

MARY B. DUNN

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Office Address

Management Department
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Education

Ph.D., Organization Studies, Carroll School of Management, Boston College 2006
Dissertation Title: Socialization for Innovation: The Role of Developmental Networks
Chairperson: Candace Jones

M.B.A. Paul Merage School of Business, University of California, Irvine 1999

B.A. Colgate University, Hamilton, New York 1993
Dual major in French and political science

Academic Positions

Assistant Professor, School of Management, St. Edward's University, Austin, TX, August, 2012-present

- Teach MBA courses in *Organizational Behavior and Communications*
- Teach undergraduate courses in *Organizational Behavior, Human Resources Management, Managerial Problem Solving, Negotiations, Business Communications, and Internships*
- Received Presidential Excellence research awards (university-wide) 2013, 2014, and 2015.

Lecturer, McCombs School of Business, The University of Texas at Austin, August, 2005 - 2012

- Developed and taught 2-3 sections of undergraduate and graduate courses each semester (~130-150 students per semester, ~1300 students overall)
- Conducted research, published in top journals, and presented at national and international conferences
- Taught undergraduate courses in *Organizational Behavior* and *Business Communications*.
- Taught MBA courses in *Managing People and Organizations*
- Taught *Graduate Business Communications* to graduate students in Accounting.
- Supervised research for an undergraduate honors thesis (Plan II Honors Program)
- Served as faculty advisor to University Management Association

Instructor, Carroll School of Management, Boston College, 2002

- Developed and taught 1 section of Organizational Behavior to undergraduate students

Research Assistantships with Professors Candace Jones (Boston College), Judith Gordon (Boston College), and Kaye Schoonhoven (University of California, Irvine), 1999-2003.

Teaching Assistantships with Professors Candace Jones (Boston College), Judith Gordon (Boston College), Kaye Schoonhoven (UC, Irvine, Business School), and David Smith (UC Irvine, Sociology) 1998-2003.

Peer Reviewed Publications

Dunn, M. B., & Jones, C. 2010. Institutional logics and institutional pluralism: The contestation of care and science logics in medical education, 1967-2005. *Administrative Science Quarterly*, 55: 114-149. (Cited 191 times as of 4/15/15)

Conrad, P., Carr, P., Knight, S., Renfrew M., Dunn M. B., Pololi, L. 2010. Hierarchy as a barrier to advancement for women in academic medicine. *Journal of Women's Health*, 19: 799- 805. (Cited 23 times as of 4/15/15)

Kilduff, M., Mehra, A., Dunn, M. B. 2011. From blue sky research to problem solving: A philosophy of science theory of new knowledge production. *Academy of Management Review*, 36, 2: 297-317. (Cited 37 times as of 4/15/15)

Dunn, M. B. 2012. Creating and inheriting community: How does classroom cohesion affect students' learning and classroom climate? *Proceedings of the 39th Annual Organizational Behavior Teaching Society Conference for Management Educators*. Brock University, St. Catharines, Ontario, Canada.

Dunn, M. B. 2013. Identifying strengths: Think different about peer assessments of classroom participation. *Proceedings of the 40th Annual Organizational Behavior Teaching Society Conference for Management Educators*. University of North Carolina, Asheville, Asheville, North Carolina.

Lavine, M., Dunn, M.B., Bright, D, Powley, E. 2014. Positive organizational scholarship to improve and revitalize classroom practice: Lessons from the field. *Proceedings from the 41st Organizational Behavior Teaching Society Conference for Management Educators*. Vanderbilt University, Nashville, Tennessee.

Book Chapters

Jones, C., Dunn, M. B. 2007. Careers and institutions: The centrality of careers to organizational studies, In H. Gunz and M. Peiperl (Eds.) *Handbook of Career Studies*, Sage Publications, New York. (Cited 18 Times as of 4/15/15)

Peer- Reviewed Works in Progress and Under Review

Dunn, M. B. 2015. Learning to create knowledge: Integrating social resources and developmental networks. Developmental Stage: Revising.

Dunn, M. B. 2015. Throwing in the towel on college swim tests? How and when institutionalized practices lose value in organizations. Development Stage: Collecting data and Writing.

Dunn, M. B. Developing physician-scientists: Understanding the antecedents and outcomes of developmental networks within an organization over time. Development Stage: Revising.

Dunn, M. B. Learning to build networks: Do novice professionals' developmental networks affect subsequent collaboration networks? Development Stage: Writing.

Dunn, M. B., Jones, C. How do professionals create change in institutions? The case of public health and medical professions. Development Stage: Theory building.

Peer Reviewed Conference Presentations

Dunn, M.B. 2015. Early career developmental networks for men and women scientists: Are there differences? Will be presented in the Careers division of the 2015 *Academy of Management conference* in Vancouver, British Columbia, Canada in August, 2015.

Dunn, M.B. 2014. Developing strengths through peer feedback, Presented as part of the symposium, Innovative Teaching of Positive Organizational Scholarship in the Management Classroom at the *Academy of Management conference* in August, 2014 in Philadelphia, PA.

Lavine, M., Dunn, M.B., Bright, D, Powley, E. 2014. Positive organizational scholarship to improve and revitalize classroom practice: Lessons from the field. *Organizational Behavior Teaching Society*, 41st Annual OBTS conference in June, 2014 at Vanderbilt University.

Dunn, M. B. 2013. Identifying strengths: Think different about peer assessments of classroom participation. Presented at the *Organizational Behavior Teaching Society* conference in Asheville, NC, June 2013.

Dunn, M. B. 2012. Developmental networks and prominence: Alternate paths for learning how to produce knowledge. Presented in the Careers division of the *Academy of Management* meeting in Boston, Massachusetts, August, 2012.

Dunn, M. B. 2012. Creating and inheriting community: How does classroom cohesion affect students' learning and classroom climate? Presented at the *Organizational Behavior Teaching Society* conference in St. Catharines, Ontario, Canada, June, 2012.

Dunn, M. B., Jones, C. 2010. Institutional logics and pluralism: The contestation of care and science logics in medical education, 1967-2005. This paper was accepted for presentation in the OMT division of the *Academy of Management* meeting, Montreal, Canada, but withdrawn because it was accepted for publication at *Administrative Science Quarterly* after we submitted it to the Academy of Management meeting.

Kilduff, M. J., Dunn, M. B. 2008, Brokerage in closed versus open knowledge production systems, Paper was presented as part of a symposium in the OMT and BPS Divisions (Why should organization scientists care about the philosophy of science?) at the *Academy of Management* meeting, Anaheim, CA, August, 2008.

Dunn, M. B. 2007. Learning to produce knowledge: Whose networks matter? Paper was presented at the in the OMT Division of the *Academy of Management* meeting in Philadelphia, PA, August, 2007.

Dunn, M. B., Jones, C. 2007. Professional schizophrenia? Dueling or competing logics in medical education 1965-2005. Paper presented at *European Group for Organization Studies (EGOS) Colloquium*, Vienna, Austria, July, 2007.

Dunn, M. B. 2003. Socialization for innovation: How organizational context and developmental relationships shape scientific and technological innovation. *INFORMS College of Organization Science* Dissertation Proposal Competition, The Wharton School, University of Pennsylvania, PA, November, 2003.

Dunn, M. B. 2003. Socialization for innovation: The role of organizational context and developmental networks. This paper was presented at the Innovation Research Conference, Chestnut Hill, MA, May, 2003.

Dunn, M. B. 2003. Socialization for innovation: How organizations develop expertise with diverse knowledge and networks. This paper was presented in the OMT Division of the *Academy of Management* meeting, Seattle, WA, August, 2003.

Dunn, M. B. 2002. The norms that guide the processes of collaboration in medical technology. This paper was presented in the TIM Division of the *Academy of Management* meeting, Denver, CO, August, 2002.

Invited (Non-Peer Reviewed) Presentations

Dunn, M.B. 2015. Translating theory to practice: Teaching stakeholder analysis using institutional logics. This paper was presented at the Bill Munday School of Business Faculty Showcase, February, 2015.

Dunn, M.B. 2014. Learning to create knowledge: Integrating developmental networks and social resources. This paper was presented at the Bill Munday School of Business Faculty Showcase, March, 2014.

Dunn, M.B. 2013. Learning to create knowledge: Integrating developmental networks and social resources. This paper was presented at the School of Business at the University of Washington, Bothell. November, 2013.

Dunn, M. B. 2012. Developmental networks and prominence: Alternate paths for learning how to produce knowledge. This paper was presented at Daniels College of Business at the University of Denver. February, 2012.

Dunn, M. B. 2011. Socialization for Innovation. This paper was presented at Peabody College at Vanderbilt University. January, 2011.

Dunn, M. B., Jones, C. 2010. Institutional logics and pluralism: The contestation of care and science logics in medical education, 1967-2005. The paper was presented at the McCombs School of Business Health Care Symposium, April 30, 2010.

Dunn, M. B. 2009. Blogging in the classroom. Part of the panel: 21st Century Writing Tools. Teaching and Learning Colloquium, sponsored by the Division of Instructional Innovation and Assessment (DIIA), The University of Texas at Austin, January, 2009.

Dunn, M. B. 2007. Socialization for innovation: How organizational context shapes the socialization process. This paper was presented at the Health Science and Technology Division of Harvard Medical School and Massachusetts Institute of Technology, Cambridge, MA. May, 2007.

Dunn, M. B. 2003. Socialization for innovation: How organizational context and developmental relationships shape scientific and technological innovation. This paper was presented at the MIT Visiting Committee Meeting, Cambridge, MA, October, 2003.

Research Awards and Honors

Finalist, 2003 INFORMS, Organization Science Best Dissertation Proposal Competition

Recipient, 2013, 2014, 2015 Presidential Research Grant, St. Edward's University (University-wide award)

Recipient, 2013 Advisory Board Scholarship for Research, St. Edward's University (School-wide award)

Other Academic Awards

Finalist, The University of Texas Library Director's Award for Excellence in Library Resource Integration in the Classroom, 2009.

Member, Beta Gamma Sigma, National Honor Society for Business and Management, Inducted 1999.

Professional Service and Activities

Reviewer, *Academy of Management Journal*, *American Sociological Review*, *Administrative Science Quarterly*, *Journal of Management Studies*, *Organization Science*, *Organization Studies*, *Social Science and Medicine*, *Informa College on Organization Science Best Dissertation Proposal Competition*

Member and Reviewer, *Academy of Management* annual meeting. 2000-present

Member and Reviewer, *Organizational Behavior Teaching Society*. 2011-present.

Member, M.D. Curriculum Committee, Harvard Medical School and MIT HST Division. 2004-2005.

Service at St. Edward's University

Member of the Search Committee for Associate Director of Career Services, 2015

Member of the Search Committee for Career Counselor, 2014

Member of the Teaching, Learning, and Technology Roundtable (TLTR), 2014-2015

Member of the Search Committee for the Dean of the Munday School of Business, 2013-2014

Member of the Outstanding MBA Student Selection Committee, 2012-present

Committee Chair of the Outstanding MBA Student Selection Committee, 2014, 2015

Member of the Student Scholarship Awards Committee (undergraduate and graduate programs), 2015

Member of the Graduate Management Assessment Committee, 2012-present

Member of the Holy Cross Vision Council, 2012-present

Courses Developed and Taught at St. Edward's University

<u>Course Title</u>	<u>Level</u>	<u>Average Instructor Ratings</u> (out of 4.0)
<i>Organizational Behavior and Communication</i>	MBA	3.94/4.0 (4 sections of ~15 students)
<i>Organizational Behavior</i>	undergraduate	3.87/4.0 (3 sections of 25 students)
<i>Human Resources Management</i>	undergraduate	3.87/4.0 (3 sections of 20 students)
<i>Internship (On-line course)</i>	undergraduate	3.70/4.0 (2 section of 12 students)
<i>Managerial Problem Solving</i>	undergraduate	3.90/4.0 (3 sections of ~26 students)
<i>Business Communications</i>	undergraduate	3.94/4.0 (1 section of 16 students)
<i>Negotiations</i>	undergraduate	n/a (1 section of 19 students)

Courses Taught at the McCombs School of Business, The University of Texas at Austin

<u>Course Title</u>	<u>Level</u>	<u>Average Instructor Ratings</u> (out of 5.0)
<i>Organizational Behavior</i>	undergraduate	4.4/5.0 (19 sections of ~50 students)
<i>Business Communications</i>	undergraduate	4.3/5.0 (7 sections of ~32 students)
<i>Honors Business Communications</i>	undergraduate	4.6/5.0 (3 sections of ~32 students)
<i>Leading People and Organizations</i>	MBA	3.6/5.0 (2 sections of 50 students)
<i>Graduate Seminar in Business Communications</i>	MPA	4.2/5.0 (2 sections of 20 students)

Formal Student Advising, Supervising, and Mentoring

Undergraduate advisor, 20 undergraduate students at St. Edward's University, 2012-present

Hilltop Mentor to a first year business student at the Munday School of Business, 2014-present

Supervisor for undergraduate research thesis, Plan II Honors Program, The University of Texas at Austin, Khushbu Shah, The Macondo disaster: How did British Petroleum's strategy for managing its image affect stakeholder perceptions over time? 2010-2011.

Faculty advisor to the *University Management Association*, at the McCombs School of Business, The University of Texas at Austin, 2011-2012.

Other Work Experience and Activities

MBA Intern, Business Development/ Mergers & Acquisitions Department, Rockwell Semiconductor Systems (now Conexant Systems), Newport Beach, CA, February, 1998- September, 1998.

Retirement Plan Specialist, Putnam Investments, Boston, MA, September, 1993- December, 1994.

Registered Representative, Aetna Retirement Services (now ING), Austin, TX, April, 1995- July, 1997.

MBA Ambassador, University of California, Irvine, June, 1998- June, 1999.

Student Lifeguard Director, Colgate University, August, 1992- May, 1993.

Team member, 4-year letter winner, Patriot League & East Coast Athletic Conference finalist, Colgate University Women's Swimming Team, Team Captain, 1992-1993.

Inductee, Athletic Hall of Fame, Notre Dame Academy, Hingham, MA, 2013.