

ANGELA IANNIELLO

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EDUCATION

Boston College, Carroll School of Management	(expected) 2027
Ph.D. in Organization Studies	
M.S. in Organization Studies	2024
University of Denver	2014
B.A. in International Studies	

RESEARCH

My research examines how people navigate work relationships across social differences and how these relationships impact their careers. First, I examine how people choose whom to interact with and form relationships with at work when they face identity threats and uncertainty in work relationships. Second, I examine how context, defined as the “situational opportunities and constraints” (Johns, 2006: 386), affects how people understand, experience, and manage work relationships across social differences. These areas explain both the agency people exercise to manage their differences vis-à-vis each other and the contextual factors that enable and constrain that management. I develop theory in these areas using qualitative, inductive methods.

Dissertation: *Rethinking working from home: Cross-domain work relationships in private settings* | Proposal defended Nov. 2025; Defense expected May 2027

In my dissertation, I examine cross-domain work relationships when the usual organizational scripts and norms (e.g., organizational hierarchies, roles, structure) for relating are absent. Specifically, I examine the cross-domain work relationship that arises when people employ domestic workers (in this case, nannies). Existing research on cross-domain relationships typically examines work relationships that add a nonwork component, such as when colleagues become friends or how work relationships change when work moves occurs at home in virtual work. My dissertation, however, examines a different configuration in which one person’s workplace is another person’s nonwork space. This configuration blends economic ties with personal connections and blurs work-nonwork boundaries, allowing us to examine how work relationships are defined, negotiated, and experienced when organizational norms and scripts are removed. Practically, paid caregivers’ work enables working parents, particularly women, to participate in the workforce, while domestic workers themselves must navigate jobs, careers, and employment relationships that are often overlooked in management research.

To date, I have conducted 31 interviews, and preliminary findings point to two distinct theoretical stories. First, I theorize that relational cues people use to interpret cross-domain work relationships alter the psychological contract. Family-like cues, such as describing a nanny as “one of the family,” are not simply relabeling the relationship, but can broaden expectations of reciprocity and obligation, whereas formal employment cues can narrow them, with consequences for voice and exit. Second, I theorize cross-domain work relationships as relational resources that act as a holding environment for professional identity work, enabling new working parents to revise and reclaim professional identities.

Dissertation Committee: Bess Rouse (Chair, Boston College); Judy Clair (Boston College); Jamie Ladge (Boston College); and Jessica Methot (Rutgers University)

PUBLICATIONS

Bartunek, J., Hansen, H., Cable, M. S.*, & Ianniello, A. H.*¹ (2025). Generative resistance: The importance of enabling differences. *Organization Theory*. [[Link](#)]

Clair, J., & Ianniello, A. H. Managing invisible stigmatized identities in uncertain and polarized times. (Forthcoming in *Research in Social Issues in Management*).

PAPERS UNDER REVIEW

Ianniello, A. H., Schinoff, B. S., & Chan, C. K. (Title hidden while under review). Topic: Creative workers, careers, and identity. *Under review at the Academy of Management Journal*.

WORKING PAPERS AND PROJECTS

Ianniello, A. H., Rouse, E. D., & Clair, J. A. Surfacing safety: How job seekers assess workplace safety and inclusion during career transitions. *Preparing for submission. [Target: Academy of Management Journal.]*

Schinoff, B. S., Feldman, E., Ianniello, A. H., Pillemer, J., & Heaphy, E. *The 5 Ws of relationship context (Drafting a proposal)*

PRACTITIONER PUBLICATIONS

Ianniello, A. H., & Vough, H. C. (2023). Creative jobs have a passion trap problem. **Fast Company**. [[Link](#)]

RESEARCH AND CONFERENCE PRESENTATIONS (bold indicates presenting author)

Ianniello, A. H., Schinoff, B. S., & Chan, C. K. *Safe stages and risky rooms: How and why creators select their audiences*. Presented at the Academy of Management Annual Meeting, Philadelphia, PA. July 2026.

Ianniello, A. H. *Rethinking working from home: Cross-domain work relationships*. Presented at the Work Family Research Conference. Montreal, Canada. June 2026.

Ianniello, A. H. *One of the family: The impact of relational labels and metaphors on work relationships*. Presented at the Positive Relationships at Work Virtual Gathering. June 2026.

Ianniello, A. H. *One of the family?: Family-like understandings of work relationships*. Poster presentation at the Working Well Research Conference. Purdue University. Lafayette, IN. May 2026.

Ianniello, A. H., **Schinoff, B. S.**, & Chan, C. K. *Safe stages and risky rooms: When, how, and with whom people take interpersonal risks at work*. Presented at the Delaware Management Research Summit, Newark, DE. January 2026.

Ianniello, A. H., **Schinoff, B. S.**, & Chan, C. K. *Safe stages and risky rooms: When, how, and with whom people take interpersonal risks at work*. Presented at the Wharton Organizational

¹ *Denotes equal authorship

Behavior Conference. The Wharton School of the University of Pennsylvania. Philadelphia, PA. November 2025.

Bartunek, J. M., Hansen, H., **Cable, M. S., & Ianniello, A. H.** *Liberating resistance*. Presented at the Positive Organizational Scholarship Research Conference. University of Michigan. Ann Arbor, MI. May 2025.

Ianniello, A. H., Rouse, E. D., & Clair, J. A. *Surfacing safety: How job seekers assess workplace safety and inclusion during career transitions*. Presented at the Positive Organizational Scholarship Research Conference. University of Michigan. Ann Arbor, MI. May 2025.

Ianniello, A. H., Rouse, E. D., & Clair, J. A. *Surfacing safety: How job seekers assess workplace safety and inclusion during career transitions*. Presented at the Relationships Across Differences Conference. Harvard University. Cambridge, MA. May 2025.

Bartunek, J. M., Hansen, H., **Cable, M. S., & Ianniello, A. H.** *Liberating resistance*. Presented at the Academy of Management Annual Meeting. Chicago, IL. August 2024.

Bartunek, J. M., Hansen, H., Cable, M. S., & Ianniello, A. H. *Liberating resistance*. Presented at the European Group for Organization Studies. University of Milan-Bicocca. Milan, Italy. July 2024.

Ianniello, A. H. & Chan, C. K. *The illusion of choice: Unmasking marginalization and persistent inequality in gig work*. Presented at the Work, Identity, and Meaning (WIM) Research Group. Boston College. Boston, MA. April 2024.

Bartunek, J. M., Hansen, H., Cable, M. S., & Ianniello, A. H. *Liberating resistance*. Presented at the Work, Identity, and Meaning (WIM) Research Group. Boston College. Boston, MA. February 2024.

Vough, H. & **Ianniello, A. H.** Passion expression in ongoing work relationships. Accepted presentation at the Positive Organizational Scholarship Research Conference. University of Michigan. Ann Arbor, MI. June 2022.

Ianniello, A. H. *Don't call me a hero: The rejection of organizational sensegiving during COVID-19*. Presented at the Summer Management and Organizations Research Experience. Yale University. August 2020.

Ianniello, A. H. Human rights pedagogy and transitional justice after grave historical injustices, presented at the EuroScholars Research Conference. University of Geneva. Geneva, Switzerland. November 2012.

INVITED PANELS

“Building Your Research Community.” AOM Student Community Virtual Event	2026
“Identity and Authenticity.” Relationships Across Differences Conference	2024
○ <i>With Nancy Rothbard, Tracy Dumas, and Lex Washington</i>	
“How to Organize and Run a Symposium Session.” MOC-DOC Virtual Event	2023

CONFERENCE SYMPOSIA AND PROFESSIONAL DEVELOPMENT WORKSHOPS

Cognition in the Rough: A Professional Development Workshop

Academy of Management Annual Meeting

Co-Organizer 2025, 2026

Convened and coordinated 30+ faculty facilitators from leading business schools worldwide.

Centering the Margins: Methodological Challenges and Opportunities of Studying the Understudied

Academy of Management Annual Meeting

Co-Organizer 2024, 2026

Featuring scholars including Michel Anteby (moderator), Adina Sterling, Tiffany D. Johnson James, Rebecca Ponce de Leon, Christian Thoroughgood, Daniel Fisher, Samantha Erskine, and Sara Mahabadi.

Autonomy and Control in Relation to Space and Time of Work

2026

Work Family Research Conference

Co-Organizer (with Vanessa Conzon)

Featuring Ellen Ernst Kossek, Leroy Gonsalves, Phyllis Moen, and Julie Yen

New Perspectives on Technology at the Work-Non-Work Interface

2026

Work Family Research Conference

Co-Organizer (with Vanessa Conzon)

Featuring Rohini Jalan, Sara Mahabadi, Jenna Myers, and Alan Zhang

Theorizing the Intersection of Time and Control

2023

Academy of Management Annual Meeting

Co-Organizer (Vanessa Conzon and Mara Cable)

Finalist for the MOC Division Best Symposium Award

Featuring Blagoy Blagoev, Ellen Ernst Kossek, Laura Giurge, Melissa Mazmanian (discussant), and Abbie Shipp

TEACHING EXPERIENCE

Instructor, Boston College

2023

- MGMT1021: Organizational Behavior (Undergraduate)

Donald J. White Teaching Excellence Award

Teaching Assistant, Boston College

2023

- MGMT1021: Organizational Behavior
Undergraduate course for Dr. Curtis Chan

- MGMT2143: Idea Work 2022
Undergraduate course for Dr. Bess Rouse

Teaching Assistant, *Utrecht University School of Law* 2012

- RGMAME400: Human Rights in International Relations
- Graduate course for Ambassador Roeland Böcker

SERVICE

Service to the Academy of Management (AOM)

- MOC Division Doctoral Student Representative At-Large (Elected), 2024–Present
 - PhD Student Co-Chair, Cognition in the Rough
- MOC Division MOC-DOC Student Co-Chair 2026–Present
- MOC-UP Peer Mentoring Program Co-Chair 2024–2025
 - Peer Mentor Group Leader 2024–Present
- Committee Member, AOM DEI Division, *Saroj Parasuraman Award* for Outstanding Publication on Gender and Diversity 2023
- Reviewer, AOM Annual Meeting (DEI and MOC Divisions) 2024–Present

Research Labs

- Co-organizer, [Work Identity and Meaning \(WIM\) Research Group](#) 2022–2026
 - Faculty Sponsor: Mike Pratt (Boston College)
- Organizer, Identity and Diversity Lab 2023–2026
 - Faculty Sponsor: Stephanie Creary (Wharton School, University of Pennsylvania)

Ad Hoc Reviewer

- *Organization Science* 2025–Present

Conference Reviewing

- Reviewer, International Conference on Information Systems 2023–2025

MEMBERSHIPS

- Positive Relationships at Work 2022–Present
- Positive Organizational Scholarship 2021–Present
- Academy of Management 2019–Present

RELEVANT WORK EXPERIENCE

Yale School of Management at Yale University

Research Assistant, Dr. Julia DiBenigno 2020–2021
Yale Summer Internship in Organizational Behavior 2020

REFERENCES

Bess Rouse, Ph.D.

Associate Professor of Management
Boston College
bess.rouse@bc.edu

Beth Schinoff, Ph.D.

Associate Professor of Management
University of Delaware
schinoff@udel.edu

Judith Clair, Ph.D.

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