

Alicia Boisnier

Assistant Professor

Education

PhD, University of California at Berkeley, Berkeley, CA, Business Administration, 2003

MS, University of California at Berkeley, Berkeley, CA, Business Administration, 2000

BA, Hampshire College, Amherst, MA, Psychology, 1995

Teaching Interests

Organizational Behavior, International/Cross-Cultural Management, Organizational Culture, Managing Diversity, Leadership

Research Interests

Organizational Behavior, Organizational Culture and Subcultures, Self-Monitoring and Impression Management, Identity, Demographic Diversity

Honors/Awards

Scholarship/Research

2008: Faculty Research Awards, Suffolk University Sawyer Business School.

2006: Faculty Summer Research Awards Program, School of Management, SUNY Buffalo.

2005: Discretionary Salary Increase, United University Professionals, SUNY Buffalo.

Service, University

2005: Small Grants Program, School of Management, SUNY Buffalo.

ACADEMIC EXPERIENCE

Courses Taught

International Management

Managing Workplace Diversity

Business/Professional Experience

Assistant Professor of Management, Sawyer Business School, Suffolk University, Boston, Massachusetts (2007 - Present).

Assistant Professor of Organization & Human Resources, School of Management, State University of New York at Buffalo, Buffalo, New York (2003 - 2007).

Consulting

2009: Bentley College RA Diversity Orientation.

2009: Gender in Business: Theory, Case Studies, and Legal Challenges.

2008: Institute for Executive Education German Summer Program.

2006: Rich Products.

INTELLECTUAL CONTRIBUTIONS

Refereed Journal Articles

Brauschneidel, M., Suresh, N., Boisnier, A. (2010). An empirical investigation of the impact of organizational culture on supply chain integration. *Human Resource Management*, 49, 883-911.

Chatman, J. A., Boisnier, A. D., Spataro, S., Berdahl, J., Anderson, C. (2008). Being Distinctive versus Being Conspicuous: The effects of Numeric Status and Sex-Stereotyped Tasks on Individual Performance in Groups. *Organizational Behavior & Human Decision Processes*, 107, 141-160.

Other

Boisnier, A. (2009). *Review of Workplace Chemistry by Meg A. Bond* (vol. 54, pp. 337-340). Administrative Science Quarterly.

Williams, L. V., Cho, J., Boisnier, A. (2006). From Lippert-Johanson Incorporated to Fenway Waste Management: Catherine's career trajectory takes an unexpected turn. In S. L. McShane & M. A. Von Glinow (Ed.), *Organizational Behavior, 4th Ed* (pp. 94-96). Burr Ridge, IL: McGraw-Hill Education.

Presentation of Refereed Papers

International

Stewart, M., Boisnier, A. (2010, August). *Goal Orientation and Approach/Avoidance of Different Others and Contexts*. Montreal, Canada. Academy of Management

Boisnier, A. (2010, August). *LGBTQ Teaching Incubator: Care, Dare, Share*. Montreal, Canada. Academy of Management

National

Boisnier, A. (2007, August). *Taboo questions about diversity: What do management students really want to know?*. Presented at Academy of Management, Philadelphia, Pennsylvania.

Boisnier, A. (2004, August). *Organizational subcultures as a source of creativity in strong culture organizations*. Presented at Academy of Management, New Orleans, Louisiana.

Faculty Development

Conference Attendance

2008: The Art and Craft of Discussion Leadership Boston, Massachusetts.

SERVICE ACTIVITIES

College/School Assignments

Assurance of Learning - Institutional Service

2008 - 2010: AOL Evaluator.

Committee Member

Research Committee.

2009: IBER Taskforce.

Faculty Sponsor

2010: Created Management Internship for SBS Undergraduates; Coro Allegro Management Intern.

Other

2010 - 2011: AOL Development & Assessment MGT335.

Other Institutional Service Activities

2008: MBA Orientation Department Representative; Jan 16 2009.

Directed Student Learning

Supervised Research

2010: MGT-H510-A Honors Independent Study.

2010: McNair Scholar Research Mentor.

University Assignments

Committee Member

2010 - Present: Bias Incident Response Team.

2007 - 2008: The President's Commission on the Status of Gay, Lesbian, Bisexual, Transgender Faculty, Staf.

Faculty Advisor

2009 - Present: McNair Scholars Program; Faculty Coordinator, Faculty Mentor.

Faculty Mentor

2008 - Present: Faculty Research Mentor; Supervise research projects for McNair Scholars..

Other Institutional Service Activities

2006: Intercultural & Diversity Center, SUNY Buffalo.

Department Assignments

Committee Member

2008: OB Faculty Hiring Committee.

2003 - 2006: OHR Department Doctoral Program Admissions Committee SUNY Buffalo.

2003 - 2004: OHR Department Junior Faculty Hiring Committee SUNY Buffalo.

Faculty Advisor

2008: Undergraduate Advising.

Other Institutional Service Activities

2007 - Present: International Management Undergraduate Course Coordinator.

2010: MEnt Research Group.

2006: OHR Department Colloquium Series, SUNY Buffalo.

Student Placement

2007: Support Student Employment, Internship and Scholarship Applications.

Professional Service

Conference-Related

2009: Academy of Management Annual Meeting; Professional Development Workshop 'Pulling the Classroom Out of the Closet: Risks, Rewards & Strategies for LGBTQ-Inclusive Teaching'.

Discussant

2006: Western New York Business Research Consortium.

Invited Lecture

2006: Roger Williams University, Gabelli School of Business.

2006: Suffolk University, Sawyer Business School.

Professional Development Workshop Facilitator

2010: Academy of Management Conference.

Reviewer, Ad Hoc Reviewer

2007 - 2008: Academy of Management Journal.

2006: Academy of Management Executive.

2005: Leadership Quarterly.

Reviewer, Grant Proposal

2009: National Science Foundation.

Public Service

Committee Member

2008 - 2009: Coro Allegro Board of Directors; Member, Board of Directors.

2007 - 2008: Brighton Community Leadership Academy; Governing Board Member.

2006: Buffalo Philharmonic Chorus Strategic Planning Committee.

Officer, Vice President

2009 - Present: Coro Allegro; Vice President, Board of Directors.

Other Community Service Activities

2006: Junior Achievement of Western New York.

Professional Memberships

Academy of Management.

American Psychological Association.