

EDDY NG
Curriculum Vitae
January 28, 2023

EDUCATION

PhD, McMaster University
MBA, Simon Fraser University
BCom, The University of British Columbia

CURRENT POSITION

Associate Professor, Queen's University (2021-Present)
Smith Professorship in Equity and Inclusion in Business

PREVIOUS POSITIONS

Professor, Bucknell University (2019-2021)
James & Elizabeth Freeman Chair in Management (2019-2021)
Diversity, Equity, and Inclusion Faculty Fellow (2020-2021)
Professor, Dalhousie University (2015-2019)
F.C. Manning Chair in Economics and Business (2014-2019)
Associate Professor, Dalhousie University (2010-2014)
Associate Professor, California State Polytechnic University, Pomona (2010)
Assistant Professor, California State Polytechnic University, Pomona (2006-2010)

VISITING APPOINTMENTS

Professor, James Cook University, Singapore Campus (2018-Present)
Held sabbatical appointments at the University of Sydney (Fall 2018, 2014), Toulouse Business School (Winter 2015), and Melbourne Business School (Fall 2014).

AWARDS AND HONOURS

Nominated for "That's Interesting" Award, Academy of International Business (2022)
Honorable Mention, PNP Best Journal Article, Academy of Management (2021)
President's Diversity, Equity & Inclusion Award (Faculty), \$500 (2021)
Top two percent of the most cited scientists in [Economics and Business](#) in (2020)
University of Bath (CBOS)'s [#ThinklistAmplify](#) – list of influential scholars on social media around issues of responsible business (2020)
Stream Best Paper, 12th Equality, Diversity and Inclusion Conference, Rotterdam, Netherlands (2019)
Gender, Diversity and Indigeneity Best Paper Award, Australian and New Zealand Academy of Management, AUD \$500 (2018)
Faculty of Management Research Star Award, \$1,000 (2018)
Nominated Emerald Best International Symposium Award, Academy of Management (2017)

Emerald Outstanding Paper Award, Journal of Managerial Psychology (2016)
Faculty of Management Research Star Award, \$1,000 (2015)
Emerald Literati Highly Commended Award, Career Development International (2015)
HCM Best Paper Award, Administrative Sciences Association of Canada (2015)
Elwood F. Holton, III Research Excellence Award, Academy of Human Resource Development, USD \$1,000 (2015)
HR Best Paper Award, Administrative Sciences Association of Canada (2014)
Emerald Literati Highly Commended Award, Career Development International (2013)
Emerald Literati Highly Commended Award, Equality, Diversity and Inclusion (2013)
HR Best Paper Award, Administrative Sciences Association of Canada (2013)
Faculty of Management Teaching Excellence Award, \$10,000 (2013)
Best Stream Paper Award, 5th Equality, Diversity and Inclusion Conference, (2012)
Nominated Best Applied Paper, Careers Division, Academy of Management (2012)
RSB Tenured Researcher of the Year Award, \$1,000 (2011-2012)
GDO Best Paper Award, Administrative Sciences Association of Canada (2010)
GDO Best Paper Award, Administrative Sciences Association of Canada (2009)
Best International Symposium Award, Academy of Management (2008)
GDO Honourable Mention Paper, Administrative Sciences Association of Canada (2008)
Emerald Literati Highly Commended Award, Education and Training (2007)
Finalist, Human Resources and Skills Development Canada (HRSDC/IAHRR) Best Dissertation Award (2006)
Dr. Robert C. Joyner Doctoral Publication Prize, \$1,000 (2001)

GRANTS

External Grants

SSHRC Insight Development Grant, “Workforce integration of international student graduates,” (Co-PI with D. Gulanoswki & G. Sears), \$57,603 (2022-2023)
SSHRC Insight Grant, “Promoting Retention, Inclusion, and Integration of International Graduates,” (Co-PI with G. Sears, D. Gulanowski and J. Han), \$173,311 (2022-2026)
SSHRC Partnership Grant, “Inclusive Innovation and Entrepreneurship Network” (Co-Applicant with W. Cukier), \$2,446,979 (2020-2026)
L’OBVIA (International Observatory on the Societal Impacts of Artificial Intelligence and Digital Technology), “Identifying, measuring and developing future skills: An interdisciplinary modeling assessing the impact of organizational transformations due to digital technologies and artificial intelligence on employment systems” (Collaborator with T. Saba), \$150,000 (2020-2023)
Lazaridis Institute Research Seed Grant, “Women in Leadership Pipeline in Tech-Intensive Industries: Discourses of Senior Leaders, Middle-level Managers, and MBA Students” (Co-P.I. with R. McGowan), \$8,367 (2017)

SSHRC Insight Grant, “Employment Equity and Workplace Diversity/Inclusion: Current Canadian Practices, Successful Implementation, and Areas for Modernization” (P.I. with G. Sears and K. Arnold), \$123,060 (2016-2019)

SSHRC Strategic Research Grant, “Shifting Career Expectations, Experiences, Attitudes and Values” (Co-P.I. with S. Lyons and L. Schweitzer), \$158,400 (2008-2011)

Canadian Studies Research Grant, “Human Resource Management Structures, Disability Law and their Effect on the Employment of Individuals with Disabilities in Canada and the United States” (Co-P.I. with M. Moore, A. Doherty, A. Konrad), USD \$3,959 (2008-2009)

Internal Grants

Smith General Research Grant, \$9,360 (2022-2023)

Smith General Research Grant, \$19,865 (2021-2022)

Bucknell Scholarly Development Grant, \$6,000 (Summer 2020, extended 2021)

Rowe Team Research Grant (P.I. with D. Wranik, M. Cassin), \$10,000 (2016-2018)

Dalhousie RDF Research Development Grant, \$3,500 (2015-2017)

Rowe Research Grant, \$5,000 (2014-2016)

Dalhousie RDF Research Development Grant, \$3,500 (2012-14)

Rowe Research Fund, \$5,000 (2012-2014)

Dalhousie RDF Research Development Grant, \$3,500 (2010-12)

Cal Poly Pomona, Summer Research Support, USD 10,000 (2008-2009)

Cal Poly Pomona, Summer Research Support, USD 10,000 (2006-2007)

Cal Poly Pomona, RSCA Grant, USD \$5,000 (2006-2007)

RESEARCH

Journal Articles

Ng, E.S., & Stanton, P. (2023). The Great Resignation: Managing People in a Post COVID-19 Pandemic World. *Personnel Review*, 52(1), in press.

Mohammadi, Z., Bhati, A., & Ng, E.S. (accepted). Twenty Years of Workplace Diversity Research in Hospitality and Tourism: A Bibliometric Analysis. *Equality, Diversity and Inclusion: An International Journal*

Ng, E.S. & McGowan, R.A. (accepted). Breaking the glass ceiling: Views from women of the second wave in Canada. *Canadian Journal of Administrative Sciences*

Ng, E.S., Rajendren, D. & Waheduzzaman, W., (accepted). Promoting workplace inclusion and self-efficacy among skilled migrant workers in Australia. *International Journal of Manpower*

Ng, E.S., Posch, A., Köllen, T., Kraiczy, N., & Thom, N. (2022). Do “one size” employment policies fit all young workers? Heterogeneity in work attribute preferences among the Millennial generation. *Business Research Quarterly*

- Saba, T., Vassilopoulou, J, Ng, E.S., & Ozbilgin, M. (2022). Crossing boundaries and strengthening social connections through improved professional integration of immigrants. *Equality, Diversity and Inclusion*, 41(7), 953-958.
- Metz, I., Stamper, C, & Ng, E.S. (2022). Feeling included and excluded in organizations: The role of human and social capital. *Journal of Business Research*, 142, 122-137.
- Ng, E.S., & Stanton, P. (2022). Personnel Review after 50: The next chapter. *Personnel Review*, 51(1), 2-3.
- Dahms, S., Kingkaew, S., & Ng, E.S. (2022). The effects of top management team national diversity and institutional uncertainty on subsidiary CSR focus and performance. *Journal of Business Ethics*, 177(3), 699-715.
- Saba, T., Ozbilgin, M., Ng, E. and Cachat-Rosset, G. (2021). Ineffectiveness of diversity management: lack of knowledge, lack of interest or resistance?, *Equality, Diversity and Inclusion*, 40(7), 765-769.
- Ng, E.S., Sears, G.J., & Arnold, K. (2021). Exploring the Influence of CEO and Chief Diversity Officers' Relational Demography on Organizational Diversity Management: An Identity-based Perspective. *Management Decision*, 59(11), 2583-2605.
- Ng, E.S., & Sears, G.J., & Bakkaloglu, M. (2021). White and minority employee reactions to perceived discrimination at work: Evidence of White fragility? *International Journal of Manpower*, 42(4), 661-682.
- Bates, K., & Ng, E.S. (2021). Whiteness in academia, time to listen, and moving beyond White fragility. *Equality, Diversity and Inclusion*, 40(1), 1-7.
- Ng, E.S. & Lam, A. (2020). Black lives matter: On the denial of systemic racism, White liberals, and polite racism. *Equality, Diversity and Inclusion*, 37(1), 729-739.
- Ng, E.S., & Sears, G. (2020). Walking the talk on diversity: CEO beliefs, moral values, and the implementation of workplace diversity practices. *Journal of Business Ethics*, 164(3), 437-450.
- Ng, E.S., & McGinnis Johnson, J. (2020). Game of loans: The relationship between education debt and making a career choice in the public, private, and nonprofit sectors. *Nonprofit and Voluntary Sector Quarterly*, 49(2), 292-315. **Honorable Mention, PNP Best Journal Article, Academy of Management**
- Thompson, C., Kuah, A., Foong, R, & Ng, E. (2020). The Development of Emotional Intelligence, Self-Efficacy and Locus of Control in MBA Students. *Human Resource Development Quarterly*, 31(1), 113-131.
- Rajendran, D., Ng, E.S., Sears, G., & Ayub, N. (2020). Determinants of migrant career success: A study of recent skilled migrants in Australia. *International Migration*, 58(2), 30-51.
- Sobral, F., Ng, E.S., Castanheira, F., Chambel, M.J., & Koene, B. (2020). Dealing with temporariness: Generational effects on temporary agency workers' employment relations. *Personnel Review*, 49(2), 406-424.
- Ng, E.S., & Stamper, C. (2018). A Trump presidency and the prospect for equality and diversity. *Equality, Diversity and Inclusion*, 37(1), 2-13.

- Rajani, N., Ng, E.S., & Groutsis, D. (2018). From India to Canada: An autoethnographic account of an international student's transition to a self-initiated expatriate. *Canadian Ethnic Studies* 50(1), 129-148.
- Alhejji, H., Ng, E.S., Garavan, T., & Carbery, R. (2018). The impact of formal and informal distance on gender equality approaches: The case of a British MNC in Saudi Arabia. *Thunderbird International Business Review*, 60(2), 147-159.
- Ng, E.S., & Rumens, N. (2017). Diversity and inclusion for LGBT workers: Current issues and new horizons for research. *Canadian Journal of Administrative Sciences*, 34(2), 109-120.
- Ng, E.S. & Sears, G.J. (2017). The glass ceiling in context: The influence of CEO gender, recruitment practices, and firm internationalization on the representation of women in management. *Human Resource Management Journal*, 27(1), 133-151.
- Ng, E. S. (2017). Editorial statement regarding recent policies from the Trump Administration. *Equality, Diversity and Inclusion*, 36(2), 110.
- Kuron, L., Schweitzer, L., Lyons, S., & Ng, E.S. (2016). Career profiles in the "new career:" Evidence of their prevalence and correlates. *Career Development International*, 21(4), 355-377.
- Ng, E.S., Gossett, C.W., Chinyoka, S., & Obasi, I. (2016). Public vs. private sector management: An exploratory study of career choice among graduate management students in Botswana. *Personnel Review*, 45(6), 1367-1385.
- Ng, E.S. (2016). Editorial: Introducing a new editorial team. *Equality, Diversity and Inclusion*, 35(7/8), 394-396.
- Ng, E.S.W., Gossett, C.W., & Winter, R. (2016). Millennials and public service renewal: Introduction on Millennials and public service motivation. *Public Administration Quarterly*, 40(3), 1-16.
- Klarsfeld, A., Ng, E.S., Booyesen, L.A.E., Castro-Christiansen, L., & Kuvaas, B. (2016). Comparative equality and diversity: Main findings and research gaps. *Cross-cultural and Strategic Management*, 23(3), 394-412.
- McGowan, R.A., & Ng, E.S.W. (2016). Employment equity in Canada: Making sense of employee discourses of misunderstanding, resistance, and support. *Canadian Public Administration*, 59(2), 310-329.
- Burke, R.J., Ng, E.S., & Wolpin, J. (2016). Effects of hospital restructuring and downsizing on nursing staff: The role of union support. *Journal of Health Management*, 18(3), 473-488.
- Kwok, C., Bates, K., & Ng, E.S. (2016). Managing and sustaining an aging nursing workforce: Identifying opportunities and best practices in collective agreements. *Journal of Nursing Management*, 24(4), 500-511.
- McGinnis Johnson, J., & Ng, E.S. (2016). Money talks or millennials walk: The effect of competitive compensation on millennial worker nonprofit sector-switching behaviors. *Review of Public Personnel Administration*, 36(3), 283-305.
- Ng, E.S., & Sears, G.J. (2015). Toward representative bureaucracy: Predicting public service attraction among underrepresented groups in Canada. *Review of Public Personnel Administration*, 35(4), 367-385.

- Kuron, L., Lyons, S., Schweitzer, L., & Ng, E.S. (2015). Millennials' work values: Differences across the school to work transition. *Personnel Review*, 44(6), 991-1009.
- Lyons, S., Schweitzer, L., & Ng, E.S. (2015). Resilience in the modern career. *Career Development International*, 20(4) 363-383.
- Wazed, S., & Ng, E.S. (2015). College recruiting using social media: How to increase applicant reach and reduce college recruiting costs. *Strategic HR Review*, 14(4) 1325-141.
- Ng, E.S., & Bloemraad, I. (2015). A SWOT analysis of multiculturalism in Canada, Europe, Mauritius, and South Korea. *American Behavioral Scientist*, 59(6), 619-636.
- Ng, E.S. & Metz, I. (2015). Multiculturalism as a strategy for national competitiveness: The case for Canada and Australia. *Journal of Business Ethics*, 128(2), 253-266.
- Lyons, S., Schweitzer, L., & Ng, E.S. (2015). How have careers changed? An investigation of changing career patterns across four generations. *Journal of Managerial Psychology*, 30(1), 8-21. **2016 Emerald Outstanding Paper**
- Burke, R.J., Ng, E.S., & Wolpin, J. (2015). Economic austerity and healthcare restructuring: Correlates and consequences of nursing staff job insecurity. *International Journal of Human Resource Management*, 26(5), 640-656.
- Schweitzer, L., Lyons, S., Kuron, K.J., & Ng, E.S.W. (2014). The gender gap in pre-career salary expectations: A test of five explanations. *Career Development International*, 19(4), 404-425. **2015 Emerald Literati Highly Commended Award**
- Ng, E.S. (2014). Relative deprivation, self-interest and social justice: Why I do research on inequality. *Equality, Diversity and Inclusion*, 33(5), 429-441.
- Lyons, S.T., Ng, E.S., Schweitzer, L. (2014). Changing demographics and the shifting nature of careers: Implications for research and human resource development. *Human Resource Development Review*, 13(2), 180-206.
- Sur, S. & Ng, E.S. (2014). Extending theory on job stress: The interaction between the 'other 3' and 'big 5' personality traits on job stress. *Human Resource Development Review*, 13(1), 79-101. **Elwood F. Holton, III Research Excellence Award**
- Ng, E.S.W., & Law, A. (2014). Keeping up! Older workers' adaptation in the workplace after age 55. *Canadian Journal on Aging*, 33(1), 1-14.
- Lewis, G.B., & Ng, E.S. (2013). Sexual orientation, work values, pay, and preference for public and nonprofit employment: Evidence from Canadian postsecondary students. *Canadian Public Administration*, 56(4), 541-564.
- Ng, E.S.W., & Gossett, C.W. (2013). Career choice in Canadian public service: An exploration of fit with the millennial generation. *Public Personnel Management*, 42(3), 337-358.
- Konrad, A.M., Moore, M.E., Ng, E.S.W., Doherty, A.J., & Breward, K. (2013). Temporary work, underemployment, and workplace accommodations: Relationship to well-being for workers with disabilities. *British Journal of Management*, 24(3), 367-382.
- Klarsfeld, A., Ng, E.S., & Tatli, A. (2012). Social regulation and diversity management: A Comparative study of France, Canada and the UK. *European Journal of Industrial Relations*, 18(4), 309-327.

Hyman, R., Klarsfeld, A., Ng, E., & Haq, R. (2012). Introduction: Social regulation of diversity and equality. *European Journal of Industrial Relations*, 18(4), 279-292.

Ng, E.S.W., Schweitzer, L., & Lyons, S.T. (2012). Anticipated discrimination and career choice among stigmatized individuals: A study of early career lesbian, gay, bisexual, and transgendered (LGBT) job seekers. *Review of Public Personnel Administration*, 32(4), 332-352.

Lyons, S.T., Schweitzer, L., Ng, E.S.W., & Kuron, L. (2012). Comparing apples to apples: A qualitative investigation of career mobility patterns across four generations. *Career Development International*, 17(4), 333-357. **2013 Emerald Literati Highly Commended Award**

Konrad, A.M., Moore, M.E., Doherty, A.J., Ng, E.S.W., & Breward, K. (2012). Vocational status and perceived well-being of workers with disabilities. *Equality, Diversity and Inclusion*, 31(2), 100-123. **2013 Emerald Literati Highly Commended Award**

Reprinted in:

Sport Management: Critical Concepts in Sports Studies, Taylor & Francis (July 2013).

Ng, E.S., & Sears, G.J. (2012). CEO leadership styles and the implementation of organizational diversity practices: Moderating effects of social values and age. *Journal of Business Ethics*, 105(1), 41-52.

Moore, M.E., Konrad, A.M., Yang, Y., Ng, E.S.W., & Doherty, A.J. (2011). The vocational wellbeing of workers with childhood onset disability: Life satisfaction and perceived workplace discrimination. *Journal of Vocational Behavior*, 79(3), 681-698.

Ng, E.S.W., & Wyrick, C.R. (2011). Motivational bases for managing diversity: A model of leadership commitment. *Human Resource Management Review*, 21(4), 368-376.

Schweitzer, L., Ng, E., Lyons, S., & Kuron, L. (2011). Exploring the career pipeline: Gender differences in pre-career expectations. *Relations Industrielles/Industrial Relations*, 66(3), 374-396.

Burke, R.J., Ng, E.S.W., & Wolpin, J. (2011). Nursing staff work experiences, work outcomes and psychological well-being in difficult times: Implications for improving nursing staff quality of work life and hospital functioning. *Journal of Industrial Relations and Human Resources*, 13(2), 9-22.

Burke, R.J., Ng, E.S.W., & Wolpin, J. (2011). Hospital restructuring and downsizing: Effects on nursing staff well-being and perceived hospital functioning. *Europe's Journal of Psychology*, 7(1), 81-98.

Burke, R.J., Ng, E.S.W., & Wolpin, J. (2011). Hospital restructuring and downsizing processes and nurses satisfactions well-being and perceived hospital functioning: What seems to be helpful? *A Journal of Indian Society of Management Development & Research*, 1(1), 30-42.

Burke, R.J., Ng, E.S.W., & Wolpin, J. (February, 2011). Hospital downsizing: A breach of trust? *Effective Executive*, 38-42.

Ng, E.S.W., & Burke, R.J. (2010). A comparison of the legislated employment equity program, federal contractors program and financial post 500 firms. *Canadian Journal of Administrative Sciences*, 27(3), 224-235.

- Ng, E.S.W., & Sears, G.J. (2010). The effect of adverse impact in selection practices on organizational diversity outcomes: A field study. *International Journal of Human Resource Management*, 21(9), 1454-1471.
- Ng, E.S., & Burke, R.J. (2010). Predictors of business students' attitudes toward sustainable business practices. *Journal of Business Ethics*, 95(4), 603-615.
- Ng, E.S.W., Schweitzer, L., & Lyons, S.T. (2010). New generation, great expectations: A field study of the millennial generation in Canada. *Journal of Business and Psychology*, 25(2), 281-292.
- Ng, E.S.W., & Sears, G.J. (2010). What women and ethnic minorities want: Work values and labour market confidence. A self-determination perspective. *International Journal of Human Resource Management*, 21(5), 677-699.
- Burke, R.J., Ng, E.S.W., & Fiksenbaum, L. (2009). Virtues, work satisfactions, and psychological well-being among nurses. *International Journal of Workplace Health Management*, 2(3), 202-219.
- Ng, E.S.W., Burke, R.J., & Fiksenbaum, L. (2008). Career choice in management: Findings from U.S. MBA students. *Career Development International*, 13(4), 346-361.
- Ng, E.S.W. (2008). Why organizations choose to manage diversity? Toward a leadership-based theoretical framework. *Human Resource Development Review*, 7(1), 58-78.
- Ng, E.S., & Wiesner, W.H. (2007). Are men always picked over women? The effects of employment equity directives on selection decisions. *Journal of Business Ethics*, 76(2), 177-187.
- Burke, R.J., & Ng, E.S.W. (2007). Workaholic behaviours: Do colleagues agree? *International Journal of Stress Management*, 14(3), 312-320.
- Ng, E.S.W. (2007). Reaching new heights: Findings from the summit of Banff on the progress of gender and diversity in Canada. *Equal Opportunities International*, 26(1), 71-76.
- Ng, E.S.W., & Burke, R.J. (2006). The next generation at work: Business students' views, values and job search strategy. *Education and Training*, 48(7), 478-492. **2007 Emerald Literati Highly Commended Award**
- Slightly revised version reprinted as:
- Burke, R.J., & Ng, E.S.W. (2007). Business students' views on jobs, careers and the job search process: Implications for employers and universities. In A. Malach-Pines & M. Özbilgin (Eds.), *Career Choice in Entrepreneurship and Management: A Research Companion*. Cheltenham: Edward Elgar.
- Burke, R.J., & Ng, E. (2006). The changing nature of work and organizations: Implications for human resource management. *Human Resource Management Review*, 16(2), 86-94.
- Ng, E.S.W., & Burke, R.J. (2005). Person-organization fit and the war for talent: Does diversity management make a difference? *International Journal of Human Resource Management*, 16(7), 1195-1210.
- Ng, E.S.W., & Burke, R.J. (2004). Cultural values as predictors of attitudes towards equality and diversity: A Canadian experience. *Women in Management Review*, 19(6), 317-324.

Ng, E.S.W., & Tung, R.L. (1998). Ethnocultural diversity and organizational effectiveness: A field study. *International Journal of Human Resource Management*, 9(6), 980-995.

Book and Edited Books

Ng, E.S., Ramsay, J., Wood, J., & Thirumaran, K. (Eds.) (Forthcoming, 2023). *Managing People Across the Asia-Pacific: An Organizational Psychology Approach*. Cheltenham: Edward Elgar

Klarsfeld, A., Knappert, L., Nornau, A., Ng, E.S., & Ngunjiri, F. (Eds.) (2022). *International Handbook on New Frontiers of Diversity and Equality at Work Inclusion*. Cheltenham: Edward Elgar

Ng, E.S., Stamper, C.L., & Klarsfeld, A. (Eds.) (2021). *Handbook on Diversity and Equity Indices: A Research Compendium*. Cheltenham: Edward Elgar

Ng, E.S., Lyons, S.T., & Schweitzer, L. (2018). *Generational Career Shifts: How Matures, Boomers, Gen Xers, and Millennials View Work*. Bingley: Emerald.

Klarsfeld, A., Ng, E., Booyesen, L.A.E., Castro-Christiansen, L., & Kuvaas, B. (Eds.) (2016). *Research Handbook of International and Comparative Perspectives on Diversity Management*. Cheltenham: Edward Elgar.

Klarsfeld, A., Booyesen, L., Ng, E., Roper, I., & Tatli A. (Eds.) (2014). *International Handbook on Diversity Management at Work: Second Edition Country Perspectives on Diversity and Equal Treatment*. Cheltenham: Edward Elgar.

Ng, E.S.W., Lyons, S.T., & Schweitzer, L. (Eds.) (2012). *Managing the New Workforce: International Perspectives on the Millennial Generation*. Cheltenham: Edward Elgar.

Book Chapters

Ng, E.S. (Accepted). Not all white supremacists wear robes and hoods. In E. King, M. Hebl, & Q. Roberson (Eds.), *Research on Social Issues in Management*. Charlotte, NC: IAP

Tsang, D., Barzantny, C., & Ng, E.S. (2023). Age of perfection: An integrated perspective of employee longevity advantages in the global aerospace industry. In T. Melaku, A. Beeman, & C. Winkler (Eds.). *Handbook on Workplace Diversity and Stratification*. Rowman & Littlefield.

Lam, A., & Ng, E.S. Multiculturalism Policy Index (2021). In E. Ng, A. Klarsfeld, and C. Stamper (Eds.) *Handbook on Diversity and Equity Indices: A Research Compendium*. Edward Elgar.

Lam A., & Ng E.S. (2021). Representative Bureaucracy in Canada: Multiculturalism in the Public Service. In: Sullivan H., Dickinson H., Henderson H. (Eds.). *The Palgrave Handbook of the Public Servant*. Palgrave Macmillan, Cham.

Lam, A. & Ng, E.S. (2020). Progress in Affirmative Action: How backlash is holding us back. In E. King, M. Hebl, & Q. Roberson (Eds.), *Pushing Our Understanding of Diversity in Organizations*. Charlotte, NC: IAP

Ng, E.S., & French, E. (2018). Are we there yet? - Advancing women in Canada and Australia: Similar goals, different policies. In M. Reimer (Ed.), *Women and Careers: Transnational Studies in Public Policy and Employment Equity*. Taylor & Francis.

- Ng, E.S., & Klarsfeld, A. (2018). Comparative and multi-country research in equality, diversity, and inclusion. In R. Bendl, L. Booyesen, & J. Pringle (Eds.), *Handbook of Research Methods on Diversity Management, Equality and Inclusion at Work*. Edward Elgar.
- McGinnis Johnson, J., Piatek, J., & Ng, E.S. (2017). Managing generational differences in nonprofit organizations. In J. Sowa (Ed.), *The Nonprofit Human Resource Management Handbook: From Theory to Practice*. Routledge.
- Ng, E.S., Lyons, S., & Schweitzer, L. (2017). Millennials in Canada: Young workers in a challenging labour market. In E. Parry and J. McCarthy (Eds.), *Handbook on Age Diversity and Work*. Palgrave-Macmillan
- Ng, E.S. & Lillevik, W. (2017). Intercultural communication in the world of business. In L. Chen (Ed.), *Handbook of Communication Science*. Berlin: Mouton de Gruyter
- Lyons, S.T., Schweitzer, L., & Ng, E. (2016). Generational differences in work values: Evidence from Canada. In M. Shrabi (Ed.), *Generational differences in work values and ethics: An international perspective*, Commack, NY: Nova Science Publishers.
- Ng, E.S., & Parry, E. (2016). Multigenerational research in human resource management. *Research in Personnel and Human Resource Management*, 33, 1-41. Routledge
- Metz, I., Ng, E.S., Nkomo, S., Cornelli, N., & Hoobler, J. (2016). A comparative review of multiculturalism in Australia, Canada, South Africa, the UK, and the US. In A. Klarsfeld, E. Ng, L. Booyesen, L. Castro-Christensen, B. Kuvaas, & E. Ng (Eds.), *Research Handbook of International and Comparative Perspectives on Diversity Management*. Edward Elgar.
- Ng, E.S. & Stephenson, J. (2015). Individuals, teams, and organizational benefits of diversity: An evidence-based approach. In R. Bendl, I. Bleijenbergh, E. Henttonen, & A. Mills (Eds.), *The Oxford Handbook of Diversity in Organizations*. Oxford
- Ng, E.S.W., & McGinnis-Johnson, J. (2015). Millennials: Who are they, how are they different, and why should we care? In R.J. Burke, C. Cooper and A. Antoniou (Eds.), *The Multigenerational Workforce: Challenges and Opportunities for Organisations*. Edward Elgar
- Ng, E.S., Haq, R., & Tremblay, D.G. (2014). A review of two decades of Employment Equity in Canada: Progress and propositions. In A. Klarsfeld, L. Booyesen, G. Combs, E. Ng, I. Roper, & A. Tatli (Eds.), *International Handbook on Diversity Management at Work: Second Edition Country Perspectives on Diversity and Equal Treatment*. Edward Elgar.
- Lyons, S., Ng, E.S., & Schweitzer, L. (2014). Launching a career: Inter-generational differences in the early career stage. In E. Parry (Ed.), *Generational Diversity at Work: New Research Perspectives*. Palgrave Macmillan.
- Groutsis, D., Ng, E.S., & Ozturk, M. (2014). Cross-cultural management and diversity management intersections – lessons for attracting and retaining international assignees. In M. Özbilgin, D. Groutsis, & W. Harvey (Eds.), *International Human Resource Management*. Cambridge University Press.
- Ng, E.S., & Barker, J.R. (2014). Managing diversity through effective communication. In V.D. Miller & M.E. Gordon (Eds.), *Meeting the Challenges of Human Resource Management: A Communication Perspective*. Routledge.

Lyons, S.T., Ng, E.S.W., & Schweitzer, L. (2012). Generational career shift: Millennials and the changing nature of careers in Canada. In E. Ng, S. Lyons, & L. Schweitzer (Eds.), *Managing the New Workforce: International Perspectives on the Millennial Generation*. Edward Elgar.

Haq, R., & Ng, E.S.W. (2010). Employment equity and workplace diversity in Canada. In A. Klarsfeld (Ed.), *International Handbook on Diversity Management at Work: Country Perspectives on Diversity and Equal Treatment*. Cheltenham: Edward Elgar.

Gossett, C.W., & Ng, E.S.W. (2008). Domestic partnership benefits. In C.G. Reddick & J.D. Coggburn (Eds.), *Handbook of Employee Benefits and Administration*. Boca Raton, FL: CRC Press/Taylor & Francis.

Ng, E.S.W. (2001). Human resource planning for international assignments: Leveraging Canada's bicultural workforce. In *Human Resources Management in Canada*, 20599-20604. Toronto: Carswell. **Dr. Robert C. Joyner Doctoral Publication Prize**

Book Review

Ng, E.S.W. (2011). Book review: *Cross-Cultural Management: Essential Concepts (2E)* by D.C. Thomas. *Cross-cultural Management: An International Journal*, 18(1), 122-124.

Practitioner Articles

Ng, E.S. & Gagnon, S. (2020). "More research needed to break down job barriers for racialized Canadians," *Policy Options*, January 24.

Ng, E.S. (2015). "Diversity and Inclusion from the Classroom to the Boardroom," *Focus*, 23(3), 10-12.

Special Issues Edited

"Critical Issues Facing Asian Americans and Pacific Islanders (AAPI) and the Asian Diasporas," *American Behavioral Scientist* (in progress) (with R. Bonner, A. Lewis, W. Shen)

"Managing gender equity and equality across borders: Research, practice and evidence-based recommendations," *Human Resource Management Journal* (in progress) (with K. Bader, L. Knappert, M. Lazarova)

"Black Lives Matter: Combatting Systemic Discrimination, Racism and Inequality," *Equality, Diversity and Inclusion* (2021)

"Black Lives Matter: Black Community Voices," *Equality, Diversity and Inclusion* (2020)

"Equality and Diversity Issues in the Time of Trump," *Equality, Diversity and Inclusion* (2018)

"LGBTs in the Workplace," *Canadian Journal of Administrative Sciences* (2017)

"Cross-cultural and Comparative Diversity Management," *Cross-cultural and Strategic Management* (2016) (with A. Klarsfeld, L. Booysen, L. Castro-Christiansen, B. Kuvaas)

"Millennials and Public Service Renewal," *Public Administration Quarterly* (2016) (with C. Gossett and R. Winter)

"Multiculturalism during Challenging Times," *American Behavioral Scientist* (2015) (with I. Bloemraad)

“The social regulation of diversity management,” *European Journal of Industrial Relations* (2012) (with R. Hyman, A. Klarsfeld, and R. Haq)

Conference Papers and Presentations

Park, K., & Ng, E.S. (2022). Neither Here Nor There: Status Incongruence in Migration and Mobility in Emerging Markets. Paper presented at the Annual Meeting of the Academy of Management, Seattle, August 5-9.

Narendran, R., Ng, E.S., & Almeida, S. (2022). The role of representative bureaucracy in advancing transgender people in Kerala. Paper presented at the Annual Meeting of the Academy of Management, Seattle, August 5-9.

Teo, S., & Ng, E.S. (2022). Examining the Impacts of Public Sector Leadership on Employee Behaviors and Well-being. Paper presented at the Annual Meeting of the Academy of Management, Seattle, August 5-9.

“The Research and Realities of Asians/Asian Americans in Academia, Business, and Society,” Panelist (with Seval Gündemir, Jackson Lu, Anyi Ma). Annual Meeting of the Academy of Management, Seattle, August 5-9 (2022).

Ng, E.S., & van Esch (2022). Making DEI Stick in Business Schools: Guidance from Diversity, Equity, and Inclusion Leaders. Professional Development Workshop (Organizer), Annual Meeting of the Academy of Management, Seattle, August 5-9.

“Effective and Inclusive Teaching and Mentoring,” Organizational Behavior Doctoral Consortium, Annual Meeting of the Academy of Management, Seattle, August 5-9 (2022)

“Editor’s Panel,” Management Doctoral Student Association (MDSA) Conference, Seattle, August 4 (2022)

Li, A. & Ng, E.S. (2022). The micro-foundations of foreign subsidiary equity ownership control: board career horizon and nationality diversity in Japanese MNEs. Paper presented at the Academy of International Business Conference, Miami, July 6-9.

Park, K., & Ng, E.S. (2022). Racialization in Migrant Hierarchy in Emerging Markets: Lessons in Labor Force Internationalization. Paper presented at the Academy of International Business Conference, Miami, July 6-9.

Ng, E.S. (2022). Inclusive Employment for Workers with Disabilities in Canada,” Presentation at Symposium on “Inclusive Employment Across Nations: Challenges, Progress, and Prospects,” Academy of International Business Conference, Miami, July 6-9.

Ng, E.S., Rajendran, D., & Waheduzzaman, W. (2022). Promoting Workplace Inclusion and Self-efficacy among Skilled Migrant Workers in Australia. Paper presented at the European Academy of Management, Winterthur, June 14-17.

Park, K., & Ng, E.S. (2022). Neither Here Nor There: The Impact of Status Incongruence on Highly Skilled Migrants in the Arabian Gulf Region. Paper presented at the European Academy of Management, Winterthur, June 14-17.

“Creating An Inclusive Business School; From Strategic Plan to Student Engagement,” Panelist (with C. Gonzalez, C. van Esch, C. Wyrick) at the Management and Organizational Behavior Teaching Society Conference, June 8-11 (2022)

“Allying & Advocating in the Classroom and Beyond.” Panelist (with Marla Baskerville, Demetria Henderson, Stephanie Kunst, Darryl Rice, Enrica Riggs, Kelly Wilson) at the Southern Management Association, New Orleans, November 2-6 (2021).

Ng, E.S. (2021). A conversation with Isabel Wilkerson. Plenary Session, Annual Meeting of the Academy of Management, Virtual, July 29-August 3.

Van Esch C., & Ng, E.S. (2021). Becoming Diversity, Equity, and Inclusion Champions: Guidance from DEI Leaders. Professional Development Workshop (Organizer), Annual Meeting of the Academy of Management, Virtual, July 29-August 3.

Park, K., & Ng, E.S. (2021). Levels of Pay or Levels of Pain? Migration, Status and Stratification in the GCC Arabian Gulf. Paper presented at the 14th Equality, Diversity and Inclusion Conference, Bern, July 12-14.

Dahms, S., Kingkaew, S., & Ng, E.S. (2020). The effects of top management team national diversity and institutional uncertainty on subsidiary CSR focus and performance. Paper submitted to the 34th Australian and New Zealand Academy of Management, Perth, December 1-3. Note: Conference cancelled.

Tsang, D., Barzantny, C., & Ng, E.S. (2020). Age diversity and globalization in the Chinese aerospace industry. Paper presented at the Chinese Globalization Association, August 5-7.

Lam, & Ng, E.S. (2020). Canadian Multiculturalism: Steps Towards Representative Bureaucracy. Paper presented at the 13th Equality, Diversity and Inclusion Conference, Bern, July 6-8.

Kraiczy, N., Köllen, T., & Ng, E.S.W. (2020). Do “one size” employment policies fit all young workers? Heterogeneity in work preferences among the Millennial generation. Paper presented [online] at the European Association of Work and Organizational Psychology Small Group Meeting (Young People’s Work, Employment and Careers), Glasgow, June 29-July 3.

Mostafa, A., Schweitzer, L., Lyons, S., Ng, E. (2020). From GenY to GenZ: New generation, different expectations Author(s)/Auteur(s): From GenY to GenZ: New generation, different expectations. Paper presented at Administrative Sciences Association of Canada Conference, June 12-15.

Thompson, C., Kuah, A., Foong, R., & Ng, E. (2020). The Development of Emotional Intelligence, Self-Efficacy and Locus of Control in MBA Students. Paper presented at the Academy of Human Resource Development International Conference, Atlanta, February 26-29.

Ng, E.S., McGowan, R.A., & Stamper, C. (2019). Furthering the Metaphor of the Career Labyrinth: Developing a Typology to Understand the Path of Women Leaders. Paper presented at Symposium on Lean In? Advancing Women in Leadership Theory and Practice with Global Insights. Southern Management Association, Norfolk, October 8-12. **SMA Spotlight Session**

Ng, E.S. (2019). Exploring the Relationship Between Intersectionality and Inclusion: A Research Agenda (Discussant). Academy of Management, Boston, August 9-13.

Ng, E.S. (2019). International Human Resource Management and D&I. Presentation at Symposium on International Intersectionalities: Challenges and Opportunities for Diversity and Inclusion in IB. Academy of Management, Boston, August 9-13.

Ng, E.S. (2019). What Has Changed? Barriers and Facilitators to Women's Career Advancement in the 21st Century. All Academy Theme Professional Development Workshop (Panelist). Academy of Management, Boston, August 9-13.

Lam, A., & Ng, E.S. (2019). Backlash in Action: How Backlash Against Diversity Occurs. Proceedings of the 12th Equality, Diversity and Inclusion Conference, Rotterdam, July 22-24. **Stream Best Paper**

Ng, E.S., Sears, G.J., & Arnold, K. (2019). Exploring the Influence of CEO and Chief Diversity Officers' Relational Demography on Organizational Diversity Management: An Identity-based Perspective. Paper presented at the European Academy of Management, Lisbon, June 26-28.

"Meet the Editors" Doctoral Colloquium, European Academy of Management Conference, Lisbon, Panelist with Jay Barney, Pablo Martin de Holan, June 24 (2019).

Rajendran, D., Ng, E.S., Sears, G., & Ayub, N. (2018). Determinants of Migrant Career Success: A Study of Recent Skilled Migrants in Australia. Paper presented at the Australian and New Zealand Academy of Management, Auckland, December 4-7. **GDI Best Paper Award**

Lam, A., & Ng, E.S. (2018). Progress in Affirmative Action: How Backlash is Holding us Back. Paper presented at the Australian and New Zealand Academy of Management, Auckland, December 4-7.

Arnold, K. A., Bendl, R., Casado, T., Combs, G., Froese, F. J., Fujimoto, Y., Groutsis, D., Gutierrez Martinez, I.S.O, Haq, R., Klarsfeld, A., Kumra, S., Kutscher, G., Lim, A., Carrim, N.M.H., Ng, E.S., Saifuddin, S.M., Santos, N., Sears, G., Sharma, R.R., Stamper, C.L., Taniguchi, M., Traavik, L.E.M., Van Den Broek, D., Van Dijk, H., & Vassilopoulou, J. (2018, July). What's in an Index: Opening Pandora's Box on Equality and Diversity Indices. In Academy of Management Proceedings (Vol. 2018, No. 1, p. 10210). Briarcliff Manor, NY 10510: Academy of Management

Ng, E.S. (2018). Doing Diversity Research and Being a Diversity Scholar: Navigating Academic Careers. Professional Development Workshop (Panelist), Academy of Management, Chicago, August, 10-14.

Klarsfeld, A., Sieben, B., Knappert, L., Kornau, A., Ng, E.S., Ngunjiri, Haq, R. (2018). Equality, Diversity and Inclusion in Under-Researched Countries: A Research Agenda. Professional Development Workshop (Facilitator), Academy of Management, Chicago, August, 10-14.

Ng, E.S., Sears, G., & Bakkaloglu, M. (2018). Racial differences in the effects of perceived discrimination among White and minority employees: Evidence of White fragility. Proceedings of the European Academy of Management, Reykjavik, June 20-23.

Alhejji, H., Garavan, T., & Ng, E. (2018). Understanding inequality in employment: An analysis of the subjective context. Paper presented at the University Forum for Human Resource Development Annual Conference 2018, Newcastle Business School, June 6-8.

"Research and Publishing" (with Michael Laroche), Doctoral Student Consortium, Administrative Sciences Association of Canada, Ryerson University, May 26-29 (2018).

Ng, E. S., & Johnson, J. M. (2017). Education Debt and Making a Career Choice in the Public, Private, and Nonprofit Sectors. In Academy of Management Proceedings (Vol. 2017, No. 1, p. 10213). Academy of Management.

Ng, E.S., Groutsis, D., & Rajani, N, (2017). International students as self-initiated expatriates. Paper presented at the Annual Meeting of the Academy of Management, Atlanta, August 4-8.
Nominated Emerald Best International Symposium Award

Ng, E.S. (2017). "A Dialogue on How a Trump Presidency May Affect Equality, Diversity and Inclusion." Showcase Symposium (Organizer, Moderator), Annual Meeting of the Academy of Management, Atlanta, August 4-8.

Ng, E.S., & Metz, I. (2017). Gender Issues in Developing and Underdeveloped Countries. Professional Development Workshop (Organizer), Annual Meeting of the Academy of Management, Atlanta, August 4-8.

"Editor's Panel," GDO Junior Faculty Consortium. Panelist with Eden King, Bell Rose Ragins, Geoff Wood, Annual Meeting of the Academy of Management, Atlanta, August 5 (2017).

Liu, L., Sidani, Y., AlAriss, A, & Ng, E.S. (2017). Organizational agility in global talent management: Conceptual configurations and consequences with evidence from the Middle-East. Paper presented at the Academy of International Business Conference, Dubai, July 2-5.

Ng, E.S., Arnold, K., & Sears, G.J. (2017). The Influence of CEO and AA Officers Relational Demography on Organizational Diversity Management. Proceedings of the 10th Equality, Diversity and Inclusion Conference, Brunel University. June 28-30.

Ng, E.S. & Sears G.J. (2017). What the manager sees and hears: Taking cues from the CEO on diversity management. Proceedings of the European Academy of Management Conference, Glasgow, June 21-23.

Rajani, N., Ng, E.S., & Groutsis, D. (2017). From India to Canada: International students as self-initiated expatriates. Paper presented at Administrative Sciences Association of Canada Conference, May 29-June 1.

Ng, E.S., Metz, I., Stamper, C., & Benschop, Y. (2016). The "dark side" of social capital: How human capital influences elitism and exclusion. Paper presented at the Australian and New Zealand Academy of Management Conference, Brisbane, December 6-9, 2016.

Ng, E., Lyons, S., & Schweitzer, L. (2016). Implications of gender and immigration status on the career of millennials. Paper presented at the Annual Meeting of the Academy of Management, Anaheim, August 5-9.

Metz, I., & Ng, E. (2016). Why Some Men Advocate for Diversity and Inclusion: Drivers and Dividends. Professional Development Workshop (Organizer), Annual Meeting of the Academy of Management, Anaheim, August 5-9.

Alhejji, H., & Ng, E. (2016). The Impact of Formal and Informal Distance on Gender Equality Approaches: The Case of a British MNC in Saudi Arabia. Paper presented at the Administrative Sciences Association of Canada Conference, Edmonton, June 4-6, 2016.

Ng, E.S., & Lillevik, W. (2016). Developing cross-cultural competence for the new economy. Paper presented at the Academy of Human Resource Development International Research Conference, Jacksonville, February 18-20.

McGinnis Johnson, J.A., & Ng, E. (2015). Student loans and sector choice: An examination of the relationship between student debt and millennials first job decisions. Paper presented at the Association for Research on Nonprofit Organizations and Voluntary Action Conference, Chicago, November 18-21.

Lyons, S., Schweitzer, L., & Ng, E.S. (2015). Generational differences in career salience. Paper presented at the Annual Meeting of the Academy of Management, Vancouver, August, 7-11

Ng, E.S., Metz, I., & Richter, A. (2015). Opening Governance for Diversity and Inclusion in the Academy. All Academy Theme Professional Development Workshop (Organizer), Annual Meeting of the Academy of Management, Vancouver, August 7-11.

“Ramping up our game! How we can do a better job teaching diversity.” Professional Development Workshop, Annual Meeting of the Academy of Management, Vancouver, Panelist with Yekaterina Bezrukova, David Kravitz, Marcus Stewart, Chester Spell, Diana Bilimoria, Jamie Perry, August 7-11 (2015).

Ng, E.S., & French, E. (2015). Are we there yet? Advancing women in Canada and Australia: Similar goals, different policies. Proceedings of the 8th Equality, Diversity and Inclusion Conference, Tel Aviv, July 6-8.

Stephenson, J., & Ng, E.S. (2015). Assessing the effectiveness of new anti-age discrimination legislation in the United Kingdom (UK). Proceedings of the 8th Equality, Diversity and Inclusion Conference, Tel Aviv, July 6-8.

Rajani, N., Ng, E.S., & Groutsis, D. (2015). “Should I stay or should I go?” An autoethnographic account of an international student’s decision to transition to a self-initiated expatriate. Paper presented at the 57th Academy of International Business Conference, Bangalore, June 27-30.

Kwok, C., Bates, K.A., Ng, E.S., & Ramsoomair, F. (2015). Managing the aging nursing workforce in Canada. Paper presented at the Administrative Sciences Association of Canada Conference, Halifax, June 7-11. **Healthcare Management Best Paper Award**

Lyons, S., Ng, E.S., & Schweitzer, L. (2014). Launching a career: Inter-generational differences in the early career stage. Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, August 1-5.

Ng, E.S., & Metz, I. (2014). Let’s Talk About Gender and Diversity, Let’s Talk About You and Me. Professional Development Workshop (Organizer), Annual Meeting of the Academy of Management, Philadelphia, August 1-5.

Ng, E.S. & Stephenson, J. (2014). Individuals, teams and organizational benefits of diversity: An evidence-based perspective. Proceedings of the 7th Equality, Diversity and Inclusion Conference, Munich, June 8-10.

Metz, I., Ng, E.S., Nkomo, S., Cornelius, N., & Hoobler, J. (2014). Comparative review of multiculturalism in Australia, Canada, South Africa, the UK, and the US. Proceedings of the 7th Equality, Diversity and Inclusion Conference, Munich, June 8-10.

Klarsfeld, A., Booyesen, L., Ng, E., Roper, I., & Tatli, A. (2014). Equality and Diversity in 14 countries: A transverse analysis. Proceedings of the 7th Equality, Diversity and Inclusion Conference, Munich, June 8-10.

- Ng, E.S. (2014). Why I do research on in-equality: An ethnography. Proceedings of the Administrative Sciences Association of Canada Conference, Muskoka, May 9-13.
- Kuron, L., Schweitzer, L., Lyons, S., & Ng, E.S. (2014). Careers profiled: Investigating differences in behaviours, experiences and attitudes. Proceedings of the Administrative Sciences Association of Canada Conference, Muskoka, May 9-13. **HR Best Paper Award**
- Metz, I., & Ng, E.S. (2013). Getting 'Managing Diversity' on the Business School Curriculum. Professional Development Workshop (Organizer), Annual Meeting of the Academy of Management, Orlando, August 9-13.
- Ng, E.S., & Metz, I. (2013). Multiculturalism as a strategy for national competitiveness: The case for Canada and Australia. Proceedings of the 6th Equality, Diversity and Inclusion Conference, Athens, July 1-3.
- Ng, E.S., & Sears, G. (2013). Toward representative bureaucracy: Predicting public service attraction among underrepresented groups. Proceedings of the 6th Equality, Diversity and Inclusion Conference, Athens, July 1-3.
- Sears, G.J., & Ng, E.S.W. (2013). Toward representative bureaucracy: The influence of employment equity status and work values on public service attraction among student job seekers. Poster presented at the Canadian Psychological Association Annual Convention, Quebec City, June 13-15.
- Lyons, S., Schweitzer, L., & Ng, E.S. (2013). Launching a career: A qualitative study of inter-generational differences in the early career stage. Proceedings of the Administrative Sciences Association of Canada Conference, Calgary, June 8-11. **HR Best Paper Award**
- Kuron, L., Schweitzer, L., Lyons, S., & Ng, E.S. (2013). Writing their own stories? A qualitative investigation of millennials' careers. Proceedings of the Administrative Sciences Association of Canada Conference, Calgary, June 8-11.
- Ng, E.S., & Barker, J.R. (2013). Managing diversity through effective communication. Paper presented at the Administrative Sciences Association of Canada Conference, Calgary, June 8-11.
- Wazed, S., & Ng, E.S. (2013). College recruiting and the social media. Paper presented at the Administrative Sciences Association of Canada Conference, Calgary, June 8-11.
- Gossett, C., Ng, E., Chinyoka, S., & Obasi, I. (2013, April). Public vs. Private Sector Mgmt: An Exploratory Study of Career Choice among Students in Botswana. In Academy of Management Proceedings (Vol. 1, No. 1, pp. aomafr-2012). Academy of Management, January 7-10.
- Ng, E., Bendl, R., Metz, I., Haq, R., Hoobler, J., Nkomo, S., & Schmidt, A. (2013, April). International Perspectives on Multiculturalism during Challenging Times. In Academy of Management Proceedings (Vol. 1, No. 1, pp. aomafr-2012). Academy of Management, January 7-10.
- Ng, E.S. (2013). Twenty-three years of multiculturalism in Canada: A strategy for national competitiveness. Presentation at Symposium on International Perspectives on Multiculturalism during Challenging Times, Academy of Management Africa Conference, Johannesburg, January 7-10.

- Ng, E.S., Lyons, S., & Schweitzer, L. (2012). Changing nature of careers in Canada. Paper presented at the Annual Meeting of the Academy of Management, Boston, August 3-7.
- Lyons, S., Schweitzer, L., & Ng, E.S. (2012). Have careers really shifted? An inter-generational perspective on modern careers. Paper presented at the Annual Meeting of the Academy of Management, Boston, August 3-7. **Nominated for Best Applied Paper**
- Ng, E.S., & Sears, G.J. (2012). The glass ceiling in context: The role of organizational characteristics and firm internationalization in advancing women into management. Proceedings of the 5th Equality, Diversity, & Inclusion Conference, Toulouse, July 23-25. **Best Paper Award**
- Ng, E.S., & McGowan, R. (2012). Work/life choices of women in senior leadership positions: Contrarian views from the top. Proceedings of the 5th Equality, Diversity, & Inclusion Conference, Toulouse, July 23-25.
- Haq, R., Ng, E.S., & Tremblay, D.G. (2012). A review of twenty-one years of employment equity in Canada (1987-2008): Progress and propositions. Paper presented at the 5th Equality, Diversity, & Inclusion Conference, Toulouse, July 23-25.
- Lyons, S., Ng, E., Schweitzer, L., & Kuron, L. (2012). Intergenerational differences in work values, career anchors and organizational mobility. Proceedings of the 13th Biannual Conference of the International Society for the Study of Work and Organizational Values, Goa, June 24-27.
- Ng, E.S. & Law, A. (2012). Keeping up! An exploration of older workers' adaptation in the workplace after age 55. Proceedings of the Administrative Sciences Association of Canada Conference, St. John's, June 9-12.
- Ng, E.S., Schweitzer, L., & Lyons, S. (2012). Public and nonprofit sectors as safe havens: A comparison of lesbian, gay, bisexual, transgendered (LGBT), and heterosexual job seekers. Proceedings of the Administrative Sciences Association of Canada Conference, St. John's, June 9-12.
- Kuron, L., Lyons, S., Schweitzer, L., & Ng, E.S., (2012). Work values of the millennial generation: A comparison of pre-career and working millennials. Proceedings of the Administrative Sciences Association of Canada Conference, St. John's, June 9-12.
- Ng, E.S. & Sears, G.J. (2012). Advancing women into management: Strategic choice and environmental determinism. Paper presented at the Administrative Sciences Association of Canada Conference, St. John's, June 9-12.
- "Strategies on Publishing GDO Research," Administrative Sciences Association of Canada Conference, St. John's, Panelist with Alice Eagle, Alison Konrad, Elaine Yakura, June 12 (2012).
- Lewis, G., Ng, E.S., & Meerkemper, E., Graham, D. (2011). Work values, sexual orientation, pay, and preference for nonprofit and public sector employment. Paper presented at the American Political Science Association Annual Meeting, Seattle, September 1-4.
- Moore, M.E., Breward, K., Doherty, A.J., Konrad, A.M., & Ng, E.S.W. (2011). The vocational well-being of workers with childhood onset of disability: Life satisfaction and perceived workplace discrimination. Paper presented at the Annual Meeting of the Academy of Management, San Antonio, August 12-16.

Ng, E.S.W., Lyons, S., & Schweitzer, L. (2011). Millennials as a new generation? Evidence from the generational career shift study. Paper presented at the Academy of Management Annual Meeting, San Antonio, August 12-16.

Ng, E.S.W. (2011). Twenty-one years of employment equity in Canada (1987-2008): A review. Paper presented at the 7th Biennial Conference International Academy for Intercultural Research, Singapore, July 24-28.

Schweitzer, Kuron, Ng, & Lyons, S.T. (2011). Gender and career expectations: New findings from the millennial generation. Proceedings of the Administrative Sciences Association of Canada Conference, Montreal, July 2-5.

Burke, R.J., Ng, E.S.W., & Wolpin, J. (2011). Hospital restructuring and downsizing: Correlated and consequences of nursing staff job insecurity. Proceedings of the Administrative Sciences Association of Canada Conference, Montreal, July 2-5.

Burke, R.J., Ng, E.S.W., & Wolpin, J. (2011). Effects of hospital restructuring and downsizing on nursing staff: Does union support help? Paper presented at the Administrative Sciences Association of Canada Conference, Montreal, July 2-5.

Ng, E.S.W., & Sears, G.J. (2010). CEO leadership styles and the adoption of organizational diversity practices: Moderating effects of social values and age. Paper presented at the Annual Meeting of Academy of Management, Montreal, August 6-10.

Moore, M.E., Ng, E.S.W., Konrad, A.M., Doherty, A.J., & Breward, K. (2010). Effects of workplace accommodations on underemployment among persons with disabilities. Paper presented at the Annual Meeting of Academy of Management, Montreal, August 6-10.

Klarsfeld, A., van Engen, M., Chia, A., Haq, R., Ng, E.S.W., Syed, J. (2010). Country perspectives on diversity and equal treatment policies and practices: Lessons from 16 countries. Paper presented at the 2010 IFSAM Conference, Paris, July 8-10.

Schweitzer, L., Lyons, S.T., & Ng, E.S.W. (2010). Managing in the new millennium: Gen Y and workplace expectations. Proceedings of the 12th Biannual Conference of the International Society for the Study of Work and Organizational Values, Lisbon, June 27-30.

Schweitzer, L., Ng, E.S.W., Lyons, S.T., & Kuron, L.K. (2010). Education and career expectations: A pattern of gender differences. Proceedings of the Administrative Sciences Association of Canada Conference, Regina, May 22-25. **GDO Best Paper Award**

McGowan, R.A., & Ng, E.S.W. (2010). Employment equity: Employee discourses of (mis)understandings, support, and resistance. Proceedings of the Administrative Sciences Association of Canada Conference, Regina, May 22-25.

Breward, K., Doherty, A.J., Konrad, A.M., Moore, M., & Ng, E.S. (2010). Individual, job, and organizational factors predicting the receipt of needed workplace accommodations by workers with disabilities. Paper presented at the Administrative Sciences Association of Canada Conference, Regina, May 22-25.

Yi, R., & Ng, E.S.W. (2010). The role of institutional-occupational orientation in predicting training commitment. Paper presented at the Western Psychological Association, Cancun, April 22-25.

Ng, E.S.W., & Wyrick, C.R. (2010). Motives for managing diversity: A model of leadership commitment. Paper presented at the Western Academy of Management, Kona, March 24-28.

Gossett, C.W., & Ng, E.S.W. (2009). Choosing careers in the public sector: A nationwide survey of Canadian post-secondary students. Paper presented at the Annual Meeting of the American Political Science Association, Toronto, September 3-6.

Lyons, S., Schweitzer, L., & Ng, E.S.W. (2009). The shifting nature of careers in Canada: A framework for research. Proceedings of the Administrative Sciences Association of Canada Conference, Niagara Falls, June 6-9. **GDO Best Paper Award**

Ng, E.S.W., & Burke, R.J. (2009). Virtues, work satisfactions and psychological well-being among nurses. Proceedings of the Administrative Sciences Association of Canada Conference, Niagara Falls, June 6-9.

Ng, E.S.W. & Gossett, C.W. (2009). Who wants to work for the government? Millennials and public service motivation. Presentation at the Administrative Sciences Association of Canada, GDO Symposium, Niagara Falls, June 6-9.

Haq, R., & Ng, E.S.W. (2008). Employment equity and workplace diversity in Canada. Paper presented at the Symposium on Country Perspectives on Diversity and Equal Treatment, Annual Meeting of the Academy of Management, Anaheim, August 8-13. **Best International Symposium**

Ng, E.S.W., & Sears, G.J. (2008). Barriers to creating diverse organizations: The threat of adverse impact in employee selection. Proceedings of the Irish Academy of Management Conference, Dublin, September 3-5.

Ng, E.S.W. (2008). Predictors of student attitudes toward sustainable business practices. Paper presented at the 7th Annual UC/CSU/CCC Sustainability Conference, San Luis Obispo, July 31 - August 3.

Ng, E.S.W., & Burke, R.J. (2008). Understanding (Students') Attitudes toward Sustainability Business Practices. Proceedings of the 11th Biannual Conference of the International Society for the Study of Work and Organizational Values, Singapore, June 22-25.

Ng, E.S.W., & Sears, G.J. (2008). The effect of adverse impact in selection practices on organizational diversity outcomes. Proceedings of the Administrative Sciences Association of Canada, Halifax, May 24-27. **GDO Honourable Mention Paper**

Ng, E.S.W., & Burke, R.J. (2008). Understanding career choice among business students. Proceedings of the Administrative Sciences Association of Canada Conference, Halifax, May 24-27.

Gossett, C.W., & Ng, E.S.W. (2008). Domestic partner benefits. Paper presented at Panel on Public Sector Health Care Policy and Management, Annual Meeting of the Western Political Science Association, San Diego, March 20-22.

Ng, E.S.W., & Wiesner, W.H. (2008). Changing times, changing attitudes: Have two decades of Affirmative Action policies had an impact on the willingness to hire minority applicants? Proceedings of the Academy of Human Resource Development International Research Conference, Panama City, February 20-24.

Ng, E.S.W. (2007). Which CEOs are more committed to managing diversity? An organizing and a theoretical framework. Poster presented at the Canadian Psychological Association Annual Convention, Ottawa, June 7-9.

- Ng, E.S.W., & Wiesner, W.H. (2007). Have two decades of employment equity policies had an impact on a willingness to hire minority applicants? Paper presented at the Administrative Sciences Association of Canada Conference, Ottawa, June 2-5.
- Ng, E.S.W., & Burke, R.J. (2007). Disentangling the antecedents and outcomes of workaholic components among management and professional women. Presentation at the Administrative Sciences Associations of Canada Symposium, Ottawa, June 2-5.
- Ng, E.S.W., & Sears, G.J. (2006). Work values and labour market confidence of minorities: A self-determination perspective. Paper presented at the Annual Meeting of the Academy of Management, Atlanta, August 11-16.
- Burke, R.J., Ng, E.S.W., & Sears, G.J. (2006). Correlates of Spence and Robbins' workaholism components: Replication and extension. Poster presented at the Canadian Psychological Association Annual Convention, Calgary, June 8-10.
- Ng, E.S.W., & Sears, G.J. (2006). What women and minorities want: Work values, labour market confidence, and a preference for commitment to diversity. A self-determination perspective. Proceedings of the Administrative Sciences Association of Canada Conference, Banff, June 3-6.
- Ng, E.S.W., & Burke, R.J. (2006). Business students' views on jobs, careers and the job search process: Implications for universities and employers. Paper presented at the Administrative Sciences Association of Canada Conference, Banff, June 3-6.
- Ng, E.S.W. (2006). CEO commitment and perception of employment equity in Canada. Paper presented at the Canadian Industrial Relations Association Symposium, York University, Toronto, June 2-4.
- Ng, E.S.W., Jain, H.C. & Wiesner, W.H. (2005). CEO commitment, perceptions of CEO commitment, and actual diversity outcomes. Paper presented at the Annual Meeting of the Academy of Management, Honolulu, August 5-10.
- Ng, E.S.W., Burke, R.J., & Jain, H.C. (2005). Legislation, contract compliance, and diversity practices: Do these matter? Proceedings of the Administrative Sciences Association of Canada Conference, Toronto, May 28-31.
- Ng, E.S.W., Burke, R.J., & Jain, H.C. (2005). CEO values and attitudes towards diversity and diversity practices. Paper presented at the Administrative Sciences Association of Canada Conference, Toronto, May 28-31.
- Ng, E.S.W., & Jain, H.C. (2004). Institutional and strategic choice factors affecting the adoption of organizational diversity practices: The role of top executive characteristics and commitment. Paper presented in absentia at the International Industrial Relations Association (IIRA), 7th European Congress, Lisbon, September 7-11.
- Ng, E.S.W., & Jain, H.C. (2004). Institutional and strategic choice factors affecting the adoption of organizational diversity practices. Paper presented at the Annual Meeting of the Academy of Management, New Orleans, August 6-11.
- Ng, E.S.W., & Wiesner, W.H. (2004). Gender stereotyping then and now: Do employment equity directives make a difference in selection decision? Proceedings of the 9th Bi-Annual Conference of the International Society for the Study of Work and Organizational Values, New Orleans, August 3-6.

Ng, E.S.W., & Burke, R.J. (2004). Person-organization fit and the war for talent: Does diversity management make a difference? Proceedings of the Administrative Sciences Association of Canada Conference, Quebec City, June 5-8.

Ng, E.S.W., & Burke, R.J. (2004). Cultural values as predictors of attitudes towards equality and diversity. Proceedings of the Administrative Sciences Association of Canada Conference, Quebec City, June 5-8.

KNOWLEDGE MOBILIZATION

Keynote and Invited Presentations

“Become an ally of the LGBTQ2+ communities,” Department of National Defense (Defense Team Pride Advisory Organization), Invited Panelist (with Martine Roy, Maj. Andre Jean, Maj. John McDougall), April 14 (2022)

“CEO Commitment to Diversity,” Invited presentation at the Toulouse Business School, March 23 (2022).

“Racial and Systemic Discrimination at Work,” Invited presentation at Heriot-Watt University, March 3 (2022)

“Leveraging Generational Diversity in the Workplace,” Invited presentation (with Megan Gerhardt) at the AACSB DEIB Americas Forum, February 24 (2022)

“Building Equity and Inclusion at Work,” Invited presentation at the Stirling Management School Equality, Diversity & Inclusion Guest Speaker Series, February 23 (2022)

“Translating EDII Research into Practice,” 17th Annual Social Impact Summit, Smith School of Business, October 2 (2021)

“Gender and sexuality politics in Kingston,” Invited Panelist with Elisabeth Baisley, Quinn M., Albaugh, & Christopher J. Bennett, Kingston Pride, September 20 (2021)

“Towards effective allyship: Building equity and inclusion at work,” **Keynote** at the 13/14th Equality, Diversity and Inclusion Conference, Universität Bern, July 12 (2021).

“The Role of Leadership in Effective Diversity Management,” Invited presentation at the Vienna University of Economics and Business (WU Vienna), with Rosemary Vito and Bharati Sethi, May 20 (2021).

“Publishing Gender and Diversity Scholarship,” British Academy of Management (Gender in Management SIG), Panelist with Adelina Broadbridge and Barbara Risman, May 10 (2021).

“Rebuilding for an Inclusive Recovery,” Ontario Chamber of Commerce, with Wendy Cukier, Fiona MacFarlane, Amelia Yiu, Sandeep Aujla, March 31 (2021).

“Building a diversity and inclusive organization,” **Keynote** at du congrès de l'AGRH (Association Francophone de Gestion des Ressources Humaines), l'Université de Tours, March 5 (2021).

“Impact of COVID-19 on racialized communities,” Public Policy Forum, Panelist with Dr. Tina Chui, Statistics Canada, February 25 (2021).

“When the spirit is willing, but the flesh is weak: Moral leadership and economic utility in diversity management.” Allan Gray Speaker Series, Allan Gray Centre for Values-Based Leadership, University of Cape Town, December 2 (2020).

“#BlackLivesMatter in the Academy: Exploring Issues of Systemic Racism and Oppression,” Academy of Management Organizational Behavior (OB) Division Seminar, Panelist with Professors Dolly Chugh, Eddy Ng and Stella Nkomo, November 9 (2020).

“Managing across generations: How Matures, Boomers, Gen Xers, and Millennials view work,” [JCU 50 Professorial Lecture Series](#), May 27 (2020).

“Data driven action: Next steps,” Diversity and Inclusion Now Conference, Diversity Institute, Ryerson University, Panelist with Rupa Banerjee, Tania Saba, Suzanne Gagnon, November 18-20 (2019).

“Panel on Resistance and Backlash,” Equality, Diversity and Inclusion Conference, Erasmus, Rotterdam School of Management, Panelist with Kecia Thomas, Mustafa Ozbilgin, Lena Knappert, July 22-24 (2019).

[Spring Convocation Address](#), Faculty of Management, Dalhousie University, June 1 (2019)

“Exploring the Influence of CEO and Chief Diversity Officers’ Relational Demography on Organizational Diversity Management: An Identity-based Perspective,” Invited Presentation at Joint Organizational Studies/Human Resource Studies, Tilburg University, February 19 (2019).

“Perceived Discrimination, Racial Stress, and White Fragility,” Invited Presentation at the University of Otago, December 10 (2018).

“When White Employees Perceive Discrimination at Work,” Invited Presentation at the Monash University, November 26 (2018).

“When White and Minority Workers Perceive Discrimination at Work: Racial Stress and White Fragility,” Invited Presentation at the University of Sydney, November 22 (2018).

“Progresses, Setbacks and New Challenges facing Aging and Work,” Plenary Session V, Equality, Diversity and Inclusion Conference, Université de Montréal, Panelist with Yves Carrière, François Lamoureux, Tania Saba, August 17 (2018).

“How to explore the impact of rising nationalism, protectionism and immigration rights on organisations” EURAM Lab, University of Iceland, Panelist with Beverly Metcalfe, Edwina Pio, Hamid Kazeroony, Jasmin Mahadevan, June 19 (2018).

“Why I do research on inequality,” Invited Presentation at the Centre for Civilisational Dialogue, Universiti Malaya, May 2 (2018).

“You, the Journal, and Your Published Paper” Research Workshop at the Centre for Civilisational Dialogue, Universiti Malaya, May 2 (2018).

Emerald Publishing Forum Talk (Q&A), Editor’s Perspective. Web based, March 1 (2018)

“The equity myth: diversity on university campuses,” Policy Matter Speakers Series, MacEachen Institute for Public Policy and Governance, Halifax, October 24 (2017). Panel Chair with Arig al Shaibah, Howard Ramos, Norma Williams.

“Can diversity be our strength? Stereotype threat, faultlines, and critical mass,” Invited Presentation at the Atlantic Universities & Colleges Human Resources Association (AUCHRA) Conference, Dalhousie University, October 19 (2017).

“Meet the Editors Plenary Session – Insights for publishing EDI research in top journals” 10th Equality, Diversity and Inclusion Conference, London, June 28 (2017).

“Meet the Editors” European Academy of Management Conference, Glasgow, June 22 (2017).

AOM GDO Online Paper Development Workshop. Panelist with Eden King and Belle Rose Ragins, June 7 (2017).

“Managing Across Generations,” Presentation to the Institute on Governance, Executive Leadership Program, April 25 (2017).

“Leadership is Gender Neutral,” Invited Presentation at the Institute for Gender and Diversity in Organizations, WU Vienna, March 14 (2017).

“From managing diversity to valuing individual differences.” Invited Presentation at the Social Recruiting Conference, May 11, 2015, Calgary, May 11 (2015).

“How to recruit and retain the millennial generation.” Invited Presentation at the Social Recruiting Conference, May 11, 2015, Calgary, May 11 (2015).

“Anticipated discrimination and the search for safe havens: Vocational choice among LGBT individuals.” Invited Presentation at the Queen Mary Centre for Diversity and Inclusion International Workshop, April 24 (2015).

“You, the Journal, and Your Published Paper: Research Publishing Workshop.” Invited Presentation at Toulouse Business School, April 7 (2015).

“Shifting career expectations, experiences, and work values: Empirical findings across four generations.” Invited Presentation at Toulouse Business School, March 12 (2015).

“Why I do research on inequality: An autoethnography.” Invited Presentation at the University of Sydney, November 24 (2014).

“Shifting career expectations, experiences, and work values: Empirical findings across four generations.” **Keynote** Presentation at the Gender, Diversity and Inclusion Symposium, RMIT University, November 21 (2014).

“Shifting career expectations, experiences, and work values: Empirical findings across four generations.” Invited Presentation at the Melbourne Business School, November 12 (2014).

“Gender Diversity and Healthcare,” CIHR Café Scientifique, Halifax, March 5 (2014). Invited Panelist with Jacqueline Gahagan, Lisa Goldberg, Ingrid Waldron.

“Leading and managing for human performance: Motivation, rewards and retention of talents.” Presentation to the Public Service Commission of Nova Scotia, WTCC, Halifax, March 5 (2014).

“The Millennial Career Shift: How to Address the Evolving Career Expectations for Canada's Future Workforce,” Financial Management Institute Webinar, Ottawa, October 17 (2013). Invited Panelist with Lori Watson, Andrew Francis.

“Individuals, teams, and organizational benefits of diversity.” Invited Presentation to the National Research Council of Canada (NRCC), Halifax, October 3 (2013).

“Integrating Gender Equality into Management Education,” 1st PRME Canada Regional Meeting Conference, Grant MacEwan University, June 12 (2013). Invited Panelist with Maureen Kilgour, Karen Hughes, Sharon Morin, Ann Ramsden, Tracey Scarlett, Kathleen Smith.

“Human resource management for non-HR managers.” Presentation to Engineers Nova Scotia, Halifax, March 27 (2012).

“Who wants to work for the government: Millennials and public service motivation.” Presentation to the Province of Nova Scotia, WTCC, Halifax, November 9 (2011).

“Recruitment and selection for human performance: Maximize the hits, avoid the misses.” Presentation to Engineers Nova Scotia, Halifax, October 27 (2011).

“New generation, great expectations.” Presentation to the California Agriculture Leadership Program, June 8 (2010).

“Disruptive generation and helicopter parents: Managing in the new millennium.” Presentation to the California Agriculture Leadership Program, Pomona, June 1 (2009).

“Best Practices in Diversity Management: An International Forum,” 11th Biannual Conference of the International Society for the Study of Work and Organizational Values, Singapore, Panelist with Andrew Fung, Roger Sages, Helena M. Addae, Hazel M. Rosin, June 23 (2008).

“Human Resource Strategic Planning.” Presentation to the Professionals in Human Resources Association, San Bernardino-Riverside Chapter, May 10 (2007).

“HR research that enhances practice.” Presentation to the Human Resources Professional Association of Ontario, Peterborough Chapter, January 18 (2006).

“Strategic HRM: Linking HR metrics to organizational performance.” Presentation at the Human Resources Professional Association of Ontario, Quinte Chapter, November 10 (2005).

“Understanding the link between ROI and human resource management.” Presentation at the Human Resources Professional Association of Ontario, Peterborough Chapter, January 19 (2005).

University Presentations

New Smith Faculty Orientation – EDII Presentation, December 7 (2022)

“Work interrupted: how is working from home working out for everyone?,” 2022 Research Showcase: Business During COVID-19 and ‘Post’ COVID-19, November 22 (2022)

“PhD-MSc Consortium: Everything I wish I had Known when Starting my PhD,” (with Evan Jo and Ekin Ok), Smith School of Business, September 1 (2022)

New Smith Faculty Orientation – EDII Presentation, August 24 (2022)

“When White Employees Perceive Discrimination at Work,” 2021 Research Showcase: EDI in Business, December 9 (2021)

“Bias in Decision Making: Implicit Bias in Selection Decisions,” New Faculty Research Event, Smith School of Business, October 28, (2021)

“PhD-MSc Session: Navigating the Pandemic Job Market,” (with Erica Pimentel), Smith School of Business, October 22 (2021)

“Research in EDII,” Smith Advisory Board, October 6 (2021)

“Culture and Diversity,” MMIE Masterclass, Queen’s University, June 15 (2021)

“Managing Diversity and Inclusion for Performance,” L.E.A.D. Engineering (Grand Challenges Scholars Program), Bucknell University, March 3 (2021)

“Stereotype, Culture, and Competence” Presentations to Global Ambassador Program, Bucknell University, January 25 (2021)

“Exploring DEI Research,” Transforming Community Initiative, Bucknell University, January 22 (2021)

“Generational Career Shift,” Invited Presentation to University Advancement Enrichment Conference, Bucknell University, January 13 (2021)

“Publishing in Management,” Invited Presentation at the California State Polytechnic University, Pomona, November 7 (2020)

“Journal Rankings and Impact Factor,” Invited presentation at the California State Polytechnic University, Pomona, November 7 (2020)

“Stereotype threat: What you think of me, affects me,” Staff Learning Series: Diversity, Equity, and Inclusion, Bucknell University, November 5, (2020)

“Writing and Publishing,” Thriving and Flourishing at Bucknell: An Underrepresented Faculty Success Series, Bucknell University, October 29 (2020)

“Why I do research on inequality,” Opening remarks, Faculty Scholarship Reception, Bucknell University, Lewisburg, PA, March 3 (2020)

“Teaching Stereotypes Without Reinforcing It,” FLS Inclusive Pedagogies Series, Teaching and Learning Center, Bucknell University, February 7 (2020)

“Great expectations, disruptive generation,” Research presentation to the Freeman College of Management Advisory Board, Bucknell University, October 28 (2019).

“Generational Career Shifts: How Matures, Boomers, Gen Xers, and Millennials View Work,” Presentation at the College of Business, Law, & Governance Research Seminar, James Cook University, Joint Singapore and Townsville campuses, Australia, May 15 (2019).

“Editing from Journal Editor Perspectives,” Invited Presentation at James Cook University, Singapore Campus, April 29 (2019)

“Perceived Discrimination and Racial Stress: Do We Have a Case of White Fragility?” Presentation at Rowe Research Seminar, Dalhousie University, March 6 (2019)

“Research and Publishing: Opportunities and Challenges,” Invited Presentation at James Cook University, Singapore Campus, December 18 (2018).

“Journal Ratings and Impact Factors – What You Should Know,” Presentation to the Rowe Seminar Series, Dalhousie University, October 25 (2017).

“Steps to Make Diversity and Inclusion a Reality,” Invited Presentation to the Dalhousie University Senate (Senate Address), September 25 (2017).

“Generations at Work: Five Things to Know,” Presentation at FOM Research Day, Dalhousie University, May 11 (2016).

“Getting Published: Avoiding Desk Rejects and Nailing the R&R,” Presentation at Rowe Lecture Series, Dalhousie University, October 1 (2015).

“Millennials: Who are they, how are they different, and why do we care?” Presentation to the Dalhousie Centre for Learning and Teaching, November 19 (2012).

“Millennials: Who are they, how are they different, and why do we care?” Presentation to the Dalhousie Faculty of Management Alumni Association, September 17 (2012).

“How to jumpstart and maintain an active program of research.” Presentation to FOM Luncheon Workshop, Dalhousie University, February 9 (2011).

“Does Affirmative Action make a difference in hiring decisions?” Presentation at the Provost’s Symposium on Faculty Scholarship, Cal Poly Pomona, December 15 (2008).

“NAFTA: Comparative management between Canada, Mexico, and the U.S.” Invited lecture, IBM 300 Principles of Global Business (Dr. J. Swartz), Cal Poly Pomona, July 22 (2008).

“Have two decades of Affirmative Action policies had an impact on the willingness to hire minority applicants?” Research Brownbag Presentation at the College of Business Administration, Cal Poly Pomona, April 11 (2008).

“From human performance to business performance.” Presentation at the Annual Fund and Planned Giving Programs, Trent University, May 14 (2005).

“Cultural values as predictors of attitudes towards equality and diversity: A Canadian experience”. Presentation at the Student-Faculty Colloquium, Business Administration Program, Trent University, November 22 (2004).

Technical Reports

“[Building Inclusive Workplaces: Skills for the Post-Pandemic World](#),” Future Skills Centre (with Anjum Sultana, Kory Wilson, Simon Blanchette, and Rochelle Wijesingha) (2021).

“[COVID-19 Telework Study Report](#),” Bucknell University (with Andrew Lam) (2021)

“[Employment Gaps and Underemployment for Racialized Groups and Immigrants in Canada: Current Findings and Future Directions](#),” Future Skills Centre (with S. Gagnon) (2020)

“[National Diversity and Inclusion Benchmarking Study: Senior Leaders and Diversity Personnel](#),” Canadian Centre for Diversity and Inclusion (with G. Sears, K. Arnold and CCDI) (2019)

“Summary of diversity results,” AIB Newsletter, 22(2), 4-5 (2016)

“[State of inclusion in the Academy: Summary report of key findings. Diversity and Inclusion Theme Committee](#),” Academy of Management (with I. Metz, Y. Benschop, C. Stamper) (2014)

“Leadership is gender neutral: Research roundtable,” Dalhousie University, Halifax, NS (with R. McGowan) (2011)

“[Generational career shift: Summary report of key findings](#),” (with S. Lyons, L. Schweitzer) (2011)

Law, A., Bates, K., Ponce-Hernandez, R., Ng, E. (2011). Final report: Survey field design for ethnicity and aging issues. Prepared for the Trent-Peterborough Partnership Council on Immigration Integration. Trent Applied Social Research Lab, Peterborough, ON.

Webinars and Podcasts

“TEAMS Work: Aligning Diverse Voices,” Smith Business Insight Podcast, October (2022)

“How to Combat the Talent Shortage,” Smith Business Insight Webinar, Panelists with Barry Cross, Tracy Muxlow, and Randeep Purewal, September 29 (2022)

“Diversity at Work: How leaders can drive change,” Smith Business Insight Webinar, January 20 (2022)

“Managing Gender Equity and Equality Across Borders,” WAIB Webinar Series, Academy of International Business, Panelist with Katharina Bader, Lena Knappert, Mila Lazarova, May 4 (2021).

“[Anti-Asian Bias and Effective Allyship](#),” Diversity Matters with Oscar Holmes IV Podcast, April 12 (2021)

“[Equity and Inclusion](#)” segment in Episode in Business Ethics podcast, Loyola University of Chicago, February 5 (2021)

“[Addressing Inequalities in the Workforce](#),” Future of Skills Podcast. Conference Board of Canada Podcast, September (2020)

“Great expectations? The Millennial Generation makes its mark in the workplace,” Upclose Podcast, The University of Melbourne, November 28 (2014)

Blog Posts

“[If CEOs want to promote diversity, they have to “walk the talk”](#),” The Conversation, November 30, (2021).

“[Canada seeking to recruit new graduates to public service](#),” Talent Canada, November 4 (2021)

“[It’s time to reverse the model minority narrative](#),” Emerald, April 27 (2021)

“[America cannot be great when Black lives do not matter](#),” Emerald, June 5, (2020)

“[Independence, interdependence, and the community](#),” (with M. Kulkarni), Medium, December 5 (2019)

[Psychology Today](#) – multiple posts

Media Contributions

“Finding a new home in Australia,” This is Uni, James Cook University, December 12 (2022)

“Skilled migrants struggling to find their feet, study finds,” AMES Australia, (2022)

“Census reveals migrants tend to be more highly educated. So why do they find it harder to land jobs?,” ABC News, October 24 (2022)

“Where did all the workers go? The worker shortage in key industries looks to be with us for years to come. Here’s how businesses and governments should respond,” Smith Business Insight, August 4 (2022)

“Managing multigenerational workplaces: New grads teach mature workers new skills,” Toronto Sun, July 6 (2022)

“My Boss Texted Me While I Was At My Mother’s Funeral”: 30 Of The Worst Times Shameless Bosses Refused Day-Off Requests,” Bored Panda, June 30 (2022)

“100 Hilarious Times People Beat The System In Ways Nobody Expected,” Bored Panda, June 13 (2022)

“What we need to build a more inclusive future,” Queen’s University Gazette, June 10 (2022)

“The benefit of benefits,” Toronto Sun, June 8 (2022)

“When White Workers Perceive Discrimination: Research finds that white employees have a stronger reaction to race-based stress than minorities,” Smith Business Insight, May 9 (2022)

“Boss Tells Employee They Can’t Work From Home, Regrets It When They Use It To Their Advantage,” Bored Panda, May 4 (2022)

“University researcher job limited to ‘women, transgender, non-binary, or two-spirit’ candidates,” Toronto Sun, April 27 (2022)

“Ontario university research positions restricted to those who are women, transgender, non-binary or two spirit,” The National Post, April 27 (2022)

“Finally heading back to the office? It’s getting more expensive to do that,” CBC News, April 25 (2022)

“30 People Who Quit Their Job On The Spot Reveal What Did It For Them,” Bored Panda, April 21 (2022)

“Boss Lies About This Person’s Position To Keep Them Away From Benefits, Regrets It When They Find Out,” Bored Panda, April 8 (2022)

“16-Year-Old Gets A List Of Rules From Her Boss On The First Day At Her Retail Job And Her Dad Is Outraged By It,” Bored Panda, March (2022)

“War impact, lending boom mean inflation expectations will likely rise despite latest rate hike,” CBC News, March 7 (2022)

Employee Quits, Gets A Text From Manager Saying “We Will See How Long You Can Take Care Of Your Lovechild Without Us”, Drama Ensues, Bored Panda, February 3 (2022)

“Why employers may need to bend toward a more flexible future to stay competitive,” CBC News, December 5 (2021)

“If CEOs want to promote diversity, they have to ‘walk the talk,’” National Post, December 2 (2021) (reprinted from The Conversation)

“Diversity in the Workplace. Why Care?,” Marriott Student Review, Vol 4, Issue 4 (2021)

“For Those Who Did Everything Our Parents Told Us To Do... Now What?": 80 Relatable Posts About Millennial Struggles," Bored Panda, November 19 (2021)

“New study shows Canadian grads are turning away public sector jobs due to salary misperceptions," Global News, Kingston, November 12 (2021)

“Student shows students more likely to choose higher paying jobs to counteract education debt," University Magazine, November 10 (2021)

“Employee Who Had A Kidney Infection Quit Their Job, Shares The Email They Got From Their Employer Threatening To Withhold Their Paycheck," Bored Panda, November 3 (2021)

“Public sector salary misperceptions" Interview with Sue Deyell and Andy Schultz 770 CHQR Radio Calgary, November 2 (2021)

“Why companies don't post salaries in job adverts," BBC Worklife, September 22 (2021)

“How Student Debt Skews Career Choices: Graduates anxious to quickly pay off debt turn their backs on non-profit and public sector jobs," Smith Business Insight, September 8 (2021)

“La generazione Z conosce solo lo smartworking, per loro l'ufficio sarà solo un ricordo," (Generation Z knows only about smartworking, for them the office will be just a memory), Huffington Post, September 3 (2021)

“For immigrants in Waterloo Region, finding work is often a struggle," Waterloo Chronicle, August 31 (2021)

“To Gen Zers working from home, the office is a remote concept," Wall Street Journal, August 21 (2021)

“Reading the CEO's Mind on Diversity: Managers need to believe the big boss is serious about inclusion before advancing the agenda," Smith Business Insight, August 13 (2021)

“The coming culture war over returning to the office," Yahoo News, June 29 (2021)

“Is Georgia millennial-friendly? New ranking says not really," The Atlanta Journal-Constitution, May 26 (2021)

“The best (and worst) states for millennials to live and work," Employee Benefits, May 26 (2021)

“Understand How the Pandemic Changed the Job Market," Zippia, May 25 (2021)

“WeWork's CEO says remote workers are less engaged. Is he right? What studies say about engagement and productivity," Vox, May 14 (2021)

“This Is What Offices Will Look Like in a Post-Pandemic World," Entrepreneur, May 7 (2021)

“10 ways office work will never be the same," Teeh Exec, March 23 (2021)

“Many US Restaurants Are Facing A Struggle To Find New Employees, People Respond By Explaining Why They Won't Work There," Bored Panda, May 6 (2021)

“Canadian Government Endorses Lifelong Learning for Workers,” Society for Human Resource Management, March 29 (2021)

“How people really feel about telework: Bucknell University study finds generational difference in preference,” Interview with Scott Lamar, SmartTalk, NPR Radio WITF FM93.3, March 25 (2021)

“10 ways office work will never be the same,” Vox, March 23 (2021)

“Woman Stops Doing Chores, Sees How Long Her Family Will Last Until They Do It Themselves,” Bored Panda, March 22 (2021)

“From Walmart to Real Estate, and the Value of Community,” Toronto Star, March 13 (2021)

“Canadian Experience: An unspoken preference,” Toronto Star, March 11 (2021)

“Data shows extent of impact telework has on employees,” NBC/CBS Eyewitness News WBRE/WYOU, March 3 (2021)

“Survey: Older workers prefer telework over younger colleagues,” Daily Item, February 26 (2021)

“Bucknell's Ng reports U.S. Telework survey results,” Fox56 News, February 24 (2021)

“Surgeon Provides Evidence To Her Disbelieving Colleagues On How The Gender Pay Gap In Medicine Is Still Very Real,” Bored Panda, February 22 (2021)

“CEO Breaks Down How Remote Work Is Going To Change This Decade,” Bored Panda, February 19 (2021)

“53 Millennials Share Stereotypes That They Hate To Be Associated With,” Bored Panda, February 17 (2021)

“Person Lists The 10 Worst Bad Boss Behaviors, Shows How Managers Sabotage Their Colleagues And Their Own Jobs,” Bored Panda, February 12 (2021)

“Writer Explains Why It's So Frustrating That Some Companies Don't Mention The Salary In Their Job Postings,” Bored Panda, February 3 (2021)

“Experts Weigh in on Current Job Market Trends,” Zippia, January 24 (2021)

“Boss Shares Why He Denied A Female Employee's Request To Move Her To 80% Time,” Bored Panda, January 13 (2021)

“Manager Tells Employee That Pregnancy Is Not An Excuse For Low Productivity, Asks If He's A Jerk,” Bored Panda, January 7 (2021)

“People Are Sharing The Moments They Understood Their Workplace Was “Toxic”,” Bored Panda, December 30 (2020)

“Kid Writes A Heartbreaking Letter To Santa That Leaves His UPS Driver Dad In Tears,” Bored Panda, December 7 (2020)

“[Tomáš Hudlický criticizing 'diversity' hiring](#),” Canadian Justice with K.R. Davidson (Bell Media), October 14 (2020). (Other panelist: Murray Miles)

“Why the City of Winnipeg is looking into nameless resumes,” CTV News, September 25 (2020)

“Bucknell University professor continues to study telework efficiency as pandemic continues,” Fox56 News, September 24 (2020)

Interview with Hal Anderson on “absenteeism in the workplace,” 680AM CJOB Winnipeg, August 28 (2020)

“And Then I Got Fired: 35 People Share How They Got Fired,” Bored Panda, August 26 (2020)

“Ruling excites Valley progressive, LGBTQ communities,” Daily Item, June 15 (2020)

“Remote working offers employers and employees lots of opportunities – and just as many headaches,” Financial Post, May 30 (2020)

“Will coronavirus kill the traditional office as we know it?,” Global News, May 25 (2020)

“People Are Posting What ‘Extra Pay’ They Receive As Encouragement For Working During The Pandemic And Some Say It’s Humiliating,” Bored Panda, May 25 (2020)

“Will we ever shake hands again?,” Global News, May 24 (2020)

Interview with Jim Richards on “how a 4 day work week help stimulate the economy,” NewsTalk 1010, May 21 (2020)

“For some, working from home can cause ‘loneliness, isolation and depressive symptoms’,” Global News, May 18 (2020)

“Bucknell University professor investigates telework efficiency worldwide,” Fox56 News, May 10 (2020)

“How are employees adapting to working from home, and could this become the new normal?” Interview with Scott Lamar, SmartTalk, NPR Radio WITF FM93.3, May 4 (2020)

“Researchers investigate the impact of COVID-19 on the future of telework,” NorthcentralPA (multiple outlets), May 3 (2020)

“Essential Workers are Posting Jokes About Themselves on the Internet, and Here are 49 of the Best Ones,” Bored Panda, April 17 (2020)

Interview with David Thurton, CBC News on the impacts of COVID-19 on youth employment, April 6 (2020)

“Remote education begins for Bucknell students, faculty,” Daily Item, March 20 (2020)

“Bucknell professors planning online lessons as virus forces remote education,” Daily Item, March 16 (2020)

“Company Tries to Intimidate Employee into Not Taking Time Off During the Holidays with A Letter,” Bored Panda, December 19 (2019)

“Bucknell Professor studies generational differences among temp workers,” Standard Journal (multiple outlets), December 9 (2019)

"The 4-day workweek could be a gamechanger for parents—but is it possible?," *Motherly*, November 12 (2019)

Interview with Katherine Bang on 4 Day Work Week. Morning Wave in Busan, BeFM FM 103.3. Busan English Broadcasting, November 11 (2019)

"Microsoft Declare 4-Day Work Week A Winner," *Gaming Post*, November 7 (2019)

"Should Canada adopt a four day work week," *Charles Adler Tonight* on Global News Radio 980 CKNW Vancouver, November 5 (2019)

"A 4-day workweek boosted productivity by 40% at Microsoft Japan. Would it work in Canada?" *Global News*, November 5 (2019)

"Walking The Talk: The Most Important Questions To Answer Before Starting Your D&I Journey," *Forbes*, September 24 (2019)

"Mature Workers...Stabilizers In A Youthful Workplace?," Interview with Lisa Mazzarella on NPR Radio WVIA FM 90.5, October 27 (2019)

"Human Relations Ordinance proposal still pending in Lewisburg," *Daily Item*, October 19 (2019)

"29 memes you will relate to if you're freezing in your office," *Bored Panda* (multiple outlets), October 9 (2019)

"Migrant talent wasted due to distrust of overseas qualifications," *ABC News, The World Today*, October 4 (2019)

"Key steps to migrants' success," *The National Tribune* (various outlets), October 4 (2019)

Interview with Chris Norton on student loans, WVIA 90.5FM (NPR local affiliate), September 11 (2019)

Interview with Melissa Bernnardo on student loans, *CBC News*, September 6 (2019)

"Older employees valuable in the workplace," *The Standard Journal*, September 7 (2019)

"You think millennials are bad? Take a look at what 18th century students used to do," *Bored Panda* (multiple outlets), September 3 (2019)

"Bucknell study finds higher student loan debt may discourage grads away from public service careers," *The Standard Journal, Daily Item* (multiple outlets), August 31 (2019)

"Chronic diseases not slowing down older workers," *Canadian HR Reporter*, August 28 (2019)

"Workplace fit critical to senior employees' health: study," *Canadian HR Reporter*, August 21 (2019)

"High anxiety: Canadians twitchy about work and climate crisis," *Canadian Labour Institute*, July 2 (2019)

"Diversity gap: The disconnect between attitudes and policies at Canadian organizations," *MUN Gazette*, June 26 (2019)

“Canada has a discrimination problem when it comes to hiring — here’s why,” Global News, June 25 (2019)

“Study Proves Canada Is Actually More Racist Than the United States: The study focused on discriminatory hiring practices,” MTL Blog, June 25 (2019)

“Most Canadian workers are stressed about their pay, study finds,” CBC News, June 14 (2019)

“More Canadians live alone than ever before: StatsCan report,” CBC News, March 6 (2019)

“Should workers take semi-retirement?” Interview with Bob Murphy, CBC Radio, Maritime Noon, March 6 (2019)

Interview with Peter Shurman on the Gig Economy on Global News Radio, 640 Toronto, February 26 (2019)

“Gig economy could be dragging down wages for everyone — even those with regular employment,” Global National News, February 22 (2019)

Interview with Mike Farwell on Four Generations in the Workplace, *Mike Farwell Show* on Global 570 NEWS, Kitchener, January 31 (2019)

Interview with Larry Fedoruk on Four Generations in the Workplace, *The Larry Fedoruk Show*, NewsTalk 610 CKTB St. Catharines, January 24 (2019)

Interview with Aaron Rand on Four Generations in the Workplace, *The Aaron Rand Show*, CJAD AM 800 Montreal, January 23 (2019)

Interview with Matt Gurney on Four Generations in the Workplace, *The Exchange with Matt Gurney* on Global News Radio, 640 Toronto, January 23 (2019)

Interview with Chris Halef on Different Generations in the Workplace, News 95.7 FM, January 23 (2019)

Companies will need to adapt as Generation Z enters the workforce, Halifax Today, January 23 (2019)

“With 4 generations in the workplace, employers expected to juggle vastly different expectations,” CBC News, January 23 (2019)

CSR important for Atlantic Canadian businesses, employees and society, The CSR Journal, January 21 (2019)

“OUTSIDE IN: Corporate social responsibility important for Atlantic Canadian businesses, employees and society,” The Guardian, January 19 (2019)

“White fragility: Are white people inherently racist?” Australian Financial Review, January 4 (2019)

“Amid trade fight, Canada returns to its roots in opposition to US,” Christian Science Monitor, September 13 (2018)

“How bashing our U.S. colleagues could hurt Canada’s economy,” The Globe and Mail, September 7 (2018)

Interview with Portia Clark on Millennials killing industries, CBC Information Morning, 90.5FM Halifax, August 20 (2018)

Interview with Mark Hodges on Atlantic Canada unemployment, News 95.7 FM, August 2 (2018)

“Atlantic Canadians report a surprising level of happiness despite unemployment rate, study shows,” The Toronto Star, August 1 (2018)

Interview with Danielle Smith on anti-US hostility at work, Global News Radio, 770 CHQR, July 16 (2018)

“Reality check: Does name-blind hiring help improve diversity?” Global News, July 15 (2018)

Interview with Mark Hodges on Canadian hostility towards American expats, News 95.7 FM, July 12 (2018)

“Anti-American hostility could drive U.S. expats out of Canadian workplaces, researcher says,” The Toronto Star, July 11 (2018)

Sprott Dean talks generational career shifts. The Charlatan, June 28 (2018)

“Nova Scotia sex educator plans to make comeback by being less risqué,” The Toronto Star, June 22 (2018)

“U.K. group wants to give millennials \$17K each at age 25, but they can’t blow it,” Global National News, May 10 (2018)

Interview with Lynda Steele on Fridge Politics, CKNW News AM 680 Vancouver, April 4 (2018)

Interview with Marcia McMillan on Office Politics, CTV News Toronto, April 3 (2018)

“La gestion du réfrigérateur au bureau, un enjeu controversé,” Radio Canada, April 3 (2018)

“Tale of missing fried rice sheds light on the office politics of a shared fridge,” CTV News, Global News, Ledevor, National Post, Toronto Star, April 2 (2018)

Interview with Richard Cloutier and Julie Buckingham on office politics and shared fridge, 680 CJOB News (Global News) Winnipeg, April 2 (2018)

“After #MeToo - Men wary about mentoring women in workplace: survey,” Saltwire News (The Guardian, The Telegram), March 8 (2018)

Interview with Bruce Frisko on Anti American Sentiment in Canada (Canada/US relations), CTV News Atlantic (6pm), March 3 (2018).

“Researchers Say Women Expect Lower Pay,” Minority News, March 2 (2018)

“Myriam Denis story reveals some questionable HR practices in PMO, say labour experts,” The Hill Times, February 12 (2018).

“How an expected U.S. interest rate increase will affect Canadians,” Don Pittis Analysis, CBC News, December 13 (2017)

“The phigital generation,” CPA Magazine, October 1 (2017)

“It’s a disaster! Does your cell phone work?,” Citipage, September 27 (2017)

“Make sure your social media accounts are job ready,” Metro News, September 19 (2017)

“Stress at work and what you can do about it,” The Chronicle Herald, September 3 (2017)

“Wake-up message about telecoms Backup,” The Chronicle Herald (Editorial), August 10 (2017)

“Phone crash puts business on hold,” The Chronicle Herald, August 4 (2017)

Interview with Sheldon Macleod on Summer Productivity, The Sheldon MacLeod Show, News 95.7 FM, Halifax, July 14 (2017)

“Marketing automation company has new take on productivity,” The Chronicle Herald, July 14 (2017)

“How to engage your employees: Money may be a big motivator, but it can’t buy a happy workforce,” Canadian Grocer, July 4 (2017)

“Boomtown in the making: ‘The timing is now for Halifax’,” City News Toronto, The Chronicle Herald, Financial/National Post, Toronto Star, July 4 (2017)

“Welcome to boomtown Halifax, the ‘anti-Toronto’,” CTV News, July 3 (2017)

“Gender gap: Studying gender stereotypes and sexual orientation in the workplace,” MUN Gazette, May 4 (2017)

“On Canada’s east coast, where are all the kids?,” Macleans, May, 3 (2017)

“The missing children of Canada's East Coast: Census shows rapidly greying region,” CBC News, CTV News, Global News, Huffington Post, Toronto Star, Vancouver Sun, Winnipeg Free Press, May 2 (2017)

“Talking ‘bout my generation It’s time to elucidate some misconceptions about Generation Y,” The Graduate Union Newsletter, University of Melbourne, April 6 (2017)

Interview on Bombardier Executive Compensation, CBC Information Morning 90.5FM Halifax, April 5 (2017)

“Old Town looking to bring in young professionals,” Spartan News (February 23, 2017)

“Religions au Canada : les accommodements raisonnables” (Religions in Canada: Reasonable Accommodations), Témoignage Chrétien (February 13, 2017)

“How you can find Canada’s best jobs in a declining market,” Global News, November 30 (2016)

Interview with Kelland Sundahl on Teenagers and Fake News, CTV News Live @ 5, November 28 (2016)

“Miami judge wants more diversity in coveted court appointments,” Miami Herald/Florida Record, November 10 (2016)

“How does Nova Scotia’s demographic crisis stack up on the world stage?,” The Chronicle Herald, September 5 (2016)

“Hot jobs in health, IT,” The Chronicle Herald, June 27 (2016)

“Tomorrow’s economy requires more than just skilled trades, professor says,” The Chronicle Herald, April 19 (2016)

“Hard-working, job hopping Gen Z values opportunity,” The Chronicle Herald, April 19 (2016)

“Will Baby Boomers outlive their savings? Aging labour force shows importance of succession planning.” The Signal, March 18 (2016)

“Federal government helping fund 38 internships in rural Nova Scotia,” Interview with Steve Silva, Global News (11pm), March 4 (2016)

“Are academics disproportionately gay?” Inside Higher Ed, January 26 (2016)

“Millennial workers eventually walk if the money doesn’t talk,” The Globe and Mail, December 18 (2015)

“Catering to a new generation of millennials in the hotel industry,” Hotelier, December 8 (2015)

“Shifting gears,” Professionally Speaking (official publication of the Ontario College of Teachers), December (2015)

“Gen Y on election night: jobs, jobs, jobs,” iPolitics, September 16 (2015)

Interview with Tom Murphy on Aboriginal underrepresentation in NS public service, CBC News (6pm), September 11 (2015)

“Empire CEO pay soars to \$8.5m,” The Chronicle Herald, July 31 (2015)

“Le choix du multiculturalisme : L’acceptation des différences est un des fondements de la citoyenneté canadienne,” Reforme, April 30 (2015)

“Staff at Admiral Office in Halifax get \$3,644.28 each from free shares,” The Chronicle Herald, April 28 (2015)

“Temporary Foreign Workers,” Interview with Steve Sutherland, CBC Radio 90.5FM, Maritime Noon, June 23 (2014)

“What role does sexual orientation play in the public service?” IPAC Impact Edmonton Region, May 22 (2014)

“Mind the Gap: Of Wages and Women,” TVO’s The Agenda with Steve Paikin, April 23 (2014). (Other Guests: with Rafael Gomez, Mary Cornish, Sheila Block)

“Tough job vs. great money: Weighing the pros and cons,” Metro News, March 31 (2014)

“Big payday for business bosses,” The Chronicle Herald, March 29 (2014)

“Is there a future for Generation Y in the public service?” Mindthis, March 23 (2014)

“Generation Whippersnapper: Nova Scotia employers are going to great lengths to attract, retain talented young staff,” The Chronicle Herald, March 21 (2014)

“Employees time off during the Olympics,” Interview with Norma Lee MacLeod, CBC Radio 90.5FM, Maritime Noon, February 21 (2014)

Interview on Holiday Office Parties, CBC Information Morning 90.5FM Halifax, December 19 (2013)

Interview with Blair Sanderson on Christmas Bonus, CBC Radio, December 11 (2013)

“Amidst the smoke and steam: Men hugely outnumber women in the kitchens of high-end restaurants and the imbalance is a recipe for abuse,” *Maisonneuve: A quarterly of arts, opinions and ideas*, December 12 (2013)

“How should your office treat the holidays?” *Burnside News*, December 6 (2013)

“The age of opportunity: Older population means new market for services,” *The Chronicle Herald*, November 15 (2013)

Interview with Ron Shaw on Call Centre Job Loss, CTV News (6pm), October 30 (2013)

Interview with Philip Till on UBC Frosh Week Chant, CKNW News AM 680 Vancouver, September 10 (2013)

“Cost of commuting,” *Gulf News*, July 3 (2013), reprinted in *The Telegram (St. John’s)*, July 5 (2013)

“Stability with mobility: Good things await those who seek what they want,” *Herald Magazine*, June 2 (2013)

“Journalists with disabilities: Aiming for inclusion,” *King’s Journalism Review*, Vol. XVII, No. 3, April (2013)

“Is your business ready for tomorrow’s work world? The top trends that will change the way we do business,” *Nova Scotia Business Journal*, Vol. 27, No. 10 (March 2013)

“What are you even wearing: That thing you don’t want people to think when you walk into the office,” *The Barbed Wire*, March 25 (2013)

“Calls for February holiday grow louder in N.S.,” CTV News, February 18 (2013)

Interview with Jacqueline Forster on Family Day, CTV News (6pm), February 18 (2013)

“Unusual interview questions,” Interview with Olivia Schneider, CKDU 88.1FM, November 6 (2012)

“Managing Gen-?” *Bakers Journal*, October (2012)

“BC ad campaign says get a job, hippies,” *The Newspaper*, October 19 (2012)

“Who’s the boss?” *Business Voice*, 21(7), September (2012)

“An uphill battle,” *Guelph Mercury*, June 1 (2012)

“Another view: Put out Nova Scotia’s welcome mat,” *The Record*, May 31 (2012).

“What the 2011 census says about Nova Scotia,” CBC News, May 29 (2012)

“Aging population in the Maritimes,” Interview with Norma Lee MacLeod, CBC Radio 90.5FM, Maritime Noon, May 29 (2012)

Interview with Pam Berman on NS Power Executive Compensation, CBC News (6pm), May 11 (2012)

Interview with Kayla Hounsell on NS Power Executive Compensation, CTV News (6pm), May 11 (2012)

“Labour: What you need to know,” Business Voice, (April 2012)

Interview with Jerry West on “Work Bullies,” CBC Radio, February 16 (2012)

“Pros and cons to wage increase,” The Halifax Commoner, February 1 (2012)

“Keep your expectations realistic,” Winnipeg Free Press, December 31 (2011)

“Grad expects higher starting salaries,” Sheridan Sun, December 8 (2011)

“Getting the generation gap,” Optimum Talent

“Grouchy generation poised to replace boomers: Generation X has lowest level of career satisfaction and unmet work-life expectations: study” Vancouver Sun, December 3 (2011)

Interview with Kelland Sundahl on Millennials, CTV News Live @ 5, November 30 (2011)

“Gen Xers least happy with work,” Financial Post, November 30 (2011)

“New Generation Bored at Work?” The Halifax Commoner, November 30 (2011)

“Employers: Get ready for the 'millennials',” The Chronicle Herald, November 5 (2011)

Interview with Kayla Hounsell on MLA Pension Plan, CTV News (6pm), November 4 (2011)

“Gen X workers grumpy, profoundly unhappy,” CBS News, November 4 (2011)

“Grads overestimate salaries,” Western Gazette, November 4 (2011)

Interview with Aaron Rand, *The Aaron Rand Show*, CJAD AM 800 Montreal, November 2 (2011)

“Employers must prepare to engage grouchy Generation Xers, study says. Conflicted, dissatisfied demographic key to bridging gap between boomers, millennials” Ottawa Citizen, November 2 (2011)

“Study of workplace priorities highlights generation gap,” The Globe and Mail, November 1 (2011)

“Students expect “shockingly” unrealistic paycheques,” Macleans, November 1 (2011)

“Do we value older workers,” Interview with Norma Lee MacLeod, CBC Radio 90.5FM, Maritime Noon, October 26 (2011)

“New technology, younger generations driving changes in the traditional office,” Business Voice, (October 2011)

“Sobey’s mission: Great people, not just great prices,” The Chronicle Herald, September 17 (2011)

“Work burnout: Are you feeling the heat?” Metro News, June 22 (2011)

Interview with Stephanie Domet on Mainstreet, CBC Radio FM 90.5 Halifax, June 2 (2011)

“Women university students expect to earn less than men,” CTV News, May 19 (2011)

“Women expect less than men when entering workforce, study suggests,” National Post, May 19 (2011)

“Women’s low pay expectations a self-fulfilling prophecy,” Hamilton Spectator, May 19 (2011)

“Women, work and wage gaps: Millennial women still have lower expectations,” Exchange Morning Post, May 19 (2011)

“Women entering the workforce expect less than men, Canadian study finds,” ScienceDaily, May 19 (2011)

“Women graduates expect to make less money: Is the pay gap a self-fulfilling prophecy?” Macleans, May 19 (2011)

Interview with Jack Julian on Halifax Employee Gifts, CBC News (6pm), and Information Morning, CBC Radio FM 90.5 Halifax, April 18 (2011)

“Employee gifts cost Halifax \$289K: Municipality set to cut employee reward funding by \$100,000,” CBC News, April 18 (2011)

“Productivity, not higher minimum wage, what N.S. needs,” The Chronicle Herald, April 12 (2011)

“Academic insights made intelligible: What to expect from Gen Y workers,” Canadian Business, February 16 (2011)

“Salaire : les attentes des jeunes sont irréalistes” (Salary: young people's expectations are unrealistic), Les Affaires, February 11, (2011)

“Boomers hit the books to improve their hireability,” San Bernardino County Sun, May 29 (2010)

“Changing careers: Making the transition into a new field,” Inland Living Magazine, (February-March 2010)

“Despite big budget cuts, ROP programs strive to offer vocational training for adults,” Pasadena Star, January 12 (2010).

“Layoffs and the workplace,” Panorama, Vol. 11, No. 1, (Fall 2009)

“Gender still plays a role in hiring,” National Post/Financial Post, September 30 (2009)

“Tough prospects for recent graduates,” San Bernardino County Sun, May 23 (2009)

Interview with Tracy Young, Local Edition of CNN Headline News, January 28 (2009)

Interview with Ed Mertz, KFWB News 980 Los Angeles, December 23 (2008)

“Lost in Translation: Companies need to look beyond the obvious when preparing their employees to a new cultural environment,” Perspectives, Canadian Employee Relocation Council, (March 2008)

“Workforce grows greyer; Census data paints picture of local job scene,” The Peterborough Examiner, March 5 (2008)

“Saying no to benefits,” Benefits Canada, (October 2007)

“Love ‘em or lose ‘em: The case for keeping employees,” Business Examiner, September 2 (2007)

Interview, Newswatch @ 6, CHEX TV (CBC Affiliate), August 30 (2007)

“Career advancement rates No. 1 in new study,” The Toronto Sun, August 29 (2007)

“Salary Not the Most Important Factor for Canadian Students When Deciding Where to Work,” WorldatWork, August 28 (2007)

“Salary not top priority for business graduates finding first job,” Macleans, August 24 (2007)

“Next generation of workers less concerned about benefits, salaries,” Benefits Canada, August 24 (2007)

“Hey, Shorty, watch out for Grumpy: Use of fun, sometimes silly, monikers on bosses, co-workers can make work more enjoyable – or backfire,” The Globe and Mail, August 15 (2007)

Executive Education

Dalhousie Academic Leadership Certificate

Chignecto-Central Regional Centre of Education (School Board)

Northwood Healthcare

Samsung Canada (SigMast Division)

Innotech (IMP Group)

Cascade Aerospace (IMP Group)

NS Barristers Society (Law Practice Management)

Construction Association of Nova Scotia

J.W. Lindsay Construction

CanJet

Aerospace & Defence Division (IMP Group)

IMP Group Corporate Headoffice

Halifax Port Authority

California Agriculture Leadership Program

Training Material

“Employment equity, diversity and inclusion for academic managers (module).”

Introduction to Higher Education Management, e-campus Ontario (2022)

TEACHING

Courses

Work and Social Inequities (Queen’s)

Human Resource Management (Queen's, Dal, Cal Poly Pomona, Trent)
International/Intercultural Management (Bucknell, Dal, Toulouse Business School)
Compensation and Benefits (Cal Poly Pomona, Trent)
Human Resource Planning (Trent)
Contemporary Issues in Management and Organization (Bucknell, Trent)
Introduction to Organization and Management (Organizational Behaviour) (Bucknell)

Graduate Student Supervision

Post-Doc

Thomas Köllen, Habilitation (venia docendi), WU Vienna (May 2017)

Doctoral Students

Michaela Scanlon, PhD, Queen's University, Committee Member (In Progress)

Shengwen Li, PhD, Queen's University, Committee Member (In Progress)

Julie Lalonde, PhD in Sociology, Dalhousie University, Committee Member (In Progress)

Angel Myeza, PhD, University of Cape Town, External Examiner (April 2021)

Ying Zhou, PhD, University of Cape Town, External Examiner (July 2020)

Juliana Mutum, PhD, Deakin University, External Examiner (April 2018)

Cara-Lynn Scheuer, PhD in Management, Saint Mary's University, External Examiner (August 2017)

Gordana Abramovic, PhD, Norwegian Business School, External Examiner (August 2016)

Kerri Thompson, DBA, Athabasca University, External Examiner (2012)

Masters Students

Brandon Legacy, MSc, Queen's University (In Progress)

Jessie Kim, MSc, Queen's University (2022)

Nadaira Walsh, MBA, Directed Studies (Winter 2014)

Namita Rajani, MBA, Directed Studies (Winter 2014)

Shahid Wazed, MEC, Dalhousie University (2012)

Victoria Thomas, MES, Dalhousie University (2012)

SERVICE

Editorial Roles

Series Editor, *Equity, Diversity, Inclusion, and Indigenization in Business* (2022-)

Co-Editor-in-Chief, *Personnel Review* (2022-)

Editor-in-Chief, *Equality, Diversity and Inclusion* (2016-)

Associate Editor, *Personnel Review* (2013-2021)

Book Review Editor, *Equality, Diversity and Inclusion* (2012-2016)

Editorial Board, *Journal of Tropical Futures* (2022-)

Editorial Board, *Palgrave Studies in Leadership and Followership* (Book Series) (2017-)
Editorial Advisory Board, *Gender in Management* (2016-)
Editorial Board, *Zeitschrift für Personalforschung* (2016-)
Editorial Review Board, *Cross-cultural and Strategic Management* (2015-)
Editorial Advisory Board, *Employee Relations* (2013-)
Editorial Board, *Public Personnel Management* (2013-)
Editorial Board, *Management Communication Quarterly* (2010-)

Professional Service

Professional Associations

Division Chair, Program Chair, PDW Chair, DEI (GDO) Division, AOM (2019-)
Executive Committee, GDO Division, AOM (2016-2019)
Chair, Janet Chusmir, Distinguished Service Award
Co-Chair, Doctoral Student Consortium, Junior Faculty Consortium
Chair, Emerald Best Student Paper
Chair, Best Paper based on Dissertation
Treasurer, Academy of International Business, Canada Chapter (2016-2019)
Past Chair, Chair, PDW Chair, Diversity & Inclusion Theme Committee, AOM (2012-2015)
Scientific Committee, Equality, Diversity and Inclusion Conference (2012-)
Division Chair, Program Chair, Academic Reviewer, GDO Division, ASAC (2005-2008)

Conferences

Stream Co-Chair, EURAM Conference (2017, 2018, 2019)
IHRM Best Paper Award Committee, HR Division, AOM (2016)
Organizer, Integrating Sustainability into Teaching and Research, ASAC Research Workshop, October 9 (2015)
Stream Chair, EDI Conference (2012, 2014, 2015, 2017)
Track Chair, GDO, Doctoral and Junior Faculty Consortia, ASB Conference (2012, 2016)
Sage Best Dissertation Award Committee, GDO Division, AOM (2010)

Grant Reviews

South Africa National Research Foundation, Research Grant (2019)
Israel Science Foundation, Personal Research Grant (2019)
Irish Research Council, PDF Review (2017)
Austrian Science Foundation, Grant Review (2015)
Mitacs (2013, 2020)
Social Sciences & Humanities Research Council of Canada (2007, 2011, 2012, 2014; Postdoc 2020; 2022)
National Science Foundation, Grant Review (2006)

Tenure and Promotion Reviews (*names withheld*)

Promotion Review, University of Ottawa (2022)

Tenure and Promotion, University of Waterloo (2022)
Personal Chair, University of Liverpool (2021)
Promotion to Professor, Memorial University (2020)
Tenure and Promotion, Ontario Tech University (UOIT) (2020)
Promotion to Professor, Wichita State University (2020)
Promotion to Associate Professor, University of Western Australia (2020)
Tenure and Promotion, Thompson Rivers University (2019)
Promotion to Full Professor, University of Michigan (2019)
South Africa National Research Chair in Critical Diversity Studies (2018)
Tenure and Promotion, The University of British Columbia (2018)
Distinguished Professorship, University of New Mexico (2018)
Board of Governors Research Chair (Tier 2), University of Lethbridge (2018)
Promotion to Full Professor, Oregon State University (2017)
Tenure and Promotion, Université de Montréal (2017)
Tenure and Promotion, University of Guelph (2017)
Promotion to Full Professor, York University (2017)
Tenure and Promotion, University of Windsor (2016)
National Research Foundation (South Africa) Review (2016)
Promotion to Full Professor, Queen Mary University of London (2016)
Promotion to Full Professor, Ryerson University (2016)
Tenure and Promotion, The University of British Columbia (2015)
Tenure and Promotion, University of Manitoba (2015)
National Research Foundation (South Africa) Review (2015)
Tenure and Promotion, University of Windsor (2014)
Tenure and Promotion, Carleton University (2012)

University Service

Queen's University

Search Committees (Organizational Behaviour; Black and Indigenous – 2022/2023)

GREB

EDII Committee

Bucknell University

Bucknell Futures

DEI Faculty Fellow

Chair, Freeman College DEI Committee

University Advancement Liaison

Excellence in Equity Council

Advisory Board, Global Ambassador Program

Committee on Academic Freedom and Tenure (CAFT)

MLK Week Committee

Advisory Board, Center for the Study of Race, Ethnicity and Gender

Faculty Liaison, Global and Off Campus Education

Facilitator, Transforming Community Initiative (TCI) Dialogues

Faculty Advisor, American Mental Wellness Association (AMWA) Club of Bucknell University

Dalhousie University

External Referee for FASS, George Munro Chair in History and Political Economy

MSc (Business) Coordinator for Management Area Group

Search Committee (Vice Provost, Student Affairs)

Search Committee (Ethics/CSR)

Law, Justice and Society Program Committee

ID PhD (Admissions) Committee

Search Committee (William A. Black Chair of Commerce)

Integrative Policy Framework Advisory Group

Council on Employment Equity through Affirmative Action

Vice Chair, School Advisory Council, RSB

Search Committee (Canada Research Chair in Aboriginal Leadership and Governance)

Search Committee (Organizational Behaviour)

Principles for Responsible Management Education (PRME), Faculty Liaison

Tenure and Promotions Advisory Committee, FOM

Rank, Appointment, Tenure, and Salary Committee, SPA

Rank, Appointment, Tenure, and Salary Committee, RSB

Search Committee (Business Communication) (Winter 2012)

Rowe Gift Planning Committee

Search Committee (Organizational Behaviour/Leadership) (

Research Ethics Board

Search Committee (Business and Government)

Bachelor of Management Program Committee

Senate Appeals Committee (Representative for the Faculty of Graduate Studies)

California State Polytechnic University, Pomona

Doctoral Program Planning Committee, Cal Poly Pomona

Faculty Advisor, Delta Sigma Pi, Cal Poly Pomona

Institutional Research Board, Cal Poly Pomona

Committee to Institutionalize Undergraduate Research, Cal Poly Pomona

CBA Joint Quantitative Taskforce, Cal Poly Pomona

Community Service

Chair WG 5/Co-Convenor WG3, International Organization for Standardization (ISO)/IEC's
Joint Strategic Advisory Group (JSAG) on Gender Responsive Standards (2020-)

Expert Panelist, Global Diversity and Inclusion Benchmarking (GDIB), Center for Global Inclusion (2020-)
Board Member, Pride at Work Canada (2021-2022)
Input interview (with Manjit Singh) for Bobby Singh, Conservative Party of Canada Leadership Candidate on Diversity and Inclusion platform (February 2, 2020)
CCIP Exam Committee, Canadian Council for Diversity and Inclusion (2017)
Judge, 2017 National HR Awards, Technology and Innovation Category (Fall 2017)
Key Informant (Input Interview), Evaluation of Employment Equity Programs, Employment and Social Development Canada (ESDC) (September 19, 2017)
Board Member (Atlantic), Mensa Canada Society (2017-2019)
Panelist at Canada's Fundamental Science Review Panel (October 17, 2016)
UN Global Compact Canada Network Working Group on "Long-termism" (2014-2019)
Academic Observer, UN Committee of Experts in Public Administration, NY (2013)
Atlantic Advisory Board, Ballet Jørgen Canada (2012-2019)
Local Secretary, Halifax-Dartmouth, Mensa Canada (2012-2017)

INDUSTRY EXPERIENCE

Canadian Forces (2001-2006)

Naval Reserve Support Officer (Logistics Officer)

TD Bank Financial Group (1996-2004)

Senior Manager, Group Human Resources

Senior Auditor, Corporate Audit

Senior Financial Analyst, Domestic Planning

Commercial Account Manager, Pacific Division

Canadian Imperial Bank of Commerce (1994-1995)

Personal Banking Representative