

SONIA K. KANG

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ACADEMIC HISTORY

ACADEMIC POSITIONS HELD

- July 1, 2021 – Special Advisor on Anti-Racism & Equity, University of Toronto Mississauga
- July 1, 2020 – Canada Research Chair in Identity, Diversity, and Inclusion, University of Toronto
- July 1, 2018 – Associate Professor (with Tenure) of Organizational Behaviour and Human Resource Management, Department of Management, University of Toronto Mississauga, with cross-appointment to Rotman School of Management, University of Toronto
- July 1, 2011 – Assistant Professor of Organizational Behaviour and Human Resource Management, Department of Management, University of Toronto Mississauga, with cross-appointment to Rotman School of Management, University of Toronto
- June 30, 2018
- July 1, 2017 – Chief Scientist, Organization Stream, Behavioural Economics in Action at Rotman (BEAR) Centre
- 2016 – Fellow, Behavioural Economics in Action at Rotman (BEAR) Centre
- 2016 – Faculty Research Fellow, Rotman Institute for Gender & the Economy (GATE)
- July 1 – Dec 31, 2016 Acting PhD Coordinator OBHRM, Graduate Department of Management
- 2010 – 2011 SSHRC Post-Doctoral Fellow, Northwestern University

EDUCATION

- 2010 Ph.D. Psychology; University of Toronto, Toronto, ON
Dissertation title: *Beyond the double jeopardy hypothesis: Target age as a moderator of perceived emotion on Black and White faces.*
- 2006 M.A. Psychology; University of Toronto, Toronto, ON
Dissertation title: *Stigma sensitivity and stereotype threat among older adults.*
- 2004 B.Sc. (Hons.) Psychology with First Class Honours; University of Alberta, Edmonton, AB
Thesis title: *An indirect examination of age stereotypes using the base rate paradigm.*

GRANTS, HONORS, AND AWARDS

- **UTM Black, Indigenous, and Racialized Scholar/Research Grant Program** – “Naming and Framing of Minority Group Labels” (with PhD Student Grusha Agarwal), \$9903.50; 2021.
- **Institute for Management and Innovation Research Grant** – “Naming and Framing of Minority Group Labels” (with PhD Student Grusha Agarwal), \$5000; 2021.
- **Institute for Gender and the Economy Research Grant** – “Naming and Framing of Minority Group Labels” (with PhD Student Grusha Agarwal), \$10,750; 2021.
- **Report on Business Changemakers Award**; 2021
- **Canada Research Chair in Identity, Diversity, and Inclusion**; 2020-2025.
- **SSHRC Insight Grant** – “Whitening” Names in Academic and Professional Life: Motivations, Consequences, and a Fluency-Based Intervention, \$242,600; 2019-2023.
- **Institute for Gender and the Economy Research Grant** – “Choice Architecture and Women’s Leadership Ascension” (with PhD Student, Joyce He, and Nico Lacetera), \$6,500; 2018.
- **Saroj Parasuraman Award** (Outstanding Publication on Gender and Diversity in Organizations Award from the Gender and Diversity in Organizations Division of the Academy of Management for “Whitened Resumes: Race and Self-Presentation in the Labor Market” (*Administrative Science Quarterly*); 2017.
- **W. Richard Scott Article Award** (Best Paper Award from the Organizations, Occupations, and Work Section of the American Sociological Association) for “Whitened Resumes: Race and Self-Presentation in the Labor Market” (*Administrative Science Quarterly*); 2017.
- **IMI Research Award**, Institute for Management and Innovation, UTM; 2017.
- **SSHRC Partnership Grant** (PI: Toni Schmader, UBC) – “Engendering Success in STEM”, \$2,500,000; 2017-2024. Website: successinstem.ca
- **Institute for Gender and the Economy Research Grant** – “Shifting Stereotypes to Improve Leadership Aspiration and Self-Efficacy among Female Leaders” (with PhD Student, Joyce He), \$6,500; 2017.
- **Fellow of The Society of Experimental Social Psychology** (In recognition of substantial contribution to Social Psychology as an empirical science); 2016.
- **SSHRC Institutional Grant** – “Examining the effectiveness of interventions to reduce mental health stigma at work”, \$2,250; 2015.
- **Connaught New Researcher Award** – “Mental Health Stigma in the Workplace”, \$21,800; 2015.
- **SSHRC Institutional Grant** – “Mental Health Stigma in the Workplace”, \$2,100; 2015.
- **SSHRC Insight Development Grant** – “Eliminating barriers to universal prosperity in the Canadian workforce”, \$74,446; 2013-2016.
- **SSHRC Institutional Grant** – “Comparing young and older adults’ perceptions of multiply-categorizable individuals”, \$2,800; 2013.
- **SSHRC Institutional Grant** – “Stereotypes, identity, and entrepreneurial decisions” (with Nicola Lacetera), \$2,725; 2012.
- **SSHRC Postdoctoral Fellowship**, \$81,000; 2010-2012.
- **Ken Dion Most Outstanding Social/Personality Graduate Student Award**, Department of Psychology, University of Toronto; 2010.
- **Lougheed Award of Distinction**, Alberta Scholarship Programs, \$20,000; 2009-2010.
- **SSHRC Doctoral Fellowship**, \$80,000; 2006-2010.
- **Ontario Graduate Scholarship**, Government of Ontario, \$15,000 (declined, could not hold concurrently with SSHRC Doctoral Fellowship); 2006-2007.
- **SSHRC Master’s Fellowship**, \$17,500; 2005-2006.

SCHOLARLY AND PROFESSIONAL WORK

PEER-REVIEWED PUBLICATIONS

1. He, J.C., **Kang, S.K.**, & Lacetera, N. (in press). Opt-out choice framing attenuates gender differences in the decision to compete in the lab and in the field. *Proceedings of the National Academy of Sciences*.
2. He, J.C., & **Kang, S.K.** (in press). Covering in Cover Letters: Gender and self-presentation in job applications. *Academy of Management Journal*.
3. He, J.C., **Kang, S.K.**, Tse, K., & Toh, S.M. (2019). Stereotypes at work: Occupational stereotypes predict race and gender segregation in the workforce. *Journal of Vocational Behavior*, 115, 103318.
4. **Kang, S.K.**, & Kaplan, S. (2019). Working toward gender diversity and inclusion in medicine: Myths and solutions. *The Lancet*, 393, 579-586.
5. Apfelbaum, E.P., Grunberg, R., Halevy, N., & **Kang, S.K.** (2017). From ignorance to intolerance: Perceived intentionality of racial discrimination shapes preferences for colorblindness versus multiculturalism. *Journal of Experimental Social Psychology*, 69, 86-101.
6. Hirsh, J.B., & **Kang, S.K.** (2016). Mechanisms of identity conflict: Uncertainty, anxiety, and the behavioral inhibition system. *Personality and Social Psychology Review*, 20, 223-244.
7. **Kang, S.K.**, DeCelles, K.A., Tilcsik, A., & Jun, S. (2016). Whiteness resumes: Race and self-presentation in the labor market. *Administrative Science Quarterly*, 61, 469-502.
8. Kang, K.K., & **Kang, S.K.** (2016). Interpreting equality rights under Sections 7 and 15 in new and old ways: An empirical analysis of the concurrent claims approach. *National Journal of Constitutional Law*, 35, 235-268.
9. **Kang, S.K.**, Galinsky, A.D., Kray, L.J., & Shirako, A. (2015). Power affects performance when the pressure is on: Evidence for low-power threat and high-power lift. *Personality and Social Psychology Bulletin*, 41, 726-735.
10. **Kang, S.K.**, Plaks, J.E., & Remedios, J.D. (2015). Folk beliefs about genetic variation predict avoidance of biracial individuals. *Frontiers in Psychology: Personality and Social Psychology*, 6, 357.
11. **Kang, S.K.**, & Bodenhausen, G.V. (2015). Multiple identities in social perception and interaction: Challenges and opportunities. *Annual Review of Psychology*, 66, 547-574.
12. **Kang, S.K.**, Chasteen, A.L., Cadieux, J., Cary, L.A., & Syeda, M. (2014). Comparing young and older adults' perceptions of conflicting stereotypes and multiply-categorizable individuals. *Psychology and Aging*, 29, 469-481.
13. **Kang, S.K.**, & Inzlicht, M. (2014). Stereotype threat spillover: Why stereotype threat is more useful for organizations than it seems. *Industrial Organizational Psychology: Perspectives on Science and Practice*, 7, 452-456.
14. Hirsh, J.B., **Kang, S.K.**, & Bodenhausen, G.V. (2012). Personalized persuasion: Tailoring persuasive appeals to recipient personality traits. *Psychological Science*, 23, 578-581.
15. **Kang, S.K.**, & Inzlicht, M. (2012). Stigma building blocks: How instruction and experience teach children about rejection by out-groups. *Personality and Social Psychology Bulletin*, 38, 357-369.
16. Inzlicht, M., Tullet, A.M., Legault, L., & **Kang, S.K.** (2011). Linger effects: Stereotype threat hurts more than you think. *Social Issues and Policy Review*, 5, 227-256.

17. Packer, D. J., Chasteen, A. L., & **Kang, S.K.** (2011). Facing social identity change: Interactive effects of current and projected collective identification on expectations regarding future self-esteem and psychological well-being. *British Journal of Social Psychology*, *50*, 414-430.
18. Inzlicht, M., & **Kang, S.K.** (2010). Stereotype threat spillover: How threats to social identity affect eating, decision-making, and aggression. *Journal of Personality and Social Psychology*, *99*, 467-481.
19. **Kang, S.K.**, Inzlicht, M., & Derks, B. (2010). Social neuroscience and public policy on intergroup relations: A Hegelian analysis. *Journal of Social Issues*, *66*, 585-601.
20. **Kang, S.K.**, Hirsh, J.B., & Chasteen, A.L. (2010). Your mistakes are mine: Self-other overlap predicts neural response to observed errors. *Journal of Experimental Social Psychology*, *46*, 229-232.
21. **Kang, S.K.**, & Chasteen, A.L. (2009). Beyond the double-jeopardy hypothesis: Assessing emotion on the faces of multiply categorizable targets of prejudice. *Journal of Experimental Social Psychology*, *45*, 1281-1285.
22. **Kang, S.K.**, & Chasteen, A.L. (2009). The moderating role of age-group identification and perceived threat on stereotype threat among older adults. *International Journal of Aging and Human Development*, *69*, 201-220.
23. **Kang, S.K.**, & Chasteen, A.L. (2009). The development and validation of the age-based rejection sensitivity questionnaire (RSQ-Age). *The Gerontologist*, *49*, 303-316.
24. Derks, B., Inzlicht, M., & **Kang, S.K.** (2008). The neuroscience of stigma and stereotype threat. *Group Processes and Intergroup Relations*, *11*, 163-181.

BOOK CHAPTERS

1. He, J.C., Agarwal, G., & **Kang, S.K.** (in press). Applying behavioral insights to cultivate diversity and inclusion. In N. Mazar & D. Soman (Eds.), *Behavioral Science in the Wild*. Toronto, ON: University of Toronto Press.
2. Bodenhausen, G.V., **Kang, S.K.**, & Peery, D. (2012). Social categorization and perceptions of social groups. In S.T. Fiske & C.N. Macrae (Eds.), *The Sage Handbook of Social Cognition* (pp. 318-336). Thousand Oaks, CA: Sage.
3. Chasteen, A.L., **Kang, S.K.**, & Remedios, J.D. (2011). Aging and stereotype threat: Development, process, and interventions. In M. Inzlicht & T. Schmader (Eds.), *Stereotype Threat: Theory, Process, and Application* (pp. 202-216). Oxford, UK: Oxford University Press.
4. **Kang, S. K.** (2020). Identity, Diversity, and Inclusion. In E. King, M. Hebl, & Q. Roberson (Eds.), *Research in Social Issues in Management*. Information Age Publishing.

OTHER PUBLICATIONS

1. Lou, G., Xiang, S., Kuang, T., Ram-Mohanram, A., Kwan, K., Soman, D., **Kang, S.K.**, & Feng, B. (2021). How can leaders in organizations use behavioural science to communicate and support their teams effectively? *Research Report Series Behavioural Economics in Action at Rotman (BEAR)*. Rotman School of Management, University of Toronto.
2. He, J.C., **Kang, S.K.**, & Lacetera, N. (2020). Addressing gender inequality via choice architecture. *Vox*.
3. He, J.C., **Kang, S.K.**, Tse, K., & Toh, S. M. (2020). Banishing Occupational Stereotypes. *Rotman Management Magazine*.
4. **Kang, S.K.**, & Kaplan, S. (2020). Gender Diversity and Inclusion in Medicine: Lessons from Management. *Rotman Management Magazine*.

5. He, J.C., **Kang, S.K.**, & Lacetera, N. (2019). Leaning in or Not Leaning Out? Opt-Out Choice Framing Attenuates Gender Differences in the Decision to Compete. *NBER Working Paper No. 26484*.
6. Kolagani, R., MacLeod, C., Saini, R., Ly, K., **Kang, S.K.**, & Soman, D. (2018). Women's Labour Participation in Iraq's Private Sector: A Behavioural Insights Perspective. *Research Report Series Behavioural Economics in Action at Rotman (BEAR)*. Rotman School of Management, University of Toronto.
7. **Kang, S.K.**, DeCelles, K.A., Tilcsik, A., & Jun, S. (2017). "Whitening" and Self-Presentation in the Labour Market. *Rotman Management Magazine*.
8. **Kang, S.K.**, DeCelles, K.A., Tilcsik, A., & Jun, S. (2016). The unintended consequences of diversity statements. *Harvard Business Review*. <http://tinyurl.com/hbrkang>
9. **Kang, S.K.**, & Apfelbaum, E.P. (2012). Research-based advice on teaching children not to be racist. *The Atlantic*. <http://tinyurl.com/kangatlantic>.

PEER-REVIEWED CONFERENCE PRESENTATIONS (SELECTED)

- *Canadian Psychological Association*: August, 2021, online; June, 2017 in Toronto, ON; June, 2016 in Victoria, BC; June, 2008 in Halifax, NS; June, 2007 in Ottawa, ON; June, 2006 in Calgary, AB
- *Rotman Research Roundtable on Gender and the Economy*: November, 2016, 2018
- *Society for Experimental and Social Psychology*: September, 2016 in Santa Monica, CA
- *Academy of Management*: August, 2021 virtual conference; August, 2020 virtual conference (2 presentations); August, 2019 in Boston, MA (2 presentations); August, 2016 in Anaheim, CA (2 presentations)
- *Academy of Management Proceedings "Best Papers"*: 2019
- *David Asper Centre for Constitution Rights Symposium*: February, 2015 in Toronto, ON
- *Society for Personality and Social Psychology*: February, 2020 in New Orleans, LA; February, 2019 in Portland, Oregon; March, 2018 in Atlanta, GA (2 presentations); February, 2015 in Long Beach, CA (2 presentations); February, 2014 in Austin, TX; January, 2013 in New Orleans (3 presentations), LA; January, 2012 in San Diego, CA; January, 2011 in San Antonio, TX; January, 2010 in Las Vegas (3 presentations), NV; February, 2009 in Tampa, FL (2 presentations); February, 2008 in Albuquerque, NM (2 presentations); January, 2007 in Memphis, TN (2 presentations)
- *European Group for Organizational Studies*: July, 2014 in Rotterdam, The Netherlands
- *Society for Industrial and Organizational Psychology*: May, 2014 in Honolulu, HI; Accepted 2020 but cancelled due to COVID-19.
- *Association for Psychological Science*: May, 2012 in Chicago, IL (2 presentations); May, 2009 in San Francisco, CA
- *Gerontological Society of America*: November, 2011 in Boston, MA
- *European Association for Social Psychology*: July, 2011 in Stockholm, Sweden
- *Society for the Psychological Study of Social Issues*: June, 2008 in Chicago, IL
- *Cognitive Aging Conference*: April, 2008 in Atlanta, GA (2 presentations)
- *Society for Psychophysiological Research*: October, 2007 in Savannah, GA
- *Small Group Meeting on Stigma and Social Disadvantage*: June, 2007 at University of Leiden, The Netherlands

INVITED TALKS AND PANELS (SELECTED)

- UTM Picture a Scientist: May, 2021
- Globe & Mail Women Lead Here Inclusive Pipelines Panel: March, 2021
- INSEAD Women at Work Conference: March, 2021
- Government of Canada Women's History Month Armchair Discussion – Fifty Years of Progress, the Impact of COVID-19 and Where We Go From Here: October, 2020
- University of Michigan Centre for Positive Organizations, Race, Justice, and Equity in the Workplace Panel: June, 2020.
- Munk School X Rotman Symposium for International Women's Day: March, 2020
- CEO Global Network's Women's Leadership Summit: February, 2020
- Rotman Management Magazine Creative Destruction Event: February, 2020
- York University Schulich School of Business: January, 2020
- Professional Engineers of Ontario 30 by 30 Task Force: November, 2019
- Excellence and Gender Equity in Science and Technology Conference: September, 2018
- Harvard Kennedy School: June, 2018
- Female Participation in STEM Panel, Global Manufacturing & Industrialization Summit: May, 2018
- Behavioural Insights in Canada Conference: March, 2018
- GATE Women in STEM Panel: March, 2018
- GATE Corporate Partner Meeting: February, 2018
- UTSG Connections and Conversations Affinity Group: February, 2018
- iCUBE Women in Tech Panel: February, 2018
- Rotman WIMA Workshop on Behavioural Sciences: January, 2018
- Rotman Research Roundtable on Gender and the Economy; Debate on Diversity Training: November, 2017
- BEAR Webinar Series: November, 2017
- University of Alberta School of Business: October, 2017
- Rotman Management Magazine Speaker Series on Inequality: October, 2017
- University of Toronto Department of Psychology: September, 2017
- University of Toronto Vice-President, Research & Innovation Retreat: August, 2017
- University of Toronto Factor-Inwentash School of Social Work: March, 2017
- UTM Strategic Planning Task Force Consultation Session: March, 2017
- UTM Connections and Conversations Affinity Group: February, 2017
- University of Toronto Provost's Office Faculty Diversity Symposium: November, 2016
- Reunite at Rotman: October, 2016
- U of Toronto Student Success Groups Speaker Series (Inaugural Speaker): October, 2016
- Peel Halton Workforce Group Annual General Meeting: June, 2016
- IMI in the Headlines Speaker Series, UTM (Inaugural Speaker): May, 2016
- Intergovernmental Affairs Cabinet Office, Toronto: May, 2016
- University of Toronto HR & Equity: May, 2016
- Ontario Universities Career Centre Directors Meeting, Toronto: April, 2016
- York University Department of Psychology: February, 2013
- Diversity Group, Dept of Psychology & Rotman School of Management: February, 2013

TEACHING AND SUPERVISION

TEACHING

Rotman Executive Programs

- MBA Essentials Program: 2021-
- Executive Leadership: November 2020, March/April 2021, June 2021
- Inclusion by Design: February 2021

Graduate Department of Management, University of Toronto

- RSM3091 OBHRM Workshop PhD Seminar: 2013-2014 (new prep), 2017-2018

Department of Management, University of Toronto Mississauga

- MGM364 Labour Relations (new prep): 2021
- MGT461 Negotiations (new prep): 2021
- MGT480 Management and Commerce Internship: 2016-2017 (new design); 2017-2018
- MGT460 Human Resources Management: 2013 (new prep)
- MGT262 Individual and Group Behaviour in Organizations: 2011 (new prep), 2012, 2013 (2 sections), 2014
- MGM300 Organizational Behaviour: 2014 (new prep)
- MMI1050 Negotiations: 2013 (new prep), 2014, 2015, 2017, 2018 (redesign); 2021

Department of Psychology, University of Toronto

- PSY332 Organizational Behaviour: 2008 (new prep), 2009

POST-DOCTORAL SUPERVISION

- Dr. Odilia Yim
- Dr. Xian Zhao; 2018 – 2020
- Dr. William Hall; 2018 – 2019; now Assistant Professor of Psychology, Brock University

Ph.D. STUDENT SUPERVISION

- Grusha Agarwal; first year Ph.D. Student; University of Toronto Graduate Department of Management; Primary Supervisor 2021-
- Joyce He, Ph.D., 2021; University of Toronto Graduate Department of Management; Primary Supervisor 2016-2021. Incoming Assistant Professor, UCLA Anderson School of Management (starting July, 2021).
- Acting PhD Coordinator OBHRM, Graduate Department of Management July 1-Dec 31, 2016
- Hadiya Roderique; Ph.D.; University of Toronto Graduate Department of Management; Committee Member 2012-2020.

BEAR SUMMER RESEARCH PROJECT SUPERVISION

- Diversity and Inclusion with the Canadian Armed Forces, 2018
- Leadership and Motivation with Shared Services Canada, 2020

MScSM RESEARCH PROJECT SUPERVISION

- Momina Sumbal, 2018-2019: Behavioural Solutions to Workplace Gender Bias

MMI CAPSTONE PROJECT SUPERVISION

- Yasmine Abubakr, 2014: Using panel size to improve wait times at Women's College Hospital
- Oleh Marianchuk, 2014: Client profitability analysis by line of business
- Adam Erwood, 2013: Thinking outside of the milk box: Using process improvement to enhance milk and formula delivery at The Hospital for Sick Children

TEACHING DEVELOPMENT COURSES

- Fundamentals of University Teaching, Centre for Teaching Support and Innovation, 2014
- Case Method Teaching Seminar, Harvard Business Publishing, 2016

UNDERGRADUATE PROJECT SUPERVISION

- Myera Iftikhar; PSY405 Independent Research Project Student, 2020: A Little Nudge Goes a Long Way: Using Behavioural Insights and Nudge Interventions to Promote Diversity and Inclusion in the Workplace.
- Arunima Kapoor; BSc Hons, Psychology Honors Thesis Project, 2013-2014: Depressed People Need Not Apply: Mental Health Stigma Decreases Perceptions of Employability of Applicants with Depression; * Published in Yale Review of Undergraduate Research in Psychology
- Qiayao Zhang; MGT299 Research Opportunity Program, 2012-2013: Examining the Interaction between Perceived Work and Family Satisfaction
- Work-Study Students and Research Assistants: Alicia Paniccia; Arunima Kapoor; Charmaine Cansino; Claire Wenyan Chang; Dana Achtemichuk; Fatima Khanam; Grusha Butala; Holly Chow, Jerry Middleton; Jessica Chan; Jianmeng Song; Juliana Luque Cala; Katherine Chae Rim Kim; Kaylie Tse; Kenisha Hanson; Khadija Tariq; Leyla Bagheri; Maira Siddiqui; Melissa Mancina; Myera Iftikha; Rameen Rashid; Sabrina El Baroudi; Samiha Rob; Suhavi Makkar; Tanya Adityan; Yuxin Yan; Zain Asif

OTHER GRADUATE STUDENT COMMITTEE WORK

- Reader: Laura Tian; M.A. Student; University of Toronto Department of Psychology (2017); *On the competing roles of attractiveness and group membership in person evaluations*. (Primary Supervisor: Dr. Nicholas Rule).
- External Reviewer: Alexandria West; Ph.D. Candidate; York University Department of Psychology (2020); *The Cost of Being 'True to Yourself' for Mixed Selves: Frame Switching Negatively Affects Biculturals' Perceived Authenticity, Impacting Well-being, Intercultural Person Perception, and Dating Prospects*. (Supervisors: Drs. Joni Sasaki and Amy Muise).

SERVICE

EXTERNAL PROFESSIONAL SERVICE

Reviewer Activities (Selected)

Editorial Boards:

Consulting Editor (2020-), Journal of Personality and Social Psychology

Journals:

Academy of Management Journal; Administrative Science Quarterly; American Journal of Sociology; Biological Psychology; Canadian Journal of Behavioural Science; European Journal of Social Psychology; Group Processes and Intergroup Relations; International Journal of Aging and Human Development; International Journal of Psychology; International

Review of Social Psychology; Journal of Applied Psychology; Journal of Cross-Cultural Psychology; Journal of Experimental Social Psychology; Journal of Personality and Social Psychology; Journal of Social Issues; Organization Science; Organizational Behavior and Human Decision Processes; Personality and Social Psychology Bulletin; Personality and Social Psychology Review; Psychological Bulletin; Psychological Science; Psychology and Aging; Psychophysiology; Psycho-Oncology; Research on Aging; Sex Roles; Social Cognition; Social Neuroscience; Social Psychological and Personality Science

Conferences:

Society for Personality and Social Psychology

Academy of Management

Grant Proposals:

Social Sciences and Humanities Research Council of Canada (SSHRC)

General External Service

- Advisory Committee, Government of Canada Impact and Innovation Unit COVID-19 Snapshot Monitoring Initiative: 2020-2021
- *Academy of Management (AOM)* Saroj Parasuraman Award Committee: 2018
- *Society for Personality and Social Psychology (SPSP)* Convention Review Panel: 2016
- SSHRC Insight Development Grants Adjudication Committee: 2014
- Member-at-Large, Graduate Student Committee, *SPSP*: 2008-2009
- Member-at-Large, Graduate Student Committee, *SPSP*: 2007-2008
- Graduate Student Representative, *Canadian Psychological Association*: 2006-2007

INTERNAL PROFESSIONAL SERVICE

- Co-organizer, Canada Student Research Opportunity Program (canadasrop.ca)
- UTM Department of Management PTR Committee: 2020
- New Faculty Orientation – Panelist for Research and Innovation Session: 2019
- GATE Grant Committee: 2018, 2020
- Conference Co-organizer (with Drs. Sarah Kaplan and Dilip Soman), Behavioural Approaches to Diversity (badconference.com): 2018
- University of Toronto Vice-Provost's Office Diversity in Faculty Hiring Committee: 2016-2018
- Coordinator, Rotman OBHRM Area Brownbag and Speaker Series: 2013-2014; 2017-2018
- UTM Dept of Management OBHRM Teaching-Stream Faculty Hiring Committee: 2016; 2017
- Conference Co-organizer (with Drs. Sarah Kaplan and Dionne Pohler), Rotman Research Roundtable on Gender and the Economy: 2016, 2017, 2018, 2019
- Facilitator, University of Toronto HR & Equity Anti-Bias Training Workshop at Retreat for New Academic Administrators: 2016, 2017
- University of Toronto Graduate Department of Management OBHRM Acting PhD Coordinator, July-December, 2016
- Delegated Ethics Review Committee; Social Sciences, Humanities, and Education Research Ethics Board (SSHE REB); University of Toronto Office of Research Ethics: 2014-2018, 2020-
- IMI Graduate Department Academic Appeals Committee (GDAAC): 2013-2014
- UTM Department of Management SL 3 Advancement Committee: 2013-2014
- Planning and Development Committee, UTM Management HRMIR Program: 2012-2016

- University of Toronto Graduate Department of Management OBHRM PhD Program, Recruitment and Admissions Committee: 2012, 2013, 2014, 2015, 2017, 2019, 2020
- University of Toronto Graduate Department of Management OBHRM PhD Program, Comprehensive Examiner/Evaluations Committee: 2012, 2014, 2015
- Co-Chair, Social/Personality/Abnormal Psychology Area Meeting, U of Toronto: 2007-2008
- Vice-President, Psychology Graduate Student's Association, U of Toronto: 2007-2008
- Graduate Student Orientation Committee, Department of Psychology, U of Toronto: 2007
- Graduate Program Committee, Department of Psychology, U of Toronto: 2006-2008

MEDIA AND OUTREACH SERVICE (Selected)

- **Print/Online:** Financial Times; The Huffington Post; Fast Company; New York Post; The Toronto Star; The Guardian; The Atlantic; Maclean's; TVO; BBC; Forbes; Fortune; The Globe and Mail
- **CBC Radio:** CALGARY Eyeopener; CALGARY Homestretch; EDMONTON Radio Active; KELOWNA Radio West; MONTREAL Daybreak; OTTAWA All in a Day; SASKATCHEWAN Afternoon Edition; TORONTO Here and Now; TORONTO Metro Morning; VANCOUVER On the Coast; VICTORIA All Points West; WHITEHORSE Airplay; WINDSOR The Bridge; WINNIPEG Up to Speed; YELLOWKNIFE Trail's End
- **Other Radio/Podcasts/TV:** The Agenda with Steve Paikin; The Eric Drozd Show 570 News Kitchener; The Motts Show NEWSTALK 1010 Toronto; CBS San Francisco; CIUT 89.5FM Detangled; 630 CHED Edmonton; CKNW Radio Vancouver; NPR; View to the U; CBC National News; CTV News Network; Breakfast Television
- **Host, For the Love of Work (FTLOW) Podcast.** FTLOW is an aspirational, inspirational, and practical guide to self-actualization, as seen through the growing lens of the "employee experience". You can find FTLOW on Apple Podcasts, Spotify, www.fortheloveofwork.ca, or wherever else you get your podcasts.