

SOPHIE LEROY

ACADEMIC APPOINTMENTS

UNIVERSITY OF WASHINGTON BOTHELL

SCHOOL OF BUSINESS

Management and Organizations – Full Professor	2023 to Present
Management and Organizations – Associate Professor	2018 to 2023
Management and Organizations - Assistant Professor	2014 to 2018

SCHOOL OF NURSING AND HEALTH STUDIES

Adjunct Professor	2023 to 2026
Adjunct Associate Professor	2018 to 2023

UNIVERSITY OF MINNESOTA/CARLSON SCHOOL OF MANAGEMENT

Department of Work and Organizations - Assistant Professor	2007 to 2014
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ADMINISTRATIVE APPOINTMENT AND KEY LEADERSHIP POSITIONS

UNIVERSITY OF WASHINGTON BOTHELL

SCHOOL OF BUSINESS

Dean	2025 to present
Associate Dean of Administration	2023 to 2025
Area Coordinator, Management and Organizations	2018 to 2023
Elected Faculty Council Chair	2019, 2022-2023
Elected representative Executive Council (GFO)	2021-2023

EDUCATION

NEW YORK UNIVERSITY/STERN SCHOOL OF BUSINESS Ph.D. in Management/Organizational Behavior	2001 - 2007
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Dissertation: Being present but not fully there: The effect of switching work tasks on subsequent task engagement and performance. Committee: Sally Blount (Chair), Lee Sproull, Batia Wiesenfeld, and Peter Gollwitzer.

HEC SCHOOL OF MANAGEMENT (Paris, France) <ul style="list-style-type: none">• Master's degree in Management (MBA equivalent)<ul style="list-style-type: none">◦ <i>Fall 1997 Selected to Exchange Scholar at COLUMBIA BUSINESS SCHOOL, MBA PROGRAM</i>• BBA with concentrations in Management and International Business	1997-1998 1993-1996
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RESEARCH INTERESTS

Self-regulation of attention, ethical behaviors, and temporal behaviors. Interruptions and Task performance. Leadership.

FELLOWSHIPS, GRANTS, AND HONORS

- 2025 *MBA faculty of the Year* Teaching Award
- 2024 *MBA faculty of the Year* Teaching Award
- Recipient of University-wide *Distinguished Research, Scholarship, and Creative Activities Award*, University of Washington Bothell
- 2023 *MBA faculty of the Year* Teaching Award
- 2022 *Distinguished Professor of the Year* Award, Executive Education, Mini-MBA Program
Senior Faculty Excellence Award
- Nominated for the University-wide *Distinguished Research, Scholarship, and Creative Activities Award*, University of Washington Bothell
- Finalist for the *MBA faculty of the Year* teaching Award, University of Washington Bothell
- 2021 Finalist for Best Paper of the Year (One in Five) – 2021 *Academy of Management Annals Publication Award*
- Senior Faculty Excellence Award
- Nominated for the University-wide *Distinguished Teaching Award*, University of Washington Bothell
- Finalist for the *MBA faculty of the Year* teaching Award, University of Washington Bothell
- SRCP Seed Grant Award (\$22,983) – UW Bothell competitive seed grant program
- 2020 *MBA faculty of the Year* teaching Award, University of Washington Bothell
- Nominated for University-wide *Distinguished Teaching Award*, University of Washington Bothell
- Senior Faculty Excellence Award
- 2019 *MBA faculty of the Year* Teaching Award, University of Washington Bothell
- 2018 *MBA Faculty of the Year* Teaching Award, University of Washington Bothell
- 2017 *Undergraduate Program Teaching Award*, University of Washington Bothell

- Finalist *MBA Faculty of the Year Teaching Award*, University of Washington Bothell
- 2016 *MBA Faculty of the Year Teaching Award*, University of Washington Bothell
- Finalist for *Undergraduate Program Teaching Award*, University of Washington Bothell
- 2014 Finalist for the *Best Student-led Paper Award* (one of four) - Managerial and Organizational Cognition division of the Academy of Management. (paper co-authored with Ph.D. student J-G. Licht).
- 2011 Finalist for the *Best Paper Award* (one of four) - Managerial and Organizational Cognition division of the Academy of Management.
- 2008-2012 Awarded Dean's Small Research Grant –received five times. University of Minnesota
- 2008 *Winner of the Best Paper Award* - Managerial and Organizational Cognition division of the Academy of Management.
- One of six finalists for the Academy of Management Newman Award granted to the best paper based on a dissertation. Nominated by the Managerial and Organizational Cognition division.
- 2006 One of five nominees for *Best Student Paper Award* – Managerial and Organizational Cognition Division, Academy of Management 2006 meetings
- 2005 Recipient of Nadler Fellowship and other competitively-awarded research funding, NYU/Stern School of Business
- 2005 Teaching Excellence Award, NYU/Stern School of Business

EDITORIAL BOARD MEMBERSHIP

Organization Science- 2021 to 2023
 Journal of Business and Psychology – 2016 to 2026
 Academy of Management Journal – 2016-2019

PUBLICATIONS

Manchester, C., Leroy, S., Dahm, P., Glomb, T. (2023). Amplifying the gender gap in academia: The Covid-19 pandemic and differences in career success by gender. *Industrial Relations: A Journal of Economy and Society*.

Leroy, S., Schmidt, M.A., Madjar, N. (2021). Working from home during COVID-19: A study of the interruption landscape. *Journal of Applied Psychology*. 106 (10), 1448–1465.
<https://doi.org/10.1037/apl0000972>

Leroy, S., Schmidt, M.A., Madjar, N. (2020) Interruptions and task transitions: Understanding their characteristics, processes, and consequences. *Academy of Management Annals*. 14(2), 661-694.
<https://doi.org/10.5465/annals.2017.0146>

Finalist for the Best Paper of the Year (one in five), 2021 Publication Award, Academy of Management Annals.

Leroy, S. and Glomb, T.M. (2018) Task Interrupted: Anticipating time pressure upon return leads to attention residue and performance decrements on interrupting tasks, but a “Ready-to-Resume” plan mitigate those effects. *Organization Science*. 29(3), 380-397. doi.org/10.1287/orsc.2017.1184

Leroy, S. and Schmidt, A. (2016). The effect of regulatory focus on attention residue following interruptions. *Organizational Behavior and Human Decision Processes*, 137, 218-235. doi:10.1016/j.obhdp.2016.07.006

Leroy, S., Shipp, A., Blount, S., Licht, J.G. (2015). Why some people go with the flow and some don't: Identification and measurement of the synchrony preference. *Personnel Psychology*. 68(4), 759-809. doi:10.1111/peps.12093

Dahm, P., Glomb, T., Manchester, C., and Leroy, S., (2015). Work-Family Conflict, Ego Depletion, and Self-Discrepant Time Allocation at Work. *Journal of Applied Psychology*. 100(3), 767-792. doi:10.1037/a0038542

Leroy, S. (2009) Why is it so hard to do my work? The challenge of attention residue when switching between work tasks. *Organizational Behavior and Human Decision Processes*. 109(2), 168-181. doi:10.1016/j.obhdp.2009.04.002

Best Paper Award, Academy of Management, MOC division.

Blount, S. and Leroy, S. (2007). Individual temporality in the workplace: How individuals perceive and value time at work. *Research in the Sociology of Work (Vol. 17) - Work Place Temporalities*, 147-177.

BOOK CHAPTERS

Blount, S., Waller, M., and Leroy, S. (2005). Coping with temporal uncertainty: When rigid, ambitious deadlines don't make sense. In Starbuck, W. and Farjoun, M. (Eds.). *Organization at the Limit* (pp. 122-139). Blackwell publishing. Oxford, UK.

PRACTITIONER ORIENTED PUBLICATIONS

Leroy, S. and Glomb, T. (2020). Managing constant interruptions. *Harvard Business Review*.

Blount, S. and Leroy, S. Management is all in the timing. (2016) *Strategy + Business –Issue 85*.

UNDER REVIEW/INVITED RESUBMISSION (†current PhD student)

†Lee, J., Guarna, C., Leroy, S., Interrupted but creative: The effects of non-work interruptions on creativity when working from home. Invited to Revise and Resubmit at *Personnel Psychology*.

Shipp, A., Leroy, S., Litt, D.M., Time, Attention, and Performance Enhancing Drugs. Invited to Revise and Resubmit at *Personnel Psychology*.

WORKING PAPERS

Leroy, S., Dahm, P., Glomb, T., Manchester, C., Schmidt, A.M. Interrupted again: The effects of chronic interruptions on time allocation, goal revision, and performance.

Zao, E., Hays, N., Leroy, S., Litch, J.G. Keeping up appearances: Status and the propensity to engage in unethical behavior.

Shah, P. P., Leroy, S., Jones, S., Wang, Y. Synchrony preference in teams: The benefits of having team members who go with the flow.

Leroy, S., Shah, P.P., Jones, S., Wang, Y. When synchrony preference leads to network centrality by taking on leadership roles.

Licht, J.G., Leroy, S., Schmidt, A.M. Self-serving sins versus in-group indiscretions: The effect of self-construal on ethical behavior.

ACCEPTED TO BE PUBLISHED IN ACADEMY OF MANAGEMENT PROCEEDINGS (PEER REVIEWED)

†Masters-Wage, T.C., †Loo, C., †Peters, E., Reb, J.M., Leroy, S. (2021) Zen and the Art of interruptions: The Role of Mindfulness in buffering against interruptions. Paper accepted in the Proceedings of the Academy of Management Conference.

Leroy, S. and Schmidt, A.M., Madjar, N. (2019). Interrupted Work: An Integrated Review of Task Transitions and Future Directions. Paper accepted in the Proceedings of the Academy of Management Conference.

Leroy, S. and Schmidt, A.M. (2016). Interruptions and Regulatory Focus: Effects on attention residue and task performance. Paper accepted in the Proceedings of the Academy of Management Conference.

†Licht, J-G., Leroy, S., Vohs, K.E. (2014). Self-serving sins versus in-group indiscretions: How self-construal predicts unethical behavior. Paper accepted in the Proceedings of the Academy of Management Conference.

Leroy, S., Shipp, A.J., Blount, S. (2013) Socio-temporal adaptability: Why some people with the flow and some don't. Paper accepted in the Proceedings of the Academy of Management Conference.

Leroy, S. (2011). Being present but not fully there: The challenge of anticipated time pressure in the context of interruptions. Paper accepted in the Proceedings of the Academy of Management Conference – San Antonio, TX.

Leroy, S. (2008). Why is it so hard to do my work? The challenge of attention residue when switching between work tasks. Paper accepted in the Proceedings of at the Academy of Management Conference – Anaheim.

SEMINAR AND INVITED PRESENTATIONS

Leroy, S. (2022). Keeping up appearances: Status and the propensity to engage in unethical behavior. University of Washington Bothell, School of Business.

Leroy, S. (2021). Interrupted again: The effects of chronic interruptions on performance. University of Washington Bothell, School of Business.

Leroy, S. (2020). Regulating Attention when interrupted: Attention Residue and Performance Costs. University of Washington, Psychology Department.

Leroy, S. (2017). Self-serving sins versus in-group indiscretions: The effect of self-construal on ethical behavior. Research Seminar. University of Washington Bothell, School of Business.

Leroy, S. (2016). Interruptions: Exploring the impact on attention and performance. (Campus Wide Research Talk) - Research in Progress Series. University of Washington Bothell.

Leroy, S. (2015). The Effect of regulatory focus on attention residue and performance during interruptions. Research Seminar. University of Washington Bothell, School of Business.

Leroy, S. (2015). Understanding organizational effectiveness through the lens of human behavior. (Campus Research Presentation, 25th Anniversary of UW Bothell). University of Washington Bothell.

Leroy, S. (2013). Task Interrupted: Effects on attention residue and performance on interrupted tasks. University of Washington Bothell, School of Business.

Leroy, S. (2011). When the mind resists being interrupted: When interruptions lead to attention residue. Work and Organizations Department. Carlson School of Management. University of Minnesota.

Leroy, S. (2010). Transitions and their effects on attention and task performance. Invited speaker at the Wharton OB Conference – November 2010.

Leroy, S. (2010). Being present but not fully there: the challenge of anticipated time pressure in the context of interruption. Strategic Management and Organizations Department. Carlson School of Management. University of Minnesota.

Leroy, S. (2009). Attention residue and transitions at work. Marketing Department. Carlson School of Management. University of Minnesota.

Leroy, S. (2008). Why is it so hard to do my work? The challenge of attention residue when switching between work tasks. Psychology Department. University of Minnesota.

PEER-REVIEWED CONFERENCE PRESENTATIONS

Schmidt, A., Leroy, S., Dahm, P., Urs, L. (2022) Work or Family? The Role of Decision-Making Logics in Resolving In-the-Moment Work-Family Conflict. Paper accepted at the Academy of Management Conference.

†Masters-Wage, T.C., †Loo, C., †Peters, E., Reb, J.M., Leroy, S. (2021) Zen and the Art of interruptions: The Role of Mindfulness in buffering against interruptions. Paper accepted at the Academy of Management Conference.

Manchester, C., Leroy, S., Dahm, P., Glomb, T. (2021) Widening the gap? Career success, gender and COVID-19 in Academia. Paper accepted at the Western Economic Association International.

Fleming, B., Gomulya, D., Leroy, S. (2020). Insecurity and Inaccessibility: Board and CEO Characteristics Effects on Female CFO Appointment in US IPOs. Paper accepted at the Strategic Management Society Conference.

Leroy, S., Schmidt, A. and Madjar, N. (2019). Interruptions: what do we know and where do we go from here? Paper accepted at the Academy of Management Conference, Boston, MA.

Beaver, G., Barnes, T., Leroy, S. (2018). Ironic Evaluation and the Effects of Stereotype Suppression on Selection. Paper accepted at the Academy of Management Conference, Chicago, IL.

Fleming, B., Gomulya, D., Leroy, S. (2018). Intergenerational and Status Effects on Female Top Management Team Promotions at IPO's: The case of CFOs. Paper accepted at the Strategic Management Society Conference.

Leroy, S., Shah, P.P., Jones, S., † Wang, Y. (2017). Leadership in teams: When synchrony preference becomes an asset. Paper accepted at the Academy of Management Conference, Atlanta, GA.

Shah, P. P., Leroy, S., Jones, S., † Wang, Y. (2017) Synchrony preference in teams: The benefits of having team members who go with the flow. Paper accepted at the INGroup Conference. St Louis, MO

Leroy, S. and Schmidt, A.M. (2016). Regulatory focus: Effects on attention residue and performance in the context of interruptions. Paper accepted at the Academy of Management Conference, Anaheim, CA.

Leroy, S. (2016). Synchrony Preference and Social Interactions: A social perspective about time. Paper accepted at the Society for Industrial and Organizational Psychology, Anaheim, CA.

†Licht, J-G., Leroy, S., Duffy, M.K. (2015). Supervisor bottom-line mentality: Swaying both self-concern and other-orientation toward unethical behavior. Symposium submission accepted at the Academy of Management Conference- Vancouver, BC.

Leroy (2014). Temporal Distance: Abstract versus Concrete Level Thoughts. Symposium submission accepted at the Academy of Management Conference- Philadelphia, PA.

Licht, J-G., Leroy, S., Vohs, K.E. (2014). Self-serving sins versus in-group indiscretions: How self-construal predicts unethical behavior. Paper accepted at the Academy of Management Conference- Philadelphia, PA.

Leroy, S. and Licht, J.B. Cognitive load and ethical behavior: A moderated relationship. (2014) Paper accepted at the Society for Industrial and Organizational Psychology. Honolulu, Hawaii.

Licht, J.G., Leroy, S., & Vohs, K. D. V. (2013). Unethical behavior for self or collective benefit: The role of self-construal. Presented at the annual meeting of the Academy of Management, Orlando, FL.

Leroy, S., Shipp, A., and Blount, S. (2013) Why some people go with the flow and some don't: Identification and measurement of the synchrony preference. Paper accepted at the Academy of Management Conference- Orlando, FL.

Leroy, S. (2012). Being Mindful about Mindfulness. Symposium submission accepted at the Academy of Management Conference – Boston, MA.

Schmidt, A. M. and Leroy, S. (2012). The effects of regulatory focus on attention residue following interruptions. Symposium submission accepted at the annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Leroy, S. (2011). Being present but not fully there: The challenge of anticipated time pressure in the context of interruptions. Paper accepted at the Academy of Management Conference – San Antonio, TX.

Leroy, S. (2010). Attention and anticipated time pressure at work. Paper accepted at the Academy of Management Conference – Montreal, Canada.

Leroy, S. and Blount, S. (2010). The role of time in interdependence: Identification and measurement of the synchrony preference. Paper accepted at the Academy of Management Conference – Montreal, Canada.

Leroy, S. (2008). Why is it so hard to do my work? The challenge of attention residue when switching between work tasks. Paper accepted at the Academy of Management Conference – Anaheim.

Leroy, S. and Blount, S. (2008). Some people seek synchrony. Some people don't. Paper accepted at the Academy of Management Conference- Anaheim.

Leroy, S. (2007). Could time pressure be helpful? The effect of time pressure when switching between work tasks. Paper accepted at the Academy of Management Conference- Philadelphia.

Leroy, S., and Blount, S. (2007). Some people like clocks; some people don't. Paper accepted at the Academy of Management Conference- Philadelphia.

Leroy, S. (2006). Why is it so hard to concentrate on my work? The importance of task closure when switching work tasks. Paper accepted at the Academy of Management Conference - Atlanta.

Blount, S. and Leroy, S. (2005). The role of time in interdependence: Development of the temporal adaptability scale. Paper accepted at the Academy of Management Conference – Honolulu.

Blount, S. and Leroy, S. (2005). Managerial decision making and temporal coordination under temporal uncertainty. Paper accepted at the Academy of Management Conference, – Honolulu.

Blount, S., Waller, M. and Leroy, S. (2005). Coping with temporal uncertainty: When rigid, ambitious deadlines don't make sense. Paper accepted at the Academy of Management Conference – Honolulu.

Leroy, S. (2005). Being present but not fully there: The effect of switching work tasks on subsequent task engagement and performance. Trans-Atlantic Doctoral Conference - London Business School.

Leroy, S. and Sproull, L. (2004). When team work means working on multiple teams: Examining the impact of multiple team memberships. Paper accepted at the Academy of Management Conference - New Orleans.

Bartel, C., Wiesenfeld, B. and Leroy, S. (2002). Social identity in evolving, boundary-less, and pluralistic organizations. Paper accepted at the Academy of Management Conference – Denver.

ACADEMIC CONFERENCE PROFESSIONAL DEVELOPMENT WORKSHOPS

Cognition in the Rough, Discussant and Reviewer, Academy of Management Conference, 2023

Cognition in the Rough, PDW Organizer, Academy of Management Conference, 2022

Cognition in the Rough, PDW Organizer, Academy of Management Conference, 2021

Discussant/Facilitator, Doctoral OB (Organizational Behavior) Consortium, Academy of Management Conference, 2021

Discussant/Facilitator, Doctoral OB (Organizational Behavior) Consortium, Academy of Management Conference, 2020

INVITED SPEAKING ENGAGEMENT AND PRACTITIONER FOCUSED PRESENTATIONS

LEROY (2026): Panelist on the Future of the Workforce in the time of AI. Avanade/Microsoft conference.

LEROY (2022): Multitasking isn't a thing: Understanding Attention Residue and its Impact on the Bottom Line. National Association for Law Placement – Canada, Winter Conference.

Leroy (2019): Interruptions: Effects on your attention and performance. WACUBO conference. Vancouver, BC. Invited Speaker.

Leroy (2018). Managing your attention at work by managing interruptions. Foster School of Business, MBA program. Invited Speaker.

Leroy (2018). Interruptions at work: Exploring their impacts and how to regain control over your attention. Invited speaker at SAP-Concur

Leroy (2018). Interruptions: Unpacking their effects on attention and performance. Invited guest speaker and working session moderator at University of Washington Bothell, Administration & Planning.

Leroy (2017). Ethical behavior and ethical decision making: What comes in the way and how to build ethical organizational cultures? University of Washington Bothell, 5th Accounting Ethics Conference.

Leroy (2015). Ethics and the challenge of moral disengagement. University of Washington Bothell, 3rd Accounting Ethics Conference.

TEACHING EXPERIENCE

University of Washington Bothell – School of Business

- Advanced Leadership - MBA part-time program.
Core course.
 - *Teaching rating Winter 2023:* 4.9 out of 5
 - *Teaching rating Winter 2022:* 4.9 out of 5
 - *Teaching rating Winter 2020:* 4.9 out of 5
 - *Teaching rating Winter 2019:* 4.8 out of 5.
 - *Teaching ratings Winter 2018:* 5.0 out of 5.

- *Teaching ratings Winter 2017: 4.8 out of 5.*
- *Teaching ratings Winter 2016: 4.8 out of 5.*
- *Teaching ratings Winter 2015: 4.7 out of 5.*
- Leadership, team process and decision making – MBA (BBUS 501) part-time program
Core Condensed Course.
 - *Teaching ratings Fall 2024: 4.8 & 4.7 out of 5*
 - *Teaching ratings Fall 2023: 4.9 & 4.9 out of 5*
 - *Teaching ratings Fall 2022: 4.9 & 4.8 out of 5*
 - *Teaching ratings Fall 2021: 4.7 & 4.8 out of 5 (two sections, both had to be conducted fully online due to the pandemic).*
 - *Teaching ratings Fall 2019: 4.9 & 4.9 out of 5 (two sections)*
 - *Teaching ratings Fall 2018: 4.9 & 4.8 out of 5 (two sections)*
 - *Teaching ratings Fall 2017: 4.9 out of 5*
 - *Teaching ratings Fall 2016: 4.7 out of 5*
 - *Teaching ratings Fall 2015: 4.6 and 4.8 out of 5*
- Global Business & Study Tour in France – MBA part-time program
 - Teaching rating Spring 2020: 4.9 out of 5
 - Teaching rating Spring 2018: 4.9 out of 5
- Leadership and Social Responsibility - MBA part-time program.
Core condensed course.
 - *Teaching ratings Fall 2024: 4.9 & 4.7 out of 5*
 - Teaching rating Fall 2018: 4.8 out of 5
- Leading and Managing High Impact Teams – Master in Nursing
Core Course.
 - *Teaching ratings Fall 2019: 4.9 out of 5*
 - *Teaching ratings Fall 2017: 5.0 out of 5*
- Managing Employees – Undergraduate program.
Core Course for mgmt. major.
 - *Teaching ratings Winter 2018: 4.9 out of 5.*
 - *Teaching ratings Fall 2017: 4.4 out of 5*
 - *Teaching ratings Winter 2017: 4.8 out of 5*
 - *Teaching ratings Fall 2016: 4.9 out of 5*
- Organizational Behavior – Undergraduate program
Core Course.
 - *Teaching ratings Fall 2016: 4.9 out of 5*
- Managing Work Teams - Undergraduate program.
Elective course.
 - *Teaching ratings Fall 2015: 4.8 and 4.9 out of 5*
 - *Teaching ratings Winter 2015: 4.7 and 4.8 out of 5*

Carlson School of Management – University of Minnesota

- Ph.D. Seminar. Special Topic - Self-regulation.

- Management and Organizational Behavior - MBA part-time program.
Core course introduced in Spring 2010. *Teaching ratings*: average: 5.4 to 5.8 out of 6.
- Management and Organizational Behavior - MBA full time program.
Core course introduced in Spring 2010. *Teaching rating*: average: 5.1 to 5.7 out of 6.
- Managing People and Organizations - MBA part-time program.
Elective course. *Teaching ratings*: average: 5.4 to 5.6 out of 6.
- Managerial Psychology - Undergraduate program.
Elective course. *Teaching ratings*: average: 6.15 out of 7; 5.6 out of 6.
- Working in Teams. MBA Program Orientation – 2½ day session. Teaching rating not collected.

Stern School of Business – New York University

- Management & Organizational Analysis– Undergraduate program
Core management class - *Teaching rating*– Fall 2004: average: 6.6 out of 7.
- Negotiation and Consensus Building - Undergraduate program
Teaching Assistant - Fall 2006

SERVICE

Editorial Board Membership

- Organization Science- 2021 to 2023
- Journal of Business and Psychology – 2016 to 2026
- Academy of Management Journal – 2016-2019

Editorial Role for the Academy of Management Conference

- Editor, Managerial and Organizational Cognitive Division, 2020, 2021

Ad Hoc Reviewing

- NSF – Time-sharing Experiments for the Social Sciences (TESS)
- Journal of Applied Psychology
- Personnel Psychology
- Organizational Behavior and Human Decision Processes
- Management Science
- Annual Meetings of the Academy of Management

Elected Position within Professional Organization

Elected Representative at Large (3-year term, 2020 to 2023), Managerial and Organizational Cognition Division, Academy of Management
Executive Team, Managerial and Organizational Cognition Division, Academy of Management

Award Committees

- Best Symposium Award Committee, Managerial and Organizational Cognition Division,
 - 2020, 2021, 2022

Academic Professional Development Workshop Organizer

- Cognition in the Rough, PDW Organizer, Academy of Management Conference, 2022
- Cognition in the Rough, PDW Organizer, Academy of Management Conference, 2021
- Discussant/Facilitator, Doctoral OB (Organizational Behavior) Consortium, Academy of Management Conference, 2021
- Discussant/Facilitator, Doctoral OB (Organizational Behavior) Consortium, Academy of Management Conference, 2020

Service to the University of Washington

- Area Coordinator – Management and Organizations (2018 to 2023)
- Dean’s Search Committee (2022-202)
- Chair, Graduate Council (2019-2020; 2021-2022)
- Chair, Elected Faculty Council (2019; 2022-2023)
- Chair, Leadership Minor Committee (2018-2019)
- Chair, Tenure Committee (2022-2023)- Assistant Professor
- Chair, Tenure Committee (2021)- Assistant Professor #2
- Chair, Tenure Committee (2021) – Assistant Professor #1
- Chair, 3rd Year Review of Assistant Professor (2019; 2023)
- Chair, Assistant Professor Hiring Committee – Faculty Search (2019-2020)
- Chair, Lecturer in OB committee – Faculty Search (2018-2019)

- Elected Member, Faculty Council (Fall 2019 to present)
- Elected Member, Executive Committee (EC) of the Graduate Faculty Organization (GFO), UW Bothell (2021 to present)

- Member, UW Bothell Faculty Research Advisory Council
- Member, Assistant Professor Search committee (two faculty positions)– School of Nursing and Health Studies, UWB- 2021-2022
- Member, Graduate Council Committee (2015 to 2019)
- UW New Assistant Professor Panel (2018)
- Community Engagement Council (2016)
- Honors and Ceremonies committee (2015 to 2017)
- Seminar Series committee (2014 -2015)
- MBA admission committee (2014 -2015)
- School vision and values committee (2015)
- Presentation at the 3rd Accounting Ethics Conference (2015)
- Presentation 25th Anniversary Celebrations (2015)

Doctoral Student and Doctoral Dissertation Advising

- Dissertation co-chair for John-Gabriel Litch, 2015
- Dissertation Committee Member for Tao Yang, 2015
- Dissertation Committee Member for David Yoon, 2013
- Dissertation Committee Member for James Beck (Psychology Department), 2012
- Dissertation Committee Member for John Bechara, 2009

Honors Thesis and Graduate Independent Studies

- Co-directed (with Prof. Sally Blount) undergraduate honors thesis for Beth Welinsky, 2005-2006
- Independent Study with MBA student Tara Albaugh – Spring 2014

- Independent Study with MBA student Serena Williams - Spring 2016
- Independent Study with MBA student Helen Bello - Spring 2017
- Independent Study with MBA student Erin Kroll - Spring 2017
- Independent Study with two MBA students – Spring 2018
- Independent Study with 13 MBA students – Spring 2019
- Independent Study with 2 MBA students – Spring 2020
- Independent Study with 1 MBA student – Winter 2022
- Independent Study with 1 MBA student – Spring 2022

Service to the University of Minnesota

- Coordinator for the Management and Organizational Behavior course (2010 to 2014)
- MFAC- MBA Core Faculty Committee
- Preliminary Exam committee member (2011 to 2014)
- PhD Program committee member (2011 to 2014)
- Faculty panelist at the Women’s Leadership Conference (2011)
- Faculty panelist at the Women’s Leadership Conference (2010)
- Andersen Chair Recruiting Committee (2008-2009; 2009-2010)
- Organizer of the Speaker Series (2007-2008), (2008-2009)
- Working in Teams – MBA workshop coordinator (2009)

Professional Affiliations

- Academy of Management
- American Psychological Association
- Society for Industrial and Organizational Psychology
- Society for Personality and Social Psychology

MEDIA COVERAGE

Media coverage of my research:

Radio/TV Interviews, Podcasts, Invited Panelist:

- Podcast: Reallife: The Neuroscience of Attention (2026)
- Podcast: In All Fairness (2021)- Canadian Institute for the Administration of Justice (CIAJ)- <https://podcasts.apple.com/ca/podcast/ciaj-in-all-fairness-icaj-en-toute-justice/id1543273287?i=1000545167374>
- Academy of Management, MOC Division, Panelist (2020) <https://moc.aom.org/seminars/workinterrupted>
- The David Pakman Show – June 2019: <https://www.youtube.com/watch?v=MObozTXbZ9A>
- Podcast: Network for Business Sustainability (Canada) – September 2018: [Prepare Employees for an Uncertain Future](#)
- Podcast/audio interview: Quartz -Fall 2018 : [The productivity paradox](#)
- TV interview: *King 5*, Seattle, February 12, 2018 <https://www.king5.com/article/entertainment/television/programs/new-day-northwest/stay-on-task-with-a-plan-for-productivity/281-517827538>
- Radio interview: CBC/Radio-Canada, February 25, 2018 <http://www.cbc.ca/player/play/1169033283645/>
- Radio interview: KOMO News, Seattle, February 22, 2018 <http://komonews.com/news/newsradio/a-simple-way-to-deal-with-lifes-constant-interruptions>

- TV interview: Kare11, Minneapolis, March 2, 2016
<http://www.kare11.com/entertainment/television/programs/breaking-the-news/multitasking-may-be-doing-a-number-on-our-brains/65046124>
- Research Interview/Podcast– Digital Mindfulness UK
<http://digitalmindfulness.net/60-attention-deficit-sophie-leroy/>
Media Program Mentions:
- NPR- Hidden Brain: July 24, 2017 – you 2.0: Deep Work

Example of recent press articles for which I was interviewed:

- The New York Times (2026)
 - <https://www.nytimes.com/2026/01/12/well/how-to-improve-focus-and-attention-span.html>
- The University of Washington Magazine (2025)
<https://magazine.washington.edu/theres-no-such-thing-as-multitasking-according-to-business-expert-sophie-leroy/>
- The Daily:
<https://www.dailyuw.com/article/does-multitasking-make-students-more-productive-20260128>
 - UWB News
<https://www.uwb.edu/business/news/2024/05/21/an-ongoing-study-on-the-success-of-staying-focused-sophie-leroy>
- The New York Times
<https://www.nytimes.com/2022/06/06/style/punctuality-is-having-a-moment.html>
- Dropbox (2021; 2022)
<https://blog.dropbox.com/topics/work-culture/what-experts-are-predicting-about-work-in-2022>
<https://blog.dropbox.com/topics/work-culture/the-magic-of-my-analog-notebook-in-a-world-of-virtual-work>
- Secure Futures (UK)
<https://www.kaspersky.com/blog/secure-futures-magazine/collaboration-tool-intrusion-focus/40195/>
- The Office Group. Doing Deep Work.
<https://www.theofficegroup.com/stories/future-of-work/doing-deep-work>
- UW Bothell
<https://www.uwb.edu/news/february-2021/pandemic-interruptions-multitasking>
- HRM (The news site of the Australian HR Institute). (2020) How to combat attention residue.
<https://www.hrmonline.com.au/section/strategic-hr/how-to-combat-attention-residue/>
- LinkedIn
<https://www.linkedin.com/news/story/a-life-hack-to-enjoy-downtime-4048625/>
- BBC, January 31, 2020
<https://www.bbc.com/worklife/article/20200130-the-life-hack-to-reduce-admin-and-carve-out-downtime>
- Thrive Global, April 5, 2019
<https://thriveglobal.com/stories/prioritization-mindfulness-time-attention-management-productivity/>
- Chief Learning Office, March 2, 2018
<https://www.chieflearningofficer.com/2018/03/02/conquering-attention-residue/>
- GEO Germany print version, 2018

Examples (list not comprehensive) of popular books for which I was directly interviewed by the author

- Deep Work, Cal Newport
- A World Without Email, Cal Newport
- Intentionally Well, Jerry Frenstos

Selected Press Articles and other press mentions (among others):

- <https://timelyapp.com/blog/attention-residue>
- Work referenced by Deloitte's Chief Economist in the UK:
<http://blogs.deloitte.co.uk/mondaybriefing/2017/03/in-praise-of-prosaic-innovation.html>
- **NYTimes**, March 2019:
<https://www.nytimes.com/2019/03/26/smarter-living/stop-letting-modern-distractions-steal-your-attention.html>
- HBR
<https://hbr.org/2019/01/how-to-spend-way-less-time-on-email-every-day>
- Seattle Times, May 11, 2018
<https://www.seattletimes.com/sponsored/multitasking-the-science-of-the-interrupted-brain-explained/>
- NBC News, February 21, 2018
<https://www.nbcnews.com/better/health/better-way-deal-those-constant-interruptions-ncna849736>
- Time Magazine, June 14, 2017
<http://time.com/4817946/brain-games-distraction-attention/>
- The New York Observer, April 6, 2017
<http://observer.com/2017/04/multitasking-is-ruining-your-life-productivity-personal-development/>
- **World Economic Forum**
<https://www.weforum.org/agenda/2016/06/is-the-internet-too-distracting>
- **The BBC News**, February 19, 2016:
<http://www.bbc.com/future/story/20160218-why-multi-tasking-might-not-be-such-a-bad-idea>
- **Harvard business review**, February 18, 2016:
<https://hbr.org/2016/02/a-modest-proposal-eliminate-email>
- **Business Insider**, February 6, 2016:
<http://www.businessinsider.com/how-to-keep-your-computer-from-destroying-your-productivity-2016-2>
- Psychology Today, February 6, 2016:
<https://www.psychologytoday.com/blog/intrinsic-motivation-and-magical-unicorns/201602/is-how-you-can-finally-get-something-done>
- Business Insider: February 4, 2016:
<http://www.businessinsider.com/heres-why-its-so-hard-to-get-your-work-done-and-how-to-fix-it-2016-1>
- Huffpost Business/HuffingtonPost, February 1, 2016:
http://www.huffingtonpost.com/nir-eyal/how-to-clear-your-compute_b_9116698.html
- **TIME Magazine**, January 29, 2016
<http://time.com/4199863/computer-clean-up/?xid=homepage>
- The Sidney Morning Herald. January 27, 2016
<http://www.smh.com.au/lifestyle/life/attention-residue-why-focusing-on-multiple-tasks-can-kill-your-work-performance-20160127-gmet34.html>
- **The Economist**, January 23, 2016:

- <http://www.economist.com/news/business/21688872-fashion-making-employees-collaborate-has-gone-too-far-collaboration-curse>
- **TIME Magazine**, January 21, 2016
<http://time.com/4166333/focus-is-the-new-iq/?xid=homepage>
- New York Magazine, January 21, 2016
<http://nymag.com/scienceofus/2016/01/attention-residue-is-ruining-your-concentration.html>
- Business Insider, November 27, 2015
<http://www.businessinsider.com.au/how-to-stay-focused-2015-11/#meditate-1>
- **World Economic Forum**, November 10, 2015:
https://www.weforum.org/agenda/2015/11/15-ways-to-stay-focused-all-day/?utm_source=feedburner&utm_medium=feed&utm_campaign=Feed%3A+world-economic-forum-blog+%28Forum%3ABlog%29
- **Strategy+Business** September 17, 2009
<https://www.strategy-business.com/article/re00088?gko=a9efd>
- Research Digest, July, 29, 2009
[http://digest.bps.org.uk/2009/07/surprising-benefits-of-time-pressure-at.html?utm_source=feedburner&utm_medium=feed&utm_campaign=Feed:+BpsResearchDigest+\(BPS+Research+Digest\)](http://digest.bps.org.uk/2009/07/surprising-benefits-of-time-pressure-at.html?utm_source=feedburner&utm_medium=feed&utm_campaign=Feed:+BpsResearchDigest+(BPS+Research+Digest))

Commentary Interviews

- By the Seattle Times “Amazon increased paid leave for new parents” – Nov. 2, 2015
- By the Star Tribune, 2010-2014

PROFESSIONAL EXPERIENCE

INTERBRAND (New York, NY) Director - Brand Consulting and Corporate Identity	1999-2001
PRICEWATERHOUSE COOPERS (New York, NY) Associate - Shareholder Value Management and Financial Analysis Services	1998-1999
SOCIETE GENERALE – SOCGEN (Paris, France / New York, NY) Analyst/Sr. Analyst - US Equity Research and Mergers and Acquisitions Departments	1996-1998