

Liza Yasemin Barnes

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EDUCATION

University of Colorado Boulder, Leeds School of Business **Expected 2023**
Ph.D., Organizational Behavior

Dissertation Title: *A Multi-Perspective Exploration of Employee Medical Leaves of Absence*

Dissertation Committee: Dr. Christina Lacerenza (Chair), Dr. Stefanie Johnson (member)
Dr. Sabrina Volpone (member), Dr. Ashley Hardin (outside member), and Dr. Jason Kanov
(outside member)

**Winner of the AOM HR Division/SHRM Foundation Dissertation Grant*

University of Michigan **2014**
Organizational Studies; Biopsychology, Cognition & Neuroscience (BCN)

RESEARCH FOCUS

- Relationships at Work
- Identity Management
- Work-Life Interface

PEER-REVIEWED PUBLICATIONS

Maynard, M. T., Conroy, S., Lacerenza, C. N., & **Barnes, L. Y.** (2021). Teams in the wild are not extinct, but challenging to research: A guide for conducting impactful team field research with 10 recommendations and 10 best practices. *Organizational Psychology Review, 11*(3), 274–318.

Keplinger, K., Johnson, S. K., Kirk, J. F., & **Barnes, L. Y.** (2019). Women at work: Changes in sexual harassment between September 2016 and September 2018. *PLOS One, 14*(7), e0218313.

In PLOS One's top 10% most cited papers published in 2019

Media coverage by Yahoo!, 9NEWS, NBC News, Daily News & Analysis, Newsmax, The Indian Express, The Japan Times, The Hindustan Times, Medscape, World Economic Forum, the New Zealand Herald, and more

PRACTICE-FOCUSED ARTICLES

Keplinger, K., Johnson, S. K., Kirk, J. F., & **Barnes, L. Y.** (2019). Has Sexual Harassment at Work Decreased Since #MeToo? *Harvard Business Review*.

Featured in an HBR Women at Work book titled "Speak Up, Speak Out" (2022)

MANUSCRIPTS UNDER REVIEW

(Manuscript names altered to protect blind peer-review)

Barnes, L. Y.*, Lacerenza, C. N.*, & Volpone, S. D. (1st R&R at the *Academy of Management Journal*). Right-hand partners to organizational leaders.

Hardin, A. E., **Barnes, L.Y.**, Workman, K. M., & Schabram, K. (Under Review at *Organization Science*). The relational process of surfacing suffering at work.

WORKING PAPERS

Barnes, L. Y., & Lacerenza, C. N. (Preparing for submission). Manager retaliatory behavior to employee leaves of absence. Target: *Organizational Behavior and Human Decision Processes*.

Van Wagoner, H. P., Volpone, S. D., Embry, E. A., Hekman, D. R., **Barnes, L. Y.**, Reed, R., Rivin, J. M., & Johnson, S. K. (Preparing for submission). An examination of how gender identity diversity influences boundary spanning and team performance. Target: *Journal of Applied Psychology*.

Volpone, S. D., **Barnes, L. Y.**, & Jones, K. P. (Writing). Exploring the identity management strategies of working women who have experienced pregnancy loss. Target: *Organization Science*.

Barnes, L.Y. (Data Analysis). A qualitative exploration of employee medical leaves of absence. Target: *Academy of Management Journal*.

Volpone, S. D., **Barnes, L.**, Lyons, B., & Lacerenza, C. N. (Data Analysis). Preventing blind spots in the management literature through a review of identity management research. Target: *Academy of Management Journal*.

Barnes, L. Y., McCluney, C., Lacerenza, C. N., Hernandez, M., Washington, E. (Data Analysis). Exploring gender and diversity in the Chief of Staff role. Target: *Academy of Management Journal*.

Volpone, S. D., **Barnes, L. Y.**, Jones, K., P., Lyons, B. J., & Lindsay, A. (Longitudinal Data Collection). The interconnected nature of women's experiences pre- and post-partum: A longitudinal examination across two countries. Target: *Academy of Management Journal*.

CONFERENCE PRESENTATIONS

*Presenter denoted with a **

Hardin, A. E., **Barnes, L. Y.***, Workman, K. W. (August 2022). Ambivalence in the Early Stages of Compassion: The Relational Process of Noticing Suffering. Symposium presentation at the 82nd Annual Meeting of the Academy of Management, Seattle, WA.

- Volpone, S. D., **Barnes, L. Y.***, Jones, K. P., Kim, H. L., & Lurie, S. (August 2022). Identity Management during the Grief Process in Employees Who Have Experienced Pregnancy Loss. Symposium presentation at the *82nd Annual Meeting of the Academy of Management, Seattle, WA*.
- Van Wagoner, P.*, Volpone, S. D., Embry, E., Hekman, D. R, **Barnes, L. Y.**, Rivin, J. M., Reed, R., Johnson, S. K. (August 2022). An Examination of How Gender Identity Diversity Influences Boundary Spanning and Team Performance. Symposium presentation at the *82nd Annual Meeting of the Academy of Management, Seattle, WA*.
- Barnes, L. Y.***, Lacerenza, C. N., & Volpone, S. D. (June 2022). Who am I when I'm with you? Relational identity management of the right-hand partners to organizational leaders. Research presentation at the *10th Biennial Positive Organizational Scholarship Research Conference, Ann Arbor, MI*.
- Barnes, L. Y.**, Volpone, S. D., Jones, K. P., Kim, H. L.*, & Lurie, S. (August 2021). Exploring the identity management strategies of working women who have experienced pregnancy loss. Symposium presentation at the *81st Annual Meeting of the Academy of Management, Online*.
- Barnes, L. Y.***, Lacerenza, C. N., & Volpone, S. D. (August 2021). Who am I when you are with me?: How eclipsed figures construct identities while working in the shadow of high-powered leaders. Symposium presentation at the *81st Annual Meeting of the Academy of Management, Online*.
- The full Symposium, With or without you: Relationships and taking stock of their influence on work identity, was nominated for **Best Symposium of the MOC and Careers Divisions***
- Lacerenza, C. N., & **Barnes, L. Y.**, Maynard, M. T., Conroy, S. (August 2021). Research in the Wild: Best Practices and Recommendations for Conducting High-Quality Field Research. Professional Development Workshop at the *81st Annual Meeting of the Academy of Management, Online*.
- Hardin, A. E., **Barnes, L. Y.***, Workman, K. W. (April 2021). From Noticing to Surfacing: How Awareness of Suffering Occurs in Organizations. Research presentation at the *Inaugural Positive Relationships at Work (PRW) Microcommunity Virtual Conference*.
- Volpone, S. D & **Barnes, L. Y. (Co-Chairs)**. (April 2021). Research Incubator: Emerging Topics in Stigma Identity Management Scholarship. Alternative session at the *36th annual meeting of the Society for Industrial and Organizational Psychology, Online*.
- Barnes, L. Y.**, Volpone, S. D.*, Lacerenza, C. N., Lyons, B. J., Fleming, A. (August 2020). Employee Identity Management of Marginalized Identities: A Meta-Analytic Review. Symposium presentation at the *80th Annual Meeting of the Academy of Management, Online*.

Hardin, A. E., Workman, K. W., **Barnes, L. Y.**, & Dutton, J. E. (August 2020). A relational perspective on sharing suffering in organizations. Symposium presentation at the *80th Annual Meeting of the Academy of Management*.¹

Barnes, L. Y., Volpone, S. D., Lyons, B. J., Alcon, J., Fleming, A. (April 2020). A Review of Identity Management Research. Alternative session at the *35th annual meeting of the Society for Industrial and Organizational Psychology*.¹

Van Wagoner, P.*, Embry, E., **Barnes, L. Y.**, Rivin, J. M., Reed, R., Hekman, D. R., Volpone, S. D., Johnson, S. K. (August 2019). Leveraging Diversity to Enhance Inclusion Efforts for Team Processes and Outcomes. Symposium presentation at *the 79th Meeting of the Academy of Management, Boston, MA*.

HONORS AND AWARDS

2022 AOM HR Division/SHRM Foundation Dissertation Grant

2022 SIOP Small Research Grant

Co-Principal Investigator for the project titled: *The interconnected nature of women's experiences pre- and post-partum: A longitudinal examination across two countries*

2022 Finalist for AOM Best Symposium of the MOC and Careers Divisions

2021 Beverly Sears Graduate Student Grant Award

2020 Leeds School of Business PhD Student Teaching Award

2020 Gerald Hart Doctoral Research Fellowship Award

2019 Gerald Hart Doctoral Research Fellowship Award

2019 OLIA Department Fellowship Award for Fostering Community

TEACHING EXPERIENCE

University of Colorado Boulder, Leeds School of Business

Sole Instructor

Critical Leadership Skills (Undergraduate, 41 students) Fall 2021

Instructor Rating: 4.85 / 5.00

Critical Leadership Skills (Undergraduate, 39 students) Fall 2020

Instructor Rating: 4.75 / 5.00

*Winner of the **Outstanding Teaching Award** for a Doctoral Student*

Teaching Assistant

Foundations of Teamwork (MBA) Summer 2019, 2020, 2022

Principles of Organizational Behavior (Undergraduate) Fall 2018

¹ Accepted but not presented due to COVID-19

INVITED TALKS

Coloradan Conversations: The Future of Work

May 2022

Presented to CU Alum about how we can prepare for a shifting workplace landscape as many organizations transition to hybrid workplaces

Prime Chief of Staff Annual Summit

October 2020

Presented at their annual summit with Dr. Christina Lacerenza about our research on the Chief of Staff role conducted in partnership with Prime

SERVICE

Ad-hoc Journal Reviewing and Conference Reviewing

Academy of Management Review (Completed Bridge Reviewer Program)

Academy of Management Annual Conference

Institutional Service

President of the Doctoral Business Student Association (2022 – Present)

Leeds Professional Mentorship Program (2018-Present)

Vice President of the Doctoral Business Student Association (2020 – 2022)

Social Chair of the Doctoral Business Student Association (2019 – 2020)

Professional Memberships and Affiliations

Academy of Management (OB, MOC, HR Divisions)

Center for Positive Organizations Community of Scholars

Positive Relationships at Work Microcommunity

Compassion Lab 2.0

PROFESSIONAL EXPERIENCE

Client Operations Lead

2017 - 2018

Freebird, Inc. (Acquired by Capital One)

Boston, MA

- Managed the technical onboarding process and client relationships with corporate partners, specifically bringing the first 150 clients live in 10 months
- Established the implementation, client invoicing, and renewal framework for all corporate clients

Senior Implementation Consultant

2014 – 2017

Epic Systems

Madison, WI

- Managed the success of clinical & revenue cycle software implementations at several health systems by creating efficient workflows and software configuration strategies
- Served as a liaison between Epic customers and the Epic Research and Development team to steer the future of software enhancements based on top requests and project scope

REFERENCES

Dr. Christina N. Lacerenza

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