

Ivona Hideg

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Websites: [GEDI Lab](#) [LinkedIn](#)

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PROFESSIONAL ACADEMIC EXPERIENCE

- July 2020-** Associate Professor and Ann Brown Chair in Organization Studies
Schulich School of Business, York University
- Sept. 2019-June 2020** Research Fellow with the Women and Public Policy Program (WAPPP),
Harvard Kennedy School, Harvard University
- July 2019-** Associate Editor, Academy of Management Journal
- July 2019-June 2020** Canada Research Chair (Tier II) in Organizational Leadership
Lazaridis School of Business & Economics, Wilfrid Laurier University
- July 2018-June 2020** Associate Professor, OBHRM
Lazaridis School of Business & Economics, Wilfrid Laurier University
- July 2012- June 2018** Assistant Professor, OBHRM
Lazaridis School of Business & Economics, Wilfrid Laurier University
- [Maternity leave taken in 2015-2016 and 2017-2018]
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EDUCATION

- 2012** Joseph L. Rotman School of Management, University of Toronto
Ph.D. in Organizational Behavior and Human Resource Management
- 2007** University of Waterloo
M.A.Sc. in Industrial and Organizational Psychology
- 2005** University of Waterloo
B.A. (Honors) Psychology & Business; HRM Specialization
- 2003-2004** International Student Exchange
University of Mannheim, Germany
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RESEARCH INTERESTS

Diversity, equality, and inclusion in the workplace

- Gender equality and diversity in the workplace
- Reactions to and support for diversity policies promoting women and racial minorities
- Underrepresentation of women in leadership positions

- Language/accnt and socio-economic status-based diversity in organizations

PUBLICATIONS (Google Scholar citations as of March 24, 2021: 1620; *h*-index: 15; *i10*-index: 16; *denotes equal contribution; † denotes student co-author; **denotes former student)

Refereed Journal Articles

Hideg, I., & Krstic, A.** (2020). The quest for workplace gender equality in the 21st century: Where do we stand and how can we continue to make strides? *Canadian Journal of Behavioural Science / Revue canadienne des sciences du comportement*. Advance online publication. <https://doi.org/10.1037/cbs0000222> [invited]

Hideg, I., & Wilson, A. E. (2020). History backfires: Reminders of past injustices against women undermine support for workplace policies promoting women. *Organizational Behavior and Human Decision Processes*, 156, 176-189. <https://doi.org/10.1016/j.obhdp.2019.10.001>

***Hideg, I., & *Shen, W.** (2019). Why still so few? A theoretical model of the role of benevolent sexism and career support in the continued underrepresentation of women in leadership positions. *Journal of Leadership and Organizational Studies*, 26(3), 287-303. <https://doi.org/10.1177/1548051819849006> [invited]

Hideg, I., Krstic, A., † Trau, R. N. C., & Zarina, T. (2018). The unintended consequences of maternity leaves: How agency interventions mitigate the negative effects of longer legislated maternity leaves. *Journal of Applied Psychology*, 103(10), 1155-1164. <https://doi.org/10.1037/apl0000327>

- 2019 Distinguished Winner of the Responsible Research in Management Award co-sponsored by IACMR/RRBM [value: \$2,000 USD]

Hideg, I., & Van Kleef, G. A. (2017). When expressions of fake emotions elicit negative reactions: The role of observers' dialectical thinking. *Journal of Organizational Behavior*, 38(8), 1196-1212. <https://doi.org/10.1002/job.2196>

Hideg, I., & Ferris, D. L. (2017). Dialectical thinking and fairness-based perspectives of affirmative action. *Journal of Applied Psychology*, 102(2), 782-801. <https://doi.org/10.1037/apl0000207>

- 2018 First Runner Up for the Saroj Parasuraman Award (outstanding publication on gender and diversity in organizations) from the GDO at AOM

Adair, W. L., Liang, L. H., & **Hideg, I.** (2017). Buffering against the detrimental effects of demographic faultlines: The curious case of intragroup conflict in small work groups. *Negotiation and Conflict Management Research*, 10(1), 28-45. <https://doi.org/10.1111/ncmr.12087>

Hideg, I., & Ferris, D. L. (2016). The compassionate sexist? How benevolent sexism promotes and undermines gender equality in the workplace. *Journal of Personality and Social Psychology*, 111(5), 706-727. <https://doi.org/10.1037/pspi0000072>

Trougakos, J. P., Beal, D. J., Cheng, B. H., **Hideg, I., & Zweig, D.** (2015). Too drained to help: A resource depletion perspective on daily interpersonal citizenship behaviors. *Journal of Applied Psychology*, 100(1), 227-236. <https://doi.org/10.1037/a0038082>

Liang, L. H.,[†] Adair, W. L., & **Hideg, I.*** (2014). When should we disagree? The effect of relationship conflict on team identity in East Asian and North American teams. *Negotiation and Conflict Management Research*, 7(4), 282-289. <https://doi.org/10.1111/ncmr.12041> *All authors have equally contributed.

Hideg, I., & Ferris, D. L. (2014). Support for employment equity policies: A self-enhancement approach. *Organizational Behavior and Human Decision Processes*, 123(1), 49-64. <https://doi.org/10.1016/j.obhdp.2013.11.002>

Trougakos, J. P., **Hideg, I.**, Cheng, B. H., & Beal, D. J. (2014). Lunch breaks unpacked: The role of autonomy as a moderator of recovery during lunch. *Academy of Management Journal*, 57(2), 405-421. <http://dx.doi.org/10.5465/amj.2011.1072>

Adair, W. L., **Hideg, I.**, & Spence, J. R. (2013). The culturally intelligent team: The impact of team cultural intelligence and cultural heterogeneity on team shared values. *Journal of Cross-Cultural Psychology*, 44(6), 941-962. <https://doi.org/10.1177/0022022113492894>

Côté, S., **Hideg, I.**, & Van Kleef, G. A. (2013). The consequences of faking anger in negotiations. *Journal of Experimental Social Psychology*, 49(3), 453-463. <https://doi.org/10.1016/j.jesp.2012.12.015>

Hideg, I., Michela, J. L., & Ferris, D. L. (2011). Overcoming negative reactions of nonbeneficiaries to employment equity: The effect of participation in policy formulation. *Journal of Applied Psychology*, 96(2), 363-376. <https://doi.org/10.1037/a0020969>

Côté, S., DeCelles, K. A., McCarthy, J. M., Van Kleef, G. A., & **Hideg, I.** (2011). The Jekyll and Hyde of emotional intelligence: Emotion regulation knowledge facilitates prosocial and interpersonally deviant behavior. *Psychological Science*, 22(8), 1073-1080. <https://doi.org/10.1177/0956797611416251>

Côté, S., & **Hideg, I.** (2011). The ability to influence others via emotion displays: A novel dimension of emotional intelligence. *Organizational Psychology Review*, 1(1), 53-71. <https://doi.org/10.1177/2041386610379257>

Editorial

Hideg, I., DeCelles, K. A., & Tihanyi, L. (2020). From the Editors: Publishing practical and responsible research in AMJ. *Academy of Management Journal*, 63 (6), 1681-1686. <https://doi.org/10.5465/amj.2020.4006>

Invited Book Chapters

Miners, C. T. H., & **Hideg, I.** (2015). Emotional intelligence and competencies. In James D. Wright (Ed.), *International Encyclopedia of the Social & Behavioral Sciences* (2nd ed., Vol 7, pp. 445-451). Oxford: Elsevier.

Trougakos, J. P., & **Hideg, I.** (2009). Momentary work recovery: The role of within day work breaks. In P. L Perrewe, D. C. Ganster, & S. Sonnentag (Eds.), *Research in occupational stress and well-being: Work recovery* (Vol. 7, pp. 37-84). Oxford, UK: JAI Press.

Refereed Conference Proceedings

Krstic, A. & **Hideg, I.** (2019). The effect of taking a paternity leave on men's career outcomes: The role of communality perceptions. *Academy of Management Annual Proceedings*. [top 10% of accepted conference papers]

<https://journals.aom.org/doi/pdf/10.5465/AMBPP.2019.278>

Hideg, I., & Ferris, D. L. (2013). Two sides of sexism: How sexist attitudes may undermine and promote gender diversity. *Academy of Management Annual Meeting Proceedings*. [top 10% of accepted conference papers]

<https://journals.aom.org/doi/pdf/10.5465/ambpp.2013.52>

Trougakos, J.P., **Hideg, I.**, & Cheng, B.H. (2011). Lunch breaks unpacked: Examining the effect of daily lunch break activities and control over break activities on fatigue. *Academy of Management Annual Meeting Proceedings*. [top 10% of accepted conference papers]

<https://journals.aom.org/doi/pdf/10.5465/ambpp.2011.65869981>

Popular Media Publications

Hideg, I. (March 7, 2021). For too long, talk of gender equality has excluded men – let's change that. Opinion article in *The Globe and Mail*. <https://www.theglobeandmail.com/opinion/article-for-too-long-talk-of-gender-equality-has-excluded-men-lets-change-that/> [both print and online version; it generated 192 comments]

Hideg, I., & Priesemuth, M. (February 19, 2021). 3 ways companies could offer more father-friendly policies that will help women. *The Conversation US*. <https://theconversation.com/3-ways-companies-could-offer-more-father-friendly-policies-that-will-help-women-154155>

Hideg, I., & Wilson, A. E. (February 5, 2020). Bringing up past injustices make majority groups defensive. *Harvard Business Review*, digital article. <https://hbr.org/2020/02/research-bringing-up-past-injustices-make-majority-groups-defensive>

Hideg, I. (March 29, 2019). New parental-leave benefit inches us ever closer toward gender equality. Opinion article in *The Globe and Mail*. <https://www.theglobeandmail.com/opinion/article-new-parental-leave-benefit-inches-us-ever-closer-toward-gender/>

Hideg, I., Krstic, A.,[†] Trau, R. N. C., & Zarina, T. (September 14, 2018). Do longer maternity leaves hurt women's careers. *Harvard Business Review*, digital article. <https://hbr.org/2018/09/do-longer-maternity-leaves-hurt-womens-careers>

Hideg, I. (April 18, 2017). Longer maternity leave? Thanks, but no thanks. Opinion article in *The Globe and Mail*. [both print and online version; it generated 105 comments]
<http://www.theglobeandmail.com/opinion/longer-maternity-leave-no-thanks/article34733689/>

AWARDS & HONORS

2020

Kaufman Foundation Best Student Paper Award from the Gender and Diversity Division (GDO) of the Academy of Management for a paper co-authored with a former MSc student (value: \$1,500 USD)

- 2020** Visiting Professor, University of Western Australia Business School [February-May, 2020; visited interrupted due to COVID-19 pandemic]
- 2019** Distinguished Winner of the Responsible Research in Management Award co-sponsored by the International Association for Chinese Management (IACMR) and the Community for Responsible Research in Business and Management (RRBM) (value: \$2,000 USD)
- 2018** First Runner Up for the Saroj Parasuraman Award (outstanding publication on gender and diversity in organizations) from the Gender and Diversity Division (GDO) of the Academy of Management
- 2018** Laurier Early Career Researcher Award (value: \$2,500 CAD)
- 2016** Visiting Faculty, Católica Lisbon School of Business & Economics (Portugal), Organizational Behavior Group (visited for the month of June, 2016)
- 2015** Outstanding New Scholar Award
Lazaridis School of Business & Economics, Wilfrid Laurier University
- 2015** Honorable Mention Award for a poster presented at the annual meeting of the Society for Personality and Social Psychology, Long Beach, California
- 2014** Keynote Speaker at Gender, Diversity, and Inclusion Symposium at RMIT University, Melbourne
- 2014** International Visiting Fellowship, RMIT University, Melbourne, Australia (\$9,850 AUD)
- 2014** Nomination for GDO (Gender & Diversity in Organizations) Executive Committee Representative-at-Large
- 2014** Outstanding Reviewer Award, OB Division, Academy of Management
- 2013** Best Paper Proceedings, GDO Division, Academy of Management
- 2013** Nomination for the 2013 Carolyn Dexter Best International Paper Award, Conflict Management Division, Academy of Management
- 2013** Outstanding Reviewer Award, GDO Division, Academy of Management
- 2013** Dean's Commendations for Teaching Excellence
School of Business & Economics, Wilfrid Laurier University
- 2012** Best Poster Award, Industrial/Organizational Psychology Section, Canadian Psychological Association
- 2011** Award for Best Competitive Conference Paper, OB Division, Academy of Management (\$1,000)
- 2011** Best Paper Proceedings, Organizational Behavior Division, Academy of Management
- 2011** Excellence in Teaching Award, Rotman School of Management

- 2010** Outstanding Reviewer Award, OB Division, Academy of Management
- 2008** Finalist for Best Master's Thesis Award, International Alliance for Human Resources Research
- 2006** RHR Kendall Award Winner for best student paper, Industrial/Organizational Psychology Section, Canadian Psychological Association
- 2003** Natural Sciences and Engineering Research Council of Canada (NSERC) Undergraduate Student Research Award (\$5,625)
- 2003** J.R. Coutts International Experience Award (University student exchange in Germany) (\$1,500)

RESEARCH GRANTS

- 2020** Canada Foundation for Innovation & John R. Evans Leaders Fund (JELF)
Value: \$30,360
[an infrastructure grant for a research laboratory; not accepted due to the move to another institution]
- 2019-2023** Insight Grant, Principal (Sole) Investigator
Social Sciences and Humanities Research Council of Canada (SSHRC)
Men and gender equality: The effect of taking a paternity leave on men's career outcomes
Value: \$152,377
- 2018-2019** Lazaridis Institute Seed Grant, Wilfrid Laurier University, PI
Tackling the Gender Gap in Entrepreneurship: The Role of Benevolent Sexist Attitudes in Underfunding of Female-Led Ventures
Value: \$7,988
- 2016-2021** Early Researcher Award, Principal (Sole) Investigator
Ontario Ministry of Research, Innovation and Science
Value: \$190,000
- 2016-2019** Partnership Development Grant, Co-applicant (PI: Thomas O'Neill)
Other co-applicants: Chiocchio, F.; Donia, M.; Steel, P.; Taras, V.; & Uggerslev, K.
Social Sciences and Humanities Research Council of Canada (SSHRC)
The Intersection of Teamwork, Culture, and Technology: Enhancing Soft Skill Development in Post-Secondary Education through Student-Centered Feedback
Value: \$465,000 (total from SSHRC and partners)
- 2014-2019** Insight Grant, PI (Collaborator: D. Lance Ferris)
Social Sciences and Humanities Research Council of Canada (SSHRC)
Double-Edged Sword of Benevolent Sexism: How Benevolent Sexist Attitudes Promote and Undermine Gender Diversity in the Workplace
Value: \$114,604
- 2013** Laurier Seed Grant (Internal Grant, Wilfrid Laurier University), PI
A Self-Image Threat Approach to Understanding Nonbeneficiaries' and Beneficiaries' Reactions to Employment Equity Policies

Value: \$3,000

- 2013** Wilfrid Laurier Internal Grant for Supervision and Mentoring of Undergraduate Research of Teodora Makaji
Value: \$6,000
- 2009-2010** AIC Institute for Corporate Citizenship Grant: Emotional Intelligence and Ethical Decision Making (with Stéphane Côté and Jeremy Yip)
Value: \$9,880

REFEREED CONFERENCE PRESENTATIONS [Last Five Years]

(† denotes current student co-author; * denotes former student co-author)

Paper and Symposium Presentations

Varty, C. T.,† Daniel, V., †Zhan, Y., & **Hideg, I.** (June, 2021). *When competence is not enough: How warmth stereotypes from non-organizational members undermine Asian employees.* To be presented at the virtual annual meeting of the Canadian Psychological Association.

Nguyen, N., **Hideg, I.**, Engel, Y., & Godart, F. (August, 2020). *The gender gap in start-up funding: The role of investors' benevolent sexism.* Accepted for a paper presentation at Academy of Management, Vancouver, British Columbia. ***Received Kaufman Foundation Best Student Paper Award from the Gender and Diversity Division (GDO) (value: \$1,500 USD)**

Hideg, I., Ferris, D. L., & Koval, C. (August 13, 2019). Diversity policies supporting racial minority women: Not so supported. In K. A. Frear and S. C. Paustian-Underdahl (chairs), *It's complex: Conditions that inhibit women's inclusion at work.* Symposium conducted at the annual meeting of the Academy of Management, Boston, Massachusetts.

Krstic, A., & **Hideg, I.** (August 13, 2019). *The effect of taking a paternity leave on men's career outcomes: The role of communality perceptions.* Presented at the annual meeting of the Academy of Management, Boston, Massachusetts.

Varty, C. T.,† Daniel, V., †Zhan, Y., & **Hideg, I.** (August 12, 2019). *Race matters: The effects of race in evaluating prospective professors.* Presented at the annual meeting of the Academy of Management, Boston, Massachusetts.

Hideg, I., & Shen, W. (June 18, 2019). *Why still so few? A theoretical model of the role of benevolent sexism and career support in the continued underrepresentation of women in leadership positions.* Presented at the Eastern Academy of Management-International, Dubrovnik, Croatia.

Varty, C. T. †, Hancock, S†., **Hideg, I.**, & Kirolikar, S.* (April 6, 2019). The other side of the glass cliff: Women's acceptance of precarious leadership roles. In S. H. Hancock and W. Shen (chairs), *Women leaders: Challenges and opportunities in attaining and maintaining leadership.* Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, Maryland.

Hideg, I., & Wilson, A. (August 14, 2018). *History backfires: Reminders of past injustices against women undermine support for workplace policies promoting women.* Presented at the annual meeting of the Academy of Management, Chicago, Illinois.

Varty, C. T. †, **Hideg, I.**, & Ferris, D. L. (August 13, 2018). *When being helped is unhelpful: Gender, sexism, and autonomy-oriented help*. Presented at the annual meeting of the Academy of Management, Chicago, Illinois.

Hideg, I., Krstic, A., † Trau, R. N. C., & Zarina, T. & Hideg, I. (March 22, 2018). *The unintended consequences of maternity leaves: How agency interventions mitigate negative effects of longer maternity leaves*. Presented at the Breaking Bias: Leadership Excellence and Gender in Organizations Conference at Purdue University, West Lafayette, Indiana.

Hideg, I., & Fisher, P. A. † (August 9, 2016). *Are class-based affirmative action policies more supported than race-based affirmative action policies?* Presented at the annual meeting of the Academy of Management, Anaheim, California.

Hancock, S., † **Hideg, I.**, & Shen, W. (August 9, 2016). *Helping or hindering? Interactive effects of employee accent and gender at work*. Presented at the annual meeting of the Academy of Management, Anaheim, California.

Ferris, D. L., **Hideg, I.**, Barclay, L. J., & Makaji, T. † (August 8, 2016). Enhancing trust and forgiveness via shame displays: A social functional perspective. In T. G. Okimoto and D. R. Bobocel (chairs), *Interpersonal dynamics of forgiveness*. Symposium conducted at the annual meeting of the Academy of Management, Anaheim, California.

Beal, D. J., Trougakos, J. P., & **Hideg, I.** (April 14, 2016). Affective and regulatory consequences of helping and feeling helpful. In A. A. Grandey (chair), *Emotion regulation at work: Expanding our impact*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, California.

Poster Presentations

Lam, J., **Hideg, I.**, & Bosak, J. (2020, May). *Not masculine enough: Investigating male allies of gender equality and negative career outcomes*. Accepted for a presentation at the annual meeting of the Canadian Psychological Association, Montréal, Quebec, Canada. [Cancelled due to COVID-19]

Nguyen, N. † & **Hideg, I.** (June 2, 2019). *The gender gap in entrepreneurship: The role of benevolent sexism in underfunding of female led-ventures*. Presented at the annual meeting of the Canadian Psychological Association, Halifax, Nova Scotia.

Krstic, A. † & **Hideg, I.** (June 2, 2019). *How taking a paternity leave impacts men's career outcomes: The underlying effect of communality perceptions*. Presented at the annual meeting of the Canadian Psychological Association, Halifax, Nova Scotia.

Hancock, S., & **Hideg, I.** (June 2, 2019). *The accent advantage: Why are non-native English speakers sometimes rated as more hireable?* Presented at the annual meeting of the Canadian Psychological Association, Halifax, Nova Scotia.

Krstic, A. † & **Hideg, I.** (April 6, 2019). *Enhancing femininity: The effect of taking a paternity leave on men's career outcomes*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, Maryland.

Kirolikar, S., † **Hideg, I.**, Hancock, S., † & Varty, C. T. † (April 19, 2018). *The other side of the glass cliff: Women's acceptance of precarious leadership roles*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.

Fisher, P. A., † **Hideg, I.** & Ferris, D. L. (June 9, 2017). *Modern classism: Economic system justifying beliefs and lack of support for class-based employment equity*. Presented at the annual meeting of the Canadian Psychological Association, Toronto, Ontario. ***Best Student Poster Award (2nd prize)**

Krstic, A. † & **Hideg, I.** (June 9, 2017). *Not committed enough? The effects of paternity leave length on men's career outcomes*. Presented at the annual meeting of the Canadian Psychological Association, Toronto, Ontario.

Hancock, S., † **Hideg, I.**, & Shen, W. (June 9, 2017). *The interactive effects of speaker accent and gender when applying for a volunteer position*. Presented at the annual meeting of the Canadian Psychological Association, Toronto, Ontario.

Hancock, S., † **Hideg, I.**, & Shen, W. (May 18, 2017). *Strong enough to stand alone? Isolating the effects of accent from ethnicity at work*. Presented at the European Association of Work and Organizational Psychology Congress, Dublin, Ireland.

Hideg, I., & Ferris, D. L. (April 16, 2016). *Dialectical thinking and fairness-based perspectives on affirmative action*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, California.

Krstic, A. †, & **Hideg, I.** (April 15, 2016). *The effect of maternity leave length on women's career outcomes*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, California.

Organized Session

Hideg, I. (June 1, 2019). Publishing in I/O and related disciplines. Discussion forum conducted at the annual meeting of the Canadian Psychological Association, Halifax, Nova Scotia.

INVITED PRESENTATIONS

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| 2021 | Australian Catholic University, May 12, 2021 [virtual talk]
Northeastern University, March 4, 2021 [virtual talk]
York University, Social-Personality Psychology, February 1, 2021 [virtual talk]
IESE Business School, January 21, 2021 [virtual talk] |
| 2020 | IESE Business School, Spain [May 21, 2020; cancelled due to COVID-19]
Macquarie University [April 24, 2020; cancelled due to COVID-19]
Monash University [April 16, 2020; cancelled due to COVID-19]
Australian National University [April 20, 2020; cancelled due to COVID-19]
University of Western Australia [March 13, 2020]
Singapore Management University [January 31, 2020; cancelled due to personal circumstances] |
| 2019 | Boston College, Carroll School of Management [Sept. 25, 2019] |

Harvard Kennedy School, Women and Public Policy Program [Sept. 12, 2019]
 I/O Psych Professionals GTA Network, 2019 Summit, Toronto [June 14, 2019]
 University of Michigan, ICOS seminar series [March 15, 2019]

2018 Workplace Safety and Insurance Board (WSIB) in Hamilton, Ontario [Nov. 8, 2018]; Women Network event: *“Navigating the Labyrinth: Research Implications for Women’s Career Success”*

University of Amsterdam, Amsterdam Business School, OB [June 25, 2018]
 University of Toronto, Rotman School of Management, OB [Feb. 14, 2018]
 University of Missouri-Kansas City, Bloch School of Management [Feb. 2, 2018]

2017 Hillfield Strathallan College (Hamilton, Ontario), youth outreach talk in high-school classes [March 6, 2017]: *“Demystifying Academic Careers, Research on Gender Equality, and Studying in Business School”*

2016 Católica Lisbon School of Business & Economics, OB [June 3, 2016]
 Penn State University, National Science Foundation (NSF) Emotion and Work Climate Conference [May 11, 2016]

2015 University of Guelph, College of Business & Economics [Nov. 11, 2015]

2014 Hong Kong Polytechnic University, Management & Marketing [Dec. 1, 2014]
 University of Western Australia, Management & Organizations [Nov. 26, 2014]
 RMIT University, Melbourne, Australia [Nov. 21, 2014]
 University of Waterloo, Industrial/Organizational Psychology [Oct. 6, 2014]

2013 Wilfrid Laurier University, Social Psychology [Feb. 15, 2013]

TEACHING

Classes Taught

Schulich School of Business, York University

- *Organizational Behaviour* (ORGS 5100), MBA core course, 2020
- *Seminar in Organizational Behaviour* (ORGS 7100), Ph.D. course, 2020

Lazaridis School of Business & Economics, Wilfrid Laurier University

- *Human Resource Management* (BU354), BBA core course, 2012-13, 2015, 2017-19
- *Seminar in Diversity and in Equality* (BU828), Ph.D./MSc seminar, 2015, 2017, 2019

Rotman School of Management, University of Toronto

- *Human Resource Management* (RSM469H1), Commerce course, 2011

Student Supervision

Primary (Sole) Supervisor of Post-Doctoral Fellows

Anja Krstic (2019-2020); in a tenure-track position at York University, School of Human Resource Management

Primary (Sole) Supervisor of Doctoral Students

Christianne Varty, PhD in OB/HRM (2017-present); supported by Joseph-Armand Bombardier CGS Doctoral Scholarship

Anja Krstic, PhD in OB/HRM (2015 -2019), *The effect of taking a paternity leave on men's career outcomes: The role of communality perceptions.*

Primary (Sole) Supervisor of MSc Students

Nhu (Julie) Nguyen, MSc in OB/HRM (2018-2019), *The gender gap in start-up funding: The role of investors' benevolent sexism*; supported by international OGS

Shreya Kirolikar, MSc in OB/HRM (2016-2017), *The other side of glass cliff: Whether and why women may be more likely than men to accept glass cliff positions.*

Christianne Varty, MSc in OB/HRM (2016-2017), *When does helping undermine women? The role of observers' benevolent sexism*; Won the Medal of Academic Excellence for her outstanding Master's work; One of the top three finalists for HRRI Best Master's Thesis Award; supported by Master's SSHRC.

Samantha Hancock, MSc in OB/HRM (2014-2015), *Helping or hindering? An examination of accent diversity and its interaction with gender in the workplace*; One of the top three finalists for Human Resources Research Institute (HRRI) Best Master's Thesis Award; supported by Master's SSHRC.

Anja Krstic, MSc in OB/HRM (2014-2015), *Harmful or beneficial: The effect of maternity leave length on women's career outcomes*; Won the 2015 RHR Kendall Award for the Best Student Paper.

MSc and Doctoral Dissertation Committees Member

Camellia Bryan, PhD in Organizational Studies at Schulich School of Business (2020-current), *Support for diversity as a reaction to identity threat: Understanding the role of opening identity processes and uncertainty management.*

Michael Godfrey, PhD in Kinesiology and Physical Education (2020), *Cultural diversity in interdependent sport teams*; Nominated for the Medal of Academic Excellence for her outstanding doctoral dissertation; in a post-doc position at the University of Windsor.

Annika Hillebrandt, PhD in OB/HRM (2018), *Understanding emotions in the workplace: A critical examination of the role of emotions in justice and negotiation*; Received the Medal of Academic Excellence for her outstanding doctoral dissertation; in a tenure-track position at Ryerson University (Ted Rogers School of Management)

Francisca Saldanha, PhD in OB/HRM (2018), *Recovering from workplace offenses: Understanding the roles of resilience and forgiveness*; Nominated for the Medal of Academic Excellence for her outstanding doctoral dissertation; in a tenure-track position at the Católica Lisbon School of Business & Economics.

Dave Whiteside, PhD in OB/HRM (2015), *Promoting fairness in the workplace: Identifying and overcoming the barriers to managerial fairness in organizations*; Nominated for the Medal of Academic Excellence for his outstanding doctoral dissertation.

Kyle Brykman, MSc in OB/HRM (2013), *Who prefers lower status?*; in a tenure-track position at the University of Windsor (Odette School of Business)

External Examiner & External Comprehensive Exam Committees Member

Vincent Phan, PhD in Industrial/Organizational Psychology, University of Waterloo, *Why do people (not) take breaks? An investigation of individuals' reasons for taking and not taking breaks at work*; external examiner, doctoral dissertation (2021).

Luc Saulnier, MA in Psychology, WLU; *Moral identity, moral disengagement, and online behavior from adolescence to young adulthood*; external/internal examiner (2018).

Denisa Luta, the PhD qualifying exam, Department of Psychology, University of Guelph; external committee member (2017).

Michael Godfrey, comprehensive examination, Department of Kinesiology and Physical Education, WLU, external/internal committee member (2017).

Mahdi Roghanizad, PhD in Management Sciences, University of Waterloo, *Help-seeking behaviour in computer-mediated communications*; external examiner on a doctoral dissertation (2016).

Eden Hennessey, comprehensive doctoral research project, Department of Psychology, WLU, *Friends or foes: Does diversity promotion in hiring undermine perceptions of excellence*; second reader; Received Honorable Mention Award from the Society for Personality and Social Psychology in February, 2015.

Alex Benson, comprehensive doctoral research paper, Department of Psychology, WLU; *The regulation of emotional displays in romantic relationships*; second reader (2015); in a tenure-track faculty position at Western University since 2017.

Leia Kopp, MA in Psychology, WLU; *Reducing narcissistic tendencies by enhancing communal self-views: An extended agency model approach to narcissism*; external/internal examiner (2013).

Undergraduate Students' Research Project Supervision

Peter Fisher, undergraduate directed research study in business (2014-2015), *Are socioeconomic status-based diversity policies less contentious than race-based diversity policies?*

Anja Krstic, undergraduate directed research study in psychology (2013-2014), *Maternity leaves and women's careers*.

Teodora Makaji, undergraduate summer research project in business (2013), *Two sides of sexism: How hostile sexism react with anger and benevolent sexism with compassion towards gender-based diversity policies*; supported by a \$6,000 Laurier undergraduate internal grant.

PROFESSIONAL SERVICE TO THE FIELD

Associate Editor

Academy of Management Journal (July 1, 2019- December 31, 2022)

Editorial Board Member

Administrative Science Quarterly (January 1, 2019-December 31, 2020)

Journal of Management (July 1, 2017- June 30, 2020)

Organizational Psychology Review (September 2017 – December 2019)

Emotion (January 2013 – December 2017)

Special Issue Invited Reviewer

Academy of Management Review Special Issue "*Diversity at a critical juncture: New theories for a complex phenomenon*" (2017)

Journal of Business Ethics Special Issue "*Moral emotions & ethics in organization*" (2015)

Ad Hoc Reviewer [* denotes FT 50 journal]

Journals:

Academy of Management Review (AMR)*

Human Relations*

Journal of Applied Psychology (JAP)*

Journal of Business Ethics (JBE)*

Journal of Experimental Psychology: General (JEP:G)
Journal of Experimental Social Psychology (JESP)
Journal of Occupational Health Psychology (JOHP)
Journal of Occupational and Organizational Psychology (JOOP)
Journal of Organizational Behavior (JOB)
Organizational Behavior and Human Decision Processes (OBHDP)*
Personality and Social Psychology Bulletin (PSPB)
Sex Roles

Grant Proposals

Canada Foundation for Innovation, 2020-21
Social Sciences and Humanities Research Council of Canada (SSHRC), 2018-19, 2021
National Science Foundation (NSF), USA, 2017
Austrian Science Fund, 2013

Conferences & Dissertation Proposal:

Academy of Management (AOM)
Society for Industrial and Organizational Psychology (SIOP)
INFORMS/Organization Science Dissertation Proposal Competition, 2013

Invited Panelist

Invited panelist for a panel focusing on “Scholars' Pursuit of Research with Impact” at the Responsible Research in Business and Management’s (RRBM) third responsible research submit, April 26, 2021 [virtual event].

Learn from the Editors: Insights on Publishing Work on Negotiation and Conflict Management, International Association for Conflict Management (IACM), virtual conference (July 15, 2020).

Debate on sexual harassment programs at Rotman School of Management, University of Toronto. (November 12, 2019).

Recruiting, retaining, and promoting women police officers: An international comparison of challenges and opportunities for change. Workshop organized in Brantford, Ontario, Canada. (April 30, 2019).

Emcee, Federal Government announcement of funding supporting equity, diversity, and inclusion initiatives with the Honourable Kirsty Duncan, Minister of Science and Sport, Wilfrid Laurier University, May 9, 2019

Invited panelist: *Why equity, diversity, and inclusion are still important on University Campuses?* Organized by Dr. Frédérique Guinel, Women’s Faculty Colleague, Wilfrid Laurier University, April 10, 2019

Navigating troubled waters: A forum to advance research on motherhood and work. Alternative session type with presenters organized by Jana Raver at the annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, Maryland. (April 5, 2019).

Professional Service Roles & Committee Work

CSIOP (Canadian Society for Industrial & Organizational Psychology) Program Coordinator for the annual Canadian Psychological Association (CPA) convention/Executive Board Member (2016-2017; 2018-2019)

GDO Division of Academy of Management: Faculty Transnational Research Best Conference Paper Award Committee (2015, 2016)

CSIOP: CSIOP mentor for students at the annual conference in Ottawa, Ontario (2015)

GDO Division of Academy of Management: International Committee (2014)

GDO Division of Academy of Management: Best Student Paper Award Committee (2013)

Selected Committee Work at Schulich School of Business

Schulich School of Business: Diversity, Equity, & Inclusion Working Group (August 2020-present)

SERVICE TO THE COMMUNITY

Member of a Board of Directors: Focus For Ethnic Women (October 2013 – June 2016)

A non-profit organization that helps immigrant and/or ethnic women to integrate into and navigate the Canadian workplace by providing a nurturing, culturally sensitive environment that builds self-esteem, social networks, employment related skills and connections to meaningful employment.

Government Level Policy Consulting

Consulting for the Canadian Government on the issues of women in the workplace such as recruitment of women in Canadian Armed Forces (2016; https://www.canada.ca/content/dam/pco-bcp/documents/pdfs/CAF_ENG.pdf) and parental leave policies in the workplace (2017)

Webinars

Society for Women Engineers (SWE)
Impacts and success strategies for parental leave [September 15, 2020]

Laurier Alumni Office
Impact of parental leaves on women's and men's careers [February 28, 2019]

SELECTED MEDIA MENTIONS

- Resentment builds in the workplace as parents get flex time and benefits – and those without kids fill in the gaps, *The Toronto Star*, by Joseph Hall, 10/03/2020
<https://www.thestar.com/business/2020/10/03/working-parents-are-at-their-wits-end-and-some-employers-are-stepping-up.html>
- Working from home disproportionately favours those with higher incomes and education, *the Record*, by James Jackson, 06/15/2020
<https://www.therecord.com/news/waterloo-region/2020/06/15/working-from-home-disproportionally-favours-those-with-higher-incomes-and-education.html>
- Working from home disproportionately favours those with higher incomes and education, *The Record*, by James Jackson, 06/15/2020

- <https://www.therecord.com/news/waterloo-region/2020/06/15/working-from-home-disproportionally-favours-those-with-higher-incomes-and-education.html>
- Business will “never be the same,” **The Record**, by Robert Williams, 04/03/2020
<https://www.therecord.com/news-story/9924158-business-will-never-be-the-same/>
 - Study: When men react defensively to gender equality, do this, **InHerSight**, by Emily Weyrauch, 03/06/2020
https://www.inhersight.com/blog/insight-commentary/male-allies-gender-equality?_n=70142752#
 - How gender stereotypes are hurting women on maternity leave, **The Globe and Mail**, by Darah Hansen, 02/12/2019
<https://www.theglobeandmail.com/business/careers/business-education/article-how-gender-stereotypes-are-hurting-women-on-maternity-leave/>
 - Facebook accused of discriminating black people – why diversity isn’t just an HR problem, **Global News**, by Rebecca Joseph, 11/29/2018
<https://globalnews.ca/news/4711448/facebook-black-people-problem/>
 - How women can prevent longer maternity leaves from hurting their careers, **CTV News**, 09/27/208
<https://www.ctvnews.ca/business/how-women-can-prevent-longer-maternity-leaves-from-hurting-their-careers-1.4112181>
 - ABC TV Weekend Breakfast with Johanna Nicholson and Andrew Geoghegan, profiling newly published JAP paper on maternity leaves [national Australian TV], 08/05/2018
 - Keep in Touch with Workplace during Maternity Leave, **Herald Sun** (Melbourne, Australia), 07/29/2018
 - Fight the gender gap-with a benefit just for men, **Maclean’s** (Peter Taylor), 02/28/2018
<http://www.macleans.ca/opinion/fight-the-gender-gap-with-a-benefit-just-for-men/>
 - CBC Radio’s Maritime Noon with host David Pate. A call-in radio show and discussion on the extended maternity leave in Canada’s new federal budget. 12/07/2017
 - The 570 News Midday Show with host Glenn Pelletier. Interview on the extended maternity leave in Canada’s new federal budget. 04/24/2017
 - Alberta@noon CBC with host Donna McElligot. A call-in radio show and discussion on the extended maternity leave in Canada’s new federal budget. 04/21/2017
 - Ottawa today with host Mark Sutcliffe at 1310 News, a news/talk radio program that is simulcast live on Rogers TV. Interview on the extended maternity leave in Canada’s new federal budget. 04/21/2017
 - CFRB Newstalk 1010, Canada’s largest Talk Radio Station with host Jerry Agar. Interview on the extended maternity leave in Canada’s new federal budget. 04/19/2017
 - CTV News at Six: Commentary on attracting diverse workforce (May 13, 2016)
 - Radio interviews on gender equality related to International Women’s Day (March 8, 2016): 570 News (major AM radio station for Waterloo/Kitchener area), CJIQ 88.3 (Conestoga College student radio)
 - Time Off Work for Menstrual Pain Part of U.K. Business’s Planned ‘Period Policy’, **The Toronto Star**, 03/02/2016
<http://www.thestar.com/business/2016/03/02/period-policy-aims-to-synchronize-work-flow-with-aunt-flo.html>
 - The Rationality of Rage, **The New York Times**, 09/15/2015
<https://www.nytimes.com/2015/09/20/opinion/sunday/the-rationality-of-rage.html>
 - Netflix Blazes a Trail in Paid Parental Leave, **The Financial Times**, 08/06/2015
<https://www.ft.com/content/82a23d08-3c40-11e5-bbd1-b37bc06f590c>

- The Globe's Roundup of Research from Business Schools: How to Increase Support for Employment Equity Policies, *The Globe and Mail*, 09/12/2014
<http://www.theglobeandmail.com/report-on-business/careers/business-education/hiring-managers-fail-to-detect-deceptive-tactics/article20559582/>
- Why You Might Want to Eat Lunch at Your Desk (or at Least Skip the Caf), *The Globe and Mail*, 10/09/2013
<http://www.theglobeandmail.com/report-on-business/top-business-stories/why-you-might-want-to-eat-lunch-at-your-desk-or-at-least-skip-the-caf/article14765905/>
- Work-Life Balance Study Shows Personal Choice is a Key to a Good Lunch Break, *The Huffington Post*, 10/04/2013
http://www.huffingtonpost.com/2013/10/04/work-life-balance-personal-choice-lunch_n_4038547.html
- The Consequences of Faking Anger in Negotiations, *The Wall Street Journal*, 01/17/2013
<http://blogs.wsj.com/ideas-market/2013/01/17/in-negotiations-anger-helps-unless-its-fake/>
- Looking for a Good Deal? Don't Pretend to be Angry, *The Record*, 01/29/2013
<https://www.therecord.com/news-story/2621078-looking-for-a-good-deal-don-t-pretend-to-be-angry/>
- Unique Take on Conflict, *The Cord*, 01/30/2013
<http://www.thecord.ca/?p=14679>

PROFESSIONAL AFFILIATIONS

Member, Academy of Management (AOM)

Member, Canadian Psychological Association (CPA)

Member, Canadian Society for Industrial & Organizational Psychology (CSIOP)

Member, International Society for Justice Research (ISJR)

Member, Responsible Research in Business and Management (RRBM) network

Member, Society for Industrial & Organizational Psychology (SIOP)