

## Alicia R. Ingersoll

Department of Business Administration & Marketing • Goddard School of Business •  
Weber State University  
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### Education

#### **Utah State University**

Doctor of Philosophy in Sociology, 2019  
Emphasis: Economic and Organizational Sociology  
Minor Emphasis: Environment and Sustainability

#### **Westminster College**

##### **Bill and Vieve Gore School of Business**

Master of Business Administration, 2011  
Graduated with honors, Delta Mu Delta

#### **University of Utah**

Bachelor of Science, 2004  
Major: Political Science

#### **Weber State University**

APICS Certified Supply Chain Professional, 2007

### Refereed Publications

1. **Ingersoll, A.** Cook, A., & Glass, C. (2024). Institutional Isomorphic Pressures: The Impact for Women on Boards. *Corporate Governance*, 24(4), 865-881.
2. **Ingersoll, A.**, Cook, A., & Glass, C. (2023). A free solo in high heels: Corporate risk taking among women executives and directors. *Journal of Business Research* 157, 113651.
3. Cook, A., Glass, C., & **Ingersoll, A.** (2023). Institutional predictors of campus sexual misconduct reporting: The role of gender in leadership. *Studies in Higher Education*, 48(7), 963-981.
4. Cook, A., Glass, C., & **Ingersoll, A.** (2023). Who speaks? Individual and institutional predictors of CEO activism. *Social Science Quarterly*, 104(4), 521-534.
5. **Ingersoll, A.**, Cook, A. & Glass, C. (2023). Under pressure: Finding organizational legitimacy through the supply chain. *Journal of General Management*, 48(3), 227-240.

6. **Ingersoll, A.** & Cook, A. (2022). Collisions of difference: Teaching gender and sexuality in a conservative and religious culture. *Equity in Education & Society*, 1(1), 4-17.
7. **Ingersoll, A.**, Glass, C. & Cook, A. (2021). Corporate Lawyers in the USA: Pathway to gender parity. *Gender in Management: An International Journal*, 36(2), 294-308.
8. Li, K., Li, Y., Gu, Q. & **Ingersoll, A.** (2019). Optimal service channel decisions with remanufactured product and protection plan service. *International Journal of Production Research* 57(4), 1066-1081.
9. **Ingersoll, A.**, Glass, C., Cook, A., & Olsen, K. (2019). Power, status and expectations: How narcissism manifests among women CEOs. *Journal of Business Ethics* 158(4), 893-907.
10. Cook, A., **Ingersoll, A.** & Glass, C. (2019). Gender gaps at the top: Does board composition affect executive compensation? *Human Relations* 72(8), 1292-1314.
11. Glass, C., Cook, A., & **Ingersoll, A.** (2016). Do women leaders promote sustainability? Analyzing the effect of corporate governance composition on environmental performance. *Business Strategy and the Environment* 25(7), 495-511.

### Proceedings

Cook, A., Glass, C. & **Ingersoll, A.** (2022). Who Speaks? Individual and Institutional Predictors of CEO Activism. *2022 Annual Conference of the Decision Sciences Institute Proceedings*.

### Invited Publications

Abulbasal, R., **Ingersoll A.** & Glass C. (*Forthcoming*). "Sociological approaches to women and leadership theory." Handbook of Research on Gender and Leadership, 2<sup>nd</sup> edition, edited by Susan R. Madsen. Edward Elgar Publishing.

Glass, C., **Ingersoll, A.**, & Cook, A. (2022). Greater inclusion at the top strengthens company performance. *I by IMD, Summer 2022*.

Cook, A., **Ingersoll, A.**, & Glass, C. (2020). The glass cliff: For women, it means moving into the most perilous posts in organizational leadership. *School Administrator Magazine*.

Glass, C., Cook, A. & **Ingersoll, A.** (2017). "Women and minority CEOs: When are they appointed and what difference do they make?" *The American Middle Class: An Economic Encyclopedia of Progress and Poverty*, edited by Robert Rycroft. Santa Barbara, CA: Greenwood Press.

Glass, C. & **Ingersoll A.**, (2017). "Sociological approaches to women and leadership theory. " Handbook of Research on Gender and Leadership, edited by Susan R. Madsen. Edward Elgar Publishing.

### **Work in Progress**

Glass, C., Cook, A., & **Ingersoll, A.** Leading while female: Analyzing women CEOs' legitimacy post-appointment. (*Under review, Social Problems*)

**Ingersoll, A.** Glass, C., Cook, A. Credentialed for Success. (*Under review, Journal of Business Research*)

Cook, A., Glass, C., & **Ingersoll, A.** Antecedents and Repercussions of CEO Dismissals: A Glass Cliff for Women CEOs? (*Under review, Strategic Organization*)

**Ingersoll, A.**, Cook, A. & Glass, C. "Shattered Ascent: Navigating the Glass Cliff." Gender & Management, edited by Lisa Marchiando. Routledge Publishing. (*In process chapter due summer 2024*)

Cook, A., **Ingersoll, A.** & Glass, C. Rescaling the cliff: The reemployment of women CEOs following dismissal.

**Ingersoll, A.** & Givens, J. Sustainable protectionism: The impact of trade policy on corporate environmental outcomes within the United States.

**Ingersoll, A.** & Petrezelka, P. Bringing the County Back in.

### **Refereed Presentations**

1. Glass, C., Cook, A., & Ingersoll, A. (June 2023) Leading while female: Analyzing women CEOs' legitimacy post-appointment. *2023 Annual conference of the European Academy of Management*.
2. Cook, A., Glass, C. & Ingersoll, A. (November 2022). Who Speaks? Individual and Institutional Predictors of CEO Activism. *2022 Annual Conference of the Decision Sciences Institute*

3. Cook, A., Glass, C. & Ingersoll, A. (March 2022). Who Speaks for Justice? Individual and Institutional Predictors of CEO Activism. Vienna University of Economics and Business Gender and Diversity Conference, Vienna, Austria (zoom presentation).
4. Ingersoll, A., Glass, C. & Cook, A. (March 2019). Credentialed for Success. Presented at the Pacific Sociological Association Conference, Oakland, CA.
5. Ingersoll, A., Cook, A. & Glass, C. (August 2018). Is it all about who you know or what you know? Presented at the Academy of Management Annual Conference, Chicago, IL.
6. Cook, A., Glass, C. & Ingersoll, A. (June 2018). Gender gaps at the top: Does board composition affect executive pay structures? Presented at the European Academy of Management Conference, Reykjavik, Iceland.
7. Ingersoll, A., Cook, A. & Glass, C. (April 2017). Power, status and expectations: How narcissism manifests among women CEOs. Presented at the Pacific Sociological Association Conference, Portland, OR.
8. Beorchia, A., Glass, C. & Ingersoll, A. (April 2017). Si Se Puede! Latina representation in top leadership positions. Presented at the Pacific Sociological Association Conference, Portland, OR.
9. Ingersoll, A., Cook, A. & Glass, C. (March 2017). Excellence at what cost? The consequences of supply chain management rankings. Presented at the Western Academy of Management Conference, Palm Springs, CA.
10. Ingersoll, A., Beus, P., & Browne, S. (March 2016). Tracking women's representation in Utah's high-tech industry. Presented at the Pacific Sociological Association Conference, Oakland, CA.
11. Glass, C., Cook, A., & Ingersoll, A. (March, 2015). Do women leaders promote sustainability? Analyzing the effect of corporate governance composition on environmental performance. Presented at the Western Academy of Management Conference, Kauai, HI.

### **Invited Presentations**

Giraud-Carrier, F., Ingersoll, A. & Neve, B. (November, 2021). SPARRING: How to Incorporate Deliberate Practice in Course & Curriculum Design. Professional Development Workshop (PDW) present at Decision Sciences Institute Annual Conference, Online.

Ingersoll, A. (October 2014). When strategy and application align: The linkage between corporate citizenship and a lean culture. Presented at the Partners in Business Operational Excellence Regional Conference, Logan, UT.

Ingersoll, A. (November 2016; October 2017). Navigating trade compliance. Presented to the upper division undergraduate business law course, Utah State University.

Ingersoll, A. (November 2014; November, 2015). Supply chain strategy and decision making. Presented to the upper division undergraduate operations course, Utah State University.

Ingersoll, A. (November 2013; April, 2014). Effective virtual team processes. Presented to the upper division undergraduate team management course, Utah State University.

### **Teaching Experience**

#### **Weber State University**

##### **Goddard School of Business & Economics**

Assistant Professor

July 2020- Present

SCM 3050: Operations and Supply Chain Management

SCM 4400: Global Supply Chain

SCM 4500: Supply Chain Relational Strategies

MBA 6120: Organizational Behavior

#### **Utah State University**

##### **Jon M. Huntsman School of Business**

Professional Practice Assistant Professor

July 2019 – June 2020

MGT 1050: Foundations of Business and Leadership

MGT 3250: Managing Human Capital

MGT 3700: Operations Management

MGT 3150: Critical Thinking and Managerial Decision Making

MGT 4790: Managing Global Value Chains

#### **Weber State University**

##### **Goddard School of Business & Economics**

Adjunct Instructor

MGMT 3010: Organizational Behavior and Management

#### **Utah State University**

##### **Department of Sociology, Social Work & Anthropology**

Instructor

SOC 2370: Sociology of Gender

SOC 2370: Sociology of Gender

SOC 2370: Sociology of Gender

**Jon M. Huntsman School of Business**

Adjunct Instructor

MGT 1050: Foundations of Business and Leadership

MGT 3710: Team Management

**Honors and Awards**

Graduate Student Teacher of the Year, College of Humanities and Social Sciences, Utah State University, 2019.

Doctoral Student Researcher of the Year, College of Humanities and Social Sciences, Utah State University, 2018

Calvin R. & Janet E. Mauer Fellowship, 2017, 2018

Utah State University Center for Women & Gender Teaching Fellowship, 2018

Earl A. and Carmen D. Frederickson Graduate Research Fellowship, 2017

Delta Mu Delta International Business Honor Society, 2011

**Service Experience**

Constitutional Review, Apportionment and Organization (CRAO) Committee Member, Faculty Senate Committee, Weber State University (2020-present).

Advisory Board Member, Women, Gender & Queer Studies Program, Weber State University (2020-present).

Chair, Equity, Diversity & Inclusion Committee, Goddard School of Business & Economics, Weber State University (2020-2023).

Strategic Initiative Office Committee Member, Goddard School of Business & Economics, Weber State University (2020-2023).

Member Goddard School Executive Council, Goddard School of Business & Economics, Weber State University (2020-2023).

Equity, Diversity & Inclusion Committee Member, Faculty Senate Ad-hoc Committee, Weber State University (2021-2023).

Search Committee Member, Business Administration & Marketing, Management Instructor, Weber State University (2023).

GSBE Fellowship Committee Member, Goddard School of Business & Economics, Weber State University (2020).

Advisor, Achieving Women's Excellence Student Club, Weber State University

Co-Advisor, Women in Business Club, Utah State University

Co-Chair of Utah Gender Research Interdisciplinary Network (Co-Chair with Susan Madsen of UVU and Wendy Fox-Kirk of Weber State)

Curriculum Taskforce Member, Center for Intersectional Gender Studies and Research, Utah State University

Board Member, Fair Utah

Board Member, Nibley City Parks and Recreation Advisory on Outdoor Recreation and Conservation

Ad hoc reviewer for *Human Relations*

Ad hoc reviewer for *British Journal of Management*

Ad hoc reviewer for *Corporate Governance*

Ad hoc reviewer for *Equality, Diversity, and Inclusion: An International Journal*

Ad hoc reviewer for *Gender in Management: An International Journal*

Ad hoc reviewer for *Social Problems*

Ad hoc reviewer for *Business, Strategy & the Environment*

### **Select Professional Experience**

#### **President and Founder; Ingersoll Co LLC, Hurricane, UT; July 2013 – July 2019**

- Provide specialized supply chain and logistics consulting services targeted toward the outdoor industry. Select clients have included Black Diamond, Shred, Pieps, Avatech, Mountain Hub, Simms and Grudens.

#### **Director of Global Logistics, Black Diamond, Inc., Salt Lake City, UT; July 2003 - June 2013**

- Responsible for all Black Diamond, Inc. global logistics functions, consisting of operations within the US, Asia and Europe.

#### **Southeast Regional Operations Manager, Netflix, Ft. Lauderdale, FL; July 2002 – July 2003**

**Inventory /Distribution Systems Manager, Salt Lake Olympic Committee, Salt Lake City, UT; Jan. 2000 –July. 2002**