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## ACADEMIC POSITIONS

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

Assistant Professor of Organization and Management (2002 – 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*

## PUBLICATIONS – ARTICLES

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. *Strategic Entrepreneurship Journal*, In press.

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(50): 385.

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. 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

## **WORK IN PROGRESS**

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

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

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

Perry-Smith, J.E. and Shalley, C.E. A social composition view of team creativity: The role of team member outside tie nationality diversity and tie strength. Invitation to resubmit

## CONFERENCE PRESENTATIONS

- 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 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*

Leading Groups and Teams (BUS 537) - MBA

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

## PROFESSIONAL ACTIVITIES

- Editorial board member, *Academy of Management Review*
- Editorial board member, *Academy of Management Journal*
- Editorial board member, *Journal of Management*
- Ad hoc reviewer, *Journal of Experimental and Social Psychology*
- Ad hoc reviewer, *Organization Science*
- Ad hoc reviewer, *Journal of Applied Psychology*
- *Academy of Management Review* best paper committee member
- Invited discussant “Theoretical and Empirical Applications of Social Network Analysis” Professional Development Workshop, Academy of Management Meeting in Anaheim, California (2008, 2009, 2010, 2011)
- Invited panelist, “Social network applications” Society of Industrial and Organizational Psychologists, Atlanta, Georgia (2010)
- 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)

## BUSINESS EXPERIENCE

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