

## **BRENT J. LYONS**

York Research Chair in Stigmatization and Social Identity  
Associate Professor of Organization Studies  
Schulich School of Business ■ York University  
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### **ACADEMIC EMPLOYMENT (TENURE TRACK)**

York University, Schulich School of Business

York Research Chair (Tier II) in Stigmatization and Social Identity, July 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 behaviour, human resources management

### **REFEREED PUBLICATIONS**

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

21. Restubog, S., Schilpzand, P., **Lyons, B.J.**, Deen, C., & \*He, Y. (2023). The vulnerable workforce: A call for research. *Journal of Management*, 49, 2199-2207.
20. **Lyons, B.J.**, Baldridge, D., Yang, LQ, & \*Bryan, C. (2023). Disability severity, professional isolation perceptions, and career outcomes: When does leader-member exchange quality matter? *Journal of Management*. Available online.
19. Pek, S., Mena, S. **Lyons, B.J.** (2023). Deliberative mini-publics as a promising prospect for deliberative approaches to corporate responsibility and sustainability. *Business Ethics Quarterly*, 33, 102-145.
18. Bamber, M., McCormack, J., & **Lyons, B.J.** (2023). Conceptualizing 'within-group stigmatisation' among high-status workers. *Work, Employment & Society*, 37, 757-775.

17. Kim, S. Y., **Lyons, B.J.**, Chung, W., & Cho, S. (2022). The costs of political conversation at work: An experience sampling study during national election periods in South Korea. *Journal of Vocational Behavior*, 134, 1-22.
16. King, D.D., **Lyons, B.J.**, & \*Phetmisy, C. (2021). Perceived resiliency: The influence of resilience narratives on attribution processes in selection. *Journal of Vocational Behavior*, 131.
15. 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*, 8, 865-879.
14. **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.
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

- Lyons, B.J.**, \*Bryan, C. & Volpone, S.D. (2023). Neuroqueerness and management research. In J. Beatty, Hennekam, S., & Kulkarni, M. (Eds.), *De Gruyter Handbook of Disability and Management*. De Gruyter: Berlin.
- Samosh, D., Kulkarni, M., Santuzzi, A., & **Lyons, B.J.** (2023). Disability as an enabler of career success and inclusion. In S. Robinson & K. Fisher (Eds.), *Elgar Handbook on Disability Policy*. Edward Elgar Publishing. Forthcoming.
- Leong, F. T. L., Schmitt, N. & **Lyons, B. J.** (2022). Developing testable and important research questions. In Cooper, Camic, Long, Panter, Rindskoof, & Sher (Eds.) *The APA Handbook of Research Methods in Psychology 2<sup>nd</sup> Edition*. Washington: APA.
- Trau, R., & **Lyons, B.J.** (2019). Disclosure and identity management strategies of racioethnic minority LGB workers. *Research on Social Issues in Management: Pushing our Understanding of Diversity in Organizations*.
- 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

- Baldrige, D., **Lyons, B.J.**, Bryan, C., & Yang, L.Q. (2023). How workplaces can create more

- inclusive environments for employees with deafness and hearing loss. *The Conversation*. Available at: <https://theconversation.com/how-workplaces-can-create-more-inclusive-environments-for-employees-with-deafness-and-hearing-loss-214355>
- 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

- Supervisor/Collaborator,** Camellia Bryan (PhD student applicant/intern), Mitacs Accelerate Research Grant, \$30,000, “*Going beyond backlash: Mitigating resistance to diversity, equity, and inclusion (DEI) initiatives,*” 2022.
- Co-Investigator,** Society for Industrial and Organizational Psychology (SIOP) Small Grant Award, \$6,250, “*Pregnancy disclosure pre- and post-partum,*” 2021.
- Co-Investigator,** 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

- Outstanding Reviewer, Gender and Diversity in Organizations Division of the Academy of Management, 2021
- Seymour Schulich Teaching Excellence Award (Schulich TEA) Top Ten Instructor, 2021
- Elected Representative-at-large for the Gender and Diversity in Organizations Division of the Academy of Management, 2020 - 2023

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 Division Best Symposium, Nominee, Academy of Management, 2020

Showcase Symposium, Managerial & Organizational Cognition Division, Academy of Management (Co-organizer), 2020

York Research Leader, 2020

Outstanding Reviewer Award, *Journal of Management*, 2019

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

Showcase Symposium, Gender and Diversity in Organizations Division of the 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

## **INVITED TALKS**

Tulane University, Freeman School of Business, March 2024

University of Illinois-Urbana Champaign, School of Labor and Employment Relations, February 2024

Oregon State University, College of Business, October 2023

Western Michigan University/Michigan State University, National Science Foundation Convergence Accelerator, April 2023

University of Toronto, Institute of Health Policy, Management and Evaluation, November 2021

Simon Fraser University, Beedie School of Business, May 2021  
University of Colorado-Boulder, Leeds School of Business, October 2020.  
York University, Schulich School of Business, October 2020  
York University, Schulich School of Business, May 2020  
Holland Bloorview Kids Rehabilitation Hospital, December 2019  
University of Pennsylvania, Wharton Business School, November 2019  
Babson College, February 2019  
Wilfred Laurier University, Lazaridis School of Business and Economics, November 2018  
Michigan State University, Department of Psychology, October 2018  
Georgia Institute of Technology, Scheller College of Business, March 2018  
University of British Columbia, Sauder School of Business, March 2017  
Simon Fraser University, Beedie School of Business, February 2017  
York University, Schulich School of Business, December 2016  
McGill University, Desautels Faculty of Management, November 2016  
Bocconi University, July 2015  
British Columbia Human Resources Management Association, March 2015  
British Columbia Human Resources Student Association, October 2014  
Simon Fraser University, Beedie School of Business, December 2012  
Concordia University, John Molson School of Business, November 2012  
York University, School of Human Resource Management, October 2012

## **CONFERENCE PRESENTATIONS**

### **Invited Discussant/Panelist**

Invited Discussant, Academy of Management, Symposium “Advancing research on workplace experiences of persons with a disability,” August 2023.  
Invited Panelist, Academy of Management Gender and Diversity in Organizations Division Symposium, “How much do I tell you? The interpersonal dynamics of self-disclosure at work,” August 2021  
Invited Mentor, Human Resources Management Late-Stage Doctoral Consortium, Academy of Management, August 2020, 2021, 2022  
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

- Bryan, C., & **Lyons, B.J.** (2023). Beyond backlash: Identity threat as a source of support for  
diversity. Poster presented at the *Breaking Barriers and Building Bridges Conference*.  
Toronto, ON.
- Bryan, C., & **Lyons, B.J.** (2023). Beyond backlash: Dominant social identity threat as a source of  
support. Paper presented at the *7th Annual Research Roundtable on Gender and the  
Economy*. Toronto, ON.
- \*Wolburg, F., \*Taylor, M.R., Yang, L.Q., Baldridge, D., & **Lyons, B.J.** (2023). Supervisor  
incivility and counterproductive work behaviors: Does employee disability age of onset  
matter? Poster presented at the *American Psychology Association Work, Stress, & Health  
Conference*, Miami, FL
- Samosh, D., \*Lam, J., & **Lyons, B.J.** (2023). Observer responses to job candidate bipolar  
disorder disclosure and identity management. Paper presented at the *83rd Meeting of the  
Academy of Management*. Boston, MA.
- \*Bryan, C., & **Lyons, B.J.** (2023). Intervention for addressing diversity resistance from dominant  
groups. Paper presented at the *83rd Meeting of the Academy of Management*. Boston,  
MA.
- Macoukji, F. G., Ragaglia, R., Volpone, S. D., & **Lyons, B. J.** (2023). The role of employers in  
reducing the stigma of criminal backgrounds. Paper presented at the *Society for Industrial  
and Organizational Psychology*, Boston, MA.
- Samosh, D., Brzykcy, A., Baldridge, D., & **Lyons, B.J.** (2022). Disability, career advancement,  
and “glass barriers”. Paper presented at the *Disability and Work in Canada Conference*.  
Toronto, ON.
- \*Moke, J.M., Alonso, N., & **Lyons, B.J.** (2022). Relating across difference: Exploring the  
possible benefits of self-compassion for interracial interactions. Paper presented at the  
*82nd Meeting of the Academy of Management*. Seattle, WA.

- Samosh, D., Brzykcy, A., Baldrige, D., & **Lyons, B.J.** (2022). An empirical investigation of career advancement “glass barriers” and disability. Paper presented at the *82nd Meeting of the Academy of Management*. Seattle, WA.
- \*Bryan, C., & **Lyons, B.J.** (2022). An intervention for transforming diversity resistance. Paper presented at the *82nd Meeting of the Academy of Management*. Seattle, WA.
- \*Bryan, C., & **Lyons, B.J.** (2022). Organizational diversity initiatives and privileged employees’ social identity growth. *Positive Organizational Psychology Research Conference*, University of Michigan, Ann Arbor, USA.
- \*Quan, X., Volpone, S.D., & **Lyons, B.J.** (2022). Overcoming the stigma of social mobility during the employee socialization process. *Positive Organizational Psychology Research Conference*, University of Michigan, Ann Arbor, USA.
- \*Van Wagoner, P., \*Kim, H. L., Lacerenza, C., **Lyons, B. J.**, & Volpone, S. D. (2022). A meta-analysis on authenticity: Insight as to why managing authenticity differs for marginalized employees. Paper presented at the *Society for Industrial and Organizational Psychology*, Seattle, WA.
- Lyons, B. L.**, Wayne, J. H., Gertenbach, N., & Avery, D. R. (2022). The Selection of Individuals with (Non)visible Disabilities: Effect of Disability Type and Identity Management Strategies. Paper presented at the *Society for Industrial and Organizational Psychology*, Seattle, WA.
- Macoukji, F., \*Kim, H. L., Volpone, S. D., & **Lyons, B. J.** (2022). A review of the research on bi-identities. Paper presented at the *Society for Industrial and Organizational Psychology*, Seattle, WA.
- \*Bryan, C., & **Lyons, B.J.** (2021). Dominant group identity threat as a source of support for stigmatized groups in organizations. Paper presented at the *81st Meeting of the Academy of Management*. New Orleans, LA. (virtual conference).
- Samosh, D. & **Lyons, B.J.** (2021). Who’s disclosing? Examining social status as a boundary condition of the relationship between identity management strategies, observer perceptions, and hiring intention. Paper presented at the *81st Meeting of the Academy of Management*. New Orleans, LA. (virtual conference).
- \*Nguyen, A.T.P., \*Kuan., T. Samosh, D., & **Lyons, B.J.** (2021). Bipolar disorder and hiring intentions: The role of knowledge in reducing stigma. Paper presented at the 82<sup>nd</sup> Convention for the *Canadian Psychology Association*. (virtual conference).
- \*Sadri, M., & **Lyons, B.J.** (2021). CEOs’ Characteristics and stakeholders’ disapproval of firms in stigmatized industries. Paper presented at the *37th EGOS Colloquium*, VU University, Amsterdam. (virtual conference).
- \*Zike, N. Yang, LQ, Baldrige, 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. (virtual conference).



- 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. (virtual conference).
- \*Bryan, C., \*Colaco, C., \*McGuire, K., \*McKie, K., **Lyons, B.J.**, & Volpone, S. D. (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. (virtual conference).
- \*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. (virtual conference).
- \*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 (SPSP) Virtual Annual Convention*. (virtual conference).
- \*Sadri, M. & **Lyons, B.J.** (2020). CEOs' characteristics and the stakeholders' disapproval of firms in stigmatized industries. Paper presented at the *Strategic Management Society 40<sup>th</sup> Annual Conference*, London, England. (virtual conference).
- \*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*. (virtual conference).
- 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. (virtual conference).
- \*Barnes, L., Volpone, S., & **Lyons, B.J.** (2020). Identity management meta-analysis. Paper presented at the *80th Meeting of the Academy of Management*. Vancouver, BC. (virtual conference).
- \*Colaco, C., \*Bryan, C., **Lyons, B.J.**, & Volpone, S. (2020). Biracial identity management and evaluators' discomfort in hiring contexts. *39<sup>th</sup> Annual MidAmerica Undergraduate Research Conference*. (virtual conference).
- \*Colaco, C., \*Bryan, C., **Lyons, B.J.**, & Volpone, S. (2020). Biracial identity management and evaluators' discomfort in hiring contexts. *Canadian Psychological Association's 81st National Convention*, Montreal, QC. (virtual conference).
- Kim, S., **Lyons, B.J.**, Chung, W. (2020). The costs of political conversation at work: An experienced sampling study. Paper 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 employees' 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 employees' 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. To be presented at *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 accepted to be 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 *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. 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 *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 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 *118<sup>th</sup> 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 *117<sup>th</sup> 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 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 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.

## ORGANIZED WORKSHOPS

Diversity, Equity, and Inclusion Division Junior Faculty Consortium, Academy of Management, August 2023

Gender and Diversity in Organizations Division Doctoral Student Consortium, Academy of Management, August 2022

Gender and Diversity in Organizations Division Doctoral Student Consortium, Academy of Management, August 2021

## **GRADUATE STUDENT TRAINING EXPERIENCE**

### **PhD Primary Supervisor**

Jean-Marc Moke, Schulich School of Business, York University (co-supervisor), 2023 – present

Camellia Bryan, Schulich School of Business, York University, 2019 – 2023

Simon Pek, Beedie School of Business, Simon Fraser University (co-supervisor), 2013 – 2017

### **PhD Dissertation Committee Member**

Sheryl Chummar, Human Resources Management, York University, 2024

Mehran Bahmani, Schulich School of Business, York University, 2023 – present

Janice Lam, Schulich School of Business, York University, 2023 – present

Elysia Vaccarino, Department of Psychology, York University, 2023

Douglas Waxman, Critical Disability Studies, York University, 2022

Clara Lee, Department of Psychology, University of Calgary, 2021

Christianne Varty, Schulich School of Business, York University, 2021 – 2022

Long He, Schulich School of Business, York University, 2020 – present

Mahbubul Alam, Human Resources Management, York University, 2020

Tatianna Astray, Schulich School of Business, York University, 2019 – 2020

Barnini Bhattacharyya, Sauder School of Business, University of British Columbia, 2018 – 2022

Kemi Anazodo, Human Resources Management, York University, 2019

Melissa McCrae, Department of Education, Simon Fraser University, 2016 - 2022

### **Visiting PhD Student Supervisor**

Mohamad Sadri, IE Business School, 2018-2020

### **Masters Thesis Committee Member**

Lindsey Samson, Department of Psychology, York University, 2021

Madeline Nickel, Department of Psychology, York University, 2020

## **UNDERGRADUATE STUDENT TRAINING EXPERIENCE**

### **Honours Thesis Supervisor**

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

## **TEACHING**

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

Graduate: PhD Independent Study (ORGS 7900), 2023

Graduate: MBA Strategy Field Study (MGMT 6100), 2019 - present

Graduate: MBA/Masters Independent Study (ORGS 6900), 2018, 2019, 2022

Undergraduate: Diversity and Inclusion in Organizations (ORGS 4600), 2019 – 2020

- I designed and originated this course as a part of the BBA program, which was later adapted to the MBA program (ORGS 6600)



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

- In 2023, I co-lead a re-design of this course to accommodate larger class sizes and the incorporation of e-learning modules

Undergraduate: Independent Study (PSYC 3890, PSYC 3903), 2018, 2020-2021

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*

*Organization Science*

*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

Society for Industrial and Organizational Psychology

**Service to Professional Academic Associations**

Reviewer, SIOP LGBTQIA+ Award, 2024

Chair, Academy of Management Gender and Diversity in Organizations Division Best Student Paper Award, 2022

Reviewer, Canada Research Coordinating Committee, Grant Proposals for New Frontiers in Research Fund 2020 Transformation Competition, 2021

Committee Member, Academy of Management Gender and Diversity in Organizations Division Best Transnational Paper Award, 2021, 2022

Committee Member, Academy of Management HR Division, Ralph Alexander Best Dissertation Award, 2021

Co-Organizer, Kauffman Doctoral Students Workshop, Academy of Management Annual Meeting, 2021

Elected Representative-at-Large, Gender and Diversity in Organizations Division of the Academy of Management, 2020-2023

Committee Member, SIOP Disability Inclusion and Accessibility Committee, 2020-2021

Mentor, CSIOP Graduate Student-Mentor Event, Canadian Psychological Association Conference, 2019

Committee Member, Academy of Management Gender and Diversity in Organizations Division Best Student Paper Award, 2019, 2021

Committee Member, Academy of Management Gender and Diversity in Organizations Division, Saroj Parasuraman Best Paper Award, 2019, 2020, 2021, 2022

Reviewer, SSHRC Insight Grant, 2016, 2018, 2019, 2020, 2022

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, 2021

Committee Member, Academy of Management Dorothy Harlow Best Paper Award, 2017, 2018, 2019, 2020, 2021, 2022

Reviewer, CSIOP RHR Kendall Award, 2017, 2018, 2019

Reviewer, National Science Foundation (NSF), 2016, 2017

Committee Member, 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**

Academy of Management Annual Meeting, 2010-present

Society for Industrial and Organizational Psychology (SIOP) Conference, 2010-2020

Canadian SIOP Conference, 2015-2021

**INTERNAL ACADEMIC SERVICE**

**Service to York University**

Robbins-Ollivier Award for Excellence in Equity, Adjudication Committee, 2023  
Justice, Equity, Diversity, and Inclusion (JEDI) Advisory Committee, 2020 - 2021  
President's Advisory Council on Equity, Diversity and Inclusion, 2020 – 2021  
Business Faculty Representative, Strategic Project and Opportunity Review Team, 2021, 2022

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

Research Committee, 2023 - present  
Tenure and Promotions Committee, 2023 - present  
Human Participants Research Committee, 2022 - present  
Committee for Equity and Community, 2021 - present  
Chair, Diversity Equity and Inclusion Working Group, 2020-2021  
Course Coordinator, ORGS 2100 (Individuals and Groups in Organizations), 2017-2020, 2022-present  
Undergraduate Program Committee, 2017-2021, 2023 - present  
Judge, Women in Leadership Case Competition, 2021  
Organizer, Organization Studies Area Speaker Series, 2019-2020  
Hiring Committee, Organization Studies, 2017-2019  
Undergraduate FOCUS Session, Organization Studies Representative, 2019, 2020, 2021  
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