SOPHIE LEROY

Carlson School of Management University of Minnesota 321 19th Avenue South – Room 3-360

Minneapolis, MN 55455 E-mail: sleroy@umn.edu

ACADEMIC APPOINTMENTS

UNIVERSITY OF MINNESOTA/CARLSON SCHOOL OF MANAGEMENT

2007 to present

Phone: 612-625-5937

Cell: 617-777-2144

Fax: 612-6261316

Department of Work and Organizations

Assistant Professor

EDUCATION

NEW YORK UNIVERSITY/STERN SCHOOL OF BUSINESS

2001 - 2007

Ph.D. in Management/Organizational Behavior

<u>Dissertation</u>: Being present but not fully there: The effect of switching work tasks on subsequent task engagement and performance. Committee: Sally Blount (Chair), Lee Sproull, Batia Wiesenfeld, and Peter Gollwitzer.

HEC SCHOOL OF MANAGEMENT (Paris, France)

1997-1998

Master's degree in Management from leading French-speaking business school (4% acceptance rate) Fall 1997 Exchange Scholar at COLUMBIA BUSINESS SCHOOL

1993-1996

Bachelor's degree equivalent in Business with concentrations in Management and International Business

RESEARCH INTERESTS

Self-regulation of attention, Ethics, Self-regulation of temporal behaviors, Leadership

FELLOWSHIPS, GRANTS, AND HONORS

2011	One of four finalists for the best paper award - Managerial and Organizational Cognition division of the Academy of Management.
2011	Invited to be published in the Best Paper Proceedings, Academy of Management Annual Meeting
2008-2012	Awarded Dean's Small Research Grant – award received five times.
2000	Winner of the heat name award. Managerial and Organizational Counties division of the

Winner of the best paper award - Managerial and Organizational Cognition division of the Academy of Management.

One of six finalists for the Newman Award granted to the best paper based on a dissertation. Nominated by the Managerial and Organizational Cognition division of the Academy of Management.

2008	Invited to be published in the Best Paper Proceedings, Academy of Management Annual Meeting
2006	One of five nominees for Best Student Paper Award – Managerial and Organizational Cognition Division, Academy of Management 2006 meetings
2005	Recipient of Nadler Fellowship and other competitively-awarded research funding, NYU/Stern School of Business
2005	Teaching Excellence Award, NYU/Stern School of Business
1996	Rhône-Poulenc/Rorer - Aventis (Paris, France) - Research Grant

PUBLICATIONS

Leroy, S. (2009) Why is it so hard to do my work? The challenge of attention residue when switching between work tasks. *Organizational Behavior and Human Decision Processes*. 109.pp 168-181.

Blount, S. and Leroy, S. (2007). Individual temporality in the workplace: How individuals perceive and value time at work. In Beth Rubin (Ed.), *Research in the Sociology of Work (Vol. 17) - Work Place Temporalities*.

Blount, S., Waller, M., and Leroy, S. (2005). Coping with temporal uncertainty: When rigid, ambitious deadlines don't make sense. In Starbuck, W. and Farjoun, M. (Eds.). *Organization at the Limit* (pp. 122-139). Blackwell publishing. Oxford, UK.

Leroy, S. (1997). The impact of employee ownership on corporate and stock performance. Internal Research Journal - Rhône-Poulenc/Rorer.

INVITED REVISION

Leroy, S., Shipp, A., and Blount, S. Title removed to maintain blind review. Revision requested from *Personnel Psychology*.

Dahm, P., Glomb, T., Manchester, C., and Leroy, S., Title removed to maintain blind review. Revision requested from the *Journal of Applied Psychology*.

UNDER REVIEW

Leroy, S. Task performance and interruptions: When the mind resists being interrupted. Under review at the *Journal of Applied Psychology*.

Licht, J.G., Leroy, S., and Vohs, K.E. The effect of self-construal and ethical behavior. Under review at the *Journal of Applied Psychology*.

WORKING PAPERS

Leroy, S. and Schmidt, A. The effect of regulatory focus on attention residue following interruptions. Manuscript being finalized for submission to the *Journal of Applied Psychology*.

Leroy, S. and Licht, J.G. Cognitive load and ethical behavior: A moderated relationship.

Leroy, S. and Van de Ven, A.H. Leaders' fluidity between temporal frames: An asset for strategic decision-making.

Leroy, S. and Sproull, L. When team work means working on multiple teams: Examining the impact of multiple team memberships.

WORK IN PROGRESS

Leroy, S. and Van de Ven, A.H. Attention regulation at the top: the effects of leaders' need for control and time horizon.

Leroy, S. and Licht, J.G. Attention residue and the challenge of being ethical.

Leroy, S. and Licht, J.G. Overcoming the costs of interruptions: Building on the power of mindfulness.

Leroy, S. Attention at work: How current work practices contribute to attention residue.

Licht, J.G. and Leroy, S. The effects of interdependencies on attention residue: The moderating role of self-construal.

Beck, J. W., Schmidt, A. M., & Leroy, S. What's on your mind? Effects of task valence and expectancy on attention residue.

CONFERENCE PRESENTATIONS

Leroy, S., Shipp, A., and Blount, S. (2013) Why some people go with the flow and some don't: Identification and measurement of the synchrony preference. Paper accepted at the Academy of Management Conference- Orlando, FL.

Leroy, S. (2012). Being Mindful about Mindfulness. Symposium submission accepted at the Academy of Management Conference – Boston, MA.

Schmidt, A. and Leroy, S. (2012). The effects of regulatory focus on attention residue following interruptions. Symposium submission accepted at the annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Leroy, S. (2011). Being present but not fully there: The challenge of anticipated time pressure in the context of interruptions. Paper accepted at the Academy of Management Conference – San Antonio, TX.

• Invited to be published in the Academy of Management Best Paper Proceedings

Leroy, S. (2010). Attention and anticipated time pressure at work. Paper accepted at the Academy of Management Conference – Montreal, Canada.

Leroy, S. and Blount, S. (2010). The role of time in interdependence: Identification and measurement of the synchrony preference. Paper accepted at the Academy of Management Conference – Montreal, Canada.

Leroy, S. (2008). Why is it so hard to do my work? The challenge of attention residue when switching between work tasks. Paper accepted at the Academy of Management Conference – Anaheim.

• Invited to be published in the Academy of Management Best Paper Proceedings

Leroy, S. and Blount, S. (2008). Some people seek synchrony. Some people don't. Paper accepted at the Academy of Management Conference- Anaheim.

Leroy, S. (2007). Could time pressure be helpful? The effect of time pressure when switching between work tasks. Paper accepted at the Academy of Management Conference- Philadelphia.

Leroy, S., and Blount, S. (2007). Some people like clocks; some people don't. Paper accepted at the Academy of Management Conference- Philadelphia.

Leroy, S. (2006). Why is it so hard to concentrate on my work? The importance of task closure when switching work tasks. Paper accepted at the Academy of Management Conference - Atlanta.

Blount, S. and Leroy, S. (2005). The role of time in interdependence: Development of the temporal adaptability scale. Paper accepted at the Academy of Management Conference – Honolulu.

Blount, S. and Leroy, S. (2005). Managerial decision making and temporal coordination under temporal uncertainty. Paper accepted at the Academy of Management Conference, – Honolulu.

Blount, S., Waller, M. and Leroy, S. (2005). Coping with temporal uncertainty: When rigid, ambitious deadlines don't make sense. Paper accepted at the Academy of Management Conference – Honolulu.

Leroy, S. (2005). Being present but not fully there: The effect of switching work tasks on subsequent task engagement and performance. Trans-Atlantic Doctoral Conference - London Business School.

Leroy, S. and Sproull, L. (2004). When team work means working on multiple teams: Examining the impact of multiple team memberships. Paper accepted at the Academy of Management Conference - New Orleans.

Bartel, C., Wiesenfeld, B. and Leroy, S. (2002). Social identity in evolving, boundary-less, and pluralistic organizations. Paper accepted at the Academy of Management Conference – Denver.

INVITED PRESENTATIONS

Leroy, S. (2011). When the mind resists being interrupted: When interruptions leads to attention residue. Work and Organizations Department. Carlson School of Management. University of Minnesota.

Leroy, S. (2010). Transitions and their effects on attention and task performance. Invited speaker at the Wharton OB Conference – November 2010.

Leroy, S. (2010). Being present but not fully there: the challenge of anticipated time pressure in the context of interruption. Strategic Management and Organizations Department. Carlson School of Management. University of Minnesota.

Leroy, S. (2009). Attention residue and transitions at work. Marketing Department. Carlson School of Management. University of Minnesota.

Leroy, S. (2008). Why is it so hard to do my work? The challenge of attention residue when switching between work tasks. Psychology Department. University of Minnesota.

TEACHING EXPERIENCE

Carlson School of Management - University of Minnesota

- Management and Organizational Behavior MBA part-time program.
 Core course in organizational behavior. *Teaching ratings*: average: 5.4 to 5.8 out of 6.
 - o Spring 2013: Earned the highest teaching ratings of all the faculty teaching in the MBA programs (Full time and Part time)
 - o Fall 2012: Earned the third highest ratings of all the faculty teaching in the MBA programs (Full time and Part time)
- Management and Organizational Behavior MBA full time program.
 Core course in organizational behavior. *Teaching rating*: average: 5.1 to 5.7 out of 6.
- Managing People and Organizations MBA part-time program.
 Elective course focusing on leadership. *Teaching ratings*: average: 5.5/5.6 out of 6.
- Managerial Psychology Undergraduate program.
 Elective course in organizational behavior. *Teaching ratings*: average: 5.6 out of 6.
- Managing Teams MBA full time program
 Required 2½ day course offered prior the first semester. Teaching rating not collected.

Stern School of Business - New York University

- Negotiation and Consensus Building Undergraduate program Teaching Assistant - Fall 2006
- Management & Organizational Analysis Undergraduate program
 Core management class *Teaching rating* Fall 2004: average: 6.6 out of 7.

SERVICE

Ad Hoc Reviewing

- Academy of Management Journal
- Journal of Applied Psychology
- Organizational Behavior and Human Decision Processes
- Management Science
- Annual Meetings of the Academy of Management
- TESS

Advising

- Dissertation Co-Chair for John-Gabriel Licht
- Dissertation Committee Member for Tao Yang
- Dissertation Committee Member for David Yoon, 2013
- Dissertation Committee Member for James Beck (Psychology Department), 2012
- Dissertation Committee Member for John Bechara, 2009
- Co-directed (with Prof. Sally Blount) undergraduate honors thesis for Beth Welinsky, 2005-2006

Service to the University of Minnesota

- Coordinator for the Management and Organizational Behavior course (2010 to present)
- Preliminary Exam committee member (2011 to present)
- PhD Program committee member (2011 to present)
- Faculty panelist at the Women's Leadership Conference (2011)
- Faculty panelist at the Women's Leadership Conference (2010)
- Andersen Chair Recruiting Committee (2008-2009; 2009-2010)
- Organizer of the Speaker Series (2007-2008), (2008-2009)
- Working in Teams MBA workshop coordinator (2009)

Professional Affiliations

- Academy of Management
- American Psychological Association
- Society for Industrial and Organizational Psychology
- Society for Personality and Social Psychology.

MEDIA COVERAGE

CBS/WCCO, The British Psychological Society, Women's health Magazine.

PROFESSIONAL EXPERIENCE

TROT EDUTOTIVE EM EMETICE			
INTERBRAND (New York, NY)	1999-2001		
Director - Brand Consulting and Corporate Identity			
PRICEWATERHOUSE COOPERS (New York, NY)	1998-1999		
Associate - Shareholder Value Management Department			
SOCIETE GENERALE – SOCGEN (Paris, France / New York, NY)	1996-1998		
Associate - US Equity Research and Mergers and Acquisitions Departments			