

Updated on March 8, 2018

## **BRENT J. LYONS**

Assistant Professor  
Schulich School of Business ■ York University  
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### **EDUCATION**

Michigan State University

Ph.D., Organizational Psychology, 2013

M.A., Organizational Psychology, 2010

Queen's University at Kingston, Ontario, Canada

BSc. (Honours) with Distinction, 2008

### **ACADEMIC EMPLOYMENT (TENURE TRACK)**

York University, Schulich School of Business

Assistant Professor, 2017 - present

Simon Fraser University, Beedie School of Business

Assistant Professor, 2013 - 2017

### **RESEARCH INTERESTS**

- Stigma
- Social identity
- Inclusion

### **REFEREED PUBLICATIONS**

\*Denotes a current or former graduate or undergraduate student.

**Lyons, B. J.,** Volpone, S., Wessel, J. L., & \*Alonso, N. (2017). Disclosing a disability: Do strategy type and onset controllability make a difference? *Journal of Applied Psychology*, *102*, 1375-1383.

\*Ali, A. A., **Lyons, B. J.,** & Ryan, A. M. (2017). Managing a perilous stigma: Ex-offenders use of reparative impression management tactics in hiring contexts. *Journal of Applied Psychology*, *102*, 1271-1285

**Lyons, B. J.** \*Pek, S., & Wessel, J. L. (2017). Toward a “sunlit path”: Stigma identity management as a source of localized social change through interaction. *Academy of Management Review*. *42*, 618 – 636.

**Lyons, B. J.,** Zatzick, C., Thompson, T., & Bushe, G. (2017). Stigma identity concealment in hybrid organizational cultures. *Journal of Social Issues*. *73*, 255-272.

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**Lyons, B. J.**, Martinez, L., Ruggs, E., Hebl, M., Ryan, A. M., Bachman, K., & \*Roebuck, A. (2016). To say or not to say: Different strategies of acknowledging a visible disability. *Journal of Management*. Online first.

Ten Brummelhuis, L. L., Johns, G., **Lyons, B. J.**, & Ter Hoeven, C. L. (2016). Why and when do employees imitate the absenteeism of peers? *Organizational Behaviour and Human Decision Processes*, 134, 16-30.

\*Ali, A. A., Ryan, A. M., **Lyons, B. J.**, Ehrhart M. G., & Wessel, J. (2016). The long road to employment: Incivility experienced by job-seekers. *Journal of Applied Psychology*, 101, 333-349.

\*Wu, I. A., **Lyons, B. J.**, & Leong, F. L. (2015). How racial/ethnic bullying affects rejection sensitivity: The role of social dominance orientation. *Cultural Diversity and Ethnic Minority Psychology*, 21, 156-161.

**Lyons, B. J.**, Wessel, J. L. \*Tai, Y. C., & Ryan, A. M. (2014). Strategies of older and younger job seekers related to age-related stereotypes. *Journal of Managerial Psychology*, 29, 1009-1027.

**Lyons, B. J.**, Wessel, J. L., Ghumman, S. Ryan, A. M. & \*Kim, S. Y. (2014). Applying models of employee identity management across cultures: Christianity in the United States and South Korea. *Journal of Organizational Behavior*, 35, 678-704.

**Lyons, B. J.** & Scott, B. A. (2012). Integrating social exchange and emotion centered explanations for the receipt of help and harm: A social network approach. *Organizational Behavior and Human Decision Processes*, 117, 66-79.

Chang, C. H., & **Lyons, B. J.**, (2012). Not all aggressions are created equal: A multi-foci approach to workplace aggression. *Journal of Occupational Health Psychology*, 17, 79-92.

Leong, F. T. L. & **Lyons, B. J.** (2010). Ethical challenges for cross-cultural research conducted by psychologists from the USA. *Ethics & Behavior*, 20, 250-264.

## **BOOK CHAPTERS**

Leong, F. T. L., Schmitt, N. & **Lyons, B. J.** (2012). Developing testable and important research questions. In Cooper, Camic, Long, Panter, Rindskoof, & Sher (Eds.) *The APA Handbook of Research Methods in Psychology* (pp.119-132). Washington: APA.

**Lyons, B. J.** & Leong, F. T. L. (2012). A call for ethical standards regulating cross-cultural research conducted by American psychologists. In Leach, Stevens, Ferrero, Korkut, & Lindsay (Eds.) *The International Handbook of Ethics* (pp. 149-160). Oxford University Press.

**Lyons, B. J.**, Leong, F. T. L., & Ryan, A. M. (2012) Ethical challenges to conducting multinational organizational research. In F. Leong & A. Ryan (Eds). *Conducting Multinational Research: Applying Organizational Psychology in the Workplace* (pp. 149-178). WA: APA.

## **OTHER ACADEMIC CONTRIBUTIONS**

**Lyons, B.J.**, Volpone, S., Wessel, J.L., & \*Alonso, N. (2017). Disability disclosure: Embrace the positive or distance from the negative? *London School of Economics Business Review*. Available at <https://goo.gl/JsaH2h>.

\*Ali, A. A., & **Lyons, B. J.** (2016). Rude interviewers discourage people from looking for a job. *London School of Economics Business Review*. Available at <http://goo.gl/6A6InE>.

**Lyons, B. J.** (2014). Issues in uncovering hidden identities in intercultural training. *Academy of International Business Insights*, 14, 10-11.

**Lyons, B. J.**, (2012). Reducing interpersonal mistreatment and workplace aggression. *The Center for Global Leadership Research Translation*.

## **MANUSCRIPTS WITH INVITED REVISIONS OR UNDER REVIEW**

**Lyons, B. J.**, & Lynch, J. (1<sup>st</sup> revision requested). Heterosexual employees' responses to gay/lesbian disclosure. *Academy of Management Journal*.

Zatzick, C., **Lyons, B. J.**, Bushe, G., Thompson, T., & McFerren, B. (under review). Disability employment and co-worker elevation. *Journal of Applied Psychology*.

## **MANUSCRIPTS IN PREPARATION**

**Lyons, B. J.** & Johnson, T. Social identity and care ethics.

Volpone, S., & **Lyons, B. J.** Intersectionality and identity work.

Volpone, S., **Lyons, B.J.**, & Marsh, V. Authenticity and marginalized identities

\*King, D.D., & **Lyons, B.J.** Resilience narratives.

\*Bhattacharyya, B., & **Lyons, B.J.** Disclosure experiences of women of colour.

Ryan, A.M., \*Ali, A.A., & **Lyons, B.J.** Criminal records and selection.

Thompson, T., Besharov, M, Bushe, G., Zatzick, C., & **Lyons, B.J.** Institutional leadership, moral values, and business.

## **GRANTS RECEIVED**

**Pi**, SSHRC Small Grant, \$6,288, "*Interpersonal reactions to identity disclosure in the workplace*," 2017-2019.

**Pi**, SSHRC Insight Development Grant, \$31,216, "*Disruptive disabilities: Individual strategies for gaining support at work*," with Gervase Bushe, 2015-2017.

**Co-Pi**, SIOP Small Grant Award, \$2,550, "*Checking criminal records: Its consequences for applicants and employers*," with Abdifatah A. Ali, Ann Marie Ryan, & Jessica Keeney, 2016.

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## **AWARDS, HONOURS, AND DISTINCTIONS**

Teaching Honour Roll, Beedie School of Business (top 10% of faculty), 2016, 2017

SFU Finning Endowment, \$10,000, “*Relationships and adversity in organizations*,” 2013-2015

APA Division 45 Outstanding Student Poster Award, “*Workplace racial bullying and social dominance orientation*,” with Ivan C. Wu, & Federick T.L. Leong, 2013

Michigan State University Dissertation Completion Fellowship, \$1,000, 2012

University of California Irvine Center for Global Leadership Fellowship in Research Translation for Practice, 2012

Singapore Civil Service College International Research Fellowship, 2011

Michigan State University Distinguished Fellowship, 2009

Nancy B. Forest and L. Michael Honaker Master's Scholarship for Research in Psychology, \$1,500, 2009

## **CONFERENCE PRESENTATIONS**

### **Chaired Sessions**

**Lyons, B. J.**, (2017). The intersection of diversity and defensibility. Friday seminar with T.S. Locklear and K.A. Carver presented at the *32nd Annual Conference of the Society for Industrial and Organizational Psychology*. Orlando, FL.

**Lyons, B. J.**, & Volpone, S. D. (2017). Don't ask, I'll tell: New considerations in stigma disclosure research. Symposium presented at the *32nd Annual Conference of the Society for Industrial and Organizational Psychology*. Orlando, FL.

Johnson, T. & **Lyons, B. J.** (2016). Bridging the gap: Shedding light on new frontiers of diversity and inclusion research. Symposium presented at the *76th Meeting of the Academy of Management*. Anaheim, CA.

**Lyons, B. J.** (2015). Awareness of diversity, complexity, and distinctiveness. Symposium presented at the *75th Meeting of the Academy of Management*. Vancouver, B.C.

**Lyons, B. J.** & Chadwick, I. (2015). The social context of mistreatment: Multiple levels of analysis and mitigating factors. Symposium presented at the *75th Meeting of the Academy of Management*. Vancouver, B.C.

**Lyons, B. J.** (2014). Don't underestimate the effect of affect at work. Symposium presented at the *74th Meeting of the Academy of Management*. Philadelphia, PA.

Wessel, J. L. & **Lyons, B. J.** (2013). Investigating workplace relationships from a diversity perspective. Symposium presented at the *28th Annual Conference of the Society for Industrial and Organizational Psychology*. Houston, TX.

Ryan, A. M. & **Lyons, B. J.** (2012). Addressing unproctored internet testing claims and fears:

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founded or unfounded? Symposium presented at the *27th Annual Conference of the Society for Industrial and Organizational Psychology*. San Diego, CA.

**Lyons, B. J. & Raver, J. L.** (2010). Relational influences on race and sex discrimination in organizations. Symposium presented at the *25th Annual Conference of the Society for Industrial and Organizational Psychology*. Atlanta, GA.

### Scholarly Papers

Pek, S. & **Lyons, B.J.** (2018). Overcoming normative control in organizations: The role of deliberative mini-publics. *The Standing Conference on Organisational Symbolism*, Tokyo, JPN.

Thompson, T., Besharov, M., Bushe, G., Zatzick, C., & **Lyons, B.J.** (2018). Institutional leadership: Integrating moral values and business. *34<sup>th</sup> EGOS Colloquium*, Tallinn, Estonia.

Thompson, T., Besharov, M., Bushe, G., Zatzick, C., & **Lyons, B.J.** (2018). Institutional leadership: Integrating moral values and business. *Alberta Institutions Conference*, Edmonton, AB.

Volpone, S. & **Lyons, B. J.** (2018). How employees with marginalized identities can manage authenticity perceptions. Paper presented at the *33rd Annual Conference of the Society for Industrial and Organizational Psychology*. Chicago, IL.

King, D.D., & **Lyons, B.J.** (2017). When and why sharing resilience influences selection. Paper presented at the *77th Meeting of the Academy of Management*. Atlanta, GA.

Volpone, S. & **Lyons, B.J.** (2017). Intersectionality in organizations: The identity work of multiple social identities. Paper presented at the *77th Meeting of the Academy of Management*. Atlanta, GA.

Da Motta Veiga, S., \*Ali, A.A., Gabriel, A., & **Lyons, B.J.**, (2017). Self-determination theory applied to the unfolding process of job search. Paper presented at the *European Association of Work and Organizational Psychology Congress*. Dublin, Ireland.

**Lyons, B.J.**, & Johnson, T. (2017). Transforming identity through an ethic of care: Subversion as interdependency. Paper presented at the *Positive Organizational Scholarship Research Conference*. Ann Arbor, MI.

**Lyons, B. J.**, Volpone, S., Wessel, J. L., & \*Alonso, N. (2017). Disability origin and disclosure in selection contexts. Paper presented at the *32nd Annual Conference of the Society for Industrial and Organizational Psychology*. Orlando, FL.

**Lyons, B. J.**, Zatzick, C., Bushe, G., & Thompson, T. (2016). Stigma identity management in hybrid organizations. Paper presented at the *76th Meeting of the Academy of Management*. Anaheim, CA.

**Lyons, B. J.**, Pek, S., & Wessel, J. L. (2016). Agents with stigma: Social change through identity management. Paper presented at the *76th Meeting of the Academy of Management*.

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Anaheim, CA.

\*Alonso, N., Wessel, J. L., Volpone, S., & **Lyons, B. J.** (2016). Disclosing concealable disabilities: Effects of origin and strategy type. Paper presented at the 31st *Annual Conference of the Society for Industrial and Organizational Psychology*. Anaheim, CA.

Ali, A. A., **Lyons, B. J.**, & Ryan, A. M. (2016). Ex-offenders use of impression management tactics to mitigate threat perceptions. Paper presented at the 31st *Annual Conference of the Society for Industrial and Organizational Psychology*. Anaheim, CA.

**Lyons, B. J.** (2015). The dyadic reciprocation of active and passive harm: Diverging affective processes. Paper presented at the *75th Meeting of the Academy of Management*. Vancouver, B.C.

\*Ali, A. A., Ryan, A. M., & **Lyons, B. J.** (2015). When job search activities lead to poorer mental health: Job search resiliency as a moderator. Paper presented at the *75th Meeting of the Academy of Management*. Vancouver, B.C.

**Lyons, B. J.**, \*Ali, A. A., & Ryan, A. M. (2015). Job search incivility: Implications for racial/ethnic identity management. Paper presented at the *30th Annual Conference of the Society for Industrial and Organizational Psychology*. Philadelphia, PA.

\*Ali, A. A., **Lyons, B. J.**, & Ryan, A. M. (2015). Checking criminal records: Crime and job type affect employment judgments. Paper presented at the *30th Annual Conference of the Society for Industrial and Organizational Psychology*. Philadelphia, PA.

\*Wu, I., **Lyons, B. J.**, & Leong, F. T. L. (2014). Why are you so sensitive? Social dominance orientation, racism, and rejection sensitivity. Paper presented at the *122<sup>nd</sup> APA Convention*. Washington, D.C.

Powers, C. L., Morgeson, F. P., & **Lyons, B. J.** (2014). Dynamic shared leadership theory: Understanding the structures and processes of shared leadership. Paper presented at the *74th Meeting of the Academy of Management*. Philadelphia, PA.

\*Ali, A. A., **Lyons, B. J.**, Ryan, A. M., & Gardner, P. D. (2014). Cycles of influence: Affect dynamics during the job search. Paper presented at the *74th Meeting of the Academy of Management*. Philadelphia, PA.

**Lyons, B. J.**, \*Ali, A. A., & Ryan, A. M. (2014). Precipitating motives and job search implications of race identity management. Paper presented at the *29th Annual Conference of the Society for Industrial and Organizational Psychology*. Honolulu, HI.

\*Wu, I., **Lyons, B. J.**, & Leong, F. T. L. (2013). Workplace racial bullying and social dominance orientation. Poster presented at the *APA Division 45 Conference*. Honolulu, HI

\*Roebuck, A., Ryan, A. M., & **Lyons, B. J.** (2013). Psychological disorders in the workplace: An identity management theory application. Paper presented at the *28th Annual Conference of the Society for Industrial and Organizational Psychology*. Houston, TX.

**Lyons, B. J.**, Volpone, S. D., & Wessel, J. L. (2013). Supervisor-subordinate relationship diversity: Consequences for abusive supervision. Paper presented at the *28th Annual*

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- Conference of the Society for Industrial and Organizational Psychology*. Houston, TX.
- Volpone, S. D., **Lyons, B. J.**, & Wessel, J. L. (2013). Organizational diversity initiatives and abusive supervision. Paper presented at the *28th Annual Conference of the Society for Industrial and Organizational Psychology*. Houston, TX.
- \*Cotton, A. S., Ryan, A. M., & **Lyons, B. J.** (2013). Why were you fired? Gender, race, and evaluations of explanations. Paper presented at the *28th Annual Conference of the Society for Industrial and Organizational Psychology*. Houston, TX.
- Lyons, B. J.**, Cheng, W. H., Loh, Y. X., & Ryan, A. M. (2012). Cultural specific and universal components of abusive supervision. Paper presented at the *72nd Meeting of the Academy of Management*. Boston, MA.
- Lyons, B. J.**, & Ryan, A. M. (2012). Implications of acknowledging disability in employment interviews: An experimental investigation. Symposium presented at the *72nd Meeting of the Academy of Management*. Boston, MA.
- \*Roebuck, A., Ryan, A. M., & **Lyons, B. J.** (2012). Identity management of individuals with disabilities. Paper presented at the 2012 annual meeting of the *Association for Psychological Science*. Chicago, IL.
- Lyons, B. J.**, Ryan, A. M., & Schmitt, N. (2012). The utility of unproctored internet testing and proctored verification testing. Symposium presented at the *27th Annual Conference of the Society for Industrial and Organizational Psychology*. San Diego, CA.
- Lyons, B. J.**, Ghumman, S. Ryan, A. M. & Wessel, J. (2012). Applying models of identity management to Christianity in the workplace. Symposium presented at the *27th Annual Conference of the Society for Industrial and Organizational Psychology*. San Diego, CA.
- Lyons, B. J.** & Ryan, A. M. (2012). Observer responses to incivility: Influences of relational demography and time. Paper presented at the *27th Annual Conference of the Society for Industrial and Organizational Psychology*. San Diego, CA.
- Eatough, E., Chang, C. H., & **Lyons, B. J.** (2012). Interpersonal conflict, coping, and control: Interactive effects on well-being. Paper presented at the *27th Annual Conference of the Society for Industrial and Organizational Psychology*. San Diego, CA.
- Wessel, J. L., **Lyons, B. J.**, Ryan, A. M., & \*Tai, Y. C. (2012). Strategies of combat age-related stereotypes. Paper presented at the *27th Annual Conference of the Society for Industrial and Organizational Psychology*. San Diego, CA.
- \*Kim, S., **Lyons, B. J.**, Ryan, A. M., Ghumman, S., & Wessel, J. L. (2011). Extending models of invisible identity management: Religion in the workplace. Paper presented at the *26th Annual Conference of the Society for Industrial and Organizational Psychology*. Chicago, IL.
- Lyons, B. J.**, & Ryan, A. M. (2010). Racial influences on observer responses to workplace bullying. Symposium presented at the *Inaugural APA Division 45 Conference*. Ann Arbor, MI

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**Lyons, B. J.,** Wessel, J. L., Ghumman, S. & Ryan, A. M. (2010). Stereotypes and identity management strategies of Christians in the workplace. Symposium presented at the *70th Meeting of the Academy of Management*. Montreal, Canada.

**Lyons, B. J. & Scott, B. A.** (2010). Interpersonal outcomes of citizenship behavior: A social network approach. Symposium presented at the *70th Meeting of the Academy of Management*. Montreal, Canada.

**Lyons, B. J. & Raver, J. L.** (2010). Group, dyadic, and racial influences on attributions of racial discrimination. Symposium presented at the *25th Annual Conference of the Society for Industrial and Organizational Psychology*. Atlanta, GA.

\*Groggins, A., Ryan, A. M., Wessel, J. & **Lyons, B. J.** (2010). Observers' responses to racial harassment in the workplace. Paper presented at the *25th Annual Conference of the Society for Industrial and Organizational Psychology*. Atlanta, GA.

**Lyons, B. J. & Leong, F. T. L.** (2010). Applying a racial lens to workplace bullying: Exploring Antecedents and outcomes. Paper presented at the *118th Annual Convention of the American Psychological Association*. San Diego, CA.

**Lyons, B. J. & Ryan, A. M.** (2009). Helping behaviors as a function of relational demography. Poster presented at the *MSU Symposium on Multicultural Psychology*. East Lansing, MI.

**Lyons, B. J. & Leong, F. T. L.** (2009). Ethical challenges for cross-cultural research conducted by psychologists from the USA. Symposium presented at the *117th Annual Convention of the American Psychological Association*. Toronto, ON.

**Lyons, B. J. & Raver, J. L.** (2009). Work group contextual influences on employees' attributions of racial discrimination. Paper presented at the *24th Annual Conference of the Society for Industrial and Organizational Psychology*. New Orleans, LA.

## **DISSERTATION COMMITTEES**

### **Simon Fraser University**

Melissa McCrae (committee member)

Simon Pek, Gustavson School of Business, University of Victoria (co-supervised)

## **TEACHING**

### **York University, Schulich School of Business**

Undergraduate: Individuals and Groups in Organizations (ORGS 2100), 2017 – present

### **Simon Fraser University, Beedie School of Business**

Undergraduate: Introduction to Human Resource Management (BUS 381), 2014 – 2017

Undergraduate: Performance Management (BUS 482), 2014 – 2017

### **Michigan State University, Eli Broad College of Business**

Graduate: Executive Development Human Resource Management (MGTc 810), 2013

Graduate: MBA Human Resource Management (MGT 810), 2013

### **Michigan State University, Department of Psychology**



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Undergraduate: Business Psychology Internship (PSY 382), 2013

Undergraduate: Measurement and Research Design (PSY 395), 2009, 2012

Undergraduate: Data Analysis for Psychological Research (PSY 295), 2009, 2011

## **INVITED PRESENTATIONS**

Georgia Institute of Technology, “*Is ‘coming out’ at work a threat? Heterosexual employees’ responses to gay and lesbian disclosure,*” March 2018

University of British Columbia, “*Transforming identity through an ethic of care,*” March 2017

Simon Fraser University, “*Transforming identity through an ethic of care,*” February 2017

Bocconi University, “*Diversity management and policy,*” July 2015

British Columbia HRM Association, “*Vigilant victims: Identifying and breaking the cycle of discrimination,*” March 2015

British Columbia HR Student Association, “*Performance management,*” October 2014

## **PROFESSIONAL AND COMMUNITY SERVICE**

### **Journal Editorial Board Member**

*Journal of Management*, 2017 - present

*Journal of Vocational Behavior*, 2016 - present

*Organizational Behavior and Human Decision Processes*, 2015–present

### **Journal Reviewing**

*Academy of Management Journal*

*Journal of Applied Psychology*

*Organizational Behavior and Human Decision Processes*

*Journal of Management*

*Journal of Business Ethics*

*Journal of Vocational Behavior*

*Human Relations*

*Journal of Management & Organization*

*Journal of Social Issues*

*Applied Psychology: An International Review*

*Business & Society*

*Journal of Managerial Psychology*

*Small Group Research*

*International Journal of Human Resource Management*

### **Conference Reviewing**

Society for Industrial and Organizational Psychology (SIOP) Conference

Canadian SIOP (CSIOP) Conference

Academy of Management Annual Meeting – Gender & Diversity in Organizations

Academy of Management Annual Meeting – Organizational Behavior

### **Membership in Professional Associations**

Academy of Management – Gender & Diversity in Organizations

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Academy of Management – Organizational Behavior  
Society for Industrial and Organizational Psychology

**York University, Schulich School of Business Service**

Undergraduate Program Committee, 2017-present  
Course Coordinator, ORGS 2100 (Individuals and Groups in Organizations), 2017-present  
Enactus Case Competition, Judge, 2018

**Simon Fraser University, Beedie School of Business Service**

Assurance of Learning Committee – Undergraduate, 2014-2017  
Teaching and Learning Committee, 2014-2017  
Academic Appeals, 2013-2014

**External Service**

Academy of Management, Gender & Diversity in Organizations Doctoral Consortium, Invited  
Panelist, 2018  
SIOP, LGBT Committee, 2017-2018  
SIOP, James Outtz Grant Awards Committee, 2017-2018  
SIOP, Small Grant Awards Committee, 2017-2018  
MITACS Accelerate Grant, Reviewer, 2017  
Academy of Management, Dorothy Harlow Best Paper Award, Reviewer, 2017  
CSIOP, RHR Kendall Award, Reviewer, 2017  
National Science Foundation (NSF), Reviewer, 2016, 2017  
SSHRC Insight Development Grant Adjudication Panel, 2016, 2018  
Academy of Management, Arnon Reichers Best Student Paper Award, Reviewer, 2017  
Industrial/Organizational Organizational Behavior Conference, Invited Panelist, 2017  
SIOP, Friday Seminar Committee, 2016-2017  
Academy of Management, Emerald Best Student Paper Award, Reviewer, 2016

**Community Volunteering**

ConnecTra Society Vancouver – Employment support for people with disabilities, 2014-2017

**MEDIA COVERAGE**

The Globe and Mail, The Washington Times, Science Daily, The Vancouver Sun, Pacific  
Standard Magazine, Phys.org, Psychcentral.com, Business News Daily, British Psychological  
Society, Business Standard, OregonLive.com, Deccan Herald, Fast Company, bigthink.com, The  
Sean Leslie Show (radio), News 1130 Vancouver (television), Medical Daily, Hindustain Times,  
workingmother.com, I/O at Work

**REFERENCES**

Available upon request.