

LAKSHMI RAMARAJAN
Harvard Business School, Morgan Hall, Boston, MA 02163
lramarajan@hbs.edu

ACADEMIC APPOINTMENTS

Harvard Business School, Organizational Behavior Unit

Anna Spangler Nelson and Thomas C. Nelson

Associate Professor of Business Administration (without tenure)

2017-present

Hellman Faculty Fellow Award

2019-2020

Assistant Professor

2010-2016

Post-doctoral Fellow

2008-2010

EDUCATION

Ph.D. in Management, The Wharton School, University of Pennsylvania

2009

• *State Farm Foundation Doctoral Dissertation Award in Business*

2008

M.Sc. in International Relations, London School of Economics and Political Science

1999

• *American Friends of the LSE Graduate Scholarship Award*

1998

B.A. (Honors) in International Relations, Wellesley College, *Magna cum Laude*

1998

RESEARCH INTERESTS

Multiple identities; work and non-work identities; gender; demographic differences in organizations; interpersonal relationships at work; power and influence

PUBLICATIONS

Articles

Battilana, Julie, Julie Yen, Isabelle Ferreras, and Lakshmi Ramarajan. (2022). "Democratizing Work: Redistributing power in organizations for a democratic and sustainable future." *Organization Theory*, 3:1-29.

Rothbard, N., Ramarajan, L., Ollier-Malaterre, A and Lee, S. (2022). "OMG! My Boss Just Friendened Me:" How Evaluations of Colleagues' Disclosure, Gender, and Rank Shape Personal/Professional Boundary Blurring Online. *Academy of Management Journal*.

Reid, E. and Ramarajan, L. (2021). Seeking Purity, Avoiding Pollution: Strategies for Moral Career Building. *Organization Science*.

Ramarajan, L. and Reid, E. (2020). Relational Reconciliation: Socializing Others Across Demographic Differences. *Academy of Management Journal*. 63: 356-385.

• *Finalist for AMJ 2020 Best Paper Award*

Ramarajan, L., Berger, I. and Greenspan, I. (2017). Multiple Identity Configurations: The Benefits of Focused Enhancement for Prosocial Behavior. *Organization Science*. 28: 495-513.

Ramarajan, L., Rothbard, N. and Wilk, S. (2017). Discordant vs. Harmonious Selves: The Effects of Identity Conflict and Enhancement on Sales Performance in Employee-Customer Interactions. *Academy of Management Journal*. 60: 2208-2238.

Dimitriadis, S. Lee, M., Ramarajan, L. and Battilana, J. (2017). Blurring the Boundaries Between the Social and Commercial Sectors: The Interplay of Gender and Local Communities in the Commercialization of Social Ventures. *Organization Science*. 28: 819-839.

Ramarajan, L. (2014). Past, Present and Future Research on Multiple Identities: Toward an Intrapersonal Network Approach. *Academy of Management Annals*. 8: 1-71.

Ramarajan, L. and Reid, E. (2013). Shattering the Myth of Separate Worlds: Negotiating Non-Work Identities at Work. *Academy of Management Review*. 38: 621-644.

Ramarajan, L., Bezrukova, K., Jehn, K. and Euwema, M. (2011). From the Outside In: The Negative Spillover Effects of Boundary Spanners' Relations with Members of Other Organizations. *Journal of Organizational Behavior*. 32: 886-905.

Barsade, S., Ramarajan, L. and Westen, D. (2009). Implicit Affect in Organizations in B. Staw and A. Brief (Ed.) *Research in Organizational Behavior*. 29: 135-162.

Ramarajan, L. Barsade, S. and Burack. (2008). The Influence of Organizational Respect on Emotional Exhaustion in the Human Services. *Journal of Positive Psychology*, 3: 4-18.

Ramarajan, L. Bezrukova, K. Jehn, K., Euwema, M. and Kop, N. (2004). The Relationship between Peacekeepers and NGO Workers: The Role of Training and Conflict Management Styles in International Peacekeeping. *International Journal of Conflict Management*. 15: 167-191.

Book Chapters

Seegars, L. and Ramarajan, L. (2019). "Blacks Leading Whites: How Mutual and Dual (Ingroup and Outgroup) Identification Affect Inequality." in Roberts, L. M., Mayo, T. and Thomas, D. (Eds). *Race, Work, and Leadership: New Perspectives on the Black Experience*. HBS Press.

Ramarajan, L. and LeRoux-Rutledge, E. (2016). "How Identities and Discrimination Catalyze Global Entrepreneurship." In Roberts, L. Wooten, L. and Davidson, M. (Eds.) *Positive Organizing in a Global Society: Understanding and engaging differences for capacity-building and inclusion*. Routledge.

Ramarajan, L. and Thomas, D. A. (2011). A Positive Approach to Studying Diversity in Organizations. In Cameron, K. and Spreitzer, G. (Eds). *Handbook of Positive Organizational Scholarship*. Oxford University Press.

Rothbard, N. and Ramarajan, L. (2009). Checking Your Identities at the Door? Positive Relationships Between Work and Non-work Identities. In L. M. Roberts and J. Dutton (Eds). *Exploring Positive Identities and Organizations: Building a Theoretical and Research Foundation*. Psychology Press.

MANUSCRIPTS UNDER REVIEW

Ramarajan, L and Yen, J. Title Blinded. (Revise and Resubmit, *Administrative Science Quarterly*).

SELECTED RESEARCH IN PROGRESS

Ramarajan, L. McGinn, K. & Kolb, D. Shifting Gender Logics in Professional Work (reject and resubmit, *Administrative Science Quarterly*)

DeSantola, A., Ramarajan, L. and Battilana, J. First (and Only)? The Limits of Visibility in adding the First Female Board Member

Seegars, L. Reid, E., Ramarajan, L and Lee, S. What am I Worth? Wage (in)Security and the (in)Secure Self.

Johnson, E. Lee, S. Ely, R. and Ramarajan, L. Intersectional Penalties for Women Leaders: Considering Race in Backlash Effects.

TEACHING INTERESTS

Leadership & Organizational Behavior, Power and Influence, Authentic Leadership, Diversity, Negotiation

TEACHING EXPERIENCE

MBA Courses

- Power and Influence, 2nd year Elective Course
- Authentic Leadership Development, 2nd year Elective Course
- Leadership and Organizational Behavior, 1st year Required Course

Executive Education

- Topics: Authentic Leadership; Bringing Your Complexity to Work; Building Effective Networks; Implementing Change; Collaboration in Diverse Teams; Leading and Working Across Boundaries; Empowering and Engaging Inclusive Teams; Personal Leadership Journey; Women Leading Purposefully; Everest Team Simulation
- HBS Programs: Driving Performance Through Talent Management; Global Strategic Management; Leading Professional Service Firms; Leading Change and Organizational Renewal

Doctoral Courses

- Micro Topics in Organizational Behavior.

Undergraduate Courses (Wharton)

- Management 101, Section Instructor and Negotiation (guest sessions)

COURSE MATERIALS

Ramarajan, L., Dessain, V. and Moloney, E. "Leading Change in Talent at L'Oréal." Harvard Business School Case 420-106.

Ramarajan, L., Riley-Bowles, H. and Norris, M. "Nadine Vogel: Transforming the Marketplace, Workplace, and Workforce for People with Disabilities." Harvard Business School Case 420-062.

Gino, F. and Ramarajan, L. "Melody Hobson at Ariel Investments." Harvard Business School Case 419-041.

Battilana, J., Ramarajan, L. and Norris, M. "Nicholas Kristof and Sheryl WuDunn: The Power of Writing to Launch and Sustain a Movement." Harvard Business School Case 418-004.

Ramarajan, L. and Radu, A. "Carla Ann Harris at Morgan Stanley." Harvard Business School Case 415-029 and Teaching note 416-040

- 1st Annual AASU Case Award for case taught in the Elective Curriculum (2nd year)

Battilana, J., Ramarajan, L. and Weber, J. "Claude Grunitzky." Harvard Business School Case 412-065 and Teaching note 415-059.

Ramarajan, L. "Building Effective Interpersonal Relationships at Work." Harvard Business School Conceptual note. 415-030.

Ramarajan, L. Marquis, C. and Thomason, B. "Public Architecture." Harvard Business School Case 411-030.

DOCTORAL STUDENT ADVISING

Dissertation Committees: Rachel Arnett, Daniel Brown, Catarina Fernandes, Sujin Jang, Lisa Kwan, Pamela Park, Lumumba Seegars, Ahmmad Brown, Aurora Turek

Qualifying Paper Committees: Catarina Fernandes, Lumumba Seegars, Jeff Steiner, Ahmmad Brown, Julie Yen

Awards: 2021 Wyss Award for Excellence in Mentoring Doctoral Students, 2020 and 2017 Junior Faculty Runner-up, Wyss Award for Excellence in Mentoring Doctoral Students

PRACTITIONER-ORIENTED ARTICLES

Caza, B., Ramarajan, L., Reid, E. and Creary, S. How to Make Room in Your Work Life for the Rest of Your Self. (hbr.org) (May 2018). Published in HBR Guide to Work-Life Balance (2019).

Reid, E. and Ramarajan, L. "Managing the High-Intensity Workplace." *Harvard Business Review* (June 2016)

Ramarajan, L. and Reid, E. (2013). Changes in Work, Changes in Self? Managing Our Work and Non-Work Identities in an Integrated World." *European Business Review*: 61–64.

MEDIA COVERAGE

New York Times, New York Magazine, Toronto Globe and Mail, Atlanta Journal Constitution

PROFESSIONAL SERVICE

Organizational Behavior Lab (co-organizer 2012-current): Biweekly research workshop for doctoral students

OB PhD Program PAC (2017-current)

OB Unit Speaker Series (co-organizer 2014)

OB Unit Brown Bag Series (co-organizer 2013)

Editorial Board: Organization Science, AMJ, AMR

Ad hoc Reviewing: ASQ, OBHDP, Management Science, JAP, Human Relations, Organization Studies, AMD

Professional Affiliations:

Academy of Management

Research Affiliate, Center for Gender and Organizations, Simmons College, Boston, MA

INVITED TALKS

RESEARCH TALKS

UNIVERSITY OF MICHIGAN (2021) - Social Good vs. Expertise?: How Professionals' Prosocial Identity Strategies Shape Client Relationships

INSEAD (2021) – Social Good vs. Expertise?: How Professionals' Prosocial Identity Strategies Shape Client Relationships

GEORGE MASON UNIVERSITY (2021) - Social Good vs. Expertise?: Precarious Enhancement of Multifaceted Professional Identities

UNIVERSITY OF CINCINNATI (2021) - Social Good vs. Expertise?: Precarious Enhancement of Multifaceted Professional Identities

WHARTON SCHOOL OF BUSINESS. University of Pennsylvania (2021) – Social Good vs. Expertise?: Precarious Enhancement of Multifaceted Professional Identities

WHARTON SCHOOL OF BUSINESS. University of Pennsylvania (2019) - Relational Reconciliation: Socializing Others Across Demographic Differences.

JONES GRADUATE SCHOOL OF BUSINESS, Rice University (2019) - Relational Reconciliation: Socializing Others Across Demographic Differences.

HARVARD SOCIOLOGY DEPARTMENT, Economic Sociology Seminar, Harvard University (2019) - Relational Reconciliation: Socializing Others Across Demographic Differences.

HARVARD GRADUATE SCHOOL OF EDUCATION (Culture, Institutions and Society), Harvard University (2018) - Relational Reconciliation: Socializing Others Across Demographic Differences.

HARVARD KENNEDY SCHOOL (Women and Public Policy Program), Harvard University (2016) - Blurring the Boundaries Between the Social and Commercial Sectors: The Interplay of Gender and Local Communities in the Commercialization of Social Ventures.

ROTMAN SCHOOL, University of Toronto (2016) - Focused Enhancement: Multiple Identity Configurations and Prosocial Behavior.

INSEAD, Fontainebleau, France (2015) - Focused Enhancement: Multiple Identity Configurations and Prosocial Behavior.

LONDON SCHOOL OF ECONOMICS, UK (2015) – Focused Enhancement: Multiple Identity Configurations and Prosocial Behavior.

LONDON BUSINESS SCHOOL, London, UK (2015) – Focused Enhancement: Multiple Identity Configurations and Prosocial Behavior.

UNIVERSITY OF BRITISH COLUMBIA, Vancouver, Canada (2015) – Focused Enhancement: Multiple Identity Configurations and Prosocial Behavior.

BOSTON COLLEGE, Boston, MA (2013) - When the Whole Self Gives Less Than the Parts: Multiple Identity Configurations and Prosocial Task Performance.

WHARTON OB CONFERENCE, Philadelphia, PA (2013) - When the Whole Self Gives Less Than the Parts: Multiple Identity Configurations and Prosocial Task Performance.

OHIO STATE UNIVERSITY, Columbus, OH (2012) - The Evolution of Gender and Work in a Professional Services Firm

HARVARD BUSINESS SCHOOL, Boston, MA (2010) - Discordant vs. Harmonious Selves: The Interpersonal Consequences of Multiple Intrapersonal Identities

UNIVERSITY OF CALIFORNIA –BERKELEY, Berkeley, CA (2010) - Discordant vs. Harmonious Selves: The Interpersonal Consequences of Multiple Intrapersonal Identities.

HEC, Paris, France (2010) - Discordant vs. Harmonious Selves: The Interpersonal Consequences of Multiple Intrapersonal Identities.

MCGILL UNIVERSITY, Montreal, Canada (2010) - Discordant vs. Harmonious Selves: The Interpersonal Consequences of Multiple Intrapersonal Identities.

BRANDEIS UNIVERSITY, Boston, MA (2010) - Discordant vs. Harmonious Selves: The Interpersonal Consequences of Multiple Intrapersonal Identities

RECENT PRACTICE-ORIENTED TALKS

Partner's HealthCare Annual Diversity, Equity and Inclusion Summit. Boston, MA. (2019) - Bringing Your Complexity to Work: Levering Multiple Identities as Assets.

Transforming Your Human Capital Strategy to Achieve Equity and Excellence. 16th Annual Superintendents Strategy Meeting. District Management Group. New York City, NY (2019) - Bridging Demographic Divides: Navigating Identity and Class Differences

The Future of Work. *HBS Club of India Conference*. Mumbai, India (2018) - Embracing our Multiple Identities to Transform Organizations and Societies.

CONFERENCE PRESENTATIONS

2020

Ramarajan, L. and Yen, J. (co-organizers) Shaping Professional Identity and Practice: The Role of Personal and Contextual Factors” *Academy of Management*. (cancelled).

Johnson, E. Lee, S. Ely, R. and Ramarajan, L. Intersectional Penalties for Women Leaders: Considering Race in Backlash Effects. *Academy of Management* (cancelled)

Seegars, L. and Ramarajan, L. Dominant Identity Focusing to Reduce Group-Based Inequality through Constructing Positive Authentic Identities. *Academy of Management*. (cancelled).

2019

Seegars, L. Reid, E. and Ramarajan, L. What am I Worth? Wage Security and the (in)Secure Self. *People and Organizations*, Wharton School, Philadelphia, PA.

Ramarajan, L. Embracing [our] Multiple Identities to Transform Organizations and Societies in Symposium on Interdisciplinary Paths for Intersectional Research. *Academy of Management, Boston, MA*.

Seegars, L. Reid, E. and Ramarajan, L. What am I Worth? Wage Security and the (in)Secure Self. *Academy of Management*, Boston, MA.

Johnson, E. Lee, S. Ely, R. and Ramarajan, L. Intersectional Penalties for Women Leaders: Considering Race in Backlash Effects. *Academy of Management*, Boston, MA.

2018

Ramarajan, L. Embracing our Multiple Identities to Transform Organizations and Societies. Panel on Intersectionality, Diversity, Gender, and Work-Life Inclusion. *Fostering Gender and Work-Life*

Inclusion for Faculty in Understudied Contexts: An Organizational Science Lens, NSF-sponsored workshop, Purdue University, IL.

Seegars, L. and Ramarajan, L. Dominant Identity Focusing to Reduce Group-Based Inequality through Constructing Positive Authentic Identities. *Academy of Management, Chicago, IL.*

Creary, S., Seegars, L. and Ramarajan, L. Rethinking Diversity: Constructing Diversity Perspectives in Global Organizations. *Academy of Management, Chicago, IL.*

Ramarajan, L. Panel on Identity Complexity and Plurality. *New Directions in Identity Research Working Meeting. INSEAD, France.*

2017

DeSantola, A., Ramarajan, L. and Battilana, J. First (and Only)? The Role of New Venture Milestones in Adding the First Female Board Member. *Wharton People and Organizations Conference, Philadelphia, PA*

Seegars, L. and Ramarajan, L. "Whose Fight is it Anyway? A Multiple Identities View of How Dominant Group Members Can Challenge Inequality. *Academy of Management, Atlanta, GA*

DeSantola, A., Ramarajan, L. and Battilana, J. First (and Only)? The Role of New Venture Milestones in Adding the First Female Board Member. *Academy of Management, Atlanta, GA*

2016

Ramarajan, L. Brown, D. and Battilana, J. "Do You Value My Values? The Benefits of Integrating Corporate Social Responsibility into the Performance Appraisal Process." *Academy of Management, Anaheim, CA.*

Ramarajan, L., Reid, E. and Ramsdell, K. "Teaching You Who To Be: Socializing Agents' Experiences of Identity Harmonizing" *Academy of Management, Anaheim, CA.*

Ramarajan, L. Rothbard, N. and Wilk, S. Identity Co-occurrence and the Status of Multiple Group Memberships. *Academy of Management, Anaheim, CA.*

2015

Ramarajan, L., Berger, I. & Greenspan, I. When the Whole Self is Less Than the Parts: Multiple Identity Enhancement and Prosocial Task Performance. *Academy of Management, Vancouver, BC.*

Ramarajan, L., Rothbard, N. and Wilk, S. Discordant vs. Harmonious Selves: The Interpersonal Consequences of Multiple Intrapersonal Identities. *Academy of Management, Vancouver, BC.*

Ramarajan, L., Reid, E. and Ramsdell, K. Teaching You Who to Be: Controlling Marginalized Social Identities, *Academy of Management, Vancouver, BC.*

2014

Dimitriadis, S., Battilana, J., Lee, M and Ramarajan, L. Who Blurs the Boundaries? The Interplay of Gender, Race and Local Communities in the Commercialization of Social Ventures. *Wharton People and Work Conference*, Philadelphia, PA

Dimitriadis, S., Battilana, J., Lee, M and Ramarajan, L. Who Blurs the Boundaries? The Interplay of Gender, Race and Local Communities in the Commercialization of Social Ventures. *Academy of Management*, Philadelphia, PA

Catarina Fernandes, N. Andrew Cohen and Ramarajan, L. Women and minorities' leadership identity claims: the role of identity granting and status beliefs. In Symposium New Directions in Professional Identity Work: Exploring social influence. *Academy of Management*, Philadelphia, PA

Manning, R., Battilana, J. & Ramarajan, L. Communicating Change: When Identity Becomes a Source of Vulnerability for Institutional Challengers. *Academy of Management*, Philadelphia, PA

- Nominated for Best Paper Award (OMT)

Dimitriadis, S., Battilana, J., Lee, M and Ramarajan, L. Who Blurs the Boundaries? The Interplay of Gender, Race and Local Communities in the Commercialization of Social Ventures. *EGOS*, Rotterdam

Ramarajan, L. & Berdahl, J. Do Women Suffer at Work when Men Coworkers Suffer at Home? The Spillover of Marital Structure and Ideology onto Gender Relations at Work in Symposium Dual Earner Couples. *Work-Family Research Network*, New York, NY

2013

Ramarajan, L., McGinn, K. and Kolb, D. The Evolution of Gender and Work in a Professional Services Firm. *Academy of Management*, Orlando, FL,

Ramarajan, L., McGinn, K. and Kolb, D. The Evolution of Gender and Work in a Professional Services Firm. *Inequality, Institutions and Organizations*, Vancouver, Canada

Ramarajan, L., McGinn, K. and Kolb, D. The Evolution of Gender and Work in a Professional Services Firm. *Rigor and Relevance in Institutional Theory*, Boston, MA

Ramarajan, L. & Berdahl, J. Do Women Suffer at Work when Men Coworkers Suffer at Home? The Spillover of Marital Structure and Ideology onto Gender Relations at Work in Symposium Crossing paths: The Nexus of Gender, Spousal Employment, and Professional Identity Creation (Co-organizers Ramarajan and Berdahl) at *Academy of Management*, Orlando, FL, USA

Ramarajan, L. & Merryman, A. We Are Not the Department of Good!: Architecting Professional Identity for the Public Good. *International Association of Conflict Management*, Tacoma, WA

Ramarajan, L. & Merryman, A. We Are Not the Department of Good!: Architecting Professional Identity for the Public Good. *NYU Social Enterprise Conference*, New York, USA

2012

Ramarajan, L., Berger, I. & Greenspan, I. When the Whole Self is Less Than the Parts: Multiple Identity Enhancement and Prosocial Task Performance. *Academy of Management*, Boston, MA.

Ramarajan, L. Discordant vs. Harmonious Selves: The Interpersonal Consequences of Multiple Intrapersonal Identities. Self and Identity. *Society for Personality and Social Psychology*. San Diego, CA.

Ramarajan, L., McGinn, K. and Kolb, D. The Evolution of Gender and Work in a Professional Services Firm. *Wharton People and Organizations Conference*. Philadelphia, PA

Ramarajan, L. & Reid, E. Shattering the Myth of Separate Worlds. *Wharton People and Organizations Conference*. Philadelphia, PA

Ramarajan, L. & Reid, E. Shattering the Myth of Separate Worlds. *Academy of Management*, Boston, MA.

2010

Ramarajan, L., McGinn, K. and Kolb, D. The Evolution of Gender and Work in a Professional Services Firm. *Gender, Work and Organizations*, Keele, UK

Ramarajan, L., Berger, I. & Greenspan, I. When the Whole Self is Less Than the Parts: Multiple Identity Enhancement and Prosocial Task Performance. *International Society for Third Sector Research*. Istanbul, Turkey.

Ramarajan, L. Discordant vs. Harmonious Selves: The Interpersonal Consequences of Multiple Intrapersonal Identities. *Academy of Management*, Montreal, Canada.

Ramarajan, L. An Organizing Framework and Network Approach to Understanding Multiple Identities. Presented in “Identity and Work-Life” Panel Symposium. *Academy of Management*, Montreal, Canada.

Ramarajan, L.. Discordant vs. Harmonious Selves: The Interpersonal Consequences of Multiple Intrapersonal Identities. Presented in “The Diversity in Your Head: Implications for Intergroup Conflict and Inclusiveness” (Co-organizers Ramarajan and Mor). *International Association of Conflict Management*. Boston, MA, USA.

Before 2010

Ramarajan, L. 2009. Bicultural Identification and Identity Compatibility in Negotiations. *Academy of Management*, Chicago, IL, USA.

Ramarajan, L. 2008. Living in Harmony: The Influence of Compatibility among Multiple Identities on Cooperative Behavior. *Magnetic Forces of Positive Organizational Scholarship*, Ross School of Business, Ann Arbor, MI, USA.

Ramarajan, L. 2007. Who am I? The Influence of Multiple Identities on Problem Solving. *Organizational Behavior Summer Camp*, Yale School of Management, New Haven, CT, USA.

Ramarajan, L., Barsade, S. and Burack, O. 2006. What Makes a Job Tough?: The Influence of Organizational Respect on Burnout in the Human Services. *Academy of Management*, Atlanta, GA, USA.

Jandhyala, S. and Ramarajan, L. 2006. For Better or for Worse? : The Influence of Global and Local Identities in MNCs on Employee Performance and Family Conflict. *International Association of Conflict Management*, Montreal, Canada.

Barsade, S. Ramarajan, L. and Allred, K. 2005. Cynicism or Benevolence?: The role of positive and negative acts on our work place attributions. *Academy of Management*, Honolulu, HI, USA.

Ramarajan, L. and Garcia del Soto, A. 2005. From Practice to Theory: Identifying the “Theories of Practice” and the Role of the Firm in a Sexual Violence Program in Sierra Leone. *International Association of Conflict Management*, Seville, Spain.

Ramarajan, L. 2004. Exit, Voice and Loyalty: Training International and Organizational Change. *Eastern Sociological Association*, New York, NY, USA.

Bezrukova, K. Ramarajan, L. Jehn, K and Euwema, M. 2003. The Role of Conflict Management Styles and Content-Specific Training across Organizational Boundaries in Uncertain Contexts. *Academy of Management*, Seattle, WA, USA.

- *Nominated for Conflict Management Division Best Paper Award.*

Ramarajan, L. Bezrukova, K. Jehn, K., Euwema, M. and Kop, N. 2002. The Relationship between Peacekeepers and NGO Workers: The Role of Training and Conflict Management Styles in International Peacekeeping. *International Association of Conflict Management*, Park City, UT, USA.

OTHER PROFESSIONAL EXPERIENCE

Consultant, Post-conflict Development 2004-2006

- Designed projects and wrote grant proposals for post-conflict development and workforce capacity-building programs in Sierra Leone, Liberia and Nigeria

Program Officer (West Africa), OIC International, Inc., *Philadelphia, PA* 2001-2003

- Designed and implemented employment training program in Sierra Leone for survivors of gender-based violence
- Wrote grants and received \$180,000 funding from the United States Institute of Peace and US State Department, Bureau for Population, Refugees and Migration for the program
- Presented “Capacity Building Workshop for Trauma Counselors in Sierra Leone.” for conference on Trauma and Recovery in Conflict Areas: The Role of Training. United States Institute of Peace, Washington, DC, USA.
- Delivered organizational development, strategic planning and management training and evaluation for locally affiliated non-profit organizations

Fellow, Susan Rappaport Knafel 1952 Traveling Fellowship from Wellesley College 1999-2000

- Awarded fellowship for one year of travel to study classical Asian dance in Indonesia, China, Japan, Cambodia and Thailand.