

Elana R. Feldman
University of Massachusetts Lowell
Manning School of Business, Management Department
Pulichino Tong Building, Office 354, Lowell, MA 01854
Office Phone: 978-934-6358 Email: Elana_Feldman@uml.edu

ACADEMIC APPOINTMENT

University of Massachusetts Lowell, Manning School of Business, Lowell, MA (2015-Present)
Assistant Professor, Management

EDUCATION

Boston University Questrom School of Business, Boston, MA (2015)
Doctor of Philosophy in Management (Organizational Behavior)

Brown University, Providence, RI (2001)
Bachelor of Arts in Integrated Approaches to Biology (Magna Cum Laude, with Honors)

RESEARCH

Research Interests: Time/temporality at work, relationships at work, qualitative methods.

Research Articles:

Heaphy, E., Lilius, J., & Feldman, E. 2021. Moved to speak up: How prosocial emotions influence the employee voice process. *Human Relations*. Online ahead of print:
<https://journals.sagepub.com/doi/full/10.1177/00187267211007539>

Feldman, E. & Greenway, D. 2021. It's a matter of time: The role of temporal perceptions in emotional experiences of work interruptions. *Group & Organization Management*, 46(1): 70-104.

Feldman, E. & Kahn, W. 2020. Making the most of conflicting advice from mentors. *MIT Sloan Management Review*. <https://sloanreview.mit.edu/article/making-the-most-of-conflicting-advice-from-mentors/>

Feldman, E., Reid, E., & Mazmanian, M. 2020. Signs of our time: Time-use as dedication, performance, identity, and power in contemporary workplaces. *Academy of Management Annals*, 14(2): 598-626. (Dynamic Edition video: <https://www.youtube.com/watch?v=dujleKXgoL8>)

Feldman, E. & Mazmanian, M. 2020. Why time signals still matter when working remotely. *MIT Sloan Management Review*. <https://sloanreview.mit.edu/article/why-time-signals-still-matter-when-working-remotely/>

Feldman, E., & Kahn, W. 2019. When developers disagree: Divergent advice as a potential catalyst for protégé growth. *Organization Science*, 30(3): 509-527.

Mao, J. & Feldman, E. 2019. Class matters: Interviewing across social class boundaries. *International Journal of Social Research Methodology*, 22(2): 125-137.

Kopelman, S., Feldman E., McDaniel, D. M., & Hall, D. T. 2012. Mindfully negotiating a career with a heart. *Organizational Dynamics*, 41(2): 163–171.

Book Chapters:

Dittrich, K., Golden-Biddle, K., Feldman, E., & Locke, K. 2015. Constructing contribution in Strategy as Practice research. In D. Golsorkhi, L. Rouleau, D. Seidl, & E. Vaara (Eds.), *Cambridge handbook of strategy as practice (2nd edition)*. United Kingdom: Cambridge University Press.

Feldman, E., & Hall, D. T. 2013. Work and family research and practice: What if the whole person mattered? In S. Poelmans, J. Greenhaus, & M. Las Heras (Eds.), *Expanding the boundaries of work-family research: A vision for the future*: 91–106. United Kingdom: Palgrave.

Hall, D. T., Feldman, E., & Kim, N. 2013. Meaningful work and the protean career. In B. J. Dik, Z. S. Byrne, & M. F. Steger (Eds.), *Purpose and Meaning in the Workplace*. Washington, DC: APA Books.

Dutton, J. E., Golden-Biddle, K., & Feldman, E. 2012. The call: Why a book on positive social change and organizations now? In K. Golden-Biddle & J. E. Dutton (Eds.), *Using a positive lens to explore social change and organizations: Building a theoretical and research foundation*: 3–18. New York: Routledge.

Golden-Biddle, K., Dutton, J. E., & Feldman, E. 2012. The response: What does this book contribute to the understanding of positive social change and organizations? In K. Golden-Biddle & J. E. Dutton (Eds.), *Using a positive lens to explore social change and organizations: Building a theoretical and research foundation*: 475–492. New York: Routledge.

Professional Publications:

Feldman, E. 2019. People are increasingly interrupted at work, but it's not all bad. *The Conversation*, October 3. <https://theconversation.com/people-are-increasingly-interrupted-at-work-but-its-not-all-bad-124058>

Hall, Douglas T. & Feldman, E. 2011. The search for meaning: Helping employees realize their dreams. *IESE Insight*, Fourth Quarter: 13-20.

Papers Under Review:

Feldman, E. & Okhuysen, G. When rigid structures clash: The role of temporal homogeneity in startup accelerator programs. *Stage: Reject & Resubmit at Organization Science.*

Work-in-Progress:

Ramsdell, K., Schinoff, B., & Feldman, E. Experiences of chronic pain at work. *Stage: Analyzing and collecting additional data.*

Feldman, E. & Mao, J. Conducting ethnographic research when time is limited. *Stage: Drafting manuscript.*

Conference Papers, Presentations, and Symposia:

Feldman, E. *Author/presenter.* Feeling interrupted: Explaining varied emotional experiences of work interruptions. Included in symposium entitled: "Setting and pushing boundaries: Implications for work-life balance, well-being, and performance." Academy of Management Meeting, Virtual. August 7-11, 2020.

Chamberlin, M., Cunningham, G., Feldman, E., Garrett, L., & Schinoff, B. *Organizer.* Positive relationships at work: Workshopping ideas and making connections. Academy of Management Meeting, Virtual. August 7-11, 2020.

Barrett, F., Feldman, E., Garrett, L., Golden-Biddle, K., Hinz, J., Hollensbe, E., Maitlis, S., Pratt, M., & Sweitzer, S. *Invited panelist and facilitator.* What were you thinking?: Developing cognitive sensibilities for inductive coding. Academy of Management Meeting, Boston, MA. August 9-13, 2019.

Capitano, J., Clair, J., Feldman, E., & Tinguely, P. *Invited discussant.* Rookie Time: Temporal Issues in Newcomer Socialization and Identity Construction. Academy of Management Meeting, Boston, MA. August 9-13, 2019.

Heaphy, E., Lilius, J., & Feldman, E. *Author.* When another's distress triggers speaking up: The role of prosocial emotions in the employee voice process. Included in symposium entitled: "Uncovering new perspectives on compassion towards others and the self". Academy of Management Meeting, Boston, MA. August 9-13, 2019.

Feldman, E., Green, P., Grimes, M., Miller, A., & Rouse, B. *Invited panelist.* How do innovators learn from others? Examining help, feedback and advice in creating novelty. Academy of Management Meeting, Boston, MA. August 9-13, 2019.

Heaphy, E., Lilius, J., & Feldman, E. *Author/presenter*. A relational perspective on employee voice: How prosocial emotions shape decisions about and outcomes of speaking up. Positive Organizational Scholarship (POS) Research Conference, University of Michigan, Ann Arbor, MI. June 5-6, 2019.

Feldman, E. *Author/presenter*. Pacing uncertain work: Time- and event-based triggers in a seed accelerator. Academy of Management Meeting, Chicago, IL. August 10-14, 2018.

Feldman, E., & Reid, E. *Author/presenter*. The social context of individual time use at work: A review and integrative framework. Included in symposium entitled “The temporal dynamics of busyness and overwork: Moving beyond the identity-control nexus”. Academy of Management Meeting, Chicago, IL. August 10-14, 2018.

Mao, J., & Feldman, E. *Author*. Class matters: Interviewing across class boundaries. Qualitative Research in Management and Organization (QRM) Conference, Albuquerque, NM. March 27-29, 2018.

Altman, E., Feldman, E., & Humberd, B. *Organizer/roundtable facilitator*. Involving students in research: Challenges/opportunities in working with undergraduates, Masters, and Ph.D. students. University of Massachusetts Academic Innovation Conference, Boston, MA. April 28, 2017.

Feldman, E. *Invited research pitch*. Putting entrainment theory through its paces: Founders' responses to speed cues in a new venture accelerator. University of Massachusetts Lowell Annual Faculty Research Symposium, Lowell, MA. March 2, 2017.

Feldman, E. *Author/presenter/organizer*. Fast times at InnoTech: Speeding up entrepreneurial work in an accelerator. Included in symposium entitled “Making time for time: Extending theories of temporality in and across organizations”. Selected as Showcase Symposium. Academy of Management Meeting, Anaheim, CA. August 5-9, 2016.

Heaphy, E., Lilius, J., & Feldman, E. *Author*. More than a feeling: How compassion drives employee voice and organizational change. Included in symposium entitled: “Empowering compassion: Exploring how and why compassion can be expanded and leveraged”. Selected as Showcase Symposium. Academy of Management Meeting, Anaheim, CA. August 5-9, 2016.

Feldman, E. *Author/presenter*. When developers disagree: Conflicting advice as a catalyst for protégé growth. Positive Relationships at Work Microcommunity Biannual Meeting, Cornell University, Ithaca, NY. June 2-4, 2016.

Feldman, E. *Invited poster and research pitch*. Fast times at InnoTech: Speeding up work in a startup accelerator. University of Massachusetts Lowell Annual Faculty Research Symposium, Lowell, MA. March 3, 2016.

Feldman, E., & Kahn, W. *Author/presenter*. Discordant voices: How protégés grow in the context of developmental networks. Awarded “Best Paper”. Academy of Management Meeting, Vancouver, BC, Canada. August 7-11, 2015.

Koopman, J., Litchfield, R., & Hartnell, C. *Invited panelist*. How to Build and Find a Microcommunity. Academy of Management Meeting, Vancouver, BC, Canada. August 7-11, 2015.

Feldman, E., Gannon, A., & Kahn, W. *Author/presenter*. Separate yet connected: Developmental networks as forums for individual growth. Academy of Management Meeting, Philadelphia, PA. August 1-5, 2014.

Creary, S., Feldman, E., Rao, M., Schinoff, B., Sumpter, D., Thomas, N., & Vacharkulksemsuk, T. *Organizer*. Past, present, and future investigation of positive relationships at work. Academy of Management Meeting, Philadelphia, PA. August 1-5, 2014.

Feldman, E., Gannon, A., & Kahn, W. *Author/presenter*. When developers disagree: How conflicting advice leads to protégé learning and growth. Management Theory Conference, San Francisco, CA. September 27-28, 2013.

Cohen, S., Feldman, E., Furr, N., Hochberg, Y., & Hsu, D. *Invited panelist*. Accelerating research on accelerators. Academy of Management Meeting, Orlando, FL. August 9-13, 2013.

Bright, D., Creary, S., Feldman, E., Ghosh, R., Gibson, K., & Mannen, D. *Organizer*. Past, present, and future investigation of positive relationships at work. Academy of Management Meeting, Orlando, FL. August 9-13, 2013.

Heaphy, E., Lilius, J., & Feldman, E. *Author/presenter*. Reporting from the frontlines: How connections with clients shape employee voice behavior. Positive Organizational Scholarship Conference, Ann Arbor, MI. June 13-15, 2013.

Feldman, E. *Author/presenter*. Exploring emotional experiences of interruptions through a temporal lens. Academy of Management Meeting, Boston, MA. August 3-7, 2012.

Bright, D., Creary, S., Feldman, E., Ghosh, R., Gibson, K., & Mannen, D. *Organizer*. Past, present, and future investigation of positive relationships at work. Academy of Management Meeting, Boston, MA. August 3-7, 2012.

Feldman, E., & Gannon, A. *Author/presenter*. Short-term pain for long-term gain: How conflicting advice leads to protégé learning and growth. European Group of Organizational Studies, Helsinki, Finland. July 2-7, 2012.

Golden-Biddle, K., Feldman, E., & Dutton, J. E. *Author/presenter*. Infusing vitality in our written accounts of the field: The case of social change. Academy of Management Meeting, San Antonio, TX. August 11-16, 2011.

Feldman, E. & Hall, D. T. *Author/presenter*. The importance of meaning at work: Designing work-life programs that help individuals pursue their dreams. IV Conference of Work and Family, Barcelona, Spain. July 4-6, 2011.

Hall, D. T. & Feldman, E. *Presenter*. The careers perspective on older workers. Academy of Management Meeting, Montréal, Canada. August 6-10, 2010.

AWARDS & HONORS

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| 2021 | Outstanding Research Award, Management Department, Manning School of Business, UMass Lowell |
| 2021, 2019, 2017 | Teaching Excellence Award, Management Department, Manning School of Business, University of Massachusetts Lowell |
| 2020 | Featured in <i>MIT Sloan Management Review's</i> end-of-year newsletter "New Author Spotlight" (one of three authors honored) |
| 2018 | Best Student/Dissertation-based Paper Award Finalist, Academy of Management, MOC Division |
| 2015, 2017 | Outstanding Reviewer Award, Academy of Management, MOC Division |
| 2016 | Beta Gamma Sigma Inductee |
| 2015 | Best Paper Proceedings, Academy of Management, Careers Division |
| 2015 | Best Student Paper Award Finalist, Academy of Management, Careers Division |
| 2015 | Outstanding Research by a Doctoral Student, Questrom School of Business, Boston University |
| 2009-2015 | Ph.D. Fellowship, Questrom School of Business, Boston University |
| 2001 | Magna Cum Laude, Brown University, 2001 |

TEACHING

University of Massachusetts Lowell, Manning School of Business, Management Department

- Organizational Behavior (Undergraduate): Fall 2015, Spring 2016, Fall 2016, Spring 2017, Spring 2018, Fall 2018, Spring 2019, Fall 2019, Spring 2020, Fall 2020, Spring 2021
- Honors Organizational Behavior (Undergraduate): Fall 2016, Spring 2017, Spring 2018, Fall 2018, Spring 2019, Fall 2019, Fall 2020

Cape Cod Institute

- Mentoring, Coaching, and Developmental Networks: Creating and Sustaining High Quality Connections at Work (TA for week-long continuing education course), Summer 2013

Startup Accelerator (Name withheld to preserve confidentiality)

- Emotional Intelligence: Why Founders Should Care, Fall 2012 (workshop)

Boston University, Questrom School of Business, Organizational Behavior Department

- The Dynamics of Leading Organizations (Undergraduate), Spring 2012
- Managing Organizations & People (MBA), Fall 2010 (TA)

UNIVERSITY SERVICE

University of Massachusetts, Lowell

- Coordinator, Leadership/Organization Studies Ph.D. Concentration, 2016-Present
- Manning School of Business Ph.D. Advisory Committee, 2016-Present
- Undergraduate Faculty Advisor, 2016-Present
- UMass Lowell Women's Leadership Conference Planning Task Force, 2015-2018
- Management Department Search Committees, 2015-2016
- Manning School of Business, Research Action Committee, 2015-2016

Boston University

- Ph.D. Student in Management Association, President/Vice President, 2010-2013

PROFESSIONAL SERVICE

Journal & Conference Reviewing

- Ad-hoc Reviewer for *Journal of Applied Social Psychology*, 2020-Present
- Ad-hoc Reviewer for *Human Relations*, 2020-Present
- Ad-hoc Reviewer for *Strategic Organization*, 2020-Present
- Ad-hoc Reviewer for *Journal of Applied Social Psychology*, 2020-Present
- Ad-hoc Reviewer for *Organization Science*, 2019-Present
- Ad-hoc Reviewer for *Academy of Management Review*, 2016-Present
- Ad-hoc Reviewer for *Journal of Occupational and Organizational Psychology*, 2017-Present
- Reviewer for Academy of Management Annual Meeting (for MOC, OB, and CAR Divisions), 2010-Present

Professional Affiliations

- Academy of Management, Member, 2010-Present
- Positive Relationships at Work Microcommunity, Founder/Steering Committee Member, 2011-Present
- Boston Field Researchers Community, Meeting Organizer/Member, 2010-Present
- Time Researcher Microcommunity, Member, 2013-Present
- Positive Organizational Scholarship Community of Scholars, Member, 2010-Present
- Craft of Qualitative Research Group (Harvard Business School), Member, 2011-2015
- Harvard Business School Symposium on Gender & Work, Invited Attendee, 2015-2016
- Gender & Race in Organizations Research Group, Harvard Business School, 2010-2014

SELECTED MEDIA COVERAGE

- Thrive Global, 2/15/21. “Little Changes You Can Make If Your WFH Setup Starts to Feel Stale.” <https://thriveglobal.com/stories/little-changes-to-work-from-home-set-up-productivity-focus-tips/>
- Boston Herald, 5/14/20. “Coronavirus or not, working from home is ‘here to stay’”. <https://www.bostonherald.com/2020/05/14/coronavirus-or-not-working-from-home-is-here-to-stay/>
- WBZ Radio, aired 4/10/20. Interview with Jeff Brown: “How To Be An Effective Manager During Coronavirus”. <https://wbznewsradio.iheart.com/content/2020-04-10-how-to-be-an-effective-manager-during-coronavirus/>
- UML News, 4/1/20. “How to Manage When Everyone’s Working Remotely.” <https://www.uml.edu/news/stories/2020/feldman-managing-remote-work.aspx>
- WBZ Radio, aired 11/24/19 and 11/25/19. Interview with Jeff Brown: “It’s OK to turn work off during the holidays”. (Not available online.)
- UML Press Release, 12/4/19. “After Decade Abroad at U.S. Embassies, Siblings Brit and Esmond Chose Parents’ Alma Mater.” <https://www.uml.edu/news/stories/2019/tsewole-uml-family.aspx>
- UML Press Release, 11/20/19. “Expert: It’s OK to Turn Work Off During the Holidays.” <https://www.uml.edu/news/press-releases/2019/expertonholidaystress2019.aspx>
- UML Newsletter, 11/14/19. “Eggshells, Interruptions and AI: Inside the Faculty Symposium.” <https://www.uml.edu/news/stories/2019/faculty-symposium.aspx>
- World Economic Forum, 10/16/19. “Here's why not all office interruptions are bad.” <https://www.weforum.org/agenda/2019/10/interruptions-workplace-distractions/>
- Business Insider, 10/9/19. “People are constantly interrupted at work, and that may not be a bad thing.” <https://www.businessinsider.com/people-are-constantly-interrupted-work-may-not-be-so-bad-2019-10>
- Fast Company, 10/4/19. “Why being interrupted at work can (sometimes) be a good thing.” <https://www.fastcompany.com/90413017/why-interruptions-arent-always-bad>

- Thrive Global, 9/20/19. “4 Ways to Stop Bringing Work Home on the Weekend So You Can Fully Recharge.” <https://thriveglobal.com/stories/how-to-avoid-bringing-work-stress-home-weekend/>
- Thrive Global, 8/29/19. “How to Be More Productive Without Giving in to a ‘Box-Ticker’ Mindset.” <https://thriveglobal.in/stories/how-to-be-more-productive-without-giving-in-to-a-box-ticker-mindset/>
- HighQualityConnections.com, 5/23/19. “When Mentors Don’t Agree”. <https://www.highqconnections.com/post/when-mentors-don-t-agree>
- Authority Magazine, 5/3/19. “Slow Down To Do More: “Why We Should Intersperse Easier Tasks With Brain Heavy Ones” With Ashley Graber and Dr. Elana Feldman of the University of Massachusetts Lowell.” <https://medium.com/authority-magazine/slow-down-to-do-more-why-we-should-intersperse-easier-tasks-with-brain-heavy-ones-with-ashley-14a8aabb9d76>
- Thrive Global, 5/3/19. “Slow Down To Do More: “Why We Should Intersperse Easier Tasks With Brain Heavy Ones” With Ashley Graber and Dr. Elana Feldman of the University of Massachusetts Lowell.” <https://medium.com/authority-magazine/slow-down-to-do-more-why-we-should-intersperse-easier-tasks-with-brain-heavy-ones-with-ashley-14a8aabb9d76>
- Quartz, 3/31/17. “America’s unhealthy obsession with multitasking is driving its biggest new reading trend.” <https://qz.com/924075/audiobooks-more-and-more-americans-are-listening-to-books-instead-of-reading-them-and-it-shows-theyre-restless/>
- Christian Science Monitor, 6/8/16: “Women in startups face long (but improving) odds.” <http://www.csmonitor.com/Business/2016/0608/Women-in-startups-face-long-but-improving-odds?cmpid=push001s>

PROFESSIONAL EXPERIENCE

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|---|-----------|
| The Family Cooperative (Watertown, MA) Board Member | 2016-2017 |
| Decision Resources, Inc. (Waltham, MA) Consultant | 2008-2009 |
| Hay Group (Boston, MA) Consultant | 2005-2008 |
| Decision Resources, Inc. (Waltham, MA) Analyst/Research Associate | 2003-2005 |
| Work/Family Research Network at Boston College (Chestnut Hill, MA) Research Assistant | 2002-2003 |
| ISO Healthcare Consulting, now Monitor Deloitte (New York, NY) Business Analyst | 2001-2002 |

