

# SONIA K. KANG

sonia.kang@utoronto.ca | www.sonia-kang.com

Department of Management, University of Toronto Mississauga  
3359 Mississauga Road, Mississauga, ON L5L 1C6

Rotman School of Management, University of Toronto  
105 St. George Street, Toronto, ON M5S 3E6

## ACADEMIC HISTORY

---

### ACADEMIC POSITIONS

- October 1, 2021 – Associate Editor, *Interpersonal Relations and Group Processes* section, the *Journal of Personality and Social Psychology (JPSP)*
- July 1, 2021 – Special Advisor on Anti-Racism & Equity, University of Toronto Mississauga
- July 1, 2020 – Canada Research Chair in Identity, Diversity, and Inclusion, University of Toronto
- July 1, 2023 – Professor of Organizational Behaviour and Human Resource Management, Department of Management, University of Toronto Mississauga, with cross-appointment to Rotman School of Management, University of Toronto
- July 1, 2018 – Associate Professor (with Tenure) of Organizational Behaviour and Human Resource Management, Department of Management, University of Toronto Mississauga, with cross-appointment to Rotman School of Management, University of Toronto
- July 1, 2011 – June 30, 2018 Assistant Professor of Organizational Behaviour and Human Resource Management, Department of Management, University of Toronto Mississauga, with cross-appointment to Rotman School of Management, University of Toronto
- July 1, 2017 – Chief Scientist, Organization Stream, Behavioural Economics in Action at Rotman (BEAR) Centre
- 2016 – Fellow, Behavioural Economics in Action at Rotman (BEAR) Centre
- 2016 – Faculty Research Fellow, Rotman Institute for Gender & the Economy (GATE)
- July 1 – Dec 31, 2016 Acting PhD Coordinator OBHRM, Graduate Department of Management
- 2010 – 2011 SSHRC Post-Doctoral Fellow, Northwestern University

### EDUCATION

- 2010 Ph.D. (Psychology); University of Toronto, Toronto, ON  
Dissertation title: *Beyond the double jeopardy hypothesis: Target age as a moderator of perceived emotion on Black and White faces.*
- 2006 M.A. (Psychology); University of Toronto, Toronto, ON  
Dissertation title: *Stigma sensitivity and stereotype threat among older adults.*

2004

B.Sc. (Hons.) Psychology *with First Class Honours*; University of Alberta, Edmonton, AB  
Thesis title: *An indirect examination of age stereotypes using the base rate paradigm.*

## GRANTS, HONORS, AND AWARDS

---

- **Responsible Business Education Awards “Highly Recommended”** (Awarded in 2023 by the *Financial Times* to recognize academic research that has a real-world impact) for “Opt-out choice framing attenuates gender differences in the decision to compete in the laboratory and in the field” (*Proceedings of the National Academy of Sciences*).
- **Responsible Research in Management Award** (Awarded in 2022 by The Fellows Group of the *Academy of Management* and the *Community for Responsible Research in Business and Management* to recognize and celebrate recent research that benefits society by producing credible and useful knowledge. *Credibility* refers to the reliability, validity and trustworthiness of research findings that arise from either inductive or deductive methods, using quantitative and/or qualitative data. *Usefulness* refers to the potential of research findings to make the world a better place by informing policy and influencing practice.) for “Covering in cover letters: Gender and self-presentation in job applications” (*Academy of Management Journal*).
- **Nominee for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research** (Though not chosen for the 2022 top honor, this work is now recognized as one of 17 Kanter Award nominees from over 2,500 articles published in 2021. The award recognizes the best work-family research article published each year.) for “Covering in cover letters: Gender and self-presentation in job applications” (*Academy of Management Journal*).
- **Rotman Outstanding Research Impact Award** (recognizes research and other professional activity that has a significant impact on external non-academic audiences including the business and public policy communities both locally and internationally); 2022.
- **Fellow of the Society for Personality and Social Psychology** (In recognition of extraordinary and distinctive contribution to the science of Personality and Social Psychology); 2021.
- **UTM Black, Indigenous, and Racialized Scholar/Research Grant Program** – “Naming and Framing of Minority Group Labels” (with PhD Student Grusha Agarwal), \$9903.50; 2021.
- **Institute for Management and Innovation Research Grant** – “Naming and Framing of Minority Group Labels” (with PhD Student Grusha Agarwal), \$5000; 2021.
- **Institute for Gender and the Economy Research Grant** – “Naming and Framing of Minority Group Labels” (with PhD Student Grusha Agarwal), \$10,750; 2021.
- **Report on Business Changemakers Award**; 2021
- **Canada Research Chair in Identity, Diversity, and Inclusion**; 2020-2025.
- **SSHRC Insight Grant** – “Whitening” Names in Academic and Professional Life: Motivations, Consequences, and a Fluency-Based Intervention, \$242,600; 2019-2023.
- **Institute for Gender and the Economy Research Grant** – “Choice Architecture and Women’s Leadership Ascension” (with PhD Student, Joyce He, and Nico Lacetera), \$6,500; 2018.
- **Saroj Parasuraman Award** (Outstanding Publication on Gender and Diversity in Organizations Award from the Gender and Diversity in Organizations Division of the Academy of Management) for “Whitened Resumes: Race and Self-Presentation in the Labor Market” (*Administrative Science Quarterly*); 2017.
- **W. Richard Scott Article Award** (Best Paper Award from the Organizations, Occupations, and Work Section of the American Sociological Association) for “Whitened Resumes: Race and Self-Presentation in the Labor Market” (*Administrative Science Quarterly*); 2017.
- **IMI Research Award**, Institute for Management and Innovation, UTM; 2017.
- **SSHRC Partnership Grant** (PI: Toni Schmader, UBC) – “Engendering Success in STEM”, \$2,500,000; 2017-2024. Website: [successinstem.ca](http://successinstem.ca)
- **Institute for Gender and the Economy Grant** – “Shifting Stereotypes to Improve Leadership Aspiration and Self-Efficacy among Female Leaders” (with PhD Student, Joyce He), \$6,500; 2017.

- **Fellow of The Society of Experimental Social Psychology** (In recognition of substantial contribution to Social Psychology as an empirical science); 2016.
- **SSHRC Institutional Grant** – “Examining the effectiveness of interventions to reduce mentalhealth stigma at work”, \$2,250; 2015.
- **Connaught New Researcher Award** – “Mental Health Stigma in the Workplace”, \$21,800;2015.
- **SSHRC Institutional Grant** – “Mental Health Stigma in the Workplace”, \$2,100; 2015.
- **SSHRC Insight Development Grant** – “Eliminating barriers to universal prosperity in theCanadian workforce”, \$74,446; 2013-2016.
- **SSHRC Institutional Grant** – “Comparing young and older adults’ perceptions of multiply-categorizable individuals”, \$2,800; 2013.
- **SSHRC Institutional Grant** – “Stereotypes, identity, and entrepreneurial decisions” (withNicola Lacetera), \$2,725; 2012.
- **SSHRC Postdoctoral Fellowship**, \$81,000; 2010-2012.
- **Ken Dion Most Outstanding Social/Personality Graduate Student Award**, Department of Psychology, University of Toronto; 2010.
- **Lougheed Award of Distinction**, Alberta Scholarship Programs, \$20,000; 2009-2010.
- **SSHRC Doctoral Fellowship**, \$80,000; 2006-2010.
- **Ontario Graduate Scholarship**, Government of Ontario, \$15,000 (declined, could not hold concurrently with SSHRC Doctoral Fellowship); 2006-2007.
- **SSHRC Master’s Fellowship**, \$17,500; 2005-2006.

## SCHOLARLY AND PROFESSIONAL WORK

---

### PEER-REVIEWED PUBLICATIONS

1. Tackett, J. L., Reardon, K. W., Fast, N. J., Johnson, L., **Kang, S. K.**, Lang, J. W. B., & Oswald, F. L. (in press). Understanding the leaders of tomorrow: The need to study leadership in adolescence. *Perspectives on Psychological Science*.
2. Fang, D., **Kang, S.K.**, & Kaplan, S. (2022). We need to make sure telecommuting does not exacerbate gender disparity. *The Lancet*, published online July 11, 2022.
3. He, J.C., **Kang, S.K.**, & Lacetera, N. (2021). Opt-out choice framing attenuates gender differences in the decision to compete in the lab and in the field. *Proceedings of the National Academy of Sciences*, 118(42).
4. He, J.C., & **Kang, S.K.** (2021). Covering in Cover Letters: Gender and self-presentation in job applications. *Academy of Management Journal*, 64, 1097-1126.
5. He, J.C., **Kang, S.K.**, Tse, K., & Toh, S.M. (2019). Stereotypes at work: Occupational stereotypes predict race and gender segregation in the workforce. *Journal of Vocational Behavior*, 115, 103318.
6. **Kang, S.K.**, & Kaplan, S. (2019). Working toward gender diversity and inclusion in medicine: Myths and solutions. *The Lancet*, 393, 579-586.
7. Apfelbaum, E.P., Grunberg, R., Halevy, N., & **Kang, S.K.** (2017). From ignorance to intolerance: Perceived intentionality of racial discrimination shapes preferences for colorblindness versus multiculturalism. *Journal of Experimental Social Psychology*, 69, 86-101.
8. Hirsh, J.B., & **Kang, S.K.** (2016). Mechanisms of identity conflict: Uncertainty, anxiety, and the behavioral inhibition system. *Personality and Social Psychology Review*, 20, 223-244.
9. **Kang, S.K.**, DeCelles, K.A., Tilcsik, A., & Jun, S. (2016). Whitened resumes: Race and self-presentation in the labor market. *Administrative Science Quarterly*, 61, 469-502.

10. Kang, K.K., & **Kang, S.K.** (2016). Interpreting equality rights under Sections 7 and 15 in new and old ways: An empirical analysis of the concurrent claims approach. *National Journal of Constitutional Law*, 35, 235-268.
11. **Kang, S.K.**, Galinsky, A.D., Kray, L.J., & Shirako, A. (2015). Power affects performance when the pressure is on: Evidence for low-power threat and high-power lift. *Personality and Social Psychology Bulletin*, 41, 726-735.
12. **Kang, S.K.**, Plaks, J.E., & Remedios, J.D. (2015). Folk beliefs about genetic variation predict avoidance of biracial individuals. *Frontiers in Psychology: Personality and Social Psychology*, 6, 357.
13. **Kang, S.K.**, & Bodenhausen, G.V. (2015). Multiple identities in social perception and interaction: Challenges and opportunities. *Annual Review of Psychology*, 66, 547-574.
14. **Kang, S.K.**, Chasteen, A.L., Cadieux, J., Cary, L.A., & Syeda, M. (2014). Comparing young and older adults' perceptions of conflicting stereotypes and multiply-categorizable individuals. *Psychology and Aging*, 29, 469-481.
15. **Kang, S.K.**, & Inzlicht, M. (2014). Stereotype threat spillover: Why stereotype threat is more useful for organizations than it seems. *Industrial Organizational Psychology: Perspectives on Science and Practice*, 7, 452-456.
16. Hirsh, J.B., **Kang, S.K.**, & Bodenhausen, G.V. (2012). Personalized persuasion: Tailoring persuasive appeals to recipient personality traits. *Psychological Science*, 23, 578-581.
17. **Kang, S.K.**, & Inzlicht, M. (2012). Stigma building blocks: How instruction and experience teach children about rejection by out-groups. *Personality and Social Psychology Bulletin*, 38, 357-369.
18. Inzlicht, M., Tullet, A.M., Legault, L., & **Kang, S.K.** (2011). Linger effects: Stereotype threat hurts more than you think. *Social Issues and Policy Review*, 5, 227-256.
19. Packer, D. J., Chasteen, A. L., & **Kang, S.K.** (2011). Facing social identity change: Interactive effects of current and projected collective identification on expectations regarding future self-esteem and psychological well-being. *British Journal of Social Psychology*, 50, 414-430.
20. Inzlicht, M., & **Kang, S.K.** (2010). Stereotype threat spillover: How threats to social identity affect eating, decision-making, and aggression. *Journal of Personality and Social Psychology*, 99, 467-481.
21. **Kang, S.K.**, Inzlicht, M., & Derks, B. (2010). Social neuroscience and public policy on intergroup relations: A Hegelian analysis. *Journal of Social Issues*, 66, 585-601.
22. **Kang, S.K.**, Hirsh, J.B., & Chasteen, A.L. (2010). Your mistakes are mine: Self-other overlap predicts neural response to observed errors. *Journal of Experimental Social Psychology*, 46, 229-232.
23. **Kang, S.K.**, & Chasteen, A.L. (2009). Beyond the double-jeopardy hypothesis: Assessing emotion on the faces of multiply categorizable targets of prejudice. *Journal of Experimental Social Psychology*, 45, 1281-1285.
24. **Kang, S.K.**, & Chasteen, A.L. (2009). The moderating role of age-group identification and perceived threat on stereotype threat among older adults. *International Journal of Aging and Human Development*, 69, 201-220.
25. **Kang, S.K.**, & Chasteen, A.L. (2009). The development and validation of the age-based rejection sensitivity questionnaire (RSQ-Age). *The Gerontologist*, 49, 303-316.
26. Derks, B., Inzlicht, M., & **Kang, S.K.** (2008). The neuroscience of stigma and stereotype threat. *Group Processes and Intergroup Relations*, 11, 163-181.

## BOOK CHAPTERS

1. He, J.C., Agarwal, G., & **Kang, S.K.** (2022). Applying behavioral insights to cultivate diversity and inclusion. In N. Mazar & D. Soman (Eds.), *Behavioral Science in the Wild*. Toronto, ON: University of Toronto Press.
2. **Kang, S. K.** (2020). Identity, Diversity, and Inclusion. In E. King, M. Hebl, & Q. Roberson (Eds.), *Research in Social Issues in Management*. Information Age Publishing.
3. Bodenhausen, G.V., **Kang, S.K.**, & Peery, D. (2012). Social categorization and perceptions of social groups. In S.T. Fiske & C.N. Macrae (Eds.), *The Sage Handbook of Social Cognition* (pp. 318-336). Thousand Oaks, CA: Sage.
4. Chasteen, A.L., **Kang, S.K.**, & Remedios, J.D. (2011). Aging and stereotype threat: Development, process, and interventions. In M. Inzlicht & T. Schmader (Eds.), *Stereotype Threat: Theory, Process, and Application* (pp. 202-216). Oxford, UK: Oxford University Press.

## OTHER PUBLICATIONS

1. **Kang, S.K.** & Scaravelli, K. (2022). [The Saturday Debate: Does diversity training work?](#) *Toronto Star*.
2. He, J.C., Agarwal, G., & **Kang, S.K.** (2022). [Applying Behavioral Insights to Cultivate Diversity & Inclusion](#). *Engendering Success in STEM White Paper*.
3. **Kang, S.K.** (2022). How to reinvent yourself. *Rotman Management Magazine*.
4. He, J. C., **Kang, S. K.**, & Lacetera, N. (2021). [Opt-out choice framing attenuates gender differences in the decision to compete in the lab and in the field](#). *Gender Action Portal; Women and Public Policy Program, Harvard Kennedy School*.
5. **Kang, S.K.** (2021). The Art of Disruptive Conversations. *Rotman Management Magazine*.
6. Lou, G., Xiang, S., Kuang, T., Ram-Mohanram, A., Kwan, K., Soman, D., **Kang, S.K.**, & Feng, B. (2021). How can leaders in organizations use behavioural science to communicate and support their teams effectively? *Research Report Series Behavioural Economics in Action at Rotman (BEAR)*. Rotman School of Management, University of Toronto.
7. He, J. C., **Kang, S. K.** (2020). [De-biasing Job Postings](#). *Engendering Success in STEM White Paper*.
8. He, J.C., **Kang, S.K.**, & Lacetera, N. (2020). [Addressing gender inequality via choice architecture](#). *Vox*.
9. He, J.C., **Kang, S.K.**, Tse, K., & Toh, S. M. (2020). Banishing Occupational Stereotypes. *Rotman Management Magazine*.
10. **Kang, S.K.**, & Kaplan, S. (2020). Gender Diversity and Inclusion in Medicine: Lessons from Management. *Rotman Management Magazine*.
11. He, J. C. & **Kang, S. K.** (2019). Covering in cover letters: Gender and self-presentation in job applications. *Best Paper Proceedings of the Seventy-ninth Annual Meeting of the Academy of Management*.
12. He, J.C., **Kang, S.K.**, & Lacetera, N. (2019). Leaning in or Not Leaning Out? Opt-Out Choice Framing Attenuates Gender Differences in the Decision to Compete. *NBER Working Paper No. 26484*.
13. Kolagani, R., MacLeod, C., Saini, R., Ly, K., & **Kang, S.K.** (2018). Women's Labour Participation in Iraq's Private Sector: A Behavioural Insights Perspective. *Research Report Series Behavioural Economics in Action at Rotman (BEAR)*. Rotman School of Management, University of Toronto.
14. **Kang, S.K.**, DeCelles, K.A., Tilcsik, A., & Jun, S. (2017). "Whitening" and Self-Presentation in the Labour Market. *Rotman Management Magazine*.

15. **Kang, S.K.**, DeCelles, K.A., Tilcsik, A., & Jun, S. (2016). The unintended consequences of diversity statements. *Harvard Business Review*. <http://tinyurl.com/hbrkang>
16. **Kang, S.K.**, & Apfelbaum, E.P. (2012). Research-based advice on teaching children not to be racist. *The Atlantic*. <http://tinyurl.com/kangatlantic>.

#### PEER-REVIEWED CONFERENCE PRESENTATIONS (SELECTED)

- *International Association for Conflict Management*, 2022.
- *Positive Organizational Scholarship Research Conference*, 2022.
- *Society for Judgment and Decision Making*, 2022.
- *Behavioural Insights into Business for the Social Good*, UBC Sauder, 2022.
- *Academy of Management*: August, 2022; August, 2021 virtual conference; August, 2020 virtual conference(2 presentations); August, 2019 in Boston, MA (2 presentations); August, 2016 in Anaheim, CA (2 presentations).
- *Society for Personality and Social Psychology*: February, 2023 in Atlanta, GA (2 presentations); February, 2022 in San Francisco, CA; February, 2020 in New Orleans, LA; February, 2019 in Portland, Oregon; March, 2018 in Atlanta, GA (2 presentations); February, 2015 in Long Beach, CA (2 presentations); February, 2014 in Austin, TX; January, 2013 in New Orleans (3 presentations), LA; January, 2012 in San Diego, CA; January, 2011 in San Antonio, TX; January, 2010 in Las Vegas (3 presentations), NV; February, 2009 in Tampa, FL (2 presentations); February, 2008 in Albuquerque, NM (2 presentations); January, 2007 in Memphis, TN (2 presentations).
- *Canadian Psychological Association*: upcoming in June 2023 in Toronto, August, 2021, online; June, 2017 in Toronto, ON; June, 2016 in Victoria, BC; June, 2008 in Halifax, NS; June, 2007 in Ottawa, ON; June, 2006 in Calgary, AB.
- *People and Organizations Conference* at The Wharton School of the University of Pennsylvania, 2021.
- *Rotman Research Roundtable on Gender and the Economy*: November, 2016, 2018, 2019.
- *Society for Experimental and Social Psychology*: September, 2016 in Santa Monica, CA
- *Academy of Management Proceedings "Best Papers"*: 2019.
- *David Asper Centre for Constitution Rights Symposium*: February, 2015 in Toronto, ON.
- *European Group for Organizational Studies*: July, 2014 in Rotterdam, The Netherlands.
- *Society for Industrial and Organizational Psychology*: May, 2014 in Honolulu, HI; Accepted 2020 but cancelled due to COVID-19.
- *Association for Psychological Science*: May, 2012 in Chicago, IL (2 presentations); May, 2009 in San Francisco, CA.
- *Gerontological Society of America*: November, 2011 in Boston, MA.
- *European Association for Social Psychology*: July, 2011 in Stockholm, Sweden
- *Society for the Psychological Study of Social Issues*: June, 2008 in Chicago, IL
- *Cognitive Aging Conference*: April, 2008 in Atlanta, GA (2 presentations)
- *Society for Psychophysiological Research*: October, 2007 in Savannah, GA
- *Small Group Meeting on Stigma and Social Disadvantage*: June, 2007 at University of Leiden, The Netherlands

## INVITED TALKS AND PANELS (SELECTED)

- Keynote, University of Alberta WISEST (Women in Scholarship, Engineering, Science, and Technology) 40<sup>th</sup> Anniversary Celebration – Dreams Fulfilled, Dreams to Build, October, 2022.
- Professional Engineers of Ontario Annual General Meeting: September, 2022.
- UBC Sauder Advanced Professional Certificate in Behavioural Insights Graduation Ceremony: August, 2022.
- BEAR Research Retreat: June, 2022.
- Canadian Society for Mechanical Engineering International Congress: Breaking Organizational Barriers Panel: May, 2022
- UTM Media Camp: May, 2022.
- York University Department of Psychology: April, 2022
- Boston University, Questrom School of Business: March, 2022.
- The University of Warwick, Business School: March, 2022.
- UBC Sauder Decisions Insights for Business and Society (UBC-DIBS) Group: November, 2021.
- Women in Capital Markets Equity Impact: September, 2021
- UTM Picture a Scientist: May, 2021.
- Royal Roads University (campus-wide event): May, 2021.
- Globe & Mail Women Lead Here Inclusive Pipelines Panel: March, 2021
- INSEAD Women at Work Conference: March, 2021
- Government of Canada Women's History Month Armchair Discussion – Fifty Years of Progress, the Impact of COVID-19 and Where We Go From Here: October, 2020
- University of Michigan Centre for Positive Organizations, Race, Justice, and Equity in the Workplace Panel: June, 2020.
- Munk School X Rotman Symposium for International Women's Day: March, 2020
- CEO Global Network's Women's Leadership Summit: February, 2020
- Rotman Management Magazine Creative Destruction Event: February, 2020
- York University Schulich School of Business: January, 2020
- Professional Engineers of Ontario 30 by 30 Task Force: November, 2019
- Excellence and Gender Equity in Science and Technology Conference: September, 2018
- Harvard Kennedy School: June, 2018
- Female Participation in STEM Panel, Global Manufacturing & Industrialization Summit: May, 2018
- Behavioural Insights in Canada Conference: March, 2018
- GATE Women in STEM Panel: March, 2018
- GATE Corporate Partner Meeting: February, 2018
- UTSG Connections and Conversations Affinity Group: February, 2018
- iCUBE Women in Tech Panel: February, 2018
- Rotman WIMA Workshop on Behavioural Sciences: January, 2018
- Rotman Research Roundtable on Gender and the Economy; Debate on Diversity Training: November, 2017
- BEAR Webinar Series: November, 2017
- University of Alberta School of Business: October, 2017
- Rotman Management Magazine Speaker Series on Inequality: October, 2017
- University of Toronto Department of Psychology: September, 2017
- University of Toronto Vice-President, Research & Innovation Retreat: August, 2017
- University of Toronto Factor-Inwentash School of Social Work: March, 2017
- UTM Strategic Planning Task Force Consultation Session: March, 2017
- UTM Connections and Conversations Affinity Group: February, 2017
- University of Toronto Provost's Office Faculty Diversity Symposium: November, 2016

- Reunite at Rotman: October, 2016
- U of Toronto Student Success Groups Speaker Series (Inaugural Speaker): October, 2016
- Peel Halton Workforce Group Annual General Meeting: June, 2016
- IMI in the Headlines Speaker Series, UTM (Inaugural Speaker): May, 2016
- Intergovernmental Affairs Cabinet Office, Toronto: May, 2016
- University of Toronto HR & Equity: May, 2016
- Ontario Universities Career Centre Directors Meeting, Toronto: April, 2016
- York University Department of Psychology: February, 2013
- Diversity Group, Dept of Psychology & Rotman School of Management: February, 2013

## TEACHING AND SUPERVISION

---

### TEACHING

#### Rotman Executive Programs

- MBA Essentials Program: 2021-
- Executive Leadership: November 2020, March/April 2021, June 2021, February 2022, November 2022, April 2023.
- Inclusion by Design: February 2021, October 2021, January 2022, April 2022, November 2022.

#### Graduate Department of Management, University of Toronto

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

#### Department of Management, University of Toronto Mississauga

- MGM364 Labour Relations: 2021 (new prep).
- MGT461 Negotiations: 2021 (new prep), 2022, 2023.
- MGT480 Management and Commerce Internship: 2016-2017 (new design); 2017-2018.
- MGT460 Human Resources Management: 2013 (new prep).
- MGT262 Individual and Group Behaviour in Organizations: 2011 (new prep), 2012, 2013 (2 sections), 2014.
- MGM300 Organizational Behaviour: 2014 (new prep).

#### Institute for Management and Innovation, University of Toronto Mississauga

- MMI1050 Negotiations: 2013 (new prep), 2014, 2015, 2017, 2018 (redesign), 2021, 2022, 2023.

#### Department of Psychology, University of Toronto

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

### POST-DOCTORAL SUPERVISION

- **Dr. Camellia Bryan**, Postdoctoral Fellow, 2023-
- **Dr. Angie Park**, MITACs Postdoctoral Fellow, 2022-
- **Dr. Odilia Yim**; 2020-2022; now Assistant Professor of Psychology, University of Toronto.
- **Dr. Xian Zhao**; 2018 – 2020; now Postdoctoral Fellow, Northwestern University.
- **Dr. William Hall**; 2018 – 2019; now Assistant Professor of Psychology, Brock University.



## **Ph.D. STUDENT SUPERVISION**

- **Alice Choe**; first year Ph.D. Student; University of Toronto Graduate Department of Management; Primary Supervisor 2022-
- **Grusha Agarwal**; third year Ph.D. Student; University of Toronto Graduate Department of Management; Primary Supervisor 2020-
- **Joyce He**, Ph.D., 2021; University of Toronto Graduate Department of Management; Primary Supervisor 2016-2021. Currently Assistant Professor, UCLA Anderson School of Management (started July, 2021).
- Acting PhD Coordinator OBHRM, Graduate Department of Management July 1-Dec 31, 2016
- Hadiya Roderique; Ph.D.; University of Toronto Graduate Department of Management; Committee Member 2012-2020.

## **BEAR SUMMER RESEARCH PROJECT SUPERVISION**

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

## **MScSM RESEARCH PROJECT SUPERVISION**

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

## **MMI CAPSTONE PROJECT SUPERVISION**

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

## **TEACHING DEVELOPMENT COURSES**

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

## **UNDERGRADUATE PROJECT SUPERVISION**

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

## OTHER GRADUATE STUDENT COMMITTEE WORK

- Outside Project Supervisor: Elia Lam; Ph.D. Student, University of Toronto Department of Psychology.
- External Committee Member: Shayne Sanscartier; Ph.D. Candidate; University of Toronto Department of Psychology (2023, expected); *Studying the Presence of Business Schools in Psychology: A Topic Modeling Approach*. (Primary Supervisor: Dr. Geoff MacDonald.
- External Reviewer: Christina Lapytskaia-Aidy; Ph.D. Candidate; York University Department of Psychology (2023, expected); *Science = South Asian? Examining stereotyping and perceived employability of South Asian women and men*. (Primary Supervisor: Dr. Jennifer Steele.
- External Committee Member: Kalan Norris; Ph.D. Candidate; University at Buffalo, The State University of New York (2023, expected); *Don't forget to tell my story: Reconciling between- and within- race research approaches in the organizational sciences*. (Primary Supervisor: Dr. James Lemoine.
- External Reviewer: Elysia Vaccarino; Ph.D. Candidate; York University Department of Psychology (2023, expected); *What does a confronter of sexism look like? A multi-method examination of perceptions of confronters and their outcomes*. (Primary Supervisor: Dr. Kerry Kawakami.
- External Reviewer: Barnini Bhattacharyya; Ph.D. Candidate; UBC Sauder School of Management (2022); *Not all allies are created equal: A relational examination of allied relationships for women of color at work*. (Supervisor: Dr. Jennifer Berdahl).
- External Reviewer: Alexandria West; Ph.D. Candidate; York University Department of Psychology (2020); *The Cost of Being 'True to Yourself' for Mixed Selves: Frame Switching Negatively Affects Biculturals' Perceived Authenticity, Impacting Well-being, Intercultural Person Perception, and Dating Prospects*. (Supervisors: Drs. Joni Sasaki and Amy Muise).
- Reader: Laura Tian; M.A. Student; University of Toronto Department of Psychology (2017); *On the competing roles of attractiveness and group membership in person evaluations*. (Primary Supervisor: Dr. Nicholas Rule).

## SERVICE

---

### EXTERNAL PROFESSIONAL SERVICE

#### *Reviewer Activities (Selected)*

##### **Editorial Boards:**

Associate Editor (2021- ); Consulting Editor (2020-2021), *Journal of Personality and Social Psychology*

##### **Journals:**

*Academy of Management Journal; Administrative Science Quarterly; American Journal of Sociology; Biological Psychology; Canadian Journal of Behavioural Science; European Journal of Social Psychology; Group Processes and Intergroup Relations; International Journal of Aging and Human Development; International Journal of Psychology; International Review of Social Psychology; Journal of Applied Psychology; Journal of Cross-Cultural Psychology; Journal of Experimental Social Psychology; Journal of Personality and Social*

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

**Conferences:**

*Society for Personality and Social Psychology  
Academy of Management*

**Grant Proposals:**

Social Sciences and Humanities Research Council of Canada (SSHRC)  
GATE Research Grants

**General External Service**

- Provided testimony to the Canadian Senate on diversity and inclusion training: September, 2022.
- Engendering Success in STEM Research Consortium Management Committee: 2022-2023.
- Advisory Committee, Government of Canada Impact and Innovation Unit COVID-19 Snapshot Monitoring Initiative: 2020-2021
- *Academy of Management (AOM)* Saroj Parasuraman Award Committee: 2018
- *Society for Personality and Social Psychology (SPSP)* Convention Review Panel: 2016
- SSHRC Insight Development Grants Adjudication Committee: 2014
- Member-at-Large, Graduate Student Committee, *SPSP*: 2008-2009
- Member-at-Large, Graduate Student Committee, *SPSP*: 2007-2008
- Graduate Student Representative, *Canadian Psychological Association*: 2006-2007

**INTERNAL PROFESSIONAL SERVICE**

- Office Hour Webinar for U of T Alumni Relations: Sept, 2022.
- Advisory Committee on Principles to Guide Recognition: Fall 2022-
- Healthy Labs Initiative Committee: Fall 2022-
- Consulted for UTFA re: teaching and students evaluations of teaching project, 2022.
- Spoke at event: Black, LatinX & Southeast Asian Students Applying to On & Off campus jobs, organized by Division of Student Life, U of T, 2022.
- Equity data collection advisory group, May-August, 2022.
- UTM Department of Management Tenure Case Teaching Committee for Professor Patrick Ackey
- Anti-Black Racism Task Force Implementation Committee, UTM, 2021-
- Special Advisor on Anti-Racism and Equity, UTM
- Co-organizer, Canada Student Research Opportunity Program (canadasrop.ca)
- UTM Department of Management PTR Committee: 2020
- New Faculty Orientation – Panelist for Research and Innovation Session: 2019
- GATE Grant Committee: 2018, 2020, 2021
- Conference Co-organizer (with Drs. Sarah Kaplan and Dilip Soman), Behavioural Approaches to Diversity (badconference.com): 2018
- University of Toronto Vice-Provost's Office Diversity in Faculty Hiring Committee: 2016-2018
- Coordinator, Rotman OBHRM Area Brownbag and Speaker Series: 2013-2014; 2017-2018
- UTM Dept of Management OBHRM Teaching-Stream Faculty Hiring Committee: 2016; 2017

- Conference Co-organizer (with Drs. Sarah Kaplan and Dionne Pohler), Rotman Research Roundtable on Gender and the Economy: 2016, 2017, 2018, 2019
- Facilitator, University of Toronto HR & Equity Anti-Bias Training Workshop at Retreat for New Academic Administrators: 2016, 2017
- University of Toronto Graduate Department of Management OBHRM Acting PhD Coordinator, July-December, 2016
- Delegated Ethics Review Committee; Social Sciences, Humanities, and Education Research Ethics Board; University of Toronto Office of Research Ethics: 2014-2018, 2020-
- IMI Graduate Department Academic Appeals Committee (GDAAC): 2013-2014
- UTM Department of Management SL 3 Advancement Committee: 2013-2014
- Planning and Development Committee, UTM Management HRMIR Program: 2012-2016
- University of Toronto Graduate Department of Management OBHRM PhD Program, Recruitment and Admissions Committee: 2012, 2013, 2014, 2015, 2017, 2019, 2020
- University of Toronto Graduate Department of Management OBHRM PhD Program, Comprehensive Examiner/Evaluations Committee: 2012, 2014, 2015
- Co-Chair, Social/Personality/Abnormal Psychology Area Meeting, U of Toronto: 2007-2008
- Vice-President, Psychology Graduate Student's Association, U of Toronto: 2007-2008
- Graduate Student Orientation Committee, Department of Psychology, U of Toronto: 2007
- Graduate Program Committee, Department of Psychology, U of Toronto: 2006-2008

#### **MEDIA AND OUTREACH SERVICE (Selected)**

- **Print/Online:** Financial Times; The Huffington Post; Fast Company; New York Post; The Toronto Star; The Guardian; The Atlantic; Maclean's; TVO; BBC; Forbes; Fortune; The Globe and Mail; Harvard Business Review; The Washington Post.
- **CBC Radio:** Calgary Eyeopener; Calgary Homestretch; Edmonton Radio Active; Kelowna Radio West; Montreal Daybreak; Ottawa All in a Day; Saskatchewan Afternoon Edition; Toronto Here & Now; Toronto Metro Morning; Vancouver On the Coast; Victoria All Points West; Whitehorse Airplay; Windsor The Bridge; Winnipeg Up to Speed; Yellowknife Trail End
- **Other Radio/Podcasts/TV:** The Argument (New York Times); The Agenda with Steve Paikin; CBS San Francisco; 630 CHED Edmonton; CKNW Radio Vancouver; NPR; View to the U; CBC National News; CTV News Network; Breakfast Television
- **Host, For the Love of Work (FTLOW) Podcast.** FTLOW is an aspirational, inspirational, and practical guide to self-actualization, as seen through the growing lens of the "employee experience". You can find FTLOW on Apple Podcasts, Spotify, <https://link.chtbl.com/fortheloveofwork?sid=sonia>, or wherever else you get your podcasts.
- **Co-host, Busted Podcast Season 2.** Busted is an audio podcast series that busts prominent myths surrounding gender and the economy by teaming up with leading experts in the field. We uncover the origins of each myth and give you the tools to bust each myth yourself! Produced by GATE. <https://www.gendereconomy.org/busted/>

## **CREATIVE PROFESSIONAL PRODUCTS**

### **For the Love of Work Podcast**

A playbook for the modern employee experience.

<https://link.chtbl.com/fortheloveofwork?sid=sonia> or access wherever you get your podcasts

#### **Season 1**

- Episode 1: From Surviving to Thriving
- Episode 2: Leaning Into Diversity, Inclusion and Belonging
- Episode 3: The Employee Experience is a Relationship. How To Land At The Right Company
- Episode 4: How Do I Stand Out?
- Episode 5: How to Make Better Mistakes
- Episode 6: How to Grow and Learn at Work
- Episode 7: Creating Meaning at Work

#### **Season 2**

- Episode 1: Taking the Lead
- Episode 2: The Reinvention Mindset
- Episode 3: The Employee Influence
- Episode 4: The Art of Listening
- Episode 5: The Power of Belonging
- Episode 6: Hybrid. Team. Work.

### **Busted Podcast**

Busting myths about gender and the economy

<https://www.gendereconomy.org/busted/> or access wherever you get your podcasts

#### **Season 2**

- Episode 1: Myth—Gender inequality has a one-size-fits-all solution
- Episode 2: Myth—Good leadership is masculine leadership