

SHOSHANA R. DOBROW

Curriculum Vitae – September 2011
Fordham University, Graduate School of Business
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EDUCATION

Harvard University, 2006

Ph.D., Organizational Behavior
Joint Degree of the Harvard Business School and Graduate School of Arts and Sciences
Dissertation: "Having a calling: A longitudinal study of young musicians"
Committee: Richard Hackman, Monica Higgins, and Tim Hall

Harvard University, 2002

M.A., Social Psychology

Harvard University, 1997

B.A., Biological Anthropology, *summa cum laude* and *Phi Beta Kappa*

Rice University, Shepherd School of Music, 1997-1998

Graduate studies in Bassoon Performance

ACADEMIC POSITIONS

Fordham University, Graduate School of Business

Assistant Professor, Management Systems Department, 2006-present

Tel Aviv University, Recanati Graduate School of Business Administration

Visiting Scholar, Organizational Behavior Department, 2009-2010

Harvard University, Faculty of Arts and Sciences

Teaching Fellow, Psychology Department, 2003
Assistant Senior Tutor and Resident Tutor, Currier House Undergraduate Residence, 1999-2005

Harvard Business School

Course Assistant, Organizational Behavior Department, 2003
Research Associate, Technology and Operations Management Department, 1998-2000

PUBLICATIONS

Dobrow, S. R. & Tosti-Kharas, J. In press. "Calling: The development of a scale measure." *Personnel Psychology*.

Dobrow, S. R., Chandler, D. E., Murphy, W. M., & Kram, K. E. In press. "A review of developmental networks: Incorporating a mutuality perspective." *Journal of Management*.

Dobrow, S. R. & Tosti-Kharas, J. In press. "Listen to your heart? Calling and receptivity to career advice." *Journal of Career Assessment*.

Dobrow, S. R., Smith, W. K., & Posner, M. A. 2011. "Managing the grading paradox: Leveraging the power of choice in the classroom." *Academy of Management Learning and Education*, 10(2): 261-276.

Higgins, M. C., **Dobrow, S. R.**, & Roloff, K. S. 2010. "Optimism and the boundariless career: The role of developmental relationships." *Journal of Organizational Behavior*, 31: 749-769.

Higgins, M. C., **Dobrow, S. R.**, & Chandler, D. E. 2008. "Never quite good enough: The paradox of sticky developmental relationships for elite university graduates." *Journal of Vocational Behavior*, 72(2): 207-224.

Dobrow, S. R. & Higgins, M. C. 2005. "Developmental networks and professional identity: A longitudinal study." *Career Development International*, 10(6/7): 567-583.

BEST PAPER PROCEEDINGS

Dobrow, S. R., Smith, W. K., & Posner, M. A. 2010. "Managing the grading paradox: Leveraging the power of choice in the classroom." Academy of Management Conference, Montreal.

Dobrow, S. R. 2007. "The development of calling: A longitudinal study of musicians." Academy of Management Conference, Philadelphia.

Dobrow, S. R. 2004. "Extreme subjective career success: A new integrated view of having a calling." Academy of Management Conference, New Orleans.

RESEARCH IN PROGRESS

MANUSCRIPTS UNDER REVIEW

Dobrow, S. R. "The dynamics of calling: A longitudinal study of musicians." *Journal of Organizational Behavior*, Revise and resubmit.

Ganzach, Y., **Dobrow, S. R.**, & Gotlibovsky, C. "A longitudinal study of the effect of time on job satisfaction." *Academy of Management Journal*, Under review.

WORK IN PROGRESS

Dobrow, S. R. & Heller, D. "A Siren song? A longitudinal study of calling and perceived ability in musicians' career pursuit." Targeted for submission to *Academy of Management Journal*.

Dobrow, S. R., Tosti-Kharas, J., & Chandler, D. E. "A two-way street? Accuracy of protégé perceptions in developmental networks." Targeted for submission to *Academy of Management Journal*.

Dobrow, S. R. & Besharov, M. "A qualitative, longitudinal study of high-achieving young musicians." Targeted for submission to *Organization Science*.

Dobrow, S. R. & Higgins, M. C. "The dynamics of developmental networks." Targeted for submission to edited book, "Mentoring Across Boundaries."

AWARDS

Best Paper

MED Division, Best Paper in Graduate Management Education, Academy of Management Conference, 2010.

Best Paper Based on a Recent Dissertation

Careers Division, Academy of Management Conference, 2009.
William H. Newman Award Nominee for Best Paper Based on a Recent Dissertation across all divisions.

Best Paper

Careers Division, Academy of Management Conference, 2007.

Best Paper Based on a Recent Dissertation

Careers Division, Academy of Management Conference, 2007.
Top-3 Finalist, William H. Newman Award for Best Paper Based on a Recent Dissertation across all divisions.

Best Symposium

Careers Division, Academy of Management Conference, 2007.

Best Paper

Careers Sub-theme, European Group for Organization Studies Conference, 2007.
Nominee for conference Best Paper Award.

Best Symposium Nominee

Careers Division, Academy of Management Conference, 2006.

Best Student Paper

Careers Division, Academy of Management Conference, 2004.

Best Symposium

Careers Division, Academy of Management Conference, 2004.

COURSE MATERIALS

Higgins, M. C. and Dobrow, S. R. 2004. "Career Orientation Instrument." Harvard Business School Course Exercise, Harvard Business School, Boston, MA.

Pisano, G. and Dobrow, S. R. 2000. "Heartport Inc." Harvard Business School Case, Harvard Business School, Boston, MA.

PRESENTATIONS

REFEREED PRESENTATIONS

Dobrow, S. R. and Tosti-Kharas, J. 2011. "Listen to your heart? Calling and receptivity to career advice." Paper presented at the Annual Meeting of the Academy of Management, San Antonio, TX.

- Co-organized symposium, "The Yin & Yang of Mentoring: Exploring the Continuum of Mentoring Relationships and Experiences," Annual Meeting of the Academy of Management, San Antonio, TX (with D. E. Chandler and W. M. Murphy).
- Dobrow, S. R. and Tosti-Kharas, J. 2011. "Listen to your heart? Calling and receptivity to career advice." Paper presented at the Annual Meeting of the European Group for Organization Studies, Gothenburg, Sweden.
- Dobrow, S. R., Smith, W. K., and Posner, M. A. 2010. "Managing the grading paradox: Leveraging the power of choice in the classroom." Paper presented at the Annual Meeting of the Academy of Management, Montreal, QC.
***Best Paper Award in Graduate Management Education, MED Division**
***Best Paper Proceedings**
- Dobrow, S. R., Smith, W. K., and Posner, M. A. 2010. "Managing the grading paradox: Leveraging the power of choice in the classroom." Poster presented at the Lilly East Conference on College and University Teaching, Washington, DC.
- Dobrow, S. R. 2009. "The Siren song of a calling: A longitudinal study of ability (mis)perception in musicians and MBAs." Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL.
***Best Paper Based on a Recent Dissertation Award, Careers Division**
***Nominee for William H. Newman Award**
- Dobrow, S. R. 2009. "A two-way street? Accuracy of protégé perceptions in developmental networks." In "New Directions in Professional Identity Research," H. Slay and B. Caza (Chairs). Symposium conducted at the Annual Meeting of the Academy of Management, Chicago, IL.
- Dobrow, S. R. 2008. "Catching an elusive phenomenon: The conceptual development of a measure of calling." In "Reinforcing and reorienting work orientation research: Beyond jobs, careers, and callings," J. Tosti and K. Dekas (Chairs). Symposium conducted at the Annual Meeting of the Academy of Management, Anaheim, CA.
- Higgins, M. C., Dobrow, S. R., and Roloff, K. S. 2008. "Resilience and the boundaryless career." In "From mentoring to developmental networks: 'Old' questions, new questions, perennial questions and directions for research," W. Murphy and D. Chandler (Chairs). Symposium conducted at the Annual Meeting of the Academy of Management, Anaheim, CA.
- Dobrow, S. R. 2008. "The Siren song of a calling: A longitudinal study of ability (mis)perception in musicians." Paper presented at the Annual Meeting of the European Group for Organization Studies, Amsterdam, The Netherlands.
- Dobrow, S. R. 2007. "The development of calling: A longitudinal study of musicians." Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.
***Best Paper Award, Careers Division**
***Top-3 Finalist for William H. Newman Award for Best Paper based on a recent dissertation**
***Best Paper Proceedings**
- Higgins, M. C., Dobrow, S. R., and Chandler, D. E. 2007. "Never quite good enough: The paradox of sticky developmental relationships from graduate school." In "People helping people: New directions in careers research," H. Gunz (Chair). Symposium conducted at the Annual Meeting of the Academy

of Management, Philadelphia, PA.

***Best Symposium, Careers Division**

Dobrow, S. R. 2007. "The development of calling: A longitudinal study of musicians." Paper presented at the Annual Meeting of the European Group for Organization Studies, Vienna, Austria.

***Best Paper Award, Careers Sub-theme**

***Nominee for Conference Best Paper Award**

Dobrow, S. R. 2007. "Swimming upstream: A longitudinal study of calling in musicians' paradoxical careers." In "The meaning of work as job, career, or calling," J. Yugo and J. Gillespie (Chairs). Symposium conducted at the Annual Meeting of the Society for Industrial and Organizational Psychology, New York, NY.

Dobrow, S. R. 2006. "The dark side of calling: Career tunnel vision." In "When work is a calling: New directions in work orientation research," J. Tosti and A. Wrzesniewski (Chairs). Symposium conducted at the Annual Meeting of the Academy of Management, Atlanta, GA.

***Nominee for Best Symposium Award, Careers Division**

Dobrow, S. R. 2005. "Having a calling across professions: An examination of music and MBA students." In "Careers in the 21st Century: Overlap of individual values and professional norms," L. Dunn-Jensen and J. Tosti (Chairs). Symposium conducted at the Annual Meeting of the Academy of Management, Honolulu, HI.

Dobrow, S. R. 2004. "Extreme subjective career success: A new integrated view of having a calling." Paper presented at the Annual Meeting of the Academy of Management, New Orleans, LA.

***Best Student Paper Award, Careers Division**

Dobrow, S. R. and Higgins, M. C. 2004. "The dynamics of developmental networks." In symposium, "Pursuing protean and boundaryless careers: Identity, networks and career transitions," H. Slay (Chair). Symposium conducted at the Annual Meeting of the Academy of Management, New Orleans, LA.

***Best Symposium, Careers Division**

Dobrow, S. R. 2003. "Following their hearts? Subjective career orientations and career-related outcomes in young classical musicians." In symposium, "What more is there to career success?," P. A. Heslin (Chair). Symposium conducted at the Annual Meeting of the Academy of Management, Seattle, WA.

OTHER PRESENTATIONS

Dobrow, S. R. and Tosti-Kharas, J. 2011. "Listen to your heart? Calling and receptivity to career advice." Research presented at the May Meaning Meeting, Sundance, Utah.

Dobrow, S. R. and Besharov, M. L. 2011. "A qualitative, longitudinal study of high-achieving young musicians." Research presented at the May Meaning Meeting, Sundance, Utah.

Dobrow, S. R. and Tosti-Kharas, J. 2010. "Calling: The development of an integrated measure." Paper presented at the May Meaning Meeting, Boston, MA.

Dobrow, S. R. 2009. Panelist in "The work of making music: New notes and fresh sounds," J. P. Stephens (Chair), Academy of Management Conference, Chicago, IL.

Dobrow, S. R. 2008. "The relational side of work orientations." Research presented at the Positive Organizational Studies (POS) Conference, University of Michigan.

Dobrow, S. R. 2008. "Trouble in paradise? The dark side of a calling." Research presented at the May Meaning Meeting, Rice University.

Dobrow, S. R. 2007. Panelist in "Perspectives from the emerging generation of careers scholars." In "The Catalytic 1970s: Implications for the 2000s? A Dialogue on the Future of the Careers Division," J. Briscoe (Chair), Academy of Management Conference, Philadelphia, PA.

Dobrow, S. R. 2006. "Swimming upstream: A longitudinal study of calling in musicians' paradoxical careers." Research presented at the Positive Organizational Studies (POS) Conference, University of Michigan.

Dobrow, S. R. 2006. "Having a calling: Next steps in a longitudinal study of young musicians." Research presented at the May Meaning Meeting, University of Illinois Urbana-Champaign.

INVITED TALKS

Fordham University, Fordham Consortium on the Purpose of Business, 2011.

New York University, School of Law—Public Service Seminar, 2011.

Hebrew University, Jerusalem School of Business Administration (Jerusalem, Israel), 2011.

Fordham University, Department of Psychology, 2011.

National Sun Yat-Sen University, Institute of Human Resource Management (Kaohsiung, Taiwan), 2010.

Fordham University, Schools of Business—Faculty Research Seminar, 2010.

Bar-Ilan University, Department of Psychology (Ramat Gan, Israel), 2010.

Interdisciplinary Center (IDC) Herzliya, The New School of Psychology (Herzilya, Israel), 2010.

Technion—Israel Institute of Technology, Faculty of Industrial Engineering and Management (Haifa, Israel), 2010.

Tel Aviv University, Recanati Graduate School of Business Administration (Tel Aviv, Israel), 2009.

Seattle University, Albers School of Business and Economics, 2008.

Boston University, School of Management—Ph.D. Careers Seminar, 2008.

Rice University, Shepherd School of Music—Careers Forum, Distinguished Guest Speaker, 2007.

TEACHING EXPERIENCE

FORDHAM UNIVERSITY COURSES

INSTRUCTOR RATINGS

Fundamentals of Management (MGGB 6613, Spring 2011) Taught 54 students in core MBA course (section ratings: 4.8, 5.0)	4.9/5
Principles of Management (MGBU 3223, Spring 2011) Taught 35 students in core undergraduate course	4.8/5
Fundamentals of Management (MGGB 6613, Fall 2010) Taught 17 students in core MBA course	4.7/5
Principles of Management (MGBU 3223, Fall 2010) Taught 39 students in core undergraduate course	5.0/5
Principles of Management (MGBU 3223, Spring 2009) Taught 68 students in core undergraduate course (section ratings: 4.6, 4.6)	4.6/5

Principles of Management (MGBU 3223, Fall 2008) Taught 113 students in core undergraduate course (section ratings: 4.2, 4.6, 4.6)	4.5/5
Fundamentals of Management (MGGB 6613, Spring 2008) Taught 36 students in core MBA course (section ratings: 4.7, 4.4)	4.6/5
Fundamentals of Management (MGGB 6613, Fall 2007) Taught 31 students in core MBA course	4.5/5
Principles of Management (MGBU 3223, Spring 2007) Taught 65 students in core undergraduate course (section ratings: 4.5, 4.8)	4.6/5
Principles of Management (MGBU 3223, Fall 2006) Taught 73 students in core undergraduate course (section ratings: 3.7, 4.3)	4.0/5

HARVARD UNIVERSITY COURSES

Social Psychology of Organizations (Psychology 1501, Fall 2003) Teaching Fellow for undergraduate elective	4.5/5
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GRANTS

Fordham University Faculty Research Expense Program Grant, 2011-2012
 Fordham University Faculty Research Grant, 2011-2012
 Fordham Business School Summer Research Grant, 2011
 Fordham University Faculty Research Grant, 2010-2011
 Fordham Business School Summer Research Grant, 2010
 Fordham University Faculty Fellowship, 2009-2010
 Fordham University Faculty Research Grant, 2009-2010
 Fordham Business School Summer Research Grant, 2008
 Fordham Business School Summer Research Grant, 2007
 Harvard Graduate Society Fellowship for Dissertation Completion, 2005-2006

PROFESSIONAL ACTIVITIES AND SERVICE

Editorial Board

Academy of Management Learning & Education, 2012-2015

Ad-Hoc Reviewer

Academy of Management Learning & Education, 2009-present
Administrative Science Quarterly, 2006-present
Career Development International, 2006-present
Group and Organization Management, 2011-present
Human Relations, 2008-present
Journal of Applied Psychology, 2006-present
Journal of Management Studies, 2010-present
Journal of Organizational Behavior, 2009-present
Personnel Psychology, 2011-present

Professional Service and Development

Invited “Accomplished Scholar,” Careers in the Rough Professional Development Workshop, Academy of Management Conference, 2011.

Discussant, “Effective Mentoring and Coaching at Work,” Academy of Management Conference, 2010.

Participant, Organizational Behavior (OB) Junior Faculty Consortium, Academy of Management Conference, 2006 and 2009.

Participant, Organizational Behavior (OB) Doctoral Student Consortium, Academy of Management Conference, 2005.

Professional Memberships

Academy of Management, 2001-present

American Federation of Musicians, 1998-present

European Group for Organization Studies, 2007-present

Fordham University

Co-organizer, Management Systems Area Research Seminar Series, 2011.

WFUV Radio

Interviewed about research on program “Fordham Conversations,” aired November 28, 2009.

Women in Business Day, College of Business Administration, March 2009

Guest speaker, “Mentorship and Networking”

College of Business Administration Curriculum Review, 2008-2009

Worked with other area faculty to establish content for required core undergraduate course, Principles of Management

Hiring Committee, Management Systems Area, 2007-2008.

Read folders, conducted interviews and other recruiting activities at the Academy of Management conference (2007), conducted preliminary phone interviews, helped coordinate campus visits

Inside Fordham Newspaper

Profiled in article, “Management professor seeks to understand the nature of professional calling,” September 10, 2007

MBA Orientation, Fall 2007

Taught session, “Introduction to the Case Method”

College of Business Administration Freshman Recruiting, Spring 2007

Taught session to introduce prospective students to the nature of Principles of Management course

WORK EXPERIENCE

Professional Musician

Bassoonist: Member of Rhode Island Philharmonic, substitute with Boston Symphony Orchestra, Boston Pops, Broadway Orchestras, and other ensembles, 1999-present.

REFERENCES

Professor Monica Higgins – Dissertation committee member and coauthor

Harvard Graduate School of Education

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Cambridge, MA 02138

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Professor Kathy Kram – Coauthor

Boston University
School of Management
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617-353-4269

Professor Falguni Sen – Department Chair

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Graduate School of Business Administration
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