Ryann E. Manning

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EDUCATION

Harvard University **Cambridge, MA**
PhD in Organizational Behavior and Sociology Expected May 2017
Dissertation co-chairs: Michele Lamont (Sociology) and Kathleen McGinn (HBS)
Dissertation committee members: Julie Battilana (HBS) and Jocelyn Viterna (Sociology)
Master of Arts in Sociology May 2014

Harvard University John F. Kennedy School of Government **Cambridge, MA**
Master in Public Policy June 2005

Princeton University Woodrow Wilson School of Public and International Affairs **Princeton, NJ**
Bachelor of Arts in Public and International Affairs June 2001

ARTICLES UNDER REVIEW AND IN PREPARATION

Manning, Ryann. "All Hands are Needed: The Emergence of Diaspora Mobilization in Response to the 2014-2015 West African Ebola Outbreak." Currently revising a draft of this paper.

Manning, Ryann. "Emplacing Anger: Emotion Management in West African Pediatric Wards." Revise and Resubmit, *Administrative Science Quarterly*.

- Winner, American Sociological Association (ASA) Sociology of Emotions Graduate Student Paper Award 2016
- Winner, Society for the Study of Social Problems (SSSP) Health, Health Policy and Health Services Student Paper Award 2016
- Winner, European Group on Organizational Studies (EGOS) Best Student Paper Award 2014
- Nominated, Academy of Management Organization and Management Theory (OMT) Best Student Paper 2014 and included in Best Paper Proceedings of the 2014 Academy of Management Meeting

Manning, Ryann, Julie Battilana and Lakshmi Ramarajan. "When Support Becomes a Liability: Threats to Identity and Collective Action." Preparing for submission to *Academy of Management Review.*

- Nominated, OMT Best Paper on Environmental and Social Practices and included in Best Paper Proceedings of the 2014 Academy of Management Meeting

PUBLICATIONS

Manning, Ryann and Michel Anteby. Forthcoming. "Wrong Paths to Right: Defining Morality With or Without a Clear Red Line." In *Organizational Wrongdoing,* edited by Donald Palmer, Royston Greenwood, and Kristin Smith-Crowe. Cambridge, UK: Cambridge University Press.

Manning, Ryann. 2014. "FollowMe.IntDev.Com: International Development in the Blogosphere." Pp. 213-240 in *Popular Representations of Development: Insights from Novels, Films, Television, and Social Media*, edited by David Lewis, Dennis Rodgers, and Michael Woolcock. Abingdon, UK: Routledge.

Manning, Ryann. 2009. "The Landscape of Local Authority in Sierra Leone: How "Traditional" and "Modern" Justice and Governance Systems Interact." Pp. 110-137 in *Decentralization, Democracy, and Development: Recent Experience from Sierra Leone*, edited by Yongmei Zhou. Washington, DC: The World Bank.

Mattes, Robert and Ryann Manning. 2004. "The Impact of HIV/AIDS on Democracy in Southern Africa: What Do We Know, What Do We Need to Know, and Why?" Pp. 191-214 in *The Political Economy of AIDS in Africa*, edited by Nana Poku and Alan Whiteside. Burlington, VT: Ashgate Publishing.

Whiteside, Alan, Robert Mattes, Samantha Willan, and Ryann Manning. 2004. "What People Really Believe About HIV/AIDS in Southern Africa." Pp. 127-150 in *The Political Economy of AIDS in Africa*, edited by Nana Poku and Alan Whiteside. Burlington, VT: Ashgate Publishing.

POLICY RESEARCH AND WORKING PAPERS

Manning, Ryann. 2015. "Improving Relations Between Communities and Frontline Staff: Insights from Research on Nurses." Research note prepared for the Sierra Leone Ministry of Health and Sanitation and the International Growth Centre at the London School of Economics.

Manning, Ryann. 2009. "Challenging Generations: Youths and Elders in Rural and Peri-Urban Sierra Leone." *Justice and Development Working Paper*. Washington, DC: The World Bank.

Manning, Ryann. 2009. "Exploitation of Poor Communities in Sierra Leone: False Promises in Reconstruction and Development. *Justice and Development Working Paper*. Washington, DC: The World Bank.

Manning, Ryann, Pamela Dale, and Liz Foster. 2006. "Crime and Conflict Statistics from Baseline GoBifo/ENCISS/Decentralization Surveys, Preliminary Analysis." Justice for the Poor. Washington, DC: The World Bank.

Manning, Ryann. 2003. "The Impact of HIV/AIDS on Local-Level Democracy: A Case Study of the eThekwini Municipality, KwaZulu-Natal, South Africa." *Centre for Social Science Research (CSSR) Working Paper* No. 035. Cape Town, South Africa: University of Cape Town.

Manning, Ryann. 2002. "The Impact of HIV/AIDS on Civil Society – Assessing and Mitigating Impact: Tools and Models for NGOs and CBOs." Published with support from USAID. University of Natal, Durban: Health Economics and HIV/AIDS Research Division (HEARD).

AWARDS & HONORS

- American Sociological Association (ASA) Sociology of Emotions Graduate Student Paper Award, 2016
- Society for the Study of Social Problems (SSSP) Health, Health Policy and Health Services Student Paper Award, 2016
- Selected by Harvard University's Organizational Behavior PhD program to attend the Academy of Management OMT Doctoral Symposium, 2016
- OMT Division Above and Beyond the Call of Duty (ABCD) Reviewing Award, 2016
- Harvard Graduate School of Arts and Sciences Dissertation Completion Fellowship, 2016-2017
- European Group on Organizational Studies Best Student Paper Award, 2014

- Harvard University Certificate of Distinction in Teaching, Spring 2013
- Harvard Business School Doctoral Student Research and Conference Fellowship, $19,955, 2010-2017
- Committee on African Studies research grant, $3,000, 2013
- Thayer Scholarship, awarded to one meritorious scholar in each graduate school at Harvard, 2005
- Henry Richardson Labouisse ’26 Prize Fellowship, Princeton University, 2001

REFEREED CONFERENCE PRESENTATIONS

“All Hands are Needed: The Mobilization of Diaspora Communities in Response to the 2014-2015 Ebola Outbreak.”

- American Sociological Association Annual Meeting, Seattle, WA. August 2016
- European Group on Organizational Studies Colloquium, Naples, Italy. July 2016
- Eastern Sociological Society Annual Meeting, Boston, MA. March 2016

“Mobilizing Meaning in Times of Crisis,” All-Academy Theme Panel Symposium, Co-organizer and Presenter.

- Academy of Management Annual Meeting, Anaheim, CA. August 2016

“Emplacing Anger: Emotion Management in West African Pediatric Wards.”

- Society for the Study of Social Problems Annual Meeting, Seattle, WA. August 2016
- American Sociological Association Annual Meeting, Chicago, IL. August 2015

“Constructing Online Pedagogical Spaces: Bringing Sociology and the Sociological Imagination to MOOCs,” Panel Discussion, Co-organizer and Moderator.

- Eastern Sociological Society Annual Meeting, Boston, MA. March 2016

“Wrong Paths to Right: Defining Morality With or Without a Clear Red Line,” with Michel Anteby.

- Academy of Management Annual Meeting, Vancouver, Canada. August 2015

“A Place for Emotion: How Space Structures Nurse-Parent Interactions in W. African Public Hospitals.”

- European Group on Organizational Studies Colloquium, Rotterdam, Netherlands. July 2014
- Academy of Management Annual Meeting, Philadelphia, PA. August 2014
- EMONET: Emotions Network, Doctoral Consortium Roundtable, Philadelphia, PA. August 2014

“Communicating Change: When Identity Becomes a Source of Vulnerability for Institutional Challengers.”

- Academy of Management Annual Meeting, Philadelphia, PA. August 2014

“Caregiving in Crisis: Nurses’ Responses to Urgent Situations in West African Public Hospitals.”

- Organization Studies Workshop, Mykonos, Greece. May 2013
- Consortium of Universities of Global Health Conference, Poster, Washington, DC. March 2013
- Eastern Sociological Society Annual Meeting, Boston, MA. March 2013

“Consultative, User-Led Funding Models Empower Staff and Improve Quality of Care in Low Resource Settings,” with Toyin Ajayi and Matthew Clark.

- Consortium of Universities of Global Health Conference, Poster, Washington, DC. March 2013

“Mutual Cultural Adaptation in Global Organizations,” with Tsedal Neeley.

- Academy of Management Annual Meeting, Roundtable, Boston, MA. August 2012

INVITED TALKS AND PRESENTATIONS

"'All Hands Are Needed': The Emergence of Diaspora Mobilization in Response to the 2014-2015 Ebola Outbreak." Harvard Business School Organizational Behavior Seminar. May 2016

"Improving Relations between Communities and Frontline Staff: Lessons from Nurses." Consultative Workshop on National Community Health Worker Program in Sierra Leone, hosted by the Ministry of Health and Sanitation and International Growth Centre, Freetown, Sierra Leone. July 2015

"Insight into Ebola Outbreak," Interview on the *Current Science & Technology Podcast*, Museum of Science, Boston, MA. June 2015

"Emplacing Anger: Emotion Management in West African Pediatric Wards." Institute for Work & Employment Research (IWER) Seminar Series, MIT, Cambridge, MA. May 2015

"Clinics, Caregivers, and Communities: The Fight to End Ebola in Sierra Leone," Guest Research Presentation. Museum of Science, Boston, MA. May 2015

"Health Prevention and Crisis Management in Developing Countries." Moderator, Harvard International Development Conference, Cambridge, MA. March 2015

"A Place for Emotion: How Space Structures Nurse-Parent Interactions in West African Pediatric Wards." Culture and Social Analysis Workshop, Harvard University, Cambridge, MA. November 2013

"'Hardworkingness' vs. 'Idle Care': Positive Deviance in Performance Among Public Sector Nurses in West Africa." Harvard Committee on African Studies Graduate Student Workshop, Cambridge, MA. April 2012

"Health Systems Strengthening in Sierra Leone: A Center of Excellence for Integrated Pediatric Services." Centers for Disease Control (CDC), Atlanta, GA. March 2009

"Justice for the Poor in Sierra Leone – Preliminary Findings and Lessons from Working with Local Researchers." Justice for the Poor Week, The World Bank, Washington, DC. June 2007

"Lessons in International Bridge Building: the 2004 International Bridge Builders Conference." Inter-American Development Bank, Okinawa, Japan. July 2004

"2004 International Bridge Builders Conference: From the Grassroots to the Global Arena." Inter-American Development Bank, Washington, DC. May 2004

"The Impact of HIV/AIDS on Local-Level Democracy." Centre for Social Science Research, University of Cape Town. November 2002

"Is HIV/AIDS a Threat to Local-Level (Grassroots) Democracy?" Workshop sponsored by African Academy of Sciences and Friedrich Ebert Stiftung, Nairobi, Kenya. September 2002

TEACHING INTERESTS

Organizational Behavior; Public and Nonprofit Management; International Management; Healthcare Policy and Management; Medical Sociology; Organizational Sociology; Cultural Sociology; Qualitative Research Methods; Management Ethics; Research Ethics

TEACHING AND ADVISING

Sociology Department Qualitative Advisor, Harvard University 2015-2016

- Course: *Senior Thesis Tutorial*, and one-on-one advising for senior thesis writers

Invited Lecturer, Excelorators, an education company serving international students 2015

- Lectures: *Business Plans* and *Leadership in Business* for students from China

Invited Guest Lecturer, Wellesley College 2014

- Course: *Thinking Global: An Introduction to Sociology*. Course Head: Smitha Radhakrishnan

Senior Thesis Advisor, Harvard University Sociology Department 2013-2015

- Advisees: Yolanda Borquaye, Class of 2014; and James Ramsey, Class of 2015

Teaching Fellow, Harvard Business School MBA Program 2013

- Course: *Power and Influence*. Course Head: Julie Battilana
- Course: *Managing Global Health.* Course Head: Nava Ashraf

Invited Lecturer, International Summer School on Leadership, Tbilisi, Georgia 2013
The International Spark Program and Free University of Tbilisi, Georgia

- Courses: *Research Methods*, *Leadership Narratives and Storytelling*, and *Learning from Failure*. Average rating: 4.56/5.00

Teaching Fellow, Harvard University Sociology Department 2012-2013

- Course: *Successful Societies: Markers and Pathways*. Course Head: James R. Dunn and Michele Lamont (2012); Peter Hall and Michele Lamont (2013). Average rating: 4.71 / 5.00

Facilitator, Harvard Business School Executive Education 2011-2012

- Course: *Leading Change and Organizational Renewal*. Course Head: Michael L. Tushman
- Course: *Program for Leadership Development.* Course Head: Leslie Perlow

Course Assistant, Harvard Kennedy School of Government 2004-2005

- Course: *Social Institutions and Economic Development.* Course Head: Michael Woolcock
- Course: *Social Problems and Government Responses*. Course Head: Erzo Luttmer

Instructor, World Bank Justice for the Poor Program 2006-2007

- Course: *Qualitative Research Methods*, a training program for Sierra Leonean researchers

PRIOR WORK EXPERIENCE

Welbodi Partnership **Freetown, Sierra Leone**
Non-Executive Director 2010-present
Acting CEO 2015
Co-Founder, Coordinator, and Management Specialist 2007-2010

- Appointed Acting CEO in 2015 to provide strategic leadership and operational support during the Ebola outbreak. This UK charity partners with Sierra Leone's Ministry of Health and Sanitation to improve the quality of healthcare in Sierra Leone
- Led organizational formation and fundraising, and managed all programs from 2007 to 2010. Provided intensive policy and management support to facilitate organizational transformation and improve systems in government health facilities

Malaria Consortium **Cambridge, MA**
Consultant, InScale Project 2010

Concern Worldwide **Freetown, Sierra Leone**
Country Manager, Innovations for Maternal, Newborn and Child Health 2009-2010

World Bank **Freetown, Sierra Leone**
Field Research Coordinator and Consultant, Justice for the Poor and Understanding Processes of Change in Local Governance 2006-2009

Council on Foreign Relations **Washington, DC**
Associate Director and Consultant, Center for Universal Education 2005-2008

Ethical Globalization Initiative **New York, NY**
Council of Women World Leaders Fellow 2005-2008

University of Cape Town & University of Natal **Durban and Cape Town, South Africa**
Junior Visiting Research Fellow, Democracy in Africa Research Unit *2002*
Researcher, Health Economics and HIV/AIDS Research Division *2001-2002*

OTHER SKILLS

Proficient in Spanish and Sierra Leonean Krio

Experienced with R and STATA statistical packages, NVivo qualitative coding software, assorted blogging platforms, and all Microsoft Office programs

PROFESSIONAL SERVICE

Member, HBS Doctoral Programs Student Advisory Group (2012-2014)

Co-organizer, Work, Organizations, and Markets Workshop (2012-2014)

Contributor / Interviewer, The ASQ Blog (April 14, 2016)

Co-organizer, Work/Culture Sociology Group meeting, Harvard Business School (June 2014)

Ad-hoc reviewer: *American Journal of Sociology* and Academy of Management Annual Meeting (2012-2016)

REFERENCES

References are available on request.