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The Goizueta Business School
Emory University
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ACADEMIC POSITIONS

Goizueta Foundation Term Chair &
Professor of Organization and Management (2018 to present)
Goizueta Business School, *Emory University*

Associate Professor of Organization and Management (2009 to 2018)
Goizueta Business School, *Emory University*

Assistant Professor of Organization and Management (2002 to 2009)
Goizueta Business School, *Emory University*

EDUCATION

Ph.D. in Management (Organizational Behavior), 2002
College of Management, *Georgia Institute of Technology*

Master of Business Administration, 1991
Pepperdine University

Bachelor of Science, Civil Engineering, 1989
Syracuse University

RESEARCH PUBLICATIONS

Dumas, T.L. and Perry-Smith, J.E. 2018. The paradox of family structure and plans after work: Why single childless employees may be the least absorbed at work. *Academy of Management Journal*, 61: 1231-1252.

Perry-Smith, J.E. and Mannucci, P.V. 2017. From creativity to innovation: The social network drivers of the four phases of the idea journey. *Academy of Management Review*, 42: 53-79.

Perry-Smith, J.E. 2014. Social network ties beyond non-redundancy: An experimental investigation of the effect of knowledge content and tie strength on creativity. *Journal of Applied Psychology*, 99: 831-846.

Perry-Smith, J.E. and Shalley, C.E. 2014. A social composition view of team creativity: The role of member nationality heterogeneous ties outside of the team. *Organization Science*, 25: 1434-1452.

Perry-Smith, J.E. and Coff, R.W. 2011. In the mood for entrepreneurial creativity? How optimal group affect differs for generating and selecting ideas for new ventures. *Strategic Entrepreneurship Journal*, 5: 247-268.

Bendoly, E., Perry-Smith, J.E., and D. G. Bachrach. 2010. The perception of difficulty in project-work planning and its impact on resource sharing. *Journal of Operations Management*, 28: 385-397.

Shalley, C.E. and Perry-Smith, J.E. 2008. The emergence of team creative cognition: The role of diverse outside ties, socio-cognitive network centrality, and team evolution. *Strategic Entrepreneurship Journal*, 2: 23-41.

Perry-Smith, J.E. 2006. Social yet creative: The role of social relationships in facilitating individual creativity. *Academy of Management Journal*, 49: 85-101.

Perry-Smith, J.E. and Shalley, C.E. 2003. The social side of creativity: A static and dynamic social network perspective. *Academy of Management Review*, 28: 89-106.

- Finalist 2004 *Academy of Management Review* Best Paper

Shalley, C.E. and Perry-Smith, J.E. 2001. Effects of social-psychological factors on creative performance: The role of informational and controlling expected evaluation and modeling experience. *Organizational Behavior and Human Decision Processes*, 84: 1-22.

Perry-Smith, J.E. and Blum, T.C. 2000. Work-family human resource bundles and perceived organizational performance. *Academy of Management Journal*, 43: 1107-1117.

RESEARCH IN PROGRESS

Byron, K., Madjar, N. and Perry-Smith, J.E. Creativity in unexpected places: The role of non-work others from an identity perspective. Working paper.

Mannucci, P.V. and Perry-Smith, J.E. Generate with friends, elaborate with friends: Network activation and creativity across the idea journey.

Perry-Smith, J.E., Chen, A. & Yeager, K. Decision making and group dynamics within multi-disciplinary oncology conferences. Funded by Goizueta Creativity and Innovation Fund Grant.

OTHER PUBLICATIONS

Perry-Smith, J.E., and Mannucci, P.V. (forthcoming). From ugly duckling to swan: A social networks perspective on novelty recognition and creativity. In D.J. Brass, S. Borgatti (Eds), *Social Networks at Work*. London: Routledge.

Paruchuri, S., Perry-Smith, J.E., Chattopadhyay P., and Shaw J., D. 2018. New ways of seeing: Pitfalls and opportunities in multilevel research. *Academy of Management Journal*, 61: 797-801.

Perry-Smith, J.E. and Mannucci, P.V. 2015. Social networks, creativity, and entrepreneurship. In C. E. Shalley, M. A. Hitt, & J. Zhou (Eds.) *The Oxford Handbook of Creativity, Innovation, and Entrepreneurship*. New York: Oxford University Press.

Perry-Smith, J.E. 2011. Networking. In M.A. Runco & S.R. Pritzker (Eds.) *Encyclopedia of Creativity*. Second Edition, vol. 2 pp179-185. Academic Press.

Perry-Smith, J.E. 2008. When being social facilitates creativity: Social networks and creativity within organizations. In J. Zhou & C.E. Shalley (Eds.) *Handbook of Organizational Creativity*, pp189-210. Lawrence Erlbaum Associates.

Perry-Smith, J.E. and Vincent, L. 2008. The benefits and liabilities of multidisciplinary commercialization teams: How professional composition and social networks influence team processes. In G.D. Libecap & M.C. Thursby (Eds.) *Technological Innovation: Generating Economic Results (Advances in the Study of Entrepreneurship, Innovation, and Economic Growth)*, pp35-62. JAI Press

Perry-Smith, J.E. and Dumas, T.L. 2007. Debunking the ideal worker myth: The effects of temporal flexibility and family configuration on work engagement. *Academy of Management Best Paper Proceedings*.

REFEREED CONFERENCE PRESENTATIONS

Perry-Smith, J.E. and Mannucci, P.V. 2018. To switch, or not to switch? Network activation and network switching through idea generation and elaboration. Academy of Management, Chicago, IL

Perry-Smith, J.E. 2017. An intellectual journey: Networks, creativity & innovation. Academy of Management, Atlanta, GA.

Byron, K., Madjar, N. and Perry-Smith, J.E. 2015. Creativity in unexpected places: The role of non-work others from an identity perspective. Academy of Management, Vancouver B.C.

Perry-Smith, J.E. and Manucci, P.V. 2014. From creativity to innovation: The social network drivers of the four phases of the ideation process. Academy of Management, Philadelphia, Pennsylvania.

Dumas, T.L. and Perry-Smith, J.E. 2014. Ideal workers have plans after work: How family configuration and non-work activities affect work engagement. Work and Family Researchers Network, New York, New York.

Perry-Smith, J.E. and Shalley, C.E. 2013. A social composition view of team creativity: The role of team member outside tie nationality diversity and tie strength. INGRoup Interdisciplinary Network for Group Research, Atlanta GA

Perry-Smith, J.E. 2012. Social network ties beyond non-redundant information: The effect of exposure to heterogeneous problem framing on creativity. European Group for Organizational Studies (EGOS), Helsinki, Finland.

Yamanoi, J., Madjar, N. & Perry-Smith, J.E. 2011. Leadership emergence in advice and friendship networks: A social network perspective. Israel Organizational Behavior Conference, Tel-Aviv, Israel.

Perry-Smith, J.E. and Coff, R.W. 2011. Getting Closer to Entrepreneurial Creativity: How optimal group density differs for generating and selecting business ideas. Strategic Management Society Meetings, Miami, FL.

Perry-Smith, J.E. and Madjar, N. 2010. Familial relationships and creativity: The effect of multiple family and community roles on creative performance at work. Academy of Management, Montreal, Canada.

Sterling, A. and Perry-Smith, J.E. 2010. Creativity as a pathway to networks: A study of the affiliation networks of scientists in the chemical industry. Academy of Management, Montreal, Canada.

Perry-Smith, J.E. and Shalley, C.E. 2009. A social composition view of team creativity: The role of team member outside tie nationality diversity and tie strength. European Group for Organizational Studies (EGOS), Barcelona, Spain.

Perry-Smith, J.E. and Coff, R.W. 2008. Navigating a Darwinian process of entrepreneurial creativity: How optimal group mood differs for generating and selecting creative business ideas. Academy of Management, Anaheim, California.

Perry-Smith, J.E. and Coff, R.W. 2008. Navigating a Darwinian process of entrepreneurial creativity: How optimal group mood differs for generating and selecting creative business ideas. Atlanta Competitive Advantage Conference, Atlanta, Georgia.

Perry-Smith, J.E. and Dumas, T.L. 2007. Debunking the ideal worker myth: The effects of temporal flexibility and family configuration on engagement. Academy of Management, Philadelphia, Pennsylvania.

Perry-Smith, J.E. and Shalley, C.E. 2006. Team creativity: The role of team member informal interactions. Academy of Management, Atlanta, Georgia.

Gilson, L.L., Moye, N., Perry-Smith, J.E. 2005. Re-conceptualizing creativity through an explore exploit framework. Society of Industrial and Organizational Psychology (SIOP) Conference, Los Angeles, CA.

Perry-Smith, J.E. and Blum, T.C. 2004. Work-family human resource bundles: A contingency perspective in the healthcare industry. Academy of Management, New Orleans, Louisiana.

Perry-Smith, J.E. 2003. Social yet creative: The role of weak ties and network position in facilitating creativity. Academy of Management, Seattle, Washington

Perry-Smith, J.E. 2003. The creative side of Guanxi: The relationship between Guanxi networks in China and creative contributions. International Eastern Academy of Management, Porto, Portugal.

Perry-Smith, J.E. and Shalley, C.E. 2003. Boxing in creativity: The interactive effects of cubicles, background music, and a process focus. Academy of Management, Seattle, Washington.

Perry-Smith, J.E. and Shalley, C.E. 1999. The social side of creativity: A social network perspective. International Sunbelt Social Network Conference, Charleston, South Carolina.

Perry-Smith, J.E. and Blum, T.C. 1998. Work-family human resource systems and perceived organizational performance. Academy of Management, San Diego, California.

Shalley, C.E. and Perry-Smith, J.E. 1998. Informational and controlling expected evaluation and vicarious learning experience: Effects on creative performance. Academy of Management, San Diego, California.

SELECTED INVITED PRESENTATIONS

Cambridge University (2019)

Georgetown. McDonough School of Business (2019)

London Business School (2017)

University College of London. School of Management (2017)

University of Virginia. Darden School of Business (2016)

Ernst & Young, Atlanta, Georgia (2015)

TEDx Peachtree, Atlanta, Georgia (2015)

The Ohio State University. Fisher College of Business (2014)

Purdue University. Krannert School of Management (2014)

The National Academies, National Research Council, Committee on the Science of Team Science. Washington, DC (2013)

Syracuse University. Whitman School of Management (2011)

George Mason University. School of Management (2009)

Cornell University. Johnson School and ILR School (2008)

New York University. Stern School of Business (2008)

University of Pennsylvania. The Wharton School. 11th Annual Organizational Behavior Conference (2005)

Midwestern Work-Family Association Annual Conference. Center for Families, Purdue University (2002)

PROFESSIONAL SERVICE

Associate Editor

- *Academy of Management Journal* (2016-present)

Editorial Board Member

- *Organization Science* (2014-present)
- *Journal of Applied Psychology* (2014- 2016)
- *Academy of Management Journal* (2010-present)
- *Academy of Management Review* (2008-2014)
- *Journal of Management* (2008-2013)

Ad hoc Reviewer

- *Administrative Science Quarterly*
- *Journal of Social Psychology*
- National Science Foundation

Other Professional Service

- Convenor, European Group for Organizational Studies Colloquium (2014, 2016)
- Best paper committee member (2010, 2013), *Academy of Management Review*
- Invited discussant “Theoretical and Empirical Applications of Social Network Analysis” Professional Development Workshop, Academy of Management Meeting annual meeting (2008, 2009, 2010, 2011, 2015)
- Faculty panelist, Doctoral student consortium, Organizational behavior division, Academy of Management annual meeting (2012, 2013, 2014); Revise and Resubmit professional development workshop (2018)

UNIVERSITY SERVICE

Vice Chair, Emory University Institutional Review Board (2011-present)

Organization & Management Area Coordinator, Goizueta Business School (2019-present)

Personnel Committee member, Goizueta Business School (2014-2019)

Faculty counselor, Emory University Board of Trustees, Finance Committee (2013-2016)

DISSERTATION COMMITTEES

Mannucci, Pier (HEC Paris, 2016), currently assistant professor of organizational behavior at London Business School

Koseoglu, Gamze (Georgia Institute of Technology, 2015), currently assistant professor at University of Melbourne

Adina Sterling (Emory, 2011), currently associate professor of organizational behavior at Stanford University Graduate School of Business

Caddie Putnam Rankin (Emory, Sociology, 2011), currently assistant professor of business management at Washington College

Jesse Olsen (Georgia Institute of Technology, 2010), currently assistant professor at University of Melbourne

HONORS AND AWARDS

Goizueta Creativity and Innovation Fund Grant awarded for research project “Decision Making within Oncology Conferences”

Finalist, 2004 *Academy of Management Review* Best Paper “The social side of creativity: A static and dynamic social network perspective”

Finalist, 2001 Rosabeth Moss Kanter Award for Excellence in Work-Family Research, Center for Families for paper “Work-family human resource bundles and perceived organizational performance” with T.C. Blum

American Dissertation Fellow, American Association of University Women (2001-2002)

Promising Young Scholar Research Excellence Award, PhD Project, Management Doctoral Student Association (2001, 2002)

President's Fellow, Georgia Institute of Technology (1996 - 2000)

TEACHING

Organizational Behavior (BUS 732) – PhD
Goizueta Business School, *Emory University*

Advanced Groups and Teams (BUS 337/620) – undergraduate & MBA
Goizueta Business School, *Emory University*

Leading for Creativity and Innovation (BUS 437) - undergraduate
Goizueta Business School, *Emory University*

Principles of Organization and Management (BUS330) - undergraduate
Goizueta Business School, *Emory University*

INDUSTRY EXPERIENCE

Exxon Research & Engineering Company, Florham Park, NJ and Thousand Oaks, CA
Position: Project Engineer (1989 - 1995)