

## **DR. JULIE URDA**

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### **PROFESSIONAL SUMMARY**

Organizational development professional with 20 years of experience in academia, specializing in organizational behavior. Also, ten years of business industry expertise in internal consulting, project management, and quantitative and qualitative research and analysis. Combines academic and professional experience with excellent communication and facilitation skills and a customer service mindset to administer projects and elevate workplace performance to optimal standards. Particularly skilled at distilling complex information for action, building consensus, and motivating and leading highly productive, cross-functional teams. Exceptionally capable at cultivating durable relationships at all levels of an organization.

### **ACADEMIC WORK EXPERIENCE**

#### **Rhode Island College, Providence, RI: 2007-present**

*Tenured Associate Professor, School of Business, Department of Management and Marketing*

- Design and teach six to ten courses per academic year, including organizational behavior and managing a diverse workforce, switching seamlessly between in-person, hybrid, and online as needed
- Mentor and support students' academic and professional development
- Conduct primary, quantitative research for conference presentations and publication in peer-reviewed journals
- Collaborate with colleagues across departments to create an online MBA program, expanding the School of Business
- Participate on cross-disciplinary task forces (admissions, advising, general education) to develop programs that advance the academic mission of the College

*Leadership Positions*

- Member-at-Large, Council Executive Committee (2024-26)
- Chair, Council Committee-on-Committees (2023-24; 2025-26)
- Assistant Department Chair, Management & Marketing Department (2019-2022)
- Chair, Departmental Honors Program (2009-2022)
- Director, First Year Seminars (2015-2018); responsible for development and scheduling of all FYS professors
- Chair, Academic Committee (2012-2015); led initiative to determine the strategic position of the School of Business within the College

#### **Saylor Academy, online: 2022-present**

*Consulting Professor*

- Subject-matter expert who builds free online courses to benefit disenfranchised students

#### **Brown University, Providence, RI: 2006-2007**

*Visiting Assistant Professor of Commerce, Organizations, and Entrepreneurship*

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

## **CORPORATE WORK EXPERIENCE**

### **The Boston Consulting Group, Boston, MA: 1996-2000**

#### ***Practice Area Coordinator***

##### *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*

- Managed 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
- Produced 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 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: 1992-1996**

#### *Economic Research Analyst*

- Participated in development and implementation of financial sector change management initiative, facilitating small-group meetings to ensure participation from 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

## **EDUCATION**

### **INSEAD, Fontainebleau, France: 2000-2006**

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: 1992-1996**

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

### **Dartmouth College, Hanover, NH: 1986-1990**

A.B. in Psychology - cum laude

**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.

**COURSES TAUGHT**

Business, Government, & Society  
Foundations of Management  
Leadership  
Organizational Behavior  
Organization Theory, Design, & Change

**SKILLS**

Meeting facilitation  
Learning anything

Languages

English: native speaker  
French: fluent  
Spanish: conversational

Computer skills

MS Office  
Blackboard LMS  
SPSS

Strengthsfinder profile

Activator  
Arranger  
Individualization  
Input  
Learner