

Lambert, B.K.*, Van Wagoner, P*. & Cropanzano, R., Hansen, N. Mental health in the workplace: How affective work events contribute to anxiety and depression.

❖ Data Collection, Target: *Journal of Applied Psychology*.

* Shared first-author contributions

Lambert, B. K., Hansen, N. & Cropanzano, R. Improving mental health in the workplace: An integrative intervention to manage anxiety at work.

❖ Study Design, Target: *Journal of Applied Psychology*.

GRANTS AND AWARDS

Grants

Visionary Circle Grant Winner (2020): Working off the grid: Building resilience in the gig economy.

- Amount: \$100,000
- Funded by: Society of Industrial and Organizational Psychology
- Investigators: Sue Ashford, Brianna Caza, Brittany Lambert

Tony Connell Fund for Mental Health at Work (2018, 2019)

- Amount: \$20,000
- Funded by: University of Colorado, Boulder (Private Donor)
- Investigators: Russell Cropanzano, Brittany Lambert and Phoenix Van Wagoner

Awards

MacMillan Fellowship Award, Deming Center for Entrepreneurship, University of Colorado (2020)

Gerald Hart Doctoral Research Fellowship Award, Leeds School of Business (2019)

Nominee, Joseph L. Frasca Teaching Excellence Award (2019)

Academy of Management Careers Division Best Symposium Finalist (2018)

Ph.D. Teaching Award, Leeds School of Business (2018)

Gerald Hart Doctoral Research Fellowship Award, Leeds School of Business (2018)

REFEREED CONFERENCE PRESENTATIONS

Ashford, S.J., Caza, B.B., & **Lambert, B. K.** (2020). *Working off the grid: Building resilience in the gig economy*. Presented at the Society of Organizational and Industrial Psychology Annual Meeting, Visionary Circle Grant Session (Virtual).

Lambert, B. K. (presenter), Dasborough, M.T. (2019). *Anxiety and depression at work*. Presented during a poster session at the Academy of Management Annual Meeting (Boston).

Lambert, B. K. (presenter), Keplinger, K. & Cropanzano, R., (2019). *A new way of working: towards a theory of the gig economy*. Presented at the Positive Organizational Scholarship Meeting (Michigan).

Lambert, B. K. (presenter), Van Wagoner, P., Johnson, S.K., Lacerenza, C.N., & Hekman, D.R. (2018). *Break on through: How female leadership inspires advancement, breaks barriers, and destroys biases to propel other women forward*. Presented at the Academy of Management Annual Meeting (Chicago).

Lambert, B. K. (symposium co-organizer and presenter), Keplinger, K. & Cropanzano, R., (2018). *A mixed bag: Advantages and disadvantages of the Gig Economy for workers*. Presented at the Academy of Management Annual Meeting (Chicago).

Lambert, B. K. (presenter), Van Wagoner, P., Johnson, S.K., Lacerenza, C.N., & Hekman, D. R. (2018). *Break on through: How female leadership inspires advancement, breaks barriers, and destroys biases to propel other women forward*. Presented at the Interdisciplinary Perspectives on Leadership Symposium (Greece).

Van Wagoner, P., **Lambert, B. K.**, & Hekman, D. R. (2017). *Inclusive leader behaviors: What are they and what do they do?* Presented at the Academy of Management Annual Meeting (Atlanta).

Lambert, B. K., Van Wagoner, P., Johnson, S.K., & Hekman, D. R. (2017). *Proof versus potential: Why women are not making it to the top*. Presented at the Academy of Management Annual Meeting (Atlanta).

INVITED TALKS

Leeds School of Business Graduate Program, University of Colorado, Boulder (2020, webinar on mental health tools for COVID-19 distributed to all Masters students)

Boulder Valley Care Network (2019, presentation on well-being at work for 10 executive committee members)

Gartner (2019, webinar on female leadership to 200 diversity and inclusion leaders)

TEEM Co-Working Space and Digital Agency (2018, presentation on work in the gig economy for CEO and 30 freelancers)

Leeds School of Business Honors Fraternity, University of Colorado, Boulder (2018, speaker on leadership for honors fraternity)

Research Presented by Co-Author:

Chancellor's Spring Summit, University of Colorado, Boulder (2020 presentation on student mental health to 200 alumni and professionals)

Boulder Valley Care Network (2019, presentation on well-being at work for hospital board of directors)

Anschutz Medical Center (2019, presentation on mental health in the workplace)

Leeds School of Business Faculty (2019, presentation on student mental health)

SELECTED MEDIA COVERAGE

Research highlighted in: How Can Gig Workers Develop Resilience in Challenging Times? We're One Step Closer to Answers. (forthcoming). TEEM. <https://helloteem.com/blog/>.

Research highlighted in: CU Boulder leaders spotlight mental health. (2020). Boulder Daily Camera. <https://www.dailycamera.com/2020/03/03/cu-boulder-leaders-spotlight-mental-health/>

TEACHING EXPERIENCE

Instructor

Critical Skills in Leadership (Fall 2018), *University of Colorado, Boulder*

- Upper-level undergraduate Organizational Leadership elective class
- Two sections, 80 total students
- **Evaluations:** 5.6 / 6.0 and 5.3 / 6.0

Teaching Assistant (evaluations N/A)

MBA Negotiations (Spring 2020), *University of Colorado, Boulder*

- Full-time, Day-Time MBA Program, ~40 students
- Worked with teams on negotiation cases

MBA Executive Leadership (Spring 2019), *University of Colorado, Boulder*

- Evening MBA Course, ~30 students
- Guest-lectured one class

Business Core Management (Fall 2016), *University of Colorado, Boulder*

- Undergraduate core class, five sections, +300 students total
- Guest-lectured one class for each section

Guest Lecturer

Farmer School of Business, *Miami University of Ohio*

- Business Ethics (2010 – 2013)
- Consulting (2015)

PROFESSIONAL SERVICE

Ad Hoc Reviewer (Journals): *Journal of Organizational Behavior, International Journal of Human Resource Management* 2020 - Present

University of Colorado, Boulder Leeds School of Business

Dean's Civility Council 2017 - 2019

- Led a committee sponsored by the Dean to write a civility code for students and faculty
- Presented the code to the Leeds School of Business Board of Directors

Scholars Program, facilitator 2018 - 2019

MBA Women's Weekend, panel facilitator 2019

PhD Program, social chair 2018

PROFESSIONAL AFFILIATES

Academy of Management (MOC and OB Divisions) 2016 – Present

Society of Industrial and Organizational Psychology 2019 – Present

TRAINING

Acceptance and Commitment Therapy for Building Resilience During Adversity (Trauma) (2020)

- Statistical Horizons, Virtual
- Instructor: Robin Walser, Ph.D., Associate Director National Center for PTSD, Palo Alto VA

Multi-level Structural Equation Modeling (2019)

- Statistical Horizons, Philadelphia, PA
- Instructor: Kristopher Preacher, Ph.D.,

Intensive Longitudinal Designs (2019)

- Statistical Horizons, Philadelphia, PA
- Instructor: Donald Hedeker, Ph.D.

Mental Health First Aid (2018)

- University of Colorado, Boulder, Boulder, CO
- Instructor: Jean Rosmain, Ph.D.

Translational Cognitive Neuroscience (2018)

- University of Colorado, Boulder, Boulder, CO
- Instructor: Marie Banich, Ph.D.

Entrepreneurship (2018)

- University of Colorado, Boulder, Boulder, CO
- Instructor: Jeff York, Ph.D.

SELECTED WORK EXPERIENCE

Deloitte, LLP
Cincinnati, Ohio

08/2009 - 06/2016

Manager for Chief Strategy Officer of Deloitte, LLP

- Helped design initial vision for a new business that grew from a \$3M to a \$12M budget in a year
- Managed a team of up to three practitioners to execute projects that were delivered to C-suite executives and audiences of 5,000+
- Managed the redesign of Performance Management for 5,000 partners

Manager for Chief Executive Officer of Deloitte, LLP

- Managed all preparation for +100 CEO meetings with client executives

Consultant, Deloitte Consulting - Strategy and Operations (S&O)

- Guest Experience Assessment - 107-Acre, 800-Guest Room, Corporate Facility
 - Analyzed results of 880+ guest responses each and presented to leadership
- Cost Management and Improvement - \$1.7 Billion Non-Profit Healthcare System
 - Managed analysis of 35+ clinical and corporate initiatives totaling \$11 - 28M in annual cost savings and opportunities
- Supplier Collaboration and Factory Flow - Fortune 500 Aerospace & Defense
 - Increased production-labor efficiency resulting in a total unit cost savings of approximately \$0.5 million

Lambert Jewelers
Family Owned Business (my immediate family)
Marysville, OH

Summers 1999 – 2007

Business Manager and Sales Associate

- Responsible for co-managing all parts of the business, from growing the business to day-to-day operations

COMMUNITY AND INTERESTS

Colorado 4-H horse show judge (2017 – Present)
Horseback riding instructor (2017 – Present)
Various community service roles (2009 – Present)
Outdoors and sports enthusiast