

## Julie Urda

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### **Education**

#### **INSEAD, Fontainebleau, France**

Ph.D. in Management, Organizational Behavior Department

Thesis: *The Effects of Social Goals on Emotions and Behavior in Social Dilemmas*

M.Sc. in Management, Organizational Behavior Department

#### **Boston University, Boston, MA**

M.B.A. with concentration in Organizational Behavior - High honors

#### **Dartmouth College, Hanover, NH**

A.B. in Psychology - cum laude

### **Academic work experience**

#### **Rhode Island College, Providence, RI**

Associate Professor, School of Management

- Developing online MBA program (2021- )
- Member of RIC Council (2008-2010; 2022- )
- Assistant department chair (2019-22)
- Director of First Year Seminars (2015-2018)
- Created and teaching Organizational Behavior (online & in-class)
- Created and teaching Mgt of a Diverse Workforce (online & in-class)
- Created and taught Foundations of Management (online & in-class)
- Created and taught Organization Theory and Design (in-class)
- Created and taught Business, Government, & Society (hybrid & in-class)
- Designed, marketed, and chaired Departmental Honors Program
- Active participant on various departmental and collegiate committees

#### **Brown University, Providence, RI**

Visiting Assistant Professor of Commerce, Organization, & Entrepreneurship

- Taught core course in organization theory
- Taught core course in leadership
- Created and taught two advanced-level seminars
- Reader for two honors theses
- Advised students and wrote letters of recommendation

#### **ESSEC, Paris, France**

Lecturer for core MBA course in Organizational Behavior

- Created syllabus for and taught this course

## **Publications**

Urda, J. and Ramocki, S. P. (2014). Assessing students' performance by measured patterns of perceived strengths: does preference make a difference? *Assessment and Evaluation in Higher Education*. Published online: 17 Feb. at <http://www.tandfonline.com/doi/full/10.1080/02602938.2014.884536#.u9fh56grfsk>.

Urda, J. and Loch, C. H. (2013). Social preferences and emotions as regulators behavior in processes. *Journal of Operations Management*, 31: 6-23.

Urda, J. (2012). Doing the Honors: How to Implement a Business School Departmental Honors Program. *Honors in Practice*, 8: 161-173.

Urda, J. and Loch, C. H. (2011). How the social context triggers emotions: Emotions as regulators of social interactions. *Proceedings of the 48th Annual Eastern Academy of Management Conference*, Boston, MA.

Urda, J. and Loch, C. H. (2009). Social goals as triggers of cooperation: How reciprocity and group solidarity encourage cooperative behavior in social dilemma games. *Proceedings of the 34th Annual IAREP/SABE Conference*, Halifax, NS, Canada.

## **Conference presentations**

*Teaching with interactive assignments and assignments exchange* (PDW)

- August 2015. 2015 Annual Academy of Management Conference, Vancouver, BC.

*Assessing students' performance by measured patterns of perceived strengths: does preference make a difference?*

- August 2012. 2012 Annual Academy of Management Conference, Boston, MA.

*How the Social Context Triggers Emotions: Emotions as regulators of social interactions*

- May 2011. 48<sup>th</sup> Annual Eastern Academy of Management Conference, Boston, MA.

*Social goals as triggers of cooperation: How reciprocity and group solidarity encourage cooperative behavior in social dilemma games*

- July 2009. 34<sup>th</sup> Annual IAREP/SABE Conference, Halifax, NS, Canada.
- May 2008. 10<sup>th</sup> Annual Journal of Experimental Economics Conference, Dijon, France.

*Social goals and the appraisal process: How an event's social context triggers emotions*

- May 2005. Fifth Annual EURAM Conference, Munich, Germany
- May 2005. Fifth Annual London Business School Transatlantic Ph.D. Conference, London, England.

## Julie Urda – Rhode Island College

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### *Social Drives as a Basis for Relational Model Proclivities: Regulating Behavior for Group Performance*

- August 2004. Sixty-Fourth Annual Meeting of the Academy of Management, New Orleans, Louisiana, USA.

### *Social Drives as Navigators of Social Dilemmas: Regulating Behavior for Group Performance*

- July 2004. Twentieth EGOS Colloquium, Ljubljana, Slovenia.

### *Group Emotions and Group Performance: Navigating the Competition–Cooperation Dilemma*

- May 2004. Fourth Annual London Business School Transatlantic Doctoral Student Conference, London, England.

### *Another look at embarrassment and facework: The status account*

- June 2003. Third Annual London Business School Transatlantic Doctoral Student Conference, London, England.
- April 2002. Third Annual HEC-INSEAD Doctoral Student Forum, Jouy-en-Josas, France.

### **Affiliations**

- Reviewer for *Journal of Management Education*
- Reviewer for *Assessment and Evaluation in Higher Education*
- Reviewer for *Journal of Behavioral and Applied Management*

### **Teaching interests**

- Organizational behavior
- Organization theory
- Leadership and culture
- Groups and teamwork
- Organizational change
- Motivation

### **Technical skills**

- Native English speaker (U.S. citizen)
- Fluent French
- Conversational Spanish
- Some Portuguese
- Proficient in using Blackboard LMS
- Trained and experienced in meeting facilitation
- Proficient with SPSS statistics software
- Proficient with Microsoft Office software

## **Coursework**

### *Organizational Behavior and Theory*

Behavioral Science, Organizational Behavior 1, Organizational Behavior 2, Organizational Sociology, Evolutionary Psychology, Advanced Topics in Psychology, Advanced Behavioral Decision Theory

### *Strategy*

Interorganizational Relationships, Strategic Management Processes

### *Research Methods and Design*

Research Methods, Advanced Research Methods, Experimental Design, Network Theory and Analysis

### *Quantitative Analysis*

Microeconomics, Probability & Statistics 1, Multivariate Statistics, Econometrics (audit)

## **Non-academic work experience**

### **The Boston Consulting Group, Boston, MA**

#### *Research & Analysis*

- Researched and conducted qualitative analysis on global business trends, strategic business demands, technology, management needs, social networks, and ways organizations replicate culture to provide high quality data for developing BCG strategy
- Helped launch BCG's Globalization Strategic Practice Area, analyzing and reporting competitor efforts in corporate globalization strategy, promoting BCG's competitive advantage
- Provided synthesized and analyzed research, expert advice, and coaching to case teams supporting superior service to external clients

#### *Administration*

- Responsible for all administrative details of managing the Globalization practice, including communications, networking, finances, and project and conference coordination, making me adept at networking among BCG c-suite leaders and their clients
- Worked directly with Globalization Specialist, managing critical internal projects, including research, analysis, writing, and editing of written reports, and presentations

#### *Knowledge Management*

- Maintained the Industrial Goods and Globalization knowledge management databases, to retain and distribute BCG's collective knowledge to case teams for strategic use with external clients
- Created portfolios on BCG target companies for leadership, allowing them to leverage existing BCG strategies and acquire new clients

- Facilitated internal clients' access to BCG's institutional knowledge, synthesizing internal and external research to create intranet sites and topic libraries for the Industrial Goods and Globalization Practice Areas

**John Hancock Financial Services, Boston, MA**

*Economic Research*

- Participated in development and implementation of financial sector change management initiative, including facilitating small-group meetings to ensure participation and input from all employees affected by the change
- Collected, stored, synthesized, and analyzed domestic and foreign economic, financial, and market data, summarizing economic history, analyzing efficient frontier portfolios, tracking market trends, and calculating economic forecasts using statistical models for use in corporate wide decision making, marketing, and strategy
- Researched and wrote for the quarterly internal publication *Economic Outlook* on economic trends affecting the financial industry

**Personal interests**

Acting, watercolor painting, travel, cinema, music, theater, reading, fine dining, SCUBA, and all things poodle