

# Sandy Kristin Piderit

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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

Teaching Professor, Dept of Management & Entrepreneurship	Sept 2024-present
Senior Lecturer, Dept of Management & Entrepreneurship	Sept 2023 - Aug 2024
Lecturer, Department of Management	Sept 2014 - Aug 2023
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

Mental Health First Aid Training, Santa Clara University, May 2023.

Microcredential Course in Active Learning, ACUE (Association of College and University Educators), September-December 2020.  
This online training included modules on

- Developing Effective Modules and Microlectures
- Teaching Powerful Notetaking Online
- Using Groups to Ensure Active Online Learning
- Using the Active Learning Cycle in Online Courses
- Planning Effective Online Discussions
- Facilitating Engaging Online Discussions

Certificate in Applied Positive Psychology, The Flourishing Center, April-Dec. 2020. This program included 2 hours per week of video lectures and 3 hours per week of interactive discussion on research-based approaches to promoting human flourishing. The curriculum was based on Martin Seligman's PERMA-V model with modules on Positivity, Empowerment, Relationships, Meaning, Achievement, and Vitality.

### **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:*

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.

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.

*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, 2024. For excellence in teaching.

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.

## Teaching Experience

### *Santa Clara University*

#### Leading People in Organizations (MGMT 3000)

Required course for entering MBA students. Taught winter 2024 (teamwork), fall 2024 (teamwork), spring 2024 (teamwork), winter 2024 (teamwork), fall 2024 (teamwork), fall 2023 (teamwork, 2 sections); winter 2023 (teamwork), spring 2023 (teamwork), fall 2022 (teamwork, 2 sections; leadership, 1 section), spring 2022 (teamwork), fall 2021 (teamwork & leadership together), spring 2021 (leadership), winter 2021, fall 2020 (4 sections, teamwork, online due to covid), summer 2020 (teamwork, online due to covid), spring 2020 (teamwork, online due to covid), fall 2019 (teamwork), spring 2019 (teamwork), fall 2018 (teamwork), spring 2018 (teamwork).

#### Strategic Business Negotiation (MGMT 3544)

Elective course for evening MBA students. Taught winter 2025 (in person), fall 2024 (online), summer 2024 (in person), spring 2024 (online), fall 2023 (online), spring 2023 (online), fall 2022 (online), spring 2022 (online), fall 2017, spring 2017, winter 2017, fall 2017, spring 2016, winter 2016, spring 2015, winter 2015, fall 2014, spring 2014, winter 2014, fall 2013, spring 2013, winter 2013, spring 2012, winter 2012.

#### Negotiation Skills in Business (MGMT 180)

Elective course for undergraduates. Taught winter 2024, winter 2023, fall 2021, spring 2020 (online due to covid), winter 2017.

#### Introduction to Management of Organizations (MGMT 160)

Required course for undergraduate business students. Taught fall 2024, winter 2022, winter 2021 (2 sections, online due to covid); 2 sections, winter 2020.

#### Leading Teams and Projects (MGMT 3538)

Elective course for evening MBA and MS students. Taught spring 2022, fall 2019, fall 2018, fall 2016, spring 2016, winter 2016, spring 2015, and fall 2014.

#### Leadership and Emotional Intelligence (IDIS 3710)

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

#### 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).

#### 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*

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

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.

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.

**School and University Service**

At Santa Clara University

Parliamentarian, Faculty Senate, May 2023-present

Member, Academic Affairs Committee of the Faculty Senate, November 2024-present

Vice President, SCU Adjuncts and Lecturers Union, July 2024-present

Member, Labor Management Committee, August 2024-present

Member, Committee on Lecturers and Adjuncts (COLA), Faculty Senate, September 2021-present

Contract Action Team Member, SCU Adjunct and Lecturer Union, January 2023-May 2024.

Member, Provost's Adjunct Faculty and Lecturers Council, September 2021 - June 2022

**Departmental Service**

At Santa Clara University

Departmental Task Force on Strategic Planning, January - June 2021.

Departmental Task Force on Course Coordination, September-December 2020.

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)

**Doctoral Advising & Service**

at Case Western Reserve University

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)

### **National 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.