

SARAH BRAND STOOKEY
stookey@verizon.net

INTERESTS

- Political economic foundations of money, business and markets
- Strategic and organizational implications of social construction of money
- Management discourse and education
- International economics and globalization

EDUCATION

University of Massachusetts, Amherst, Ph.D. Management **2006**
Dissertation: "Doing money: the social construction of money in management theory and practice."

Money is largely overlooked in management theory and organization studies. Dominant theory relies on often-unarticulated and unexamined assumptions about money derived from a variety of intellectual sources: primarily (neoclassical) economics but also sociology, psychology and anthropology. The murkiness surrounding these assumptions inhibits understanding of important organizational dynamics including governance, participation and commitment. The dissertation addresses the lack of self-consciousness of these assumptions, examines their utility, and suggests alternative approaches to the consideration of money. A review of the treatment of money in other disciplines lays the foundation for proposing a multi-dimensional framework for seeing money as a social construction. The framework is then used to analyze money in a standard compensation textbook. Possibilities for empirical research are also outlined.

University of Massachusetts, Amherst, MBA **1999**

University of California, Riverside, MA Economics **1991**

- Specialization in political economy and development.
- Teaching Assistant, undergraduate economics.
- Office manager, Union for Radical Political Economics.

Harvard University, BA cum laude **1983**

- Government concentration.
- VISTA (Volunteer in Service to America), Springfield, MO 1980-81.

TEACHING EXPERIENCE

Associate Professor of Management and Organization **2008-present**
Assistant Professor (2006 – 2008)
Central Connecticut State University

- MGT 403 *Ethical & Social Issues for Management*.
- MGT 390 *Management Topics: Housing as a Business & Social Issue*.
- MGT 295 *Fundamentals of Management & Organizational Behavior*.
- International Business 495 *Field Study - Globalization: the case of Nicaragua*.
- International Business 498 *Seminar: Globalization*.
- International Business 495 *Field Study - Ireland*.

Visiting Lecturer, Isenberg School of Management **2009-present**
UMASS Amherst MBA Program (summer)

- MGT 770 *Human Resource Management online*

Visiting Lecturer, Isenberg School of Management **2001-present**
UMASS Amherst Undergraduate Program (winter & summer)

- MGT 301 *Introduction to Management online* (15 semesters).
- MGT 330 *Organizational Behavior*.
- MGT 365 *Business and its Environment online* (14 semesters).
- MGT 365 *Business and its Environment* (8 semesters)
- MGT 301 *Introduction to Management*.

Visiting Instructor, Mount Holyoke College **2005-06**

- Complex Organizations 232 *Ethical Issues in Complex Organizations*.
- Complex Organizations 299 *Leadership and the Liberal Arts*.

Visiting Assistant Professor, Bay Path College MBA Program **spring 2006**

- MBA 620 *Organizational Behavior and Leadership*.
- MBA 605 *Business Ethics and Social Responsibility*.

CONFERENCE PRESENTATIONS

- "Reading Ourselves into the World: Teaching Students to Read the Newspaper". Roundtable, "From Good Teaching to Good Learning". Organizational Behavior Teaching Conference. Charleston, SC. June 2009.
- "Democracy and Power, Business and the Liberal Arts: The Challenge of Undergraduate Education". Eastern Academy of Management. Hartford, CT. May 2009.
- "Universities in (the) Crisis: Class Contradictions in Higher Education". Panel. Left Forum. New York, NY. April 2009.
- "Who gets what? Milkovich and Newman's Construction of Compensation". Academy of Management Meetings. Anaheim, CA. August 2008.
- "Capitalism in Three Easy Diagrams – Contextualizing Organizational Behavior". Organizational Behavior Teaching Conference. Wellesley, MA. June 2008.
- "'The Company Doesn't Owe You Anything': Money and Compensation in Management Theory". Symposium, "Power to the People: Critical Management Studies and the Eastern Academy of Management". Eastern Academy of Management Meetings. Washington, D.C. May 2008.
- "The Values of Undergraduate Business Education: Revealing and Challenging the Stereotypes". Association for General and Liberal Studies. Portland, ME. October 2007.
- "A Multidimensional Framework for Studying Money in Organizations". Nominated for *Best Paper*, Critical Management Studies Interest Group. Academy of Management Annual Meetings. Philadelphia, PA. August 2007.

- “The ‘Values’ of Management”. Panel, “Critical Perspectives on Business Schools and Schooling”. The International Confederation of Associations for Pluralism in Economics Conference. Salt Lake City, UT. June 2007.
- “Teaching about Values: Reflections on being a Student and Teacher of Management”. Eastern Academy of Management Meetings. New Brunswick, NJ. May 2007.
- “Seeing Money in Organizations: Directions for Empirical Research”. Academy of Management Annual Meetings. Atlanta, GA. August 2006.
- “Doing Money: a Proposal for Studying the Social Construction of Money”. Academy of Management Annual Meetings. New Orleans, LA. August 2004.
- “What is Money? Four Perspectives from Management and Beyond”. Academy of Management Annual Meetings. Seattle, WA. August 2003.
- “Teaching about Truths”. Organizational Behavior Teaching Conference. Springfield, MA. June 2003.
- “Ownership, Participation and Commitment”. *Best Student Paper* Institute of Behavioral and Applied Management Annual Conference. Denver, CO. November 2002.
- “Participation, Ownership and Control in Management Theory and Practice”. Labour Process Annual Conference. Glasgow, Scotland. May 2002.

INVITED SPEAKER

- “Hybridism in Organization Studies: Beyond the Critique/Practice Divide”. Latin American European Meeting on Organizational Studies. Rio de Janeiro, Brazil. April 2008.
- “The Future of Critical Management Studies”. Critical Management Studies plenary. Academy of Management Annual Meetings. Philadelphia, PA. August 2007.
- “Rethinking America’s Global Role: After Iraq, After Darfur, Is There a Strategy for the Next Quarter-Century?”. Symposium, Harvard University, 25th Reunion. Cambridge, MA. June 2007.
- “Financial Services Segregation”. General Meeting of the Boston New Alliance Task Force (a project of the Federal Deposit Insurance Corporation). Boston, MA. March 2007.

PUBLICATIONS

- “Populism and Elitism in Critical Management Studies”. *Organization*, October 2008, Vol. 15, Issue 6. DOI: <http://dx.doi.org/10.1177/1350508408095821>
- “A Multidimensional Framework for Studying Money in Organizations”. *Academy of Management Proceedings*. 2007. Peer-reviewed.
- “Teaching about Values: Reflections on being a Student and Teacher of Management”. *Eastern Academy of Management Proceedings*. 2007. Peer-reviewed.
- “Financial Services Segregation: Improving Access to Financial Services for Recent Latino Immigrants.” Forward by Sheila C. Bair, Chairman FDIC. Commissioned by The Inter-American Development Bank/Multilateral Investment Fund. October 2006. <http://idbdocs.iadb.org/wsdocs/getdocument.aspx?docnum=826283>
- “Between Skepticism and Protocol: The Defection of the ‘Critical Intellectuals’”. Carlos M. Vilas (translation). *Latin American Perspectives*, Vol. 20, No. 2, Spring 1993.
- “Introduction”. *Latin American Perspectives*, Vol. 19, No. 2, Popular Organizing and the State. Spring 1992.
- “Letter from Nicaragua” (article). *Harvard Magazine*. May-June 1984.

PUBLICATIONS IN PROCESS

- Co-editor, special issue of *Organization* on “Value”. With Craig Prichard, Massey University, New Zealand and Stefano Harney, Queen Mary, University of London, UK.

PROFESSIONAL LEADERSHIP

- Chair, Academy of Management Professional Development Workshop and Doctoral Consortium, Critical Management Studies Division. Chicago, IL. August 2009.
- Organizer, “From the Ashes: What Should We Teach and Research in the Crisis?” Professional Development Workshop Session. Academy of Management. Chicago IL. August 2009.
- Chair-Elect, Critical Management Studies Division, Academy of Management (elected May, 2008 for five-year term including Program Chair).
- Secretary, Eastern Academy of Management (elected June, 2008 for one-year term).
- Co-Convener, Latin American European Meeting on Organizational Studies. “Power, Politics and Institutions” stream. Rio de Janeiro, Brazil. April 2008.
- Co-Organizer, Critical Management Studies Research Workshop, Anaheim, CA. August 2008.
- Co-Convener, Critical Management Studies Research Workshop Stream. “Looking at Value Critically”. Anaheim, CA. August 2008.
- Co-Organizer, Critical Management Studies Doctoral Consortium, Academy of Management Annual Meetings. New Orleans, LA. August 2004.

PROFESSIONAL DEVELOPMENT

- “Engaged Learning: Fostering Student Success”. New England Faculty Development Consortium. Worcester, MA. November, 2007.

ACADEMIC SERVICE

- Facilitator, “Approaches to Classroom Experience”. Eastern Academy of Management Meetings. Washington, D.C. May 2008.
- Reviewer, Organizational Behavior Teaching Conference. June 2008.
- Reviewer, Social Issues in Management, Academy of Management Annual Meetings, 2008.
- Reviewer, Management Education and Development, Academy of Management Annual Meetings, 2007, 2008.
- Discussant, “Collective Action, Justice and Social Welfare in the Workplace”. Academy of Management Annual Meetings. Philadelphia, PA. August 2007.
- Presenter, Professional Development Workshop, “The U.S. Constitution and Management”. Academy of Management Annual Meetings. Philadelphia, PA. August 2007.
- Reviewer, Eastern Academy of Management Annual Meetings. 2006-2008.
- Discussant, “Examinations of Power, Control and Organizing”, Academy of Management Annual Meetings. Atlanta, GA. August 2006
- Reviewer, Organization Theory, Academy of Management Annual Meetings, 2006.
- Reviewer, Critical Management Studies, Academy of Management Annual Meetings, 2003-2009.
- Reviewer, *Rethinking Marxism*, 2005.
- Associate, *Latin American Perspectives*, 1991-1994.

ACADEMIC HONORS

- Nominated twice for UMASS campus-wide *Distinguished Teaching Award*, 2003-4; 2004-5.
- Member, Phi Kappa Phi Honor Society, inducted December 2004.
- Selected participant, Organizational Theory/Organizational Behavior Doctoral Consortium, Academy of Management. Seattle, WA. August 2003.
- Member, Beta Gamma Sigma Honor Society, inducted May 2003.
- Awarded *Certificate of Excellence in Teaching*, UMASS Division of Continuing Education, 2002.
- Awarded *Best Student Paper*, Institute of Behavioral and Applied Management Annual Conference. Denver, CO. November 2002.
- Flavin Fellowship for scholarship and volunteerism. Isenberg School of Management MBA Program, UMASS Amherst. 1997-1999.

UNIVERSITY SERVICE

- Organized ongoing collaborative teaching with public middle school (Global Achievement Academy), Central Connecticut State University. New Britain CT. Spring 2009.
- Organized pilot Business School project in which students provide computer instruction to New Britain residents moving out of homelessness. Central Connecticut State University. Spring 2009.
- Organized pilot university/middle school collaboration, “Globalization in the Community”, New Britain and Hartford, CT. Central Connecticut State University. Fall 2008.
- Co-organizer and speaker, public panel on financial crisis, Central Connecticut State University. October 2008.
- Member, Civic Agency task force. Central Connecticut State University. 2008-9.
- Member, Internationalization Laboratory (a project of the American Council on Education). Central Connecticut State University. 2008-9.
- Member, Assurance of Learning Committee (AACSB). School of Business, Central Connecticut State University. 2008-9.
- Member, Diversity Committee, Chair of Outreach Sub-Committee, Faculty Senate. Central Connecticut State University. 2008-9.
- Search Committee, Department of Management and Organization, School of Business, Central Connecticut State University. 2006-7, 2007-8.

ACADEMIC GRANTS

- "Local Community, Global Issues". University Strategic Initiative Grant: Central Connecticut State University. To implement collaboration with middle schools, New Britain & Hartford, Spring 2009.
- Faculty Development Grant. Central Connecticut State University. Spring 2009.

MANAGEMENT CONSULTING EXPERIENCE

- CLARKE - School for Deaf/Center for Oral Education, Northampton, MA
- Peace Development Fund, Amherst, MA

INTERNATIONAL DEVELOPMENT EXPERIENCE

Program Coordinator, Southeast Asia and Latin America

1994-1997

Salvation Army World Service Office. Alexandria, VA

- Responsible for overseeing all U.S.-sponsored Salvation Army development projects throughout Southeast Asia and Latin America.
- Established community-based micro-enterprise credit program for international use. Designed administrative and financial controls. Created training materials and conducted training for field staff. Supervised pilot implementation in three regions of the Philippines. Directed program evaluation. Designed program expansion and led training of trainers for replication. Conducted field training, Zambia.
- Supervised field work and administered USAID Matching Grant (\$750,000) for primary health care project in rural Indonesia.
- Developed materials and conducted organizational training seminars for community leaders in Chile, Mexico and Argentina.

Director of Credit

1991-1993

Cenzontle. Estelí, Nicaragua

- Senior staff member at Nicaraguan non-governmental organization promoting grassroots education and rural economic development.
- Responsible for design, implementation and administration of \$180,000 rotating fund for small-scale coffee farmers, cooperatives and women-owned micro-enterprises. Coordinated with Fair Trade coffee export project.
- Prepared feasibility studies of wide variety of agricultural projects.
- Conducted small business development workshops.

Community and Economic Development Specialist

1984-1989

Nicaraguan Government

Regional Planning Office. Estelí.

- Reported to Regional Delegate, Nicaraguan Government
- Conceived and designed inter-Ministerial community-based information collection and planning system. Created household, community and municipal surveys. Administered training program for community participants. Supervised pilot project in 200 communities. Coordinated computerization of data, project evaluation and plan for Region-wide implementation.

Zonal Office of Ministry of Agricultural Development and Agrarian Reform (MIDINRA). San Juan del Río Coco.

- Directed effort to coordinate resources between state farm and peasant cooperatives in coffee-growing region, based on proposal prepared as Field Researcher. Led community and cooperative development workshops.

Regional Offices of Ministry of Agricultural Development and Agrarian Reform (MIDINRA) Estelí and Managua.

- Coordinated interdisciplinary study and co-wrote proposal for more effective use of private, public and cooperative resources in coffee-growing region of San Juan del Río Coco.
- Researched land use in several zones of Region and prepared policy proposals.

Agricultural Volunteer

1983-1984

Estelí, Nicaragua

- Worked on an agricultural cooperative (dairy, basic grains, potatoes) during the day, taught English to Salvadoran refugees in evenings.

COMMUNITY SERVICE

- Harvard Alumni for Social Action.
- Town Meeting member, Amherst, MA.
- School Governance Council, Amherst, MA.

LANGUAGES

- Fluent in spoken and written Spanish.