

Daphne Perkins Berry

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EDUCATION

Ph.D. in Management with Organization Studies concentration, minor in political economy, minor in feminist studies, University of Massachusetts, Amherst, anticipated graduation summer, 2010
MEE Electrical Engineering, Rice University
BS Engineering, University of Notre Dame

RESEARCH INTERESTS

Business and community
Race, class, and gender in organizations
Poverty alleviation
Women and work

TEACHING EXPERIENCE

Organizational Behavior

PUBLICATIONS AND PRESENTATIONS

Berry, D. Expatriates, Migrants, Gender, Race, and Class. 2009. Recipient of CMS (Critical Management Studies) Division Best Student Paper Award and published in Best Paper Proceedings of the 2009 Academy of Management Meeting.

Bell, M., Kwesiga, E. & Berry, D. (forthcoming) Immigrants, the New "Invisible Men and Women" in Diversity Research. *Journal of Managerial Psychology* special issue on Employment Discrimination against Immigrants.

Galvin, T. & Berry, D. 2009. Diversity That Embraces While Continuing to Exclude: Re-centering Race in Organization Studies. Presented at the Eastern Academy of Management, Hartford, CT.

Hurst, C., Bell, M. P., Livingston, B., & Berry, D. 2008. Why are Low-Wage Workers Invisible in the Study of Work and Family? Symposium paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Bell, M. P. & Berry, D. P. 2007. Viewing Diversity through Different Lenses: Avoiding a Few Blind Spots. *Academy of Management Perspectives*. 21(4): 21-25.

Berry, D. P. 2007. Shouldn't We Be Discussing Class? Conference paper presented at European Group for Organization Studies (EGOS), Vienna, Austria.

Cocchiara, F. K., Bell, M. P., & Berry, D. P. 2006. Latinas and Black Women: Key Factors for a Growing Proportion of the U.S. Workforce. *Equal Opportunities International*. 25(4): 272-284.

INDUSTRY WORK EXPERIENCE

Significant management, product management, and technical experience at several U.S. and international telecommunications-industry organizations:

Marconi Communications

As director of a product marketing group, led a U.S based product marketing team whose management resided in England and was responsible for guiding a softswitch product line in its transition from a European product to one for the North American market. Managed the team in the development of marketing requirements, planning and product strategy, and responses to potential-customer Requests for Proposals. Worked toward the establishment of alliances with

external vendors whose products helped provide complete solutions for customers. With sales team, responsible for securing the first North American customer for the product as specified and built in the U.S.

telecom technologies, inc.

As senior manager of a planning and requirements development organization within a "startup" company, led a team developing high-level functional and detailed technical switch call processing, Automatic Call Distributor (ACD), IP, and Local Number Portability (LNP) specifications for customers. Worked closely with marketing and sales in customer sales and support roles and the preparation of Statements of Work and proposals for engineering products and services.

MCI Telecommunications

Led a Marketing Product Management team in translating marketing and sales requirements into functional requirements for the Prepaid engineering organization. Worked closely with Sales personnel in specifying and providing prepaid calling card products and services to MCI prepaid customers. Initiated and led an effort that secured a multi-million dollar contract from a large U.S. retailer for its very first prepaid card product. My team specified and developed this product and participated in project management efforts for the initial implementation of the product.

NEC America

As project lead in a switching systems division, provided direction for other team members, participated in the development of requirements, design, unit and integration test phases for development of virtual network applications for a service control point. We developed features, wrote requirements documents, high level and detailed design documents, C code, and unit test plans. Worked to support the first customers for the U.S. version of the product.

Department Of Defense, Research and Development Directorate

Worked in a series of applications programming and contract monitoring tasks relating to signals processing and analysis.

ACADEMIC AND PROFESSIONAL ACTIVITIES

Regular participant in Academy of Management activities including symposia, professional development workshops, caucuses, and as a reviewer.

American Sociological Association

Working Class Studies Association

Society for the Study of Social Problems

International Association for Feminist Economics

COMMUNITY

For the 3rd year, I am tutoring adult learners in the Holyoke Community College (Holyoke, MA) "Transition to College" program.

For 6 years prior to moving to begin studies at the Univ. of Massachusetts, I participated, during the school year, in a tutoring program sponsored by the University of Dallas for primarily Latino youth who had prior difficulties with grade level competency exams.

During tax season, I participated with the Notre Dame club of Dallas in tax return preparation for historically underserved communities in Dallas.