

RESEARCH INTERESTS

Gender and workplace relationships; ambivalence: The drivers and consequences of women's workplace relationships, with a focus on woman-to-woman relationships; the role of ambivalence during goal pursuit

DISSERTATION

Title: Walls Within, Bridges Beyond: Forming Woman-to-Woman Relationships in Men-Dominated Work Contexts

Committee: David Harrison (Chair), Caroline Bartel, Steven Gray, & Naomi Rothman

Women who connect with other women are more likely to advance, acquire resources, and achieve a sense of professional belonging. Despite the known benefits, there are two conflicting views about whether and when women *form* same-gender connections. The "Queen Bee" literature suggests that women distance themselves from one another in men-dominated contexts. Research on gender in networks suggests the opposite. In this paper, I reconcile these two bodies of work by teasing apart the form of threat implicated in each literature—status threat and belonging threat, respectively—and by highlighting an underlying assumption made in the Queen Bee literature: that woman-to-woman relationships are *observable* by others at work. I propose that status and belonging threat both lead to distancing from other women within the immediate work environment, where relationships are highly visible to others. However, I also predict that belonging threat motivates women to seek connections with other women in external settings, where relationships are less observable to work colleagues. My predictions are largely supported by a two-wave survey of professional women conducted in partnership with Forté, a non-profit promoting gender equity in business. These results highlight the primacy, and dual impact, of belonging threat in shaping woman-to-woman relationship formation and, in doing so, integrate the Queen Bee literature with the gender in networks literature. Data collection from a second investigation, a field study of faculty at a large public university, is also ongoing.

EDUCATION

Ph.D. Management (Organizational Behavior)	August 2025
M.S. Management	May 2021
McCombs School of Business, University of Texas at Austin	
B.S. Business Administration, Second Major in Economics	May 2016
Kenan-Flagler Business School (KFBS), University of North Carolina (UNC) at Chapel Hill	
<i>Highest Distinction</i>	
Exchange, Copenhagen Business School, Denmark	June-August 2014

PEER-REVIEWED PUBLICATIONS

Gray, S. *, Howell, T. *, **Strassman, J.R. ***, & Yamamoto, K. * In-Press. Credentials or Chemistry? Entrepreneur Gender and Cofounder Selection. *Academy of Management Journal*, <https://journals.aom.org/doi/abs/10.5465/amj.2022.0640>.

INVITED REVISIONS

Post, C., Rothman, N.B., Price, M., Cicon, J., & **Strassman, J.R.** [Gender & Ambivalence]. R&R at *Organizational Behavior and Human Decision Processes*.

PAPERS UNDER REVIEW

Strassman, J.R., Rothman, N.B., Harrison, D.A., & Bartel, C.A. Making Sense of Being Mixed: A Meta-Analytic Investigation of the Effects of Ambivalence on Goal Pursuit. *Psychological Bulletin*.

Barrymore, N. * & **Strassman, J.R. *** Placement during Peril: Using Theories of Status and Uncertainty to Understand Whether and When Women Face a Glass Cliff. *Academy of Management Journal*.

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WORKING PAPERS

Xu, H., **Strassman, J.R.**, Ding, Y., Gray, S., & Saar-Tsechansky, M. The Career Implications of Woman-to-Woman Collaboration in Computer Science Research Teams.

Green, P., Barrymore, N., **Strassman, J.R.**, & Gupta, N. My Step Back, Her Step Forward: Boomerang Mentors Decrease Gender Differences in External Mobility.

RESEARCH IN PROGRESS

Mishra, S. & **Strassman, J.R.** Does This Make Me Look Too Young? Double-Edged Experiences in Threat about Age. *Manuscript preparation.*

Strassman, J.R. & Lalani, S. Emotional Ambivalence as Antidote: Mixed Feelings Can Trigger Greater System 2 Thinking. *Data collection and analysis – Pilot Study 1 complete and analyzed, Pilot Study 2 complete, data collection ongoing.*

Strassman, J.R., Howell, T., Gray, S., & Yamamoto, K. Women Entrepreneurs and Same-Gender Cofounder Selection. *Theory building and data collection.*

ORGANIZED SYMPOSIA

Strassman, J.R. August 2024. Doing it Differently: Deepening Our Theorizing and Expanding Our Settings while Studying Gender and Relationships at Work. *Academy of Management Annual Meetings*, Chicago, IL.

Strassman, J.R. & Harrison, D.A. August 2023. Gender *And*: The Intersection of Gender and Other Aspects of Social Identity at Work. *Academy of Management Annual Meetings*, Boston, MA.

CONFERENCE PRESENTATIONS

Strassman, J.R. & Harrison, D.A. August 2024. As One or *One*? Whether, Why, and When Women Form Same-Gender Professional Links. *Academy of Management Annual Meetings*, Chicago, IL.

Barrymore, N. * & **Strassman, J.R.** * August 2024. Promotion during Peril: Juxtaposing the Glass Cliff Literature with Theories of Status and Uncertainty. *Academy of Management Annual Meetings*, Chicago, IL.

Strassman, J.R. & Harrison, D.A. August 2023. Does This Make Me Look Too Young? Gender Differences in Stereotype Threat about Age. *Academy of Management Annual Meetings*, Boston, MA.

Barrymore, N. * & **Strassman, J.R.** * April 2023. Stressed Out: The Impact of Economic Stress on the Advancement of Women into Senior-Level Positions. *Business Decision for Inclusion: Research Consortium*, Austin, TX.

Strassman, J.R., Rothman, N.B., Harrison, D.A., & Bartel, C.A. August 2022. Making Sense of Being Mixed: Work-Related Effects of Attitudinal and Emotional Ambivalence. *Academy of Management Annual Meetings*, Seattle, WA.

Strassman, J.R., August 2022. Feeling One Thing and Feeling Another: Gender Differences in the Experience of Emotional Ambivalence about Work. *Academy of Management Annual Meetings*, Seattle, WA.

Strassman, J.R., Rothman, N.B., Harrison, D.A., & Bartel, C.A. June 2022. Making Sense of Being Mixed: Work-Related Effects of Attitudinal and Emotional Ambivalence. *Positive Organizational Scholarship Research Conference*, Ann Arbor, MI.

Strassman, J.R., Rothman, N.B., Harrison, D.A., & Bartel, C.A. May 2022. Making Sense of Being Mixed: Work-Related Effects of Attitudinal and Emotional Ambivalence. *Ambivalence Conference*, Bethlehem, PA.

PRACTITIONER PUBLICATIONS

Caza, B.B., Rothman, N.B., **Strassman, J.R.**, & Lambert, B. 2022. Embrace Ambivalence When Making Big Career Decisions. *Harvard Business Review Digital*, <https://hbr.org/2022/11/embrace-ambivalence-when-making-big-career-decisions>.

ACADEMIC AWARDS & HONORS

University Graduate Continuing Fellowship , University of Texas at Austin, \$35,000	June 2023
Graduate School Summer Fellowship , University of Texas at Austin, \$7,500	May 2022
Graduate School Fellowship , University of Texas at Austin, \$10,000	September 2021
Kenneth M. Jastrow II Endowed Scholarship , University of Texas at Austin, \$12,000	September 2019
Undergraduate Business Program Merit Scholarship Recipient , KFBS, \$4,000	February 2014

TEACHING EXPERIENCE

Instructor , McCombs School of Business	June-July 2024
• Course: Organizational Behavior (MAN 336) • Instructor rating: 5/5, Overall course rating: 4.91/5	
Teaching Assistant , McCombs School of Business	January-April, 2021-2024
• Course: Leading People and Organizations (MAN 383, MBA course)	
Grader , KFBS	August-December 2015
• Course: Business Analytics (BUSI 410)	
Undergraduate Learning Assistant , UNC	August-December 2014
• Course: Introduction to Macroeconomics (ECON 420)	

INDUSTRY EXPERIENCE

Management Consulting Associate , Guidehouse (formerly PwC Public Sector)	October 2016-March 2019
Management Consulting Intern , PwC Public Sector	June-August 2015
Institutional Governance Intern , World Wildlife Fund (WWF)	June-August 2013

SERVICE & LEADERSHIP

FEMA Lead , Guidehouse Corporate Social Responsibility (CSR) Strategy Group	July 2018-March 2019
FEMA Lead , PwC Department of Homeland Security (DHS) CSR Group	June 2017-July 2018
Health and Wellness Coordinator , PwC Washington Metro Advisory Staff Council	June 2017-July 2018
Volunteer Coach , Girls on the Run	February-June 2018
Reading Mentor , Everybody Wins! DC	February-June 2017
General Member , Alpha Phi Omega-National Service Fraternity (APO)	January 2014-May 2016
Post Anesthetic Care Unit Volunteer , UNC Medical Center	January 2014-June 2015
Director of First Year Engagement , University of North Carolina Hillel	December 2012-December 2013

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