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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

ACADEMIC POSITIONS

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

PUBLICATIONS – ARTICLES

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. 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*.

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.

PUBLICATIONS - BOOK CHAPTERS

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

MANUSCRIPTS UNDER REVIEW

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

Perry-Smith, J.E. and Dumas, T.L. Debunking the ideal worker myth: The effects of temporal flexibility and family configuration on work engagement. Revise and Resubmit requested by *Organization Science*

WORKING PAPERS

Perry-Smith, J.E. and Bendoly, E. Requisite creativity in project management settings: The unintended consequences for willingness to share workers.

Perry-Smith, J.E. and Shalley, C.E. A social composition view of team creativity: The role of team member informal network ties.

WORK IN PROGRESS

Perry-Smith, J.E. Social network ties beyond non-redundant information: Understanding the effect of exposure to heterogeneous problem framing on creativity.

Perry-Smith, J.E. Is what is good for the firm good for the individual? Multiple constituents in the work-life domain.

Perry-Smith, J.E. and Madjar, N. The impact of familial and community relationships on work related creativity.

Salazar, M. R., Lant, T.K., Kane, A. and Perry-Smith, J.E. Network evolution in cross-disciplinary medical research teams.

CONFERENCE PRESENTATIONS

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 a 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.

INVITED PRESENTATIONS

Cornell University. Johnson School and ILR School. Ithaca, New York (2008)

New York University. Stern School of Business. New York, New York. (2008)

University of Kentucky. Gatton College of Business & Economics, Lexington, Kentucky. (2008)

Alston & Bird LLP. Atlanta, Georgia. (2008)

University of Kentucky. Intra-organizational Network Conference. Gatton College of Business & Economics. Lexington, Kentucky. (2007)

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

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

TEACHING EXPERIENCE

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

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

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

Organizational Behavior (MGT4100) – undergraduate
College of Management, *Georgia Institute of Technology*

PROFESSIONAL ACTIVITIES

- Editorial board member, *Academy of Management Review*
- Editorial board member, *Journal of Management*
- Ad hoc reviewer, *Academy of Management Journal*
- Ad hoc reviewer, *Administrative Science Quarterly*
- Ad hoc reviewer, *Management Science*
- Ad hoc reviewer, *Organizational Behavior and Human Decision Processes*
- Ad hoc reviewer, *Organization Science*
- Invited discussant “Theoretical and Empirical Applications of Social Network Analysis” Professional Development Workshop, Academy of Management Meeting in Anaheim, California (2008)

- Invited panelist, “Multi-level issues for the study of organizational creativity and innovation” Professional Development Workshop, Academy of Management Meeting in Philadelphia, Pennsylvania (2007)
- Symposium chair, “Team creativity: Looking at interpersonal relationships within and outside of work groups.” Academy of Management Meeting in Atlanta, Georgia (2006)
- Symposium chair, “The work-life interface.” Academy of Management Meeting in Denver, Colorado (2002)

HONORS AND AWARDS

- 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)
- H. Naylor Fitzhugh Doctoral Fellowship, National Black MBA Association (1996, 1998)

BUSINESS EXPERIENCE

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