

Dr. Stephanie Creary is an organizational behavior scholar, an assistant professor of management at the Wharton School of the University of Pennsylvania, and President & CEO of The Creary Group, Inc. She conducts research on the topics of identity, diversity and inclusion, and relationships across differences focusing on inclusive processes, practices and behaviors in organizations. She has published her research in leading management journals and sharing her insights in top popular press outlets. She also advises and speaks to corporate audiences on the following topics:

- Building stronger relationships in the workplace among people from different backgrounds (allyship, sponsorship)
- Improving leader engagement in diversity, equity, and inclusion work
- Creating evidence-based diversity, equity, and inclusion strategies

Dr. Creary has received several honors and awards for her research, teaching, and commitment to service. She has been awarded the Wharton Teaching Excellence Award four times for her work in developing and teaching the undergraduate and MBA "Leading Diversity in Organizations" courses, which are largely based on her DEI research activities over the past 15 years. Dr. Creary is honored to have been selected as a Visiting Faculty Fellow in the Inaugural Cohort of the [Harvard Business School Institute for the Study of Business in Global Society \(BiGS\)](#) during the 2022-2023 and 2023-2024 academic years. She has also received a fellowship from the Center for Advanced Study in the Behavioral Sciences (CASBS) at Stanford University Institute on Diversity for Summer 2023.

Prior to joining the Wharton faculty, Dr. Creary was on the faculty of Cornell University where she taught corporate strategy. She has served as a research associate at Harvard Business School and The Conference Board in NYC researching corporate diversity and inclusion practices. She has earned B.S. and M.S. degrees from Boston University; an MBA degree from Simmons School of Management, and M.S. and PhD degrees from the Boston College Carroll School of Management.