

ELISE B JONES

United States Coast Guard Academy, Management Department
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ACADEMIC APPOINTMENTS

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

Instructor, Carroll School of Management, Boston College, Spring 2017

EDUCATION

Ph.D. Management and Organization, Boston College	2020
M.S. Management and Organization, Boston College	2017
M.A. Psychology, Connecticut College	2014
B.S. Business Management, Marketing emphasis, Brigham Young University, <i>summa cum laude</i>	1994

RESEARCH INTERESTS

My research focuses on how people construct their work identities in combination with identities they hold in other life domains. I am also interested in how interpersonal relationships shape the way people navigate tensions to construct work and non-work identities.

PUBLICATIONS

Jones, E. B. & Bartunek, J. M. 2021. Too close or optimally positioned? The value of personally relevant research. *Academy of Management Perspectives*, 35(3): 335–346.

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., Jurkowski, A., Parker, L. G., & Boyle, B. A. Current and former service members' experiences with factors contributing to women's retention in the U.S. Coast Guard.

Jones, E. B. & Gordon, J. Latent identities: Internalizing a role without “doing” it (theory article).

Jones, E. B. Identity work expands to “self work” with the acquisition of a new identity.

Jones, E. B. The role of a relational partner in identity construction.

TEACHING EXPERIENCE

U.S. COAST GUARD ACADEMY, Department of Management, New London, CT

Undergraduate:

- Human Resource Management, Fall 2020, 2021, 2022
- Leadership, Organizational Development, and Change, Spring 2021, 2022
- Senior Capstone Course, Spring 2021, 2022

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

Finalist for Michael Driver Best Symposium Award, Academy of Management Careers Division	2022
Showcase Symposium, Academy of Management Managerial and Organizational Cognition (MOC)	2022
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., & Gordon, J. R. 2022. Latent Identities: Cultivating Self-Definitions Independent of a Related Role. Presented in *Moving to the Next Stage: Clarifying Constructs and Integrating Theory in Identity Research* (M. M. George & **E. B. Jones**, organizers) at the Academy of Management Conference, Seattle, WA.

Jones, E. B. 2022. Constructing a Positive Self at the Intersection of Multiple Disparate Identities: Identity Work Expands to “Self Work” in response to the Acquisition of a New Identity. Presented at the Positive Organizational Scholarship Conference. Ross School of Business, University of Michigan, Ann Arbor, MI.

Jones, E. B. 2022. Can’t Have One without the Other(s): Identity Transition Reverberations across an Identity Network. Presented at the Transitions Research Group workshop, online.

Jones, E. B. 2022. *Should I Stay or Should I Go? Connecting Military Retention Research and Veterans’ Identity Transitions*. Presented at the Veteran Transition Research Institute Conference, Duke University.

Jones, E. B., & Bartunek, J. B. 2022. *How and Why We Care about Personally Relevant Research*. Presented at the Spring Institute Annual Meeting, online.

Jones, E. B., & Gordon, J. R. 2021, November 5. *Enactment: The Process by which Identities Come to Life*. Presented at the Work, Identity, and Meaning Research Forum, Boston College, Chestnut Hill, MA.

Gounden Rock, A., Mintzberg, H., Peiperl, M., Bidwell, M., Ecklund, **Jones, E. B., & Wittman, S.** 2021. *Supporting Non-traditional Research Career Paths in the Academy*. Presented at the Academy of Management Annual Meeting, online.

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, online.

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. Presented 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. 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. Presented 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. 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. 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. 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. 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. Presented 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. 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. 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 hosted 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. Presented at the Work and Family Researchers Network Conference, New York, NY.

STUDENT RESEARCH

Banks, L., Fritz, M., Jurkowski, A., & Parker, L. G. 2022, April 28. *United States Coast Guard reservist retention study*. Presented at the Undergraduate Research Symposium, U.S. Coast Guard Academy. Advisor: Dr. Elise B. Jones. Winners of the Class of 1959 Writing and Speaking Contest.

Boyle, B., Childress, L., Goins, M. E., Hackett, S., & Stone, Z. 2021, April 29. *United States Coast Guard women's retention study*. Presented at the Undergraduate Research Symposium, U.S. Coast Guard Academy. Advisor: Dr. Elise B. Jones.

MEMBERSHIPS

Transitions Research Group	2022-present
Work, Identity, and Meaning Research Community (Boston College)	2014-present
Boston Field Researcher Community	2014-present
Academy of Management	2014-present
Work and Family Researchers Network	2011-present
Gender, Race, and Organizations Research Community (Harvard Business School)	2015-2021
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