

# H. COLLEEN STUART

JOHNS HOPKINS CAREY BUSINESS SCHOOL  
100 INTERNATIONAL DRIVE  
BALTIMORE, MD 21202

cstuart@jhu.edu  
412.916.6662

## ACADEMIC POSITIONS

---

JOHNS HOPKINS CAREY BUSINESS SCHOOL <i>Assistant Professor</i>	2013-Present
CARNEGIE MELLON UNIVERSITY <i>Postdoctoral Research Fellow, Human Computer Interaction Institute</i>	2011-2013

## EDUCATION

---

UNIVERSITY OF TORONTO, ROTMAN SCHOOL OF MANAGEMENT <i>Ph.D. in Organizational Behavior</i>	2011
<i>Dissertation: Membership change: A network perspective</i>	
<i>Dissertation Committee: Jennifer Berdahl &amp; Tiziana Casciaro (co-chairs), Terry Amburgey</i>	

## RESEARCH INTERESTS

---

My research focuses on how social structure, the pattern of relationships that exist among interdependent individuals, influences collective outcomes such as group performance, adaptation and the duration of relationships. I am particularly interested in how structural changes to social systems force individuals to reconfigure their collaborative work. In a second line of research, I study diversity in organizations, in particular the means through which women ascend organizational hierarchies.

## AWARDS

---

Nominee, Best Paper, Sustainability Ethics Entrepreneurship Conference	2016
Faculty Recognition Award	2016
Winner, Best Paper Based on a Dissertation, Organizational Behavior Division, Academy of Management Annual Meeting	2012
Nominee, William H. Newman Award for Best Paper Based on a Dissertation, Academy of Management Annual Meeting	2012
Nominee, Best Paper, ACM Conference on Computer-Supported Cooperative Work	2012
Winner, INFORMS/Organization Science Dissertation Proposal Competition	2008
Excellence in Teaching Award, University of Toronto	2008
William Osborn Twaits Fellowship, University of Toronto	2008-2009
University of Toronto Open Doctoral Fellowship, University of Toronto	2004-2009
Canadian Credit Management Foundation Fellowship, University of Toronto	2004-2007

## JOURNAL PUBLICATIONS AND PAPERS UNDER REVIEW

---

Stuart, H. C., & Moore, C. (2017). Shady characters: The implications of illicit organizational roles for resilient team performance. *Academy of Management Journal*, 60(5), 1963-1985.

Stuart, H. C. (2017). Structural disruption, relational experimentation and performance in professional hockey teams: A network perspective on member change. *Organization Science*, 28(2), 283-300.

Dabbish, L., Stuart, H. C., Tsay, J., & Herbsleb, J. (2013). Leveraging transparency. *IEEE Software*, 30(1), 37-43.

## **BOOK CHAPTERS AND REFEREED PROCEEDINGS**

---

Stuart, H. C., Moon, S., & Casciaro, T. (Forthcoming). Penalty for success? Career achievement and gender differences in divorce. *Contemporary Perspectives in Family Research*.

Kim, H.-J., Stuart, H. C., Hsiao, H.-C., Lin, Y.-H., Zhang, L., Dabbish, L., & Kiesler, S. (2014). YourPassword: Applying feedback loops to improve security behavior of managing multiple passwords. *ASIACCS 2014: ACM Symposium on Information, Computer and Communications Security*.

Stuart, H. C. (2012). Structural disruption in interdependent work: Membership change and adaptation in professional hockey teams. *Academy of Management Best Paper Proceedings*.

- Winner, Best Paper Based on a Dissertation, Organizational Behavior Division
- Finalist, William H. Newman Award for Best Paper Based on a Dissertation

Dabbish, L., Stuart, H. C., Tsay, J., & Herbsleb, J. (2012). Social coding in GitHub: Transparency and collaboration in an open software repository. *CSCW 2012: Proceedings of the ACM Conference on Computer-Supported Cooperative Work*.

- Nominee, Best Paper

Stuart, H. C., Dabbish, L., Kiesler, S., Kinnaird, P., & Kang, R. (2012). Social transparency in networked information exchange: A theoretical framework. *CSCW 2012: Proceedings of the ACM Conference on Computer-Supported Cooperative Work*.

Berdahl, J. L., & Stuart, H. C. (2010). Group development. In J. M. Levine and M. A. Hogg (Eds.), *Encyclopedia of Group Processes and Intergroup Relations*. Thousand Oaks: Sage.

## **WORK IN PROGRESS**

---

Moon, S., & Stuart, C. The gold-plated escalator: Work-linked marriage, gender, and career progression. *Working Paper*.

Galperin, R., & Stuart, H.C. Promotion time and overtime at the Patent Office. *Working Paper*.

Stuart, H. C., Oettl, A., & Fraser, T. Proximity and collaboration: Evidence from the United Nations. *Data Analysis*.

Stuart, H.C., & Aven, B. Dynamic expectations: Widow's succession in U.S. Congress. *Data Analysis*.

## **PRESENTATIONS**

---

### **INVITED PRESENTATIONS**

*The gold-plated escalator: Work-linked marriage, gender, and career progression*  
Olin Business School, Washington University in St. Louis

*Team membership change: A network perspective*

Carnegie Mellon University, Tepper School of Business; Columbia Business School; Organization Science Winter Conference; Johns Hopkins University, Carey Business School; University of Waterloo, Department of Management Sciences; Krannert School of Management, Purdue University

*Change in human interaction patterns and its implications for interdependent work*

Michigan State University, Department of Telecommunication, Information Studies, and Media

**CONFERENCE PRESENTATIONS**

Moon, S., & Stuart, H. C. (2017). The golden escalator: Work-linked marital status, gender, and career progression. ES OOW Mini-Conference, Montreal, Quebec.

Stuart, H. C., Moon, S., & Casciaro, T. (2017). Career achievement and gender differences in marital survival. American Sociological Association, Montreal, Quebec.

Stuart, H. C., Moon, S., & Casciaro, T. (2016). Career achievement and gender differences in marital survival. Junior Organization Theory Conference, Carnegie Mellon University, Pittsburgh, PA.

Moon, S., & Stuart, H. C. (2016). Work-linked marriage structure, gender, and career progression. People and Organizations Conference, Wharton, Philadelphia, PA.

Moore, C., Cohen Mohliver, A., Stuart, H.C., Pozner, J.-E. (2016). Repeat offenders: How the consequences of firm misconduct abate across incidents. Academy of Management, Anaheim, CA.

Dabbish, L., Stuart, H. C., Tsay, J., & Herbsleb, J. (2016) Two ships passing in the night? Aligning project trajectories in open collaboration. INGRoup Conference, Helsinki, Finland.

Moore, C., Cohen Moliver, A., Pozner, J. E. & Stuart, H. C. (2016) Repeat offenders: How the consequences of firm misconduct abate across incidents. Sustainability Ethics Entrepreneurship Conference, Denver, CO.

Stuart, H. C., & Moore, C. (2015) Shady characters: the implications of illicit organizational roles for resilient team performance. INFORMS, Philadelphia, PA.

Stuart, H. C., Moon, S. & Casciaro, T. (2015) The Oscar Curse: Status dynamics and gender differences in marital survival. People and Organizations Conference, Philadelphia, PA.

Stuart, H. C., Moon, S. & Casciaro, T. (2014) The Oscar Curse: Status dynamics and gender differences in marital survival. Paper presented at Women in the Workplace: Navigating the Labyrinth, Carnegie Mellon University, Pittsburgh, PA.

Feng, B., Stuart, H. C., & Berdahl, J. L. (2014). Is Status Inequality functional for group performance? Modeling the effects of legitimacy and task type. Paper presented at the Academy of Management, Philadelphia, PA.

Pozner, J.-E., & Stuart, H. C. (2014). Paying attention to misconduct: The impact of regulation on reactions to firm misconduct. In Exploring Central Questions in Organizational Wrongdoing: A Micro/Macro Approach. Symposium at the Academy of Management, Philadelphia, PA.

Dabbish, L., Stuart, H. C., Tsay, J., & Herbsleb, J. (2014). Transparency and coordination in peer production. Poster presented at Collective Intelligence 2014, Cambridge, MA.

Stuart, H. C., Dabbish, L., Tsay, J., & Herbsleb, J. (2013). Persistent collaborators in online production communities. Paper presented at INGroup, Atlanta, GA.

Dabbish, L., Stuart, H. C., Tsay, J., & Herbsleb, J. (2013). Asynchronous Knowledge Transfer: Coordination in a transparent work environment. Paper presented at INGroup, Atlanta, GA.

Stuart, H. C. (2012). Structural disruption in interdependent work: Membership change and adaptation in professional hockey teams. Paper presented at the Academy of Management, Boston, MA.

Dabbish, L., Stuart, H. C., Tsay, J., & Herbsleb, J. (2012). Learning in a transparent workspace: Social coding in GitHub. In Linda Argote (Chair), The future of work: Constraints and opportunities. Panel presented at the Organization Science Winter Conference, Steamboat Springs, CO.

Pozner, J., Stuart, H. C., & Moore, C. (2011). Reputation management after revelations of misconduct: Impact of impression management techniques. Paper presented at the Academy of Management, San Antonio, TX.

Stuart, H. C., & Moore, C. (2011). Group performance and member misconduct. Paper presented at INGroup, Minneapolis, MN.

Moore, C., Stuart, H. C., & Pozner, J. (2010). Avoiding the consequences of repeated misconduct: Stigma's licence and stigma's transferability. Paper presented at the Academy of Management, Montreal, PQ.

Stuart, H. C. & Berdahl, J. L. (2010). Modeling diversity and stereotyping in work groups over time. Paper presented at INGroup, Washington, DC.

Stuart, H. C. (2010). Team membership change: A network perspective. Paper presented at the Intra-Organizational Networks Conference, Lexington, KY.

Stuart, H. C. & Berdahl, J. L. (2009). Modeling diversity and stereotyping in work groups over time. In New Directions in Studying Group Diversity. Symposium at the Academy of Management, Chicago.

Stuart, H. C. (2009). Team membership change and individual centrality. Paper presented at INGroup, Colorado Springs, CO.

## **TEACHING**

---

- Effective Management (MBA, Carey Business School)
- Leadership in Organizations (MBA, Carey Business School)
- Women in Leadership: Approach and Impact (Executive Education, Carey Business School)
- Individual and Group Behaviour in Organizations (Undergrad, University of Toronto)
- Organization Theory and Design (Undergrad, University of Toronto)

## **PROFESSIONAL ACTIVITIES**

---

Ad Hoc Reviewer

*ACM CHI Conference on Human Factors in Computing Systems*

*ACM SIGCHI Conference on Computer Supported Cooperative Work*  
*Journal of Organizational Behavior*  
*Organization Science*  
*Small Group Research*

Editorial Board Member, *Small Group Research*

2011 - 2013

**SELECTED MEDIA COVERAGE**

---

*The Financial Times; New York Times Economix Blog; Time Magazine; The Huffington Post; Science Daily; The Globe and Mail*