

# Caroline Straub

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**EXPECTED THESIS DEFENSE DECEMBER 2008**

## RESEARCH INTERESTS

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Female Top Managers, Work Life Balance, Work Family Culture, Work Family Conflict

## PUBLICATIONS

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Zhang, Y., Straub, C., Kusyik, S. (2007). Making a life or making a living: Does country and gender make a difference? *Cross Cultural Management: An International Journal*, Vol. 14, (3).

Straub, C. (2007). A comparative analysis of the use of work life balance practices in Europe: Do practices enhance female's career advancement? *Women in Management Review*, Vol. 22, (4).

## PEER REVIEWED CONFERENCE PRESENTATIONS

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European Academy of Management Conference, Ljubljana 2008  
Straub, C. (2008). "Creating Family-Friendly Work Cultures: "The Role of Female Managers as Change Agents"

Academy of Management Annual Meeting, Philadelphia 2007  
Straub, C. (2007). Do female top managers promote a family-friendly work climate?

European Academy of Management Conference, Paris 2007  
Straub, C. (2007). Behavioural aspects of females in top management teams: Do they promote family-friendly work climates?

European Academy of Management Conference, Oslo 2006  
Straub, C. (2006). A comparative analysis of the use of work life balance practices in Europe: Do practices enhance gender diversity?

European Academy of Management Conference, Oslo 2006  
Zhang, Y., Dolan, S., Straub, C., Kusyik, S. (2006). Making a life or making a living: Does country and gender make a difference?

European Academy of Management Conference, Munich 2005  
Lingham, T., Straub, C. et. Al. (2005). The hedgehog, the fox, but not the magister's pox: Theorizing about the creative process in organizational research drawing from the experience of scientists and artists. *Track: Rhetorical Methods in Management Studies: Narratives, Metaphors, Conversation Analysis and Discourse Analysis*, Munich.

## **CONFERENCE CONSORTIA ATTENDED**

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Academy of Management Annual Meeting, Anaheim 2008  
OB Doctoral Consortium.

Academy of Management Annual Meeting, Philadelphia 2007  
Straub, C. (2007). Do female top managers promote a family-friendly work climate? Gender and Diversity Doctoral Consortium.

European Academy of Management Doctoral Consortium, Paris 2007  
Straub, C. (2007) Do female top managers promote a family-friendly work climate?

European Group of Organisational Studies, Vienna, PhD Workshop 2007  
Straub, C. (2007). Explaining and predicting female's behaviour in top management teams: Applying Ajzen's theory of planned behavior.

EDAMBA Doctoral Summer Academy, Soreze, France 2005  
Straub, C. (2005). Antecedents, values and behavior of females on corporate boards and their respective impact on the use of socially responsible HR practices in organizations: an empirical study in Germany and Spain

## **PROFESSIONAL PRESENTATIONS**

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Cranfield School of Management, International Centre of Women Leaders (2008). Invited guest speaker to Research Centre Day, "The role of females in creating work family cultures: preliminary findings".

European Women Management Development (EWMD) International Meeting, Barcelona (2008). Invited guest speaker, "Some women dream of changing the world, yet some of them are doing it? The role of female managers in creating work family cultures"

## **DISSERTATION**

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Supervised by Professor Simon Dolan, ESADE Business School

Title: Creating work family cultures: "The Role of Female Managers as Change Agents"

Scholars point out the importance of moving beyond the formulation of work family practices to the development of work family cultures. This is because a supportive work family culture increases the likelihood that employees will feel comfortable using work family practices without worrying about negative career consequences. Research on what contributes to a work family culture is rather limited. Some findings suggest that management support towards the creation of a work family culture becomes a necessity. The purpose of this study is to explore the role of leadership, particularly the role of female leadership, regarding the promotion of work family cultures. Do female managers see themselves responsible for promoting work family cultures? A conceptual model is tested aiming to offer a novel explanation of female managers' behaviour towards work family issues. Factors and the cognitive structure that influence female managers to promote a work family culture will be discussed. Self reported data was obtained from an online survey that was passed to female managers across Germany and Spain. A structural equation modelling approach is applied.

## **EDUCATION**

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2004 – until now	<b>ESADE Business School Barcelona</b> PhD in Management Sciences Program
Sept 2007 – Feb 2008	<b>Schulich School of Business, York University Toronto</b> visiting PhD student in the Department of Organizational Behavior with Professor Ronald Burke
2001 – 2003	<b>Johann Wolfgang Goethe -Universität Frankfurt am Main</b> Diplom Kauffrau in Business Administration (German equivalent to a Master degree)
2000 – 2001	<b>Universidad Autónoma de Madrid</b> Facultad de Ciencias Económicas y Empresariales
1998 – 2000	<b>Philipps Universität Marburg</b> Pre-diploma in Business Administration

## **TEACHING EXPERIENCE**

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### **ESADE Degree Programs in Business Administration (Master and Undergraduate level)**

2008 “Emerging Approaches in the Fashion Industry” Full Lecturer

2006 “Managing People Globally” Teaching Assistant

2005 “The Management of People in a diverse global environment” Teaching Assistant

### **ESADE Full Time MBA program**

2008 “Managing People in Organizations” Teaching Assistant

2007 “Managing People in Organizations” Teaching Assistant

Guest speaker in various sessions on Diversity Management and Organizational Behaviour in ESADE Business School and Schulich School of Business, Toronto

## **PROFESSIONAL AFFILIATION**

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Member and reviewer of the American Academy of Management

## **SCHOLARSHIPS**

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Full PhD scholarship  
Research Grant, Generalitat de Catalunya (AGAUR) for staying at Schulich Business School, Toronto