

Tammy MacLean

Associate Professor

Education

PhD, Boston College, Boston, MA, Organization Studies, 2001

MBA, Bentley College, Waltham, MA, Management, 1995

BA, St. Anselm College, Manchester, NH, Business Administration, 1986

Teaching Interests

Organizational Behavior; Managing Diversity in the Workplace; Business Ethics

Research Interests

The impact of decoupling formal structures on organization legitimacy; the relationship between compliance and organizational misconduct; workplace dynamics associated with identity; the role of ethics in b-school curricula

Honors/Awards

Scholarship/Research

2006: Second Prize, Best Insurance Paper, International Conference for the Promotion of Business Ethics.

2005: Nominee, Best Empirical Paper, Eastern Academy of Management Annual Conference, Eastern Academy of Management.

Teaching

2005: Nominee, Outstanding Faculty Member of the Year, Suffolk University Student Government Association.

Grants, Fellowships, or Contracts

2009 - "Suffolk Research Grant."

2007 - "Suffolk Research Grant," (\$7,500).

ACADEMIC EXPERIENCE

Courses Taught

Managing Diversity

Organizational Behavior

Consulting

2008: Harvard University Operation Services, Diversity Council Annual Retreat.

2008: Suffolk Construction, new manager training.

2006: OR Manager Annual Conference, Managing With Integrity: Straight Talk about the Ethics of Management. Full-day training session for operation room managers dealing with workplace ethics..

2005: Molecular, Inc., Session at Molecular Inc.'s annual executive retreat; conducted training session titled Navigating the Waters..

2005: OR Manager Annual Conference, Managing Across Boundaries. Full-day training session for operating room managers in dealing with conflict and communication..

INTELLECTUAL CONTRIBUTIONS

Refereed Journal Articles

MacLean, T., Behnam, M. The Dangers of Decoupling: The Relationship between Decoupling, Legitimacy, and Institutionalized Misconduct. *To appear in Academy Of Management Journal.*

- Behnam, M., MacLean, T. Where is the Accountability in International Accountability Standards? A Decoupling Perspective. *To appear in Business Ethics Quarterly*.
- MacLean, T. (2008). Framing and organizational misconduct: A symbolic interactionist study. *Journal Of Business Ethics*, 78(1/2), 3-16.
- Greenberg, D., Clair, J., MacLean, T. (2007). Enacting the role of management educator: Lessons from Athena, Prometheus, and Asclepius. *Academy of Management Learning and Education*, 6(4), 439-457.
- MacLean, T. L., Anteby, M., Hudson, B., Rudolph, J. W. (2006). Talking tainted topics: Insights and ideas on researching socially disapproved organizational behavior. *Journal Of Management Inquiry*, 15(1).
- Clair, J. A., Beatty, J., MacLean, T. L. (2005). Out of sight but not out of mind: Managing invisible social identities in the workplace. *Academy Of Management Review*, 30(1), 78-95.

Book Chapters

- Litzky, B., MacLean, T. Assessing Business Ethics Coverage at Top US Business Schools. In Swanson, D. and Fisher, D. (Ed.), *Toward Assessing Business Ethics*. Information Age Publishing.
- Litzky, B., MacLean, T. L. (2008). Institutional Framing. In Robert Kolb (Ed.), *Encyclopedia of Business Ethics* (pp. 1137-1138). Thousand Oaks, CA: Sage Publications.

Conference Proceedings

- MacLean, T., Behnam, M. (2009). *Where is the Accountability in International Accountability Standards?*. International Association of Business & Society. <http://>

Journal Articles

- Greenberg, D., Clair, J., MacLean, T. (2009). Who Will You Be as a Management Educator? Lessons from Greek Mythology. *Decision Line*, 40(4), 14-18.

Non-Refereed Presentations or Papers

International

- MacLean, T. (2005, July). *Who's Teaching Business Ethics? A Profile of the Top 30 U.S. Business Schools*. Presented at AACSB Teaching Business Ethics Conference, Boulder, Colorado.

National

- MacLean, T. (2008, July). *What Problems Encountered by Diversity Trainers and Teachers Call Out for More Research on What Works?*. Presented at Teaching & Training Workplace Diversity Annual Conference: Bridging the Research-Practice Gap, District of Columbia, District of Columbia.

Regional

- MacLean, T. (2004, April). *Managing Invisible Differences*. Presented at Invited presentation at Penn State Great Valley, Diversity Action Council Speaker Series, Great Valley, Pennsylvania.

Local

- MacLean, T., Silverstein, D. (2006, March). *Alternative approaches to teaching business ethics*. Presented at Suffolk University Academic Conference: Discovery, Boundaries & Connections, Boston, Massachusetts.

Presentation of Refereed Papers

International

- MacLean, T., Behnam, M. (2009). *Where is the Accountability in International Accountability Standards?*. Presented at International Association of Business & Society, Aspen, Colorado.
- Behnam, M., MacLean, T. (2009). *Where is the accountability in International Accountability Standards? A Decoupling Perspective.*. Presented at Academy of Management, Chicago, Illinois.
- Behnam, M., MacLean, T. (2009, August). *Where is the accountability in International Accountability Standards? A Decoupling Perspective*. Chicago, Illinois.

- MacLean, T. (2007). *Doing Well by Doing Good and Doing it in the Curriculum*. Presented at Academy of Management, Philadelphia, Pennsylvania.
- Litzky, B., MacLean, T. L. (2006, August). *What Constitutes 'Business Ethics Education'?*. Presented at Academy of Management annual conference, Atlanta, Georgia.
- MacLean, T. (2005, October). *Reframing Organizational Misconduct*. Presented at Annual International Conference Promoting Business Ethics, New York City, New York.
- MacLean, T., Litzky, B. (2005, July). *Part of the solution or part of the problem? A Neo-institutional perspective on integrating ethics across the curriculum*. Presented at 3rd Annual Hawaii International Conference on Social Sciences in Honolulu, Honolulu, Hawaii.
- Greenberg, D., Clair, J., MacLean, T. L. (2005, May). *Athena, Prometheus, and Asclepius: Greek archetypes that frame our roles as professors*. Presented at Eastern Academy of Management International Meeting, Springfield, Massachusetts.
- MacLean, T. L., Litzky, B. (2005, March). *Measuring Integration and Decoupling: A Neo-institutional perspective on implementing business ethics education efforts*. Presented at International Association of Business & Society, Sonoma, California.
- MacLean, T. (2004, August). *Challenges and strategies associated with organizational misconduct research: Studying deceptive sales practices at Acme Insurance Company*. Presented at Academy of Management annual conference, New Orleans, Louisiana.

Faculty Development

Conference Attendance

- 2005: Member, Boston Writing Consortium, 1998-present Boston, Massachusetts.
- 2005: Charter member, Suffolk Research Group. SRG is a small group of Suffolk Business School faculty meeting regularly to read and critique each other's scholarship. Boston, Massachusetts.
- 2004: Attended AACSB Teaching Business Ethics Conference in order to further research how business ethics is being integrated into B-school curriculum as part of an on-going research stream. Boulder, Colorado.

SERVICE ACTIVITIES

College/School Assignments

Committee Member

- July 1, 2009 - June 30, 2010: Promotion, Tenure & Review Committee;.
- 2007 - 2008: Promotion and Tenure Committee;.
- 2005 - 2006: Undergraduate Program Committee;.
- 2004: Undergraduate Curriculum Task Force; Task force formed to revise undergraduate curriculum; met from Summer 2004 through Spring 2005..

Faculty Advisor

- 2006 - 2007: Women in Business Association;.

Other Institutional Service Activities

- 2005: Institute for Executive Education and Lifelong Learning; Ethics Fellow.

University Assignments

Committee Member

- 2004 - 2007: President's Commission on the Status for GLBT Faculty, Staff & Students;.

Department Assignments

Faculty Advisor

- 2004 - 2005: Management Department;.

Professional Service

Committee Chair

2006 - 2008: Academy of Management; Chair, Social Issues in Management Division (SIM) Curriculum.

2005: Social Issues in Management (SIM) Division Curriculum Committee; Co-Chair, Academy of Management SIM Division Curriculum Committee.

Committee Member

2008 - 2009: Academy of Management; at-large representative, Social Issues in Management Division.

2004: Social Issues in Management (SIM) Division Curriculum Committee; Member, Academy of Management SIM Division Curriculum Committee.

Discussant

2007: Academy of Management; Panelist for the Social Issues in Management Division's Doctoral Consortium..

Other Professional Service Activities

2009: Book Review Editorial Board Member, Journal of Business Ethics Education;.

Reviewer, Ad Hoc Reviewer

2007 - 2008: Reviewer; Academy of Management Journal; Journal of Management Education; Group & Organization Management; Human Relations; Business & Society, etc..

2005: Reviewer; Academy of Management Journal; Journal of Management Education; Group & Organization Management; Human Relations; Business & Society, etc..

Reviewer, Conference Paper

2005: Reviewer; Academy of Management annual conference.

2004: Reviewer; International Association of Business & Society annual conference.

Reviewer, Journal Article

2007: Business & Society; Ad hoc reviewer for Business & Society.

Professional Memberships

Academy of Management.

International Association of Business & Society.

Organizational Behavior Teaching Society.