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BRENT J. LYONS

York Research Chair in Stigmatization and Social Identity
Associate Professor of Organization Studies
Schulich School of Business ▪ York University
111 Ian MacDonald Blvd ▪ North York, ON, Canada M3J 1P3
blyons@schulich.yorku.ca

ACADEMIC EMPLOYMENT (TENURE TRACK)

York University, Schulich School of Business
York Research Chair (Tier II) in Stigmatization and Social Identity, 2019 – present
Associate Professor, July 2020 - present
Assistant Professor, September 2017 – June 2020

Simon Fraser University, Beedie School of Business
Assistant Professor, September 2013 – August 2017

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

RESEARCH INTERESTS

- Stigma and social identity
- Diversity and inclusion
- Organizational behavior, human resources management

REFEREED PUBLICATIONS

*Denotes a current or former graduate or undergraduate student.

15. **Lyons, B. J.,** Lynch, J., & Johnson, T.D. (2020). Gay and lesbian disclosure and heterosexual identity threat: The role of heterosexual identity commitment in shaping de-stigmatization. *Organizational Behavior and Human Decision Processes*. 160: 1-18.

14. Lindsay, S., Rezai, M., Shen, W., & **Lyons, B. J.** (2020). A disability disclosure simulation as an educational tool. *Equality, Diversity, and Inclusion: An International Journal*.

13. **Lyons, B. J.,** Martinez, L., Ruggs, E., Hebl, M., Ryan, A. M., Bachman, K., & *Roebuck, A. (2018). To say or not to say: Different strategies of acknowledging a visible disability. *Journal of Management*, 44, 1980-2007.

12. **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.

11. *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

10. **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.

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

8. 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.

7. *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.

6. *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.

5. **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.

4. **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.

3. **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.

2. 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.

1. 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

Trau, R., & **Lyons, B.J.** (2020). Disclosure and identity management strategies of racioethnic minority LGB workers. *Research on Social Issues in Management: Pushing our Understanding of Diversity in Organizations,* pp. 115-131.

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.

NON-REFEREED PUBLICATIONS

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.*

GRANTS RECEIVED

Co-Applicant, SSHRC IDG Grant, $58,785, "*A second chance in sight: Employer perspectives of employment for individuals with a criminal history*," 2020-2022.

Co-Investigator, CIHR-SSHRC Partnership Grant, $2,500,000, "*Partners for enhancing healthy and productive work for young men and women with disabilities,"* 2018-2023.

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

Principal Investigator, SSHRC IDG Grant, $31,216, "*Disruptive disabilities: Individual strategies for gaining support at work*," 2015-2017.

Principal Investigator, Society for Industrial and Organizational Psychology (SIOP) Small Grant Award, $2,550, "*Checking criminal records: Its consequences for applicants and employers*," 2016.

AWARDS, HONOURS, AND DISTINCTIONS

Elected Representative-at-large for the GDO Division of Academy of Management, 2020

Strategic Management Society London PhD Paper Prize, Nominee, "*CEOs' Characteristics and the Stakeholders' Disapproval of Firms in Stigmatized Industries*" with Mohamad Sadri, 2020

Managerial & Organizational Cognition (MOC) Best Symposium Nominee, Academy of Management, 2020

Showcase Symposium, MOC Division, Academy of Management (Co-organizer), 2020

York Research Leader, 2020

Outstanding Reviewer Award, *Journal of Management*, 2019

Showcase Symposium, Organizational Behavior (OB) Division, Academy of Management (Co-organizer), 2019

Showcase Symposium, Gender & Diversity in Organizations (GDO) Division, Academy of Management (Co-Organizer), 2019

York Research Chair (Tier II) in Stigmatization and Social Identity, $100,000, 2019-2024

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

Invited Discussant/Panelist

Invited Mentor, Human Resources Doctoral Consortium, Academy of Management, August 2020
Invited Speaker, Future of Education Conference, Toronto, Ontario, October 2020.
Invited Panelist, Academy of Management, Professional Development Workshop, "Bridging positive organizational scholarship and diversity, equity, and inclusion," August 2020.

Invited Discussant, Society for Industrial and Organizational Psychology, Symposium "Contemporary barriers to the recruitment and inclusion of persons with disabilities," June 2020.
Invited Panelist, Industrial/Organizational Psychology and Organizational Behaviour Graduate Student Conference, University of Waterloo, November 2019
Invited Panelist, Professional Development Workshop, Academy of Management, "Developing positive relationships (across differences) at work," August 2019
Invited Discussant, Canadian Psychological Association Doctorial Research Seminar, Publishing in I/O and Related Disciplines: Tips and Tricks, June 2019
Invited Panelist, Gender & Diversity in Organizations Doctoral Consortium, Academy of Management, 2018
Invited Panelist, Industrial/Organizational Organizational Behavior Conference, 2017

Scholarly Papers

*Zike, N. Yang, LQ, Baldridge, D., & **Lyons, B.J.** (2021). Coworker incivility, state loneliness and work outcomes: Do explicit and implicit relational identities matter? Paper presented at the *Society for Industrial and Organizational Psychology*, New Orleans, LA.

Volpone, S.D., & **Lyons, B.J.,** (2021). Authenticity of marginalized social identities: A review. Paper presented at the *Society for Industrial and Organizational Psychology*, New Orleans, LA.

*Bryan, C., *Colaco, C., *McGuire, K., *McKie, K., **Lyons, B.J.,** & Volpone, S. D., To affirm or downplay a racial identity? (2021). The effects of identity management on hiring intentions of biracial applicants. Paper presented at the *Society for Industrial and Organizational Psychology*, New Orleans, LA.

*Bhattacharyya, B., *Bryan, C., & **Lyons, B.J.,** (2021). How Black and Asian women manage additional stigmas: The impact of race on stigma identity management. Paper presented at the *Society for Industrial and Organizational Psychology*, New Orleans, LA.

*Colaco, C., *Bryan, C., **Lyons, B.J.** & Volpone, S. (2021). To affirm or downplay a racial identity? The effects of impression management on hiring intentions toward Black-White biracial people. Poster presented at the *Society for Personality and Social Psychology 2021* (SPSP) Virtual Annual Convention.

*Sadri, M. & **Lyons, B.J.** (2020). CEOs' characteristics and the stakeholders' disapproval of firms in stigmatized industries. Paper presented at the *Strategic Management Society 40th Annual Conference*, London, England.

*Sadri, M. & **Lyons, B.J.** (2020). CEOs' characteristics and the stakeholders' disapproval of firms in stigmatized industries. Paper presented at the Annual conference of the *Administrative Sciences Association of Canada*, Online.

Sawyer, K., **Lyons, B.J.,** Volpone, S.D., & Thoroughgood, C. (2020). Marginalized and liminal: The role of relationships in bolstering and hindering transition success. Paper presented at the *80th Meeting of the Academy of Management*. Vancouver, BC.

*Barnes, L., Volpone, S.D., & **Lyons, B.J.** (2020). Identity management meta-analysis. Paper presented at the *80th Meeting of the Academy of Management*. Vancouver, BC.

*Colaco, C., *Bryan, C., **Lyons, B.J.,** & Volpone, S. (2020). Biracial identity management and evaluators' discomfort in hiring contexts. Poster presented at the *39th Annual MidAmerica Undergraduate Research Conference*, Online.

*Colaco, C., *Bryan, C., **Lyons, B.J.,** & Volpone, S. (2020). Biracial identity management and evaluators' discomfort in hiring contexts. Poster presented at the *Canadian Psychological Association's 81st National Convention*, Montreal, QC.

Kim, S., **Lyons, B.J.,** Chung, W. (2020). The costs of political conversation at work: An experienced sampling study. Paper to be presented at the *Society for Industrial and Organizational Psychology*, Austin, TX. (Paper accepted at canceled conference).

*Bryan, C.B., Volpone, S., & **Lyons, B.J.** (2020). The black sheep effect and people of color's reactions to stigma identity management. Paper presented at the *Society for Industrial and Organizational Psychology*, Austin, TX. (Paper accepted at canceled conference).

Lyons, B.J., Lynch, J., & Johnson, T.D. (2020). Heterosexual exployees' intimacy responses to gay/lesbian disclosure. Paper presented at the *Society for Industrial and Organizational Psychology*, Austin, TX. (Paper accepted at canceled conference).

Bamber, M., **Lyons, B. J.,** & McCormack, J. (2019). How do "clean" workers cope with dignity violations and occupational stigma? *British Academy of Management*, Birmingham, UK.

*Bhattacharyya, B., *Bryan, C., & **Lyons, B.J.,** (2019). Emotional labor and people of colors' management of stigmatized attributes. Paper presented at *79th Meeting of the Academy of Management*. Boston, MA.

Lyons, B.J., Lynch, J., & Johnson, T.D. (2019). Heterosexual exployees' identity threat responses to gay/lesbian disclosure. Paper presented at *79th Meeting of the Academy of Management*. Boston, MA.

Lyons, B. J., (2019) Majority identity awareness, reflection, and action. Professional development workshop on building positive relationships (across differences) at work. Paper presented at the *79th Meeting of the Academy of Management*. *Boston, MA*.

Ali, A.A., Volpone, S.D., & **Lyons, B.J.** (2019). Disability disclosure and socialization: A network perspective. Paper presented at the *Society for Industrial and Organizational Psychology*, Ft. Washington, MD.

*Bhattacharyya, B., *Bryan, C., **Lyons, B.J.,** & *Kakoshka, K. (2019). The burden of emotional labour and people of colour's identity management decisions. Paper presented at the *Society for Industrial and Organizational Psychology*, Ft. Washington, MD.

*Marsh, V. L., Volpone, S. D., & **Lyons, B.J.** (2019). A review of employee authenticity research. Paper presented at the *Society for Industrial and Organizational Psychology*, Ft. Washington, MD.

Wu, I., **Lyons, B. J.,** & Leong, F. T. L. (2018). How racial/ethnic bullying affects rejection

sensitivity: The role of social dominance orientation. Invited poster presented at *Boston College Diversity Challenge.* Boston, MA.

Ali, A.A., Ryan A. M., & **Lyons, B.J.** (2018). Improving Lives: Exploring the relationship between criminal history and work. *Meeting of the Southern Management Association*, Lexington, KT.

Lyons, B.J. & Johnson, T.D. (2018). Caring inclusion and the transformation of social identity. *Equality, Diversity and Inclusion Conference*, Montreal, QC, Canada

Thompson, T., Besharov, M., Bushe, G., Zatzick, C., & **Lyons, B.J.** (2018). Institutional leadership: Integrating moral values and business. Paper presented at the *COSI Social Innovation Summit*, Ann Arbor, Michigan.

Zatzick, C., **Lyons, B.J.,** Thompson, T., & Bushe, G. (2018). Disability employment and coworker elevation. Paper presented at the *78th Meeting of the Academy of Management*. Chicago, IL.

Pek, S. & **Lyons, B.J.** (2018). Overcoming normative control in organizations: The role of deliberative mini-publics. Paper presented at the *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. Paper presented at the *34th EGOS Colloquium*, Tallinn, Estonia.

Thompson, T., Besharov, M., Bushe, G., Zatzick, C., & **Lyons, B.J.** (2018). Institutional leadership: Integrating moral values and business. Paper presented at the *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*. 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 30*th 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 *122nd 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 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

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.

ORGANIZED SYMPOSIA

Cha, S. & **Lyons, B.J.,** (2020). Positive relationships across different: Emerging lenses on the minority experience. Symposium presented at the *80th Meeting of the Academy of Management*. Vancouver, BC.

- MOC Best Symposium Nominee

*Bryan, C. & **Lyons, B.J.,** (2020). Under threat: Dominant group members experiences of identity threat. Symposium presented at the *80th Meeting of the Academy of Management*. Vancouver, BC.

Samosh, D., **Lyons, B.J.,** & Badridge, D. (2020). Contemporary barriers to the recruitment and inclusion of persons with disabilities. Symposium accepted to be presented at the *Society for Industrial and Organizational Psychology*, Austin, TX.

Volpone, S.D., & **Lyons, B.J.** (2020). Research incubator: The future of identity management research. Symposium accepted to be presented at the *Society for Industrial and Organizational Psychology*, Austin, TX.

*Bhattacharyya, B. & **Lyons, B.J.** (2019). Intersectional identities: The impact of multiple marginalization on workplace experiences. Symposium presented at the *79th Meeting of the Academy of Management*. Boston, MA

Lynch, J., & **Lyons, B.J.** (2019). (De)Stigmatization and the inclusive organization. Symposium presented at the *79th Meeting of the Academy of Management*. Boston, MA

*Phung, K., & **Lyons, B.J.** (2019). You cite Goffman (1963) Too? Exploring avenues for cross-level dialogue and research on stigma. Symposium presented at the *79th Meeting of the Academy of Management*. Boston, MA.

Santuzzi, A., & **Lyons, B.J.** (2019). Strategies to support the integration and success of workers with disabilities. Symposium accepted to be presented at the *Society for Industrial and Organizational Psychology*, Ft. Washington, MD.

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:

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.

INVITED TALKS

University of Colorado-Boulder, Diversity & Identity Management Research Lab, "*Hearing loss and the (benefits of?) disengagement from professional networks*," October 2020
York University, "*Inequality and Our Responses to Covid-19*," Presented as a part of Schulich School of Business webinar series, "Shaping the Post-Pandemic World," May 2020
Holland Bloorview Kids Rehabilitation Hospital, "*Disability disclosure in hiring*," December 2019
University of Pennsylvania, Wharton Business School, "*Is 'coming out' at work a threat? Heterosexual employees' responses to gay and lesbian disclosure*," November 2019
Babson College, "*Majority group identity awareness and reflection*,*"* February 2019
Wilfred Laurier University, "*Is 'coming out' at work a threat? Heterosexual employees' responses to gay and lesbian disclosure*," November 2018
Michigan State University, "*Is 'coming out' at work a threat? Heterosexual employees' responses to gay and lesbian disclosure*," October 2018
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

GRADUATE STUDENT TRAINING EXPERIENCE

Dissertation Supervisor
Camellia Bryan, York University, 2019 - present
Simon Pek, Simon Fraser University, 2013-2017

Dissertation Committee Member
Mingshuang Ji, York University, 2020 - present
Long He, York University, 2020 - present
Mahbubul Alam, York University, 2020
Tatianna Astray, York University, 2019 – present
Barnini Bhattacharyya, University of British Columbia, 2018 – present
Kemi Anazodo, York University, 2019
Melissa McCrae, Simon Fraser University, 2016 - present

Masters Thesis Committee Member
Madeline Nickel, Department of Psychology, York University, 2020

UNDERGRADUATE HONOURS THESIS SUPERVISION

York University
Caren Colaco, Department of Psychology, 2019-2020

TEACHING

York University, Schulich School of Business
Graduate: MBA Strategy Field Study (MGMT 6100), 2019-2020
Graduate: MBA/Masters Independent Study (ORGS 6900), 2018, 2019
Undergraduate: Diversity and Inclusion in Organizations (ORGS 4600), 2019 – present
Undergraduate: Individuals and Groups in Organizations (ORGS 2100), 2017 – present
Undergraduate: Independent Study (PSYC 3890, PSYC 3903), 2018, 2020
Undergraduate: Honour's thesis supervision (PSYC 4001), 2019-2020
Undergraduate: Guided Study (ORGS 4900), 2020

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
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

EXTERNAL ACADEMIC SERVICE

Journal Editorial Board Member
Journal of Applied Psychology, 2018 - present
Journal of Management, 2017 - present
Organizational Behavior and Human Decision Processes, 2015–present
Journal of Vocational Behavior, 2016 – 2019
Journal of Business and Psychology Special Feature, "Fighting the 400-year Pandemic: Racism Against Black People in Organizations," 2020

Journal Reviewing
Academy of Management Journal
Journal of Applied Psychology
Organizational Behavior and Human Decision Processes
Journal of Management
Organizational Psychology Review
Journal of Organizational Behavior
Journal of Business Ethics
Journal of Management Inquiry
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
Equality, Diversity, & Inclusion: An International Journal
Journal of Business & Psychology

Membership to Professional Academic Associations
Academy of Management – Gender & Diversity in Organizations
Academy of Management – Organizational Behavior
Society for Industrial and Organizational Psychology (SIOP)

Service to Professional Academic Associations
Co-Organizer, Kauffman Doctoral Students Workshop, Academy of Management Annual Meeting, 2021
Elected Representative-at-Large, GDO Division of the Academy of Management, 2020-2023
Committee Member, SIOP Disability Inclusion and Accessibility Committee, 2020-present
Mentor, CSIOP Graduate Student-Mentor Event, Canadian Psychological Association Conference, 2019
Reviewer, Academy of Management GDO Best Student Paper Award, 2019
Committee Member, Academy of Management Saroj Parasuraman Best Paper Award, 2019, 2020
Reviewer, SSHRC Insight Grant, 2016, 2018, 2019, 2020
Committee Member, SIOP LGBT Committee, 2017-2018
Committee Member, SIOP, James Outtz Grant Awards Committee, 2017-2018
Committee Member, SIOP Small Grant Awards Committee, 2017-2018
Reviewer, MITACS Accelerate Grant, 2017
Committee Member, Academy of Management Dorothy Harlow Best Paper Award, 2017, 2018, 2019, 2020
Reviewer, CSIOP RHR Kendall Award, 2017, 2018, 2019
Reviewer, National Science Foundation (NSF), 2016, 2017
Reviewer, Academy of Management Arnon Reichers Best Student Paper Award, 2017
Committee Member, SIOP Friday Seminar Committee, 2016-2017
Reviewer, Academy of Management Emerald Best Student Paper Award, 2016

Conference Reviewing
Society for Industrial and Organizational Psychology (SIOP) Conference, 2010-present
Canadian SIOP (CSIOP) Conference, 2015-present
Academy of Management Annual Meeting, 2010-present

INTERNAL ACADEMIC SERVICE

Service to York University
Justice, Equity, Diversity, and Inclusion (JEDI) Advisory Committee, 2020 - present

President's Advisory Council on Equity, Diversity and Inclusion, 2021 - present
Business Faculty Representative, Strategic Project and Opportunity Review Team, 2020-2021

Service to Schulich School of Business, York University
Chair, Diversity Equity and Inclusion Working Group, 2020-present
Course Coordinator, ORGS 2100 (Individuals and Groups in Organizations), 2017-present
Undergraduate Program Committee, 2017-present
Organizer, Organization Studies Area Speaker Series, 2019-2020
Hiring Committee, Organization Studies, 2017-2019
Judge, Enactus Case Competition, 2018

Service to Beedie School of Business, Simon Fraser University
Assurance of Learning Undergraduate Committee, 2014-2017
Teaching and Learning Committee, 2014-2017
Academic Appeals, 2013-2014

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