

# CURRICULUM VITAE

**Gelaye Debebe**

## **Address**

Department of Organizational Sciences and Communication  
The George Washington University  
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## **Education**

Ph.D., Department of Organizational Behavior, School of Business, University of Michigan, 2002

M.S., Human Resource Development, American University, 1992

B.A., Government and Politics, University of Maryland, 1986

## **Professional Experience**

Associate Professor, George Washington University, 2014 to present

Program Director, Organizational Sciences Graduate Program, Department of Organizational Sciences and Communication, The George Washington University, 2015 to 2017 and 2021 to present

Program Director, Organizational Sciences Undergraduate Program, Department of Organizational Sciences and Communication, The George Washington University, 2015 to 2017

Assistant Professor, George Washington University, 2003 to 2014

Faculty Affiliate, George Washington University Women's Studies Program, 2016 to present

Faculty Affiliate, Simmons Graduate School of Management, 2003 to present

Research Associate, Simmons Graduate School of Management, 2000 to 2003

Research Assistant, University of Michigan Business School, 1994 to 1998

Program Coordinator, Programs in Professional Education, Graduate School of Education, Harvard University, 1992 to 1993

Program Director, Fulbright Teacher Exchange Program, American University, 1991 to 1992

Program Manager, Office of Continuing Studies, American University, 1991 to 1992

Program Coordinator, Office of Continuing Studies, American University, 1988 to 1991

## **Honors**

Faculty Mentoring Award, Columbian College of Arts and Sciences, George Washington University, 2019

Faculty Speaker, Columbian College of Arts and Sciences, Master's Graduation Ceremony, 2019

Nominee, Deloitte Ellen Gabriel Chair for Women and Leadership, Simmons Graduate School of Management, 2012

Distinguished Scholar Speaker Series, Center for Gender in Organizations, Simmons Graduate School of Management, 2011

Best Paper Proceedings, Academy of Management, 2010

Best Paper Award, Davis Conference on Qualitative Research (with Jane Dutton and Amy Wrzesniewski), 2009

Gil Whitaker Fellowship, University of Michigan, 1997

Member, American University Chapter of Pi Alpha Alpha, Public Affairs Honor Society, 1992

American Society for Training and Development Scholarship for Graduate Students in Human Resource Development, 1991

## **Research Interests**

Social identity ascription, human development, women's leadership development, authentic talent development, intuition, and ethic of care.

## Google Scholar Citations

Total: Over 1,800

h-index: 12

i-10 index: 13

## Books

Debebe, G. (2019) *Women's Leadership Development: Caring Environments and Paths to Transformation*, Routledge.

Featured as favorite book on women's leadership by the United Kingdom Centre for Army Leadership, Royal Military Academy, Sandhurst.

Debebe, G. (2012) *Navigating Power: Cross-Cultural Competence and Coordination in Navajoland*, Lexington Books.

Book reviewed in *Administrative Science Quarterly*, 2013

Book reviewed in *Journal of Organizational Change Management*, 2014

Featured in Sage Publications, Management INK

## Edited Special Issues

Debebe, G. (Forthcoming). "Authentic Talent Development in Sociocultural Context," Special issue of *European Journal of Training and Development*.

Debebe, G., Anderson, D. Bilimoria, D. Vinnicombe, S. (2016). "Women's Leadership Programs: Lessons Learned and New Frontiers." Special issue of *Journal of Management Education*, 40:3.

## Journal Articles

Debebe, G. (2023), "Authentic Talent Development in Sociocultural Context: Interdisciplinary Perspectives." *European Journal of Training and Development*, 47 (3/4): 281-300.

Reinert, K. and Debebe, G. (2023) "The ethics of talent development: Frameworks and identities," *European Journal of Training and Development*, 47 (3/4): 327-347.

Debebe, G. (2017) "Authentic Leadership and Talent Development: Fulfilling Individual Potential in Sociocultural Context," *Advances in Developing Human Resources*, 19(4): 420-438.

Debebe, G. (2017) "Navigating the Double bind: Transformations to Balance Contextual Responsiveness and Authenticity in Women's Leadership Development," *Cogent Business & Management*, 4(1): 1-28.

Reinert, K.A., Reinert, O.T., and Debebe, G. (2016) "The OECD Guidelines for Multinational Enterprises: Better But Not Enough," *Development in Practice*, 26(6): 816-823.

Debebe, G., Anderson, D., Bilimoria, D., Vinnicombe, S. (2016) "Women's Leadership Development Programs: Lessons Learned and New Frontiers," *Journal of Management Education*, 40(3): 231-252.

Debebe, G. (2011) "Creating a Safe Environment for Women's Leadership Transformation," *Journal of Management Education*, 35(5): 679-712.

Academy of Management Best Paper 2010

Featured in *Journal of Management Education* podcast

Featured in Sage Publications, Management INK

Debebe, G. (2011) "Creating Cross-Cultural Knowledge: Process, Relationship, and Task Aspects," *Issues in Intercultural Communication*, 3(1): 1-20.

Debebe, G. (2010) "Fostering Receptivity in Cross-Cultural Coordination: The Practices of Civic Virtue," *Human Resource Development International*, 13(4): 443-461.

Debebe, G. (2009) "Transformational Learning in Women's Leadership Development Training," *Advancing Women in Leadership Journal*, 29(7): 1-12.

Debebe, G. (2008) "Cross-Cultural Competence and Power-Based Rules: A Native American Case Study," *International Journal of Intercultural Relations*, 32(5): 399-414.

Wrzesniewski, A., Dutton, J.E., and Debebe, G. (2004) "Interpersonal Sensemaking and the Meaning of Work," *Research in Organizational Behavior*, 25: 93-135.

Received over 1,000 Google Scholar citations

Subject of an Academy of Management session entitled "Interpersonal Moments at Work," 2010

Debebe, G. (2002) "Guest Learning and Adaptation in the Field: A Navajo Case Study," *Development in Practice*, 12(3): 355-369.

## Contributions to Edited Volumes

Debebe, G. (2024) “Defensive Diversity Management as a Tool of Genderwashing in Exclusive Talent Management.” In R.A. Gardiner, W. Fox-Kirk, C.J. Elliott and V. Stead (Eds.), *Genderwashing in Leadership: Power, Policies, and Politics*. Emerald.

Reinert, K.A. Reinert, O. T. and Debebe, G. (2022) “The OECD Guidelines for Multinational Enterprises.” In K.A. Elliott (Ed.), *Handbook of Labour Standards*. Edward Elgar.

Debebe, G. (2017) “Global Organizations.” In K.A. Reinert (Ed.), *Handbook of Globalisation and Development*. Edward Elgar.

Dutton, J.E., Debebe, G., and Wrzesniewski, A. (2016) “Being Valued and Devalued at Work: A Social Valuing Perspective.” In K. Elsbach (Ed.), *Qualitative Organizational Research: Best Papers from the Davis Conference on Qualitative Research*. Volume 3, Information Age Publishing.

Debebe, G. and Reinert, K.A. (2014) “Leading with Our Whole Selves: A Multiple Identity Approach to Leadership Development.” In M. Milville and A. Ferguson (Eds.), *Handbook on Race-Ethnicity and Gender in Psychology*, Springer.

Debebe, G. (2009) “Brain Waste.” In K.A. Reinert and R.S. Rajan (Eds.), *Princeton Encyclopedia of the World Economy*. Princeton University Press.

Debebe, G. (2009) “Cross-Cultural Knowledge Creation: A Native American Case Study.” In Frank H. Columbus (ed.), *Cultural Diversity: Issues, Challenges, and Perspectives*. Nova Science Publisher.

Debebe, G. (2003) “Guest Learning and Adaptation in the Field: A Navajo Case Study.” In J. Pettit and L. Roper (Eds.), *Development and the Learning Organization*. Oxfam and Institute for Development Studies. Translated into Spanish, French and Portuguese.

Wrzesniewski, A., Dutton, J.E., and Debebe, G. (2002) “Help from Unexpected Places: Access and Assistance from within an Organization.” In M. Feldman, J. Bell, and M. Berger (Eds.), *Gaining Access to People and Organizations*. Altamira Press.

Quinn, R.E., O’Neill, R., and Debebe, G. (1996) “Confronting the Tensions in an Academic Career.” In P. Frost and S. Taylor (Eds.), *Rhythms of Academic Life*. Sage Publications.

## Other Professional Publications

Debebe, G. and K.A. Reinert (2020) “Systemic Racism Is a Drag on the U.S. Economy,” *The Hill*.

Debebe, G. (2010) “Creating a Safe Environment for Women’s Leadership Transformation,” *Academy of Management Best Paper Proceedings*.

Debebe, G. (2009) “Transformational Learning in Women’s Leadership Development Training,” *CGO Working Paper*, Center for Gender in Organizations, Simmons Graduate School of Management.

Debebe, G. (2007) *Inspiring Transformation: Lessons from the CGIAR Women’s Leadership Series*, Consultative Group on International Agricultural Research, Gender and Diversity Working Paper 47.

Debebe, G. (2005) “Cross-Cultural Communicative Competence: A Path to Cultural Synergy,” in K.A. Reinert, *Windows on the World Economy: An Introduction to International Economics*, South-Western Thomson.

Holvino, E., Sheridan, B., and Debebe, G. (2004) “Beyond Diversity: Working Across Differences for Organizational Change,” *Center for Gender in Organizations Commentary Series*.

### **Funded Research**

Principal Investigator, “Assessing the Impact of Leadership Training: The CGIAR’s Women’s Leadership Series,” Consultative Group on International Agricultural Research and Center for Gender in Organizations, Simmons Graduate School of Management, 2006, \$40,000.

### **Consulting Reports**

“The Definition and Nature of Economic Justice: The Experience of Six International Feminist Organizations,” Report prepared for the Center for Gender in Organizations, Simmons Graduate School of Management, Boston, Massachusetts, 2002.

“Operational Ambiguity and Coordination Problems in An Agricultural Research and Development Consortium,” Report prepared for the African Highlands Initiative and the Center for Gender in Organizations, Simmons Graduate School of Management, Boston, Massachusetts, 1999.

### **Presentations and Conference Participation**

“Understanding and Mitigating the Limiting Impacts of Social Identity Ascription on Talent Development Over the Life Course” Academy of Management, August 2023.

“Authentic Talent Development in Sociocultural Context: Interdisciplinary Perspectives,” The George Mason University, April 2023.

“Women in Public Health: Leadership and Authentic Talent Development,” American Public Health Association, Community Health Leadership Program, April 2023.

“Leadership and Authentic Talent Development,” The George Washington University, Women’s Leadership Program, August 2022.

“Authentic Leadership and Talent Development: Fulfilling Individual Potential in Sociocultural Context,” European Council for High Ability, August 2021.

“Grounded Dual-Contingency Framework of Leadership Effectiveness: An Illustration”, Leading Change Inaugural Conference 2019: Interdisciplinary Perspectives in Leadership Studies, February 2019.

Session discussant: “Finding and keeping good employees”, Leading Change Inaugural Conference 2019: Interdisciplinary Perspectives in Leadership Studies, February 2019.

Session Organizer, “Social Identity and Authentic Leader Development,” Academy of Management, August 2018.

“Teaching and Learning Conference,” Academy of Management, August 2014.

“Creating Conditions for Transformational Learning in Women's Leadership Training,” Academy of Management Annual Meeting, August 2014.

Session Chair, “Sexism, Gender Identity, and Outcomes,” Academy of Management Annual Meeting, August 2014.

Session Chair, “Advancing Leadership Development for Women,” Academy of Management Annual Meeting, August 2013.

“Multiple Identities and Women’s Leadership Programs,” Academy of Management Annual Meeting, August 2013.

Session Chair and Discussant, “Glass Ceilings and Glass Cliffs,” Academy of Management Annual Meeting, August 2012.

“Beyond the Leadership Double Bind for Women: A Coordination View of Leadership Effectiveness,” Academy of Management Annual Meeting, August 2012.

Session Facilitator, Professional Development Workshop (PDW), "Complicating Identity and Context: Global and Cross-Cultural Perspectives on Women Leaders," Academy of Management Annual Meeting, August 2012.

"Deconstructing Women's Leadership with the Intersectionality Model of Simultaneity," Gender Work and Organization Conference, June 2012.

"Creating a Safe Environment for Women's Leadership Transformation," Academy of Management Annual Meeting, August 2010.

"Relationship Building among Culturally Dissimilar and Politically Unequal Individuals," Academy of Management Annual Meeting, August 2010.

"Creating Cross-Cultural Knowledge: Process, Relationship, and Task Aspects," Academy of Management Annual Meeting, August 2009.

"Women's Leadership Effectiveness: Internal Transformation of Three Leader Types," Center for the Study of Learning, Executive Education Doctoral Program, The George Washington University, May 2009.

"Unleashing Women's Leadership: Types and Transformations," Academy of Management Annual Meeting, August 2007.

"Cross-Cultural Competence and Power-Based Rules: A Native American Case Study," Academy of Management Annual Meeting, August 2006.

"Formal Training of Women Leaders: From Hidden to Visible Leadership," Gallup Organization Annual Leadership Summit, October 2006.

"Creating the Conditions for Women's Leadership Transformation through Formal Training," Learning Circle, Center for Gender in Organizations, Simmons Graduate School of Management, July 2006.

"Transforming Women's Leadership Practice: Learners Taking Control of their Leadership Journey," Women's Leadership Initiative, Summer Institute for Emerging Women Leaders, The George Washington University, June 2006.

"Unleashing Women's Leadership Potential: Lesson From the CGIAR Women's Leadership Series," Panel Discussion on Promoting Diversity and Enhancing Academic Careers, University Women and Librarians Spring Seminar Series, The George Washington University, April 2006.

"Civic Virtue and Receptivity in Cross-Cultural Coordination: From Stumbling Blocks to Stepping Stones," International Leadership Association, November 2004.

“Women’s leadership Issues for the 21<sup>st</sup> Century: Connected Conversations,” International Leadership Association, November 2004.

“Working Across Differences For What?” Simmons Graduate School of Management, Center for Gender in Organizations, November 2003.

“The Role of Communicative Competence in Cross-Cultural Coordination,” George Washington University, February 2002.

“Intercultural Communicative Competence: Acts of Connection in Inter-organizational Coordination,” Simmons Graduate School of Management, December 1998.

“Getting Through the Day: The Use of Relational Knowledge in Everyday Task Execution,” INFORMS Conference, Seattle, Washington, October 1998.

“The Re-valuing of De-valued Work: The Power of Relationships for Transforming the Meaning of Work” (with J. Dutton and A. Wrzesniewski), Interdisciplinary Committee on Organizational Studies (ICOS), University of Michigan, Ann Arbor, October 1997.

“The Re-valuing of De-valued Work: The Importance of Relationships for Hospital Cleaning Staff” (with A. Wrzesniewski), Learning from Unusual Events, Academy of Management Annual Meetings, August, 1996, and Department of Organizational Psychology Brown Bag, University of Michigan, Ann Arbor, September 1996.

“Effects of the Political Environment on the Implementation of Economic Development Initiatives: The Case of the Sudan Council of Churches and the Grameen Bank,” LEAD Program, University of Michigan, Ann Arbor, July 1995 and July 1996.

“Boundary Spanners, Bridging, and Legitimacy Conferral: A Navajo and Anglo Partnership,” Global Dimensions of Organizational Change, Case Western Reserve University, May 1995.

## **Courses Taught**

Leadership

Organization Theory

Organizational Behavior

Global Organizations

Qualitative Methods in Action Research

## Managing Cultural Diversity in Organizations

### **Doctoral Dissertation Committees**

Kimberly Moorehead, “Peer Education as a High Impact Practice: An Exploratory Study Examining the Motivations and Perceived Benefits of Serving in the Peer Educator Role,” Graduate School of Education and Human Development, The George Washington University, 2019.

Daniel Guinan, “A Case Study of Organizational Culture Change for Indigenous Student Success in a Canadian Post-secondary Institution,” Royal Roads University, British Columbia, Canada, 2016.

Robin Young, “An Exploration of the Experiences of African American Women’s Use of Network Relationships to Access Resources and Information to Benefit Communities: A Phenomenological Study,” Graduate School of Education and Human Development, The George Washington University, 2013.

Nadeeka Jayatilake, “The Relationship between Proportional Representation of Minorities in Management Positions and Lower Ranked Employees’ Organizational Commitment,” Industrial Organizational Psychology Program, The George Washington University, 2011.

Noelle F. Scuderi, “Servant Leadership and Transformational Leadership in Church Organizations,” Industrial Organizational Psychology Program, The George Washington University, 2010.

Kenneth Matos, “Relational Demography, Linguistic Diversity, and Workplace Attitudes,” Industrial Organizational Psychology Program, The George Washington University, 2009.

Natalya Domina, “Gender and Culture Influences on Leadership Perceptions,” Industrial Organizational Psychology Program, The George Washington University 2009.

### **Academic Service**

Program Director, Organizational Sciences Graduate Program, Department of Organizational Sciences and Communication, The George Washington University, 2021 to present.

Chair, Search Committee, Organizational Sciences program, Department of Organizational Sciences and Communication, Spring 2020.

Comprehensive Exam Coordinator, Graduate Major in Organizational Sciences, Department of Organizational Sciences and Communication, The George Washington

University, Spring 2018 to present.

Coordinator, Graduate Admission and Recruitment Committee, Department of Organizational Sciences and Communication, The George Washington University, 2013 to present.

Program Director, Organizational Sciences Graduate and Undergraduate Programs, 2015-2017.

Search Committee, Member, Department of Organizational Sciences and Communications, The George Washington University, 2014.

Reviewer, University Facilitating Funds, The George Washington University, 2014.

Award Committee, Gender and Diversity Division, Academy of Management, 2014.

Advisor, Graduate Major in Organizational Sciences, Department of Organizational Sciences and Communication, The George Washington University, 2012 to 2013.

Member, Search Committee, Department of Organizational Sciences and Communication, The George Washington University, 2012.

Member, Search Committee, Organizational Sciences and Communication, The George Washington University, 2012.

Founding Director, Crossroads Seminar Series, Department of Organizational Sciences and Communications, The George Washington University, 2004 to 2012.

Comprehensive Exam Coordinator, Organization Science Program, Department of Organizational Sciences and Communication, The George Washington University, 2010-2012.

Member, Undergraduate Major Committee, Organization Science Program, Department of Organization Sciences and Communication, The George Washington University, 2010.

Member, University Facilitating Funds Review Committee, College of Arts and Sciences, The George Washington University, 2010.

Member, Search Committee, School of Education, The George Washington University, 2010.

Member, Faculty Mentor, Young Women of Color Scholars Program, Center for Gender in Organizations, Simmons Graduate School of Education, Project Funded by the National Council for Research on Women, 2010.

Member, Selection Committee, Young Women of Color Scholars Program, Center for Gender in Organizations, Simmons Graduate School of Education, Project Funded by the National Council for Research on Women, 2009.

Member, Faculty Search Committee, Department of Organization Sciences and Communications, The George Washington University, 2009.

Founding Member, Women's Leadership Institute, The George Washington University, 2006 to 2009.

Ad hoc Member, Faculty Search Committee, Department of Organization Sciences and Communications, The George Washington University, 2009.

Contributor, Academic Program Review, Department of Organization Sciences and Communications, The George Washington University, 2008.

Advisor, Air Force Cohort Program, Department of Organization Sciences and Communication, The George Washington University, 2004 to 2008.

Member, Admissions Committee, Department of Organization Sciences and Communication, The George Washington University, 2004 to present.

Member, Interdisciplinary Ph.D. Program Development Committee in Human and Organizational Sciences, The George Washington University, 2006.

Member, Advisory Board, "Capacity Building for Gender Equity and Institutional Change Part II: Supporting Sustained Institutional Change Initiatives in Sub-Saharan Universities," Center for Gender in Organizations, Simmons Graduate School of Management, Project funded by Carnegie Corporation, 2006 to 2009.

Member, Faculty Search Committee, Department of Organizational Science and Communication, The George Washington University, 2005.

Member, *Journal of Management Education*, Best Paper Selection Committee, 2003.  
Advisor, Fellows Cohort Program, Department of Organization Sciences and Communication, The George Washington University, 2003 to 2004.

Invited speakers for Crossroads Seminar Series, Department of Organizational Sciences and Communication, The George Washington University, (Joyce Fletcher Ph.D. 2004, Stacy Blake-Beard Ph.D. 2005, and Robert Marshak Ph.D. 2007).

## **Referee**

Gender, Work, & Organization  
Academy of Management  
Advancing Women in Leadership Journal

Cogent Psychology  
Education Sciences  
European Academy of Management  
Group and Organization Management  
Human Relations  
Human Resource Development International  
Human Resource Development Quarterly  
Journal of Management Education  
Journal of Management Studies  
Journal of Organizational Behavior  
Management Learning  
Multicultural Perspectives  
National Science Foundation  
New England Journal of Entrepreneurship  
Nonprofit and Voluntary Sector Quarterly  
Organizational Science  
Routledge  
Social Sciences and Humanities Research Council of Canada  
Social Sciences

### **Selected Workshops**

Workshop on Collaborative Interactive Action Research, Sloan School, Massachusetts Institute of Technology, 2006.

Workshop on Working across Differences, NAGS Heart, Martha's Vineyard, 2004.

Faculty Development Workshop on Teaching Leadership, Terry College of Business, University of Georgia, 2004.

Learning Circle, Center for Gender in Organizations, Simmons Graduate School of Management, 1999 to 2001.

Workshop on Relational Practice, NAGS Heart, University of Michigan, 1998.

Human Interaction Lab, American University, 1991.

Certificate in Cross Cultural Communication, American University, 1988.

### **Professional Associations**

Academy of Management

### **Languages**

English (proficient speaker and writer)

Amharic (proficient speaker, modest proficiency in reading and writing)

Oromifa (moderately proficient speaker)