

**Nomination of Professor M. Diane Burton
For the SUNY Chancellor's Award for Faculty Service**

Nominator: George R. Boyer, Senior Associate Dean of Academic Affairs, ILR School, and Professor of Economics and International and Comparative Labor

It is my pleasure to nominate Diane Burton, Professor in the ILR School's Department of Human Resource Studies, for the SUNY Chancellor's Award for Faculty Service. Diane earned her Ph.D. in Sociology from Stanford University. After teaching at the Harvard Business School and the MIT Sloan School of Management, she joined the ILR faculty as an Associate Professor in 2009, and was promoted to Full Professor in 2020. She also has an affiliation with ILR's department of Organizational Behavior and a courtesy appointment in Cornell's Department of Sociology. She teaches undergraduate, masters, and doctoral-level courses in management, sociology, strategic human resource management, organizational behavior, organizational design, strategy, entrepreneurship, and research design.

Professor Burton's record of service to the ILR School, Cornell University, and her disciplinary fields of management and sociology is outstanding. In the ILR School, Professor Burton currently is serving as the chair of the Human Resource Studies Department. She has served (or is serving) on the Undergraduate Program Committee, the ILR Computing Committee, the ILR book project selection committee, ILR's 75th Anniversary Planning Committee, the Center for Advanced Human Resource Studies Advisory Board, faculty recruiting committees in both Human Resource Studies and Organizational Behavior, and the Strategic Planning Committee on ILR in NYC, NY State and the Nation. The Strategic Planning Committee was a particularly time-consuming appointment. She served as chair of the Undergraduate Program Committee in 2018-19 and played an important role in shepherding the recommendation from the ILR Curriculum Review Committee through the faculty deliberation process. This also was a time-consuming task, and she did an outstanding job getting the faculty on board with the proposed curriculum changes. She has served as an instructor in ILR's first-year colloquium, which involves being a mentor for approximately fifteen new undergraduate students, for six of the past ten years. She has been a faculty advisor for undergraduate and graduate students, advised undergraduate credit internships and independent studies, and advised fourteen Ph.D. dissertations, as well as several master's theses and MPS projects. She convened the Social Sector Working Group to develop a cur-

riculum proposal and secure funding from Engaged Cornell and the Oishei Foundation and SUNY Applied Learning to support the High Road Fellowship Program in Buffalo, an incredibly successful program providing paid summer opportunities for Cornell undergraduates to participate in research, engaged learning and service in community-based economic development in Buffalo. Finally, she has contributed to the work of the Executive Education group, by helping with strategic programming and program development and delivery, and she has participated in the Executive Master's program in Human Resource Management (EMHRM), teaching in on-campus sessions and advising a cohort of students.

Professor Burton's service to Cornell University has been extraordinary. She takes on roles that draw on her research strength in organizational sociology and entrepreneurship to present opportunities to develop innovative cross-disciplinary or cross-departmental programs that overcome organizational silos. In the past decade she has been involved in several major university-level committees and initiatives. From 2013 through 2016 she led an Institute for the Social Sciences (ISS) three-year Theme Project on Creativity, Innovation, and Entrepreneurship that brought together eleven faculty fellows from five Cornell colleges, 28 faculty affiliates from eight colleges, and 36 Cornell graduate students who affiliated with the project. The team connected to a number of centers and institutes on campus, and co-sponsored speakers and events with seventeen different entities including academic departments, cross-department seminars, and research centers. They held a major event at the ILR Conference Center in New York City entitled "Artists and Social Scientists Doing Things Together."

Professor Burton served as the Provost's Fellow for Public Engagement from 2016 to 2018, a position created to have faculty leadership in stewarding a \$50 million gift over a ten-year period from the Einhorn Family Charitable Trust to support Engaged Cornell. In that capacity, she served on the leadership team overseeing the Office of Engagement Initiatives (OEI) and on the Public and Global Working Group. She appointed a Faculty Advisory Committee for OEI to bring a faculty perspective to the work of the office, and she established a Public Engagement Council of tenured faculty and senior staff to provide guidance to university leadership on public engagement. She also worked to develop a strategic vision of community engagement in New York City. As a first step, she hosted and facilitated a "Community Engagement Roundtable" in Fall 2017 that brought together people from across the university for sharing and networking, and highlighted Cornell's participation in the NYC Town+Gown Initiative. And she

worked to strengthen Cornell's ties with the greater Buffalo area by introducing faculty members to opportunities for community engaged learning and research.

Based on her work as Provost's Fellow, in 2018 Professor Burton was appointed by President Pollack to serve on the President's Visioning Committee for New York City. The committee developed a set of recommendations, including that by 2029 Cornell in NYC should be a fully operational urban campus supporting year-round degree programs, scholarly research, and public engagement, that would enhance and extend Cornell's core strengths and distinctive capabilities. Along with a few other committee members, she was asked to continue working for a second year to begin the implementation process of some of the report's recommendations.

Professor Burton is now in her second 3-year term as a member of the Cornell Faculty Senate's Standing Committee on Academic Freedom and Professional Status of the Faculty. Among other activities, the committee is conducting a systematic review of tenure and promotion processes, with the goal of updating the Faculty Handbook and providing more informative guidance to both candidates and department chairs. She also has played an important role on the Johnson College of Business advisory committee to develop a university-wide undergraduate business minor. She was involved in developing the initial curriculum guidelines and shepherding the minor through the approval process in 2011-12. She helped to develop the core introductory management course for the minor, and has taught it since 2013.

Professor Burton's service to the profession at large is perhaps even more impressive. Since coming to Cornell, she has served on the editorial boards of six leading management, organizations, and labor relations journals (and currently is on five)—*Administrative Science Quarterly*, *Organization Science*, *Strategic Entrepreneurial Journal*, *Journal of Business Venturing*, *Human Resource Management Review*, and *Industrial and Labor Relations Review*. She served as Associate Editor of *Management Science* in 2009-10, and as Senior Editor of *Organization Science* in 2010-14. *Management Science* is the flagship journal of the Institute for Operations Research and the Management Sciences. Her service as Associate Editor there was cut short when she became the Senior Editor of *Organization Science*, a top management journal. She has held important elected and appointed positions in her professional association, the Academy of Management, in both the Organization and Theory (OMT) division and the Entrepreneurship (ENT) division. She served as a guest editor for three special issues of journals: on "Careers,

Organizations, and Entrepreneurship” in *Entrepreneurship Theory and Practice*; on “Organizational Design of Entrepreneurial Ventures” in *Strategic Management Journal*, and on “Entrepreneurship and Employment: Labor Market and Human Resource Management Implications” in the *ILR Review*. Putting together each of these special issues entailed a large amount of effort. She has served as an ad hoc reviewer for hundreds of journal articles, several book manuscripts, and proposals for foundations and research councils.

Professor Burton currently is serving as an expert on a National Academies of Science, Engineering and Medicine Study Panel examining the role of inducement prizes in the federal Innovation System. She also serves as a consultant and advisor for National Arts Strategies.

Professor Burton is a co-founder and organizer of the annual “People and Organizations” conference held at the Wharton School’s Center for Human Resources. The purpose of the conference is “to bring attention to macro-level research on topics associated with work and employment.” This conference is highly regarded within the profession. One senior faculty member who has attended it describes it as “an influential small conference . . . one of the best conferences I have attended in my career.” Another writes “This conference has helped coalesce and energize a generation of interdisciplinary scholars interested in careers and employment issues. It has been uniquely important in the (re)development of this area of research.”

In sum, Professor Burton has put together an exceptional record of service, leadership, and citizenship at the school, university, and professional level since coming to Cornell. She is well known both at Cornell and in the fields of management, entrepreneurship, and human resource studies as a “field builder” and “institution builder.” She is an intellectual leader, who devotes enormous amounts of time to generating initiatives for the common good of her profession and her university. Such “field building” work often is undervalued, and field builders often do not get the recognition they deserve. Professor Burton should be recognized for her outstanding record of service. She richly deserves a SUNY Chancellor’s Award for Faculty Service.