Curriculum Vitae September 2013

Nicholas A. Pearce

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PROFESSIONAL HISTORY

Northwestern University, Kellogg School of Management, Evanston, IL (2013 – present) Clinical Assistant Professor of Management & Organizations

Apostolic Church of God, Chicago, IL (2012 – present) Assistant Pastor

Northwestern University, Kellogg School of Management, Evanston, IL (2012 – 2013) Visiting Assistant Professor of Management & Organizations and Dean's Postdoctoral Fellow

EDUCATION

Northwestern University, Kellogg School of Management, Evanston, IL Ph.D., Management & Organizations, 2012 | M.S., Management & Organizations, 2009

Massachusetts Institute of Technology, School of Engineering, Cambridge, MA S.B., Chemical Engineering and Management; Concentration in Religious Studies, 2007

HONORS AND FELLOWSHIPS

- 40 Game Changers Award, Ariel Investments/WVON Urban Business Roundtable (2012)
- Center for Leadership Fellow, Northwestern University (2011 2012)
- Harvey Fellow, Mustard Seed Foundation (2009 2012)
- H. Naylor Fitzhugh Doctoral Fellow, National Black MBA Association (2010 2011)
- Graduate Fellow, Northwestern University (2007 present)
- Graduate Fellow, Apostolic Church of God (2007)
- J.K. Galbraith Scholar, Kennedy School of Government, Harvard University (2006)
- Summer Ventures in Management Program (SVMP), Harvard Business School (2006)
- Scholarship recipient, Massachusetts Institute of Technology (2003 2007)
- Scholarship recipient, Ernest C. Wentcher Foundation (2003 2007)
- Scholarship recipient, American Chemical Society (2003 2007)
- Scholarship recipient, Coca-Cola Scholars Foundation (2003 2007)
- Scholarship recipient, Congressional Black Caucus Foundation (2003)
- Frank Clark Scholar for Excellence in Mathematics & Science, N'Digo Foundation (2003)
- Illinois Governor's Award for Excellence in Education (2003)

- United States Presidential Service Award (2003)
- National Achievement Scholar (2003)
- Bayer/National Science Foundation Community Innovation Award (2000)

RESEARCH AREAS

- Institutional complexity
- Institutional leadership
- Organizational change
- Values-driven leadership
- Values-based/mission-driven organizations
- Megachurches & faith-based organizations
- Diversity
- Succession planning

PUBLICATIONS

ACADEMIC

King, B.G. and **Pearce, N.A.** 2010. "The contentiousness of markets: Politics, social movements, and institutional change in markets." *Annual Review of Sociology*, *36*, 249-67.

Livingston, R.W. and **Pearce, N.A.** 2009. "The Teddy-Bear Effect: Does Having a Baby Face Benefit Black Chief Executive Officers?" *Psychological Science*, *20*, 1229-36.

* Research covered in multiple top international media outlets

Pearce, N.A. and Kochan, T.A. 2007. *The Labor-Management Partnership at Kaiser Permanente: A Case Study in Interest-Based Negotiation*. MIT Sloan School of Management.

NON-ACADEMIC

Pearce, N.A. 2013. "Building Self-Esteem: A Youth Sunday Lectionary Commentary." *African American Lectionary*. http://www.theafricanamericanlectionary.org/PopupLectionaryReading.asp?LRID=428

Pearce, N.A. 2009. "The Challenge of the New Black Church." *UrbanFaith.com*. http://www.urbanfaith.com/2009/04/the-challenge-of-the-new-black-church.html/

SELECTED RESEARCH IN PROGRESS

Perkins, S.E., Phillips, K.W., and **Pearce, N.A.** "Fit to Lead: The Role of Female National Leaders in Modern Times." *Working paper*

Pearce, N.A, Phillips, K.W., and Patel, H. "Inspired Performance: The Impact of Leader Status on Followers." *Working paper*

SELECTED CONFERENCES AND INVITED PRESENTATIONS

Pearce, N.A., (September 2013). *Brave Collaboration*. Northwestern University Kellogg School of Management Complete Immersion in Management 2013, Evanston, IL.

- **Pearce, N.A.**, (February 2013). *Building high-impact teams.* Undergraduate Non-Profit Leadership Conference, Evanston, IL.
- **Pearce, N.A.**, (November 2012). *Faithful success.* Northwestern University Kellogg School of Management, Chicago, IL.
- **Pearce, N.A.**, Goodman, A.J., and Murphy, T.E. (October 2012). *Coaching: Exploring a new route for leadership studies.* Organized and presented for the International Leadership Association Conference, Denver, CO.
- **Pearce, N.A.**, Goodman, A.J., and Wolff, A. (October 2012). *Is universal access to leadership development possible?* Organized and presented for the International Leadership Association Conference, Denver, CO.
- **Pearce, N.A.** (December 2009). *Leveling the playing field: Global leadership and economic growth.* Paper presented at the Northwestern University Kellogg School of Management Graduate Research Seminar, Evanston, IL.
- **Pearce, N.A.**, Hayes, R.N., and Robinson, J.A. (August 2009). *Moved with compassion: What institutional and environmental factors motivate social entrepreneurial engagement by churches?* Paper presented at the 2009 Academy of Management Meeting, Chicago, IL.
- **Pearce, N.A.**, Robinson, J.A., Hayes, R.N., Hewlin, P.F., and Hewlin, J.A. (August 2009). *Going to church: Examining issues of management and organization behavior in religious organizations*. Professional development workshop organized and facilitated for the Academy of Management Meeting, Chicago, IL.
- **Pearce, N.A.** (February 2009). *The Teddy Bear Effect: Does babyfaceness benefit Black CEOs?* Paper presented at the Great Lakes Alliance for the Social, Behavioral, and Economic Sciences (GLASS) Research Symposium, Chicago, IL.
- **Pearce, N.A.** (December 2008). *The Teddy Bear Effect: Does babyfaceness benefit Black CEOs?* Paper presented at the Northwestern University Kellogg School of Management Graduate Research Seminar, Evanston, IL.
- **Pearce, N.A.** (October 2008). Guest lecturer for Prof. Thomas Kochan at the Massachusetts Institute of Technology, Sloan School of Management, *People and Organizations* (15.668) seminar, Cambridge, MA.
- **Pearce, N.A.** (August 2008). *Preparing for the baton: The need for effective leadership in the 21st century.* Invited presentation at the Pentecostal Assemblies of the World International Youth Leadership Institute, Dallas, TX.
- **Pearce, N.A.** (March 2007). *Managing and leading volunteer organizations*. Invited presentation at the Massachusetts Institute of Technology Minority Education Leadership Development Series, Cambridge, MA.

TEACHING AREAS

- Leadership & change in organizations
- Power & influence
- Authentic/values-driven leadership
- Group & team dynamics

- Church leadership/administration
- Collaboration & leveraging diversity
- Mission-driven/nonprofit organizations
- Negotiation strategies

TEACHING EXPERIENCE

Kellogg School of Management, Northwestern University, Evanston, IL

Instructor, Center for Nonprofit Management Executive Education for Nonprofit Leaders

- Leading Mission-Driven Change (2013)
- Leading Change in Communities of Faith (2013)
- Brave Leadership & Organizational Authenticity (2013)
- Leading Change in Non-Profit Organizations (2013)

Instructor, Full-time, Part-time, Executive MBA, and Russell Fellows curricula

- Leadership in Organizations (PT MBA) (2013)
- Leadership in Organizations (Russell Fellows M.S. in Management Studies) (2013)
- Negotiation Fundamentals (FT/PT MBA), with Sally Blount (2013)
- Negotiation Strategies (International EMBA), with Sally Blount (2012)

Instructor, LEAD Summer Business Institute @ Kellogg (2010 - present)

• Leading High-Performance Teams (2010 – present)

Assistant to the Instructor, Full-time, Part-time, and Executive MBA curricula

- Values-Based Leadership (SEEK 460), with Alvaro Sandroni (2011)
- Leadership in Organizations (MORS 430), with Katherine W. Phillips (2010)
- Leading High-Performance Teams (MORS 460), with Evan Apfelbaum (2010)
- Leading Diverse Organizations (MORS 462), with Katherine W. Phillips & Peter Glick (2009)
- International Business Strategy in Non-Market Environments (INTL 466), with Susan Perkins (2009)
- Leadership in Organizations (MORS 430), with Amy J.C. Cuddy & Loran Nordgren (2008)
- Power in Organizations (MORS 453), with William Ocasio (2008)

Center for Leadership, Northwestern University, Evanston, IL

Teaching Assistant & Discussion Leader, Undergraduate Leadership Program

• Paradigms & Strategies of Leadership (LDRSHP 204) (2011)

Massachusetts Institute of Technology, Cambridge, MA

Instructor, Saturday Engineering Enrichment and Discovery (SEED) Academy (2004 – 2007)

SERVICE & CITIZENSHIP

FIELD/DISCIPLINE

Social Psychology Quarterly, ad hoc reviewer (2013 – present)

Academy of Management Conference, ad hoc reviewer (2009 – present)

KPMG Ph.D. Project - Management Doctoral Students Association, President (2009 - 2010)

KPMG Ph.D. Project Annual Pre-Doctoral Conference, *university representative and* workshop presenter (2007 – present)

UNIVERSITY

Northwestern University

• Office of the Dean of The Graduate School, multicultural recruiting (2013)

Massachusetts Institute of Technology

- Associate Dean for Minority Education Search Committee (2007)
- Faculty Policy Committee (2006 2007)
- Office of Minority Education Leadership Development Committee (2006 2007)
- Student–Faculty Advisory Committee on the Undergraduate Management Minor (2006 2007)
- Task Force on Student Opportunities for Undergraduate Leadership (2006 2007)
- Corporation Joint Advisory Committee on Institute-Wide Affairs (2005 2007)
- Institute Faculty Committee on Student Life (2004 2006)

SCHOOL

Northwestern University Kellogg School of Management

- Leadership Task Force, faculty representative (2013)
- Faculty Diversity & Inclusion Strategy Team, faculty representative (2013)
- Faith-Based Leaders Executive Education Task Force, faculty representative (2013)
- Urban Prep Academies "Discovering Our City" Day at Kellogg, faculty host (2013)
- LEAD Summer Business Institute, *teaching faculty* (2010 present)
- Management & Organizations Doctoral Admissions, committee member (2008 2010)

COMMUNITY & CIVIC ENGAGEMENT

Business Leadership Council, member (2013 – present)

Ignite Progress, advisory board member (2013 – present)

Civic Consulting Alliance, pro bono adviser (2012 – present)

The Support Group, *guest speaker and adviser* (2012 – present)

Civic Advocacy and Action Group, board member (2011 – present)

Harvard Club of Chicago Early College Awareness Program, guest speaker (2008, 2009)

Sigma Gamma Rho Youth Education Symposium, guest speaker (2008)

MIT Federal Credit Union, student advisory board member (2006 – 2007)

OUTSIDE ACTIVITIES

- Apostolic Church of God (Chicago, IL), Assistant Pastor (2012 present)
- Adviser in the areas of strategic leadership and organizational change. Clients include Aon Hewitt, Boston Scientific, Chicago Urban League, Circle of Service Foundation, Civic Consulting Alliance, Cristo Rey Network, Garrett-Evangelical Theological Seminary, KIPP Foundation, McCormick Theological Seminary, Mercer, Novartis, Pentecostal Assemblies of the World, Roman Catholic Archdiocese of Chicago, Seabury-Western Theological Seminary, United States Olympic Committee, WomenHeart: The National Coalition for Women with Heart Disease, and Woodlawn Children's Promise Community. (includes pro bono services)

PROFESSIONAL SOCIETY MEMBERSHIPS

Academy of Management International Leadership Association

MEDIA MENTIONS

- *Chicago Tribune,* "Honesty it should be the only policy." August 19, 2013
 - ❖ Also appears in Atlanta Journal-Constitution, Baltimore Sun, and Los Angeles Times
- *Apostolic Church of God,* "The Deliverers of Hope" (sermon). WCIU-TV 26, October 14, 2012
- Apostolic Church of God, "Don't Do It without Me" (sermon). WCIU-TV 26, February 20, 2011
- Boston Globe, "The pleasure of pursuing: Surprising insights from the social sciences."
 November 1, 2009
- Newsweek, "Black CEOs and the Teddy Bear Effect." October 15, 2009
- Strategy+Business, "What's in a Face?" July 9, 2009
- Forbes.com, "Leadership: The Babyfaced Black CEO Phenomenon." July 7, 2009
- Pressetext.com, "Milchgesicht macht schwarze Manager erfolgreich." May 11, 2009
 - translated "Baby Face makes black managers successful."
- MSNBC, "'Babyface' look can help black CEOs." May 8, 2009
- Discovery Channel, "'Babyface' looks boost success of black CEOs, study says." May 8, 2009
- Economic Times of India, "'Babyface' look can help black CEOs, study says." May 8, 2009
- Chicago Sun-Times, "Black CEOs better off if they have a baby face." May 2, 2009
- *UMI Heritage Focus*, "Chosen Champions of Faith." 2008
- *Massachusetts Institute of Technology*, "The human factor." January 2008 http://thehumanfactor.mit.edu/students/nicholas-pearce/
- The Christian Outlook Magazine, "Our young people who are making a difference: Today's Joshuas." May/June 2006 edition
- *Time Magazine*, "Are we losing our edge?" February 13, 2006

REFERENCES

Sally E. Blount

Dean and Michael Ludwig Nemmers Professor of Management & Organizations Kellogg School of Management Northwestern University 2001 Sheridan Road, Leverone Hall Evanston, IL 60208 sallyblount@kellogg.northwestern.edu

Brayden G King

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Katherine W. Phillips

Paul Calello Professor of Leadership and Ethics Columbia Business School Columbia University 3022 Broadway Avenue, Uris Hall 711 New York, NY 10027 kwphillips@columbia.edu

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Thomas A. Kochan

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