SONIA K. KANG

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105 St. George Street, Toronto, ON M5S 3E6

ACADEMIC HISTORY

ACADEMIC POSITIONS

July 1, 2026 -	Associate Chair Department of Management, University of Toronto Mississauga (UTM)
Sept 1, 2023 –	Academic Director, Institute for Gender and the Economy (GATE)
July 1, 2023 –	Professor of Organizational Behaviour and Human Resource Management (OBHRM), Department of Management, University of Toronto Mississauga (UTM), with cross-appointment to the Rotman School of Management, University of Toronto (U of T)
Oct 1, 2021 – 2024	Associate Editor, *Interpersonal Relations and Group Processes* section, the *Journal of Personality and Social Psychology* (*JPSP*)
July 1, 2021 – July 1, 2023	Special Advisor on Anti-Racism & Equity, UTM
July 1, 2020 –	Canada Research Chair in Identity, Diversity, and Inclusion, U of T
July 1, 2018 – July 1, 2023	Associate Professor (with Tenure) of OBHRM, Department of Management, UTM, with cross-appointment to Rotman School of Management, U of T
July 1, 2011 – July 1, 2018	Assistant Professor of OBHRM, Department of Management, UTM, with cross-appointment to Rotman School of Management, U of T
2016 – 2024	Chief Scientist, Organization Stream, *Behavioural Economics in Action at Rotman* (BEAR) Centre
2016 – 2023	Faculty Research Fellow, GATE
July 1 – Dec 31, 2016	Acting PhD Coordinator OBHRM, Graduate Department of Management, the Rotman School of Management, U of T
2010 – 2011	SSHRC Post-Doctoral Fellow, Northwestern University

EDUCATION

2010	Ph.D. (Psychology); University of Toronto, Toronto, ON Dissertation | *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 Thesis | *Stigma sensitivity and stereotype threat among older adults*.
2004	B.Sc. (Hons.) Psychology with First Class Honours; University of Alberta, Edmonton, AB Thesis | *An indirect examination of age stereotypes using the base rate paradigm*.

GRANTS, HONOURS, AND AWARDS

2025 | **Canada Research Chairs Program | $1,000,000**

Canada Research Chair in Identity, Diversity, and Inclusion (Tier 2)
Renewed for second term 2025 – 2029.

2023 | **Responsible Business Education Awards "Highly Recommended"**
Awarded 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*.

2022 | **Responsible Research in Management Award**
Awarded by The Fellows Group of the *Academy of Management* and the *Community for Responsible Research in Business and Management* to honour recent research that benefits society through credible and useful knowledge—credible in its reliability and validity, and useful in its potential to inform policy and improve practice—for "Covering in cover letters: Gender and self-presentation in job applications", *Academy of Management Journal*.

2022 | **Rosabeth Moss Kanter Award for Excellence in Work-Family Research — Nominee**
Selected as one of just 17 outstanding papers from over 2,500 published in 2021, recognizing outstanding contributions to advancing work-family research for "Covering in cover letters: Gender and self-presentation in job applications", *Academy of Management Journal*.

2022 | **Rotman Outstanding Research Impact Award**
Honours research and professional contributions with significant influence beyond academia, shaping business and public policy communities locally and internationally.

2021 | **Fellow of the Society for Personality and Social Psychology**
Recognizes extraordinary and distinctive contributions to personality and social psychology.

2021 | **UTM Black, Indigenous, and Racialized Scholar/Research Grant Program | $9,903.50**
Naming and Framing of Minority Group Labels (with PhD Student Grusha Agarwal)

2021 | **GATE Research Grant | $10,750**
Naming and Framing of Minority Group Labels (with PhD Student Grusha Agarwal)

2021 | **The Globe and Mail Report on Business Changemakers Award**
Recognizes innovative leaders shaping the future of business in Canada.

2019 | **Canada Research Chairs Program | $1,000,000**
Canada Research Chair in Identity, Diversity, and Inclusion (Tier 2)
First term 2019 – 2024.

2019 | **SSHRC Insight Grant (5 years) | $242,600**
'Whitening' Names in Academic and Professional Life: Motivations, Consequences, and a Fluency-Based Intervention.

2018 | **GATE Research Grant | $6,500**
Choice Architecture and Women's Leadership Ascension (with PhD Student Joyce He and Nico Lacetera)

2017 | **Saroj Parasuraman Outstanding Publication Award**
Awarded by the *Diversity, Equity, and Inclusion Division* of the *Academy of Management* for "Whitened Resumes: Race and Self-Presentation in the Labor Market", *Administrative Science Quarterly*.

2017 | **W. Richard Scott Distinguished Article Award**
Awarded by 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**
Awarded by the Institute for Management and Innovation, University of Toronto Mississauga, for significant research/scholarly contribution to one's discipline.

2017 | **SSHRC Partnership Grant | $2,500,000**
Engendering Success in STEM Research Consortium
PI: Dr. Toni Schmader, UBC. Website: successinstem.ca

2017 | **GATE Research Grant | $6,500**
Shifting Stereotypes to Improve Leadership Aspiration and Self-Efficacy among Female Leaders (with PhD Student Joyce He)

2016 | **Fellow of the Society of Experimental Social Psychology**
Recognizes substantial contributions to social psychology as an empirical science.

2015 | **Connaught New Researcher Award | $21,800**
Mental Health Stigma in the Workplace

SSHRC Institutional Grants to support early-stage and pilot projects

2015 | **Examining the Effectiveness of Interventions to Reduce Mental Health Stigma at Work | $2,250**
2015 | **Mental Health Stigma in the Workplace | $2,100**
2013 | **Comparing Young and Older Adults' Perceptions of Multiply-Categorizable Individuals | $2,800**
2012 | **Stereotypes, Identity, and Entrepreneurial Decisions | $2,725**

2013 | **SSHRC Insight Development Grant (3 years) | $74,446**
Eliminating Barriers to Universal Prosperity in the Canadian Workforce.

2010 | **SSHRC Postdoctoral Fellowship | $81,000**

2010 | **Ken Dion Most Outstanding Social/Personality Graduate Student Award, U of T.**

2009 | **Lougheed Award of Distinction, Alberta Scholarship Programs | $20,000**

2006 | **SSHRC Doctoral Fellowship | $80,000**

2006 | **Ontario Graduate Scholarship, Government of Ontario | $15,000**

2005 | **SSHRC Canada Graduate Scholarship - Master's | $17,500**

SCHOLARLY AND PROFESSIONAL WORK (* denotes student collaborator)

PEER-REVIEWED PUBLICATIONS

1. He, J.C., Agarwal, G.*, & Kang, S.K. (in press). Performing Diversity: Navigating Tensions, Identity Threats, and Self-Instrumentalization in Applicant Diversity Statements. *Academy of Management Discoveries*. DOI
2. He, J.C., Keller, B.B.*, & Kang, S.K. (2025). Bridging individual- and system-level approaches to advance psychology-based diversity initiatives in organizations. *Nature Reviews Psychology, 4,* 702-717. DOI
3. He, J.C., & Kang, S.K. (2025). De-biasing job ads by replacing masculine language increases gender diversity of applicant pools. *Proceedings of the National Academy of Sciences, 122(7) e2409854122*. DOI
4. Yim, O., & Kang, S.K. (2024). One label doesn't fit all: Preferred self-labelling practices within the Chinese immigrant community. *American Behavioral Scientist (Special Issue: Critical Issues Facing Asian Americans and Pacific Islanders and the Asian Diasporas).* DOI
5. He, J.C., & Kang, S.K. (2023). Moving from i-frame to s-frame focus in equity, diversity, and inclusion research, practice, and policy. *Behavioural and Brain Sciences, 46,* e159. DOI
6. Tackett, J. L., Reardon, K. W., Fast, N. J., Johnson, L., Kang, S. K., Lang, J. W. B., & Oswald, F. L. (2023). Understanding the leaders of tomorrow: The need to study leadership in adolescence. *Perspectives on Psychological Science, 18,* 829-842. DOI
7. Fang, D.*, Kang, S.K., & Kaplan, S. (2022). We need to make sure telecommuting does not exacerbate gender disparity. *The Lancet, 400*(10355):795-797. DOI
8. 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):e2108337118. DOI
9. He, J.C.*, & Kang, S.K. (2021). Covering in cover letters: Gender and self-presentation injob applications. *Academy of Management Journal, 64,* 1097-1126. DOI
10. 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. DOI
11. Kang, S.K., & Kaplan, S. (2019). Working toward gender diversity and inclusion in medicine: Myths and solutions. *The Lancet, 393,* 579-586. DOI

12. 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. DOI
13. Hirsh, J.B., & Kang, S.K. (2016). Mechanisms of identity conflict: Uncertainty, anxiety, andthe behavioral inhibition system. *Personality and Social Psychology Review, 20,* 223-244. DOI
14. 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. DOI
15. Kang, K.K., & Kang, S.K. (2016). Interpreting equality rights under Sections 7 and 15 in newand old ways: An empirical analysis of the concurrent claims approach. *National Journal of Constitutional Law, 35,* 235-268. n
16. 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. DOI
17. 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. DOI
18. Kang, S.K., & Bodenhausen, G.V. (2015). Multiple identities in social perception and interaction: Challenges and opportunities. *Annual Review of Psychology, 66,* 547-574. DOI
19. 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. DOI
20. Kang, S.K., & Inzlicht, M. (2014). Stereotype threat spillover: Why stereotype threat is more useful for organizations than it seems. *Industrial and Organizational Psychology, 7,* 452-456. DOI
21. Hirsh, J.B., Kang, S.K., & Bodenhausen, G.V. (2012). Personalized persuasion: Tailoring persuasive appeals to recipient personality traits. *Psychological Science, 23,* 578-581. DOI
22. 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. DOI
23. Inzlicht, M., Tullet, A.M., Legault, L., & Kang, S.K. (2011). Lingering effects: Stereotypethreat hurts more than you think. *Social Issues and Policy Review, 5,* 227-256. DOI
24. Packer, D. J., Chasteen, A. L., & Kang, S.K. (2011). Facing social identity change: Interactive effects of current and projected collective identification on expectations regardingfuture self-esteem and psychological well-being. *British Journal of Social Psychology, 50,* 414-430. DOI
25. 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. DOI
26. 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. DOI
27. 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. DOI
28. 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. DOI

29. 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. DOI

30. 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. DOI

31. Derks, B., Inzlicht, M., & Kang, S.K. (2008). The neuroscience of stigma and stereotype threat. *Group Processes and Intergroup Relations, 11*, 163-181. DOI

BOOK CHAPTERS

1. He, J.C., Agarwal, G.*, & Kang, S.K. (2022). Applying behavioral insights to cultivatediversity 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. Ravanera, C., & Kang, S. (2026). AI won't manage inequality for us. In I.-H. Cheng & A. Goldfarb (Eds.), *In the AI era, management matters more, not less* (pp. 42–43). Rotman School of Management.

2. Kang, S.K. & Scaravelli, K. (2022). The Saturday Debate: Does diversity training work? *Toronto Star.*

3. He, J.C., Agarwal, G.*, & Kang, S.K. (2022). Applying Behavioral Insights to Cultivate Diversity & Inclusion. *Engendering Success in STEM White Paper.*

4. Kang, S.K. (2022). How to reinvent yourself. *Rotman Management Magazine.*

5. Agarwal, G.*, He, J. C., & Kang, S. K. (2021). Naming and Framing of Racial Labels: Identity Management During Racial Disclosure. In Hinojosa, C. & Nesterak, E. *Special Collection: Examining the Intersection of Behavioral Science and Advocacy* at Behavioral Scientist.

6. 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.*

7. Kang, S.K. (2021). The Art of Disruptive Conversations. *Rotman Management Magazine.*

8. 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 communicateand support their teams effectively? *Research Report Series Behavioural Economics in Action at Rotman (BEAR).* Rotman School of Management, University of Toronto.

9. He, J.C.*, Kang, S. K. (2020). De-biasing Job Postings. *Engendering Success in STEM White Paper*.
10. He, J.C.*, Kang, S.K., & Lacetera, N. (2020). Addressing gender inequality via choice architecture. *Vox*.
11. He, J.C.*, Kang, S.K., Tse, K., & Toh, S. M. (2020). Banishing Occupational Stereotypes. *Rotman Management Magazine*.
12. Kang, S.K., & Kaplan, S. (2020). Gender Diversity and Inclusion in Medicine: Lessons from Management. *Rotman Management Magazine*.
13. 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*.
14. 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*.
15. 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.
16. Kang, S.K., DeCelles, K.A., Tilcsik, A., & Jun, S.* (2017). "Whitening" and Self-Presentation inthe Labour Market. *Rotman Management Magazine*.
17. Kang, S.K., DeCelles, K.A., Tilcsik, A., & Jun, S.* (2016). The unintended consequences of diversity statements. *Harvard Business Review*. http://tinyurl.com/hbrkang
18. Kang, S.K., & Apfelbaum, E.P. (2012). Research-based advice on teaching children not tobe racist. *The Atlantic*. http://tinyurl.com/kangatlantic.

PEER-REVIEWED CONFERENCE PRESENTATIONS (2021-2026; SELECTED)

2026

- *The Professionalism Paradox: Feminized Traits, Masculine Prototype* (with Caren Colaco*, Tosen Nwadei, and Jacob Hirsh) – *Society for Industrial and Organizational Psychology Annual Conference, New Orleans*.
- *The Professionalism Paradox: When Feminine Traits Meet a Masculine Ideal* (with Caren Colaco*, Tosen Nwadei, and Jacob Hirsh) – *Diversity in Management and Organizations Spring Conference, Singapore*.

2025

- *Fitting in, burning out: The hidden pressures and costs of identity shifting among Black employees in predominantly White workplaces* (with Alice Choe*, Camellia Bryan, and David Zweig) - *Academy of Management*, Copenhagen.
- *Professional Norms and Power Structures: Unmasking White-Masculine Defaults* (with Caren Colaco*, Tosen Nwadei, and Sara Jasem*) – *AOM*, Copenhagen.
- *Passive Penalty: Gender, Voice, and Accountability in Workplace Complaints* (with Grusha Agarwal* and Katy DeCelles) - *AOM*, Copenhagen.
- *Performing Diversity: How Applicants Navigate Self-Presentation Tensions in Diversity Statements* (with Grusha Agarwal* and Joyce He) - *AOM*, Copenhagen.

2024

- *When Shared Suffering Binds but Also Blinds: Women's Conditional Belonging and Gender-Exclusionary Cultures in Male-Dominated Professions* (with Joyce He, William Hall, and Jacklyn Koyama*), *International Association for Conflict Management,* Singapore.
- *How Severity Shapes Reporting Decisions and Institutional Action in Women's Discrimination Claims* (with Grusha Agarwal* and Katy DeCelles) - *Academy of Management*, Chicago.

2023

- *Naming and Framing: Perceptions of Racial Group Labels in Demographic Self-Disclosure* (with Grusha Agarwal* and Joyce He)
    - *Academy of Management*, Boston.
    - *Society for Personality and Social Psychology (SPSP)*, Atlanta.
    - *Society for Judgment and Decision Making*, San Francisco.
- *The Gender License Gap: Gendered Barriers in the Engineering Licensing Process* (with Joyce He)
    - *Academy of Management, Boston.*
    - *International Association for Conflict Management, Thessaloniki.*

2022

- *Identities Between the Lines: Re-Aligning Gender and Professional Identities by Altering Job Advertisement Language* (with Joyce He)
    - *Academy of Management*, Seattle.
    - *International Association for Conflict Management*, Ottawa.
    - *Positive Organizational Scholarship Research Conference*, University of Michigan.
    - *SPSP*, San Francisco.
    - *Society for Judgment and Decision Making*, San Diego.

- *Exploring the Effects of "Personal EDI Statements" on Applicants and Organizations* (with Joyce He and Grusha Agarwal*) – *Academy of Management,* Seattle.
- *Harnessing Behavioral Insights to Shift Masculine Defaults in Organizations* (with Joyce He) – *SPSP*, San Francisco.
- *Behavioral Approaches to Diversity: A Review* (with Grusha Agarwal* and Joyce He) – Behavioural Insights into Business for Social Good Conference, Vancouver.
- *Opt-Out Choice Framing Attenuates Gender Differences in the Decision to Compete in the Lab and in the Field* (with Joyce He and Nico Lacetera) – *Intervention Science Preconference (SPSP)*

2021

- *Opt-Out Framing Increases Men's Applications for Awards in Female-Typed Tasks* (with Joyce He* and Nico Lacetera) – *Academy of Management* (Virtual)
- *Opt-Out Choice Framing Attenuates Gender Differences in the Decision to Compete in the Lab and in the Field* (with Joyce He* and Nico Lacetera) –
    - *People & Organizations Conference*, University of Pennsylvania.
    - *Canadian Psychological Association* (Virtual)

INVITED TALKS, PANELS, and KEYNOTES (2021-2026)

2026

- London Business School
- McGill University Equal Opportunities Conference

2025

- University of Calgary, Haskayne School of Business – Cultivating Respect in Organizations
- University of British Columbia (UBC), Department of Psychology
- UBC Sauder (DIBS/JEDDI co-sponsored talk)
- UBC Department of Sociology
- UCLA Anderson School of Management
- University of California, San Diego Rady School of Management

2024

- University of Calgary, Haskayne School of Business – Working Together: Equity, Diversity, and Inclusion in Organizations
- University of Waterloo, Department of Psychology Colloquium
- Cornell University, SC Johnson College of Business
- Professional Engineers of Ontario Annual General Meeting

2023

- Reunite at Rotman – Panel on 100 Years of the Employee Experience and the Future of Work
- Munk School of Global Affairs and Public Policy, U of T, Cultivating STEAM Conference
- Professional Engineers of Ontario Annual General Meeting

2022

- Professional Engineers of Ontario Annual General Meeting
- UBC Sauder Advanced Professional Certificate in Behavioural Insights Graduation Ceremony
- BEAR Research Retreat
- Canadian Society for Mechanical Engineering International Congress – Breaking Organizational Barriers Panel
- UTM Media Camp
- York University, Department of Psychology
- Boston University, Questrom School of Business
- University of Warwick, Business School

2021

- Women in Capital Markets – Equity Impact
- UTM – Picture a Scientist
- Royal Roads University (Campus-wide Event)
- Globe & Mail – Women Lead Here: Inclusive Pipelines Panel
- INSEAD – Women at Work Conference
- Government of Canada – Women's History Month Armchair Discussion: Fifty Years of Progress, the Impact of COVID-19, and Where We Go from Here
- UBC Sauder – Decision Insights for Business and Society (DIBS) Group

TEACHING AND SUPERVISION

COURSES TAUGHT

Institution/Program	Course	Years Taught
Rotman Executive Programs	MBA Essentials	2021-present
	Executive Leadership	2020-present
	Inclusion by Design	2021-present
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); 2025
	MGT461 Negotiations	2021 (new prep), 2022, 2023, 2024
	MGT480 Management/Commerce Internship	2016–2017 (new design); 2017–2018
	MGT460 Human Resource 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)
Master's of Management in Innovation Program, Institute for Management and Innovation, University of Toronto Mississauga	MMI1050 Negotiations	2013 (new prep), 2014, 2015, 2017, 2018 (redesign), 2021, 2022, 2023, 2024
Department of Psychology, University of Toronto	PSY332 Organizational Behaviour	2008 (new prep) 2009

POSTDOCTORAL SUPERVISION

Name	Position	Years Supervised	Current Position
Camellia Bryan	Postdoctoral Fellow	2023–2024	Assistant Professor UBC Sauder School of Business
Angie Park	MITACS Postdoctoral Fellow	2022–2024	Manager, Leadership & Learning, Ontario Teachers' Pension Plan; Founder, AMP Communication Inc.
Odilia Yim	Postdoctoral Fellow	2020–2022	Assistant Professor Dept. of Psychology, University of Toronto
William Hall	SSHRC Postdoctoral Fellow	2018–2019	Assistant Professor Dept. of Psychology, Brock University

Ph.D. STUDENT SUPERVISION

Primary Supervisor; University of Toronto Graduate School of Management)

Name	Years Supervised	Current Status / Position
Caren Colaco	2023–present	4th Year Ph.D. Candidate
Alice Choe	2022–present	5th Year Ph.D. Candidate
Dr. Grusha Agarwal	2020–2026	Postdoctoral Fellow UCLA Anderson School of Management
Dr. Joyce He	2016–2021	Assistant Professor UCLA Anderson School of Management

Other Graduate Committee Work

Name	Program / Institution	Years	Role
Kuan Su	Ph.D. Student OBHRM University of Toronto	2025–present	Committee Member
Demetrius Humes	Ph.D. Student OBHRM University of Toronto	2024–present	Committee Member
Mac Morgan	Ph.D. Student Dept. of Psychology University of Toronto	2025–present	Committee Member Supervisor: Dr. Nick Rule
Mina Sahota	DBA Student Royal Roads University	2024–2025	Committee Member Supervisor: Dr. Debora Linehan
Louisa You	Ph.D., Dept. of Psychology University of Toronto	2025–present	Committee Member Supervisor: Dr. Elizabeth Page-Gould
Elia Lam	Ph.D. Student Dept. of Psychology University of Toronto	2023-2024	Outside Project Supervisor
Shayne Sanscartier	Ph.D. Candidate Dept. of Psychology University of Toronto	2023	External Committee Member Supervisor: Dr. Geoff MacDonald)
Christina Lapytskaia-Aidy	Ph.D. Candidate Dept. of Psychology York University	2023	External Reviewer Supervisor: Dr. Jennifer Steele
Kalan Norris	Ph.D. Candidate, University at Buffalo (SUNY)	2023	External Committee Member Supervisor: Dr. James Lemoine
Elysia Vaccarino	Ph.D. Candidate Dept. of Psychology York University	2023	External Reviewer Supervisor: Dr. Kerry Kawakami
Barnini Bhattacharyya	Ph.D. Candidate UBC Sauder School of Management	2022	External Reviewer Supervisor: Dr. Jennifer Berdahl
Alexandria West	Ph.D. Candidate Dept. of Psychology York University	2020	External Reviewer Supervisors: Drs. Joni Sasaki & Amy Muise
Laura Tian	M.A. Candidate Dept. of Psychology University of Toronto	2017	Reader Supervisor: Dr. Nick Rule
Hadiya Roderique	Ph.D. Student OBHRM University of Toronto	2012-2020	Committee Member

MASTERS' LEVEL RESEARCH PROJECT SUPERVISION

BEAR Summer Research Projects

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

MScSM Research Projects

- Momina Sumbal, 2018-2019: *Behavioural Solutions to Workplace Gender Bias*
  BEAR Summer Research Projects

MMI Capstone Projects

- 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*

UNDERGRADUATE PROJECT SUPERVISION

- Myera Iftikhar; PSY405 Independent Research Project, 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 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; Sara Jasem; Shahmir Khan; Suhavi Makkar; Tanya Adityan; Tarini Kapoor; Yuxin Yan; Zain Asif

TEACHING DEVELOPMENT

- Case Writing Workshop, Ivey Business School, 2025
- Case Method Teaching Seminar, Harvard Business Publishing, 2016
- Fundamentals of University Teaching, Centre for Teaching Support and Innovation, 2014

SERVICE

EXTERNAL PROFESSIONAL SERVICE

Reviewer Activities (Selected)

Editorial Boards:

- Associate Editor, Journal of Personality and Social Psychology (2021-2024)
- Consulting Editor, Journal of Personality and Social Psychology (2020-2021)

Ad-Hoc Reviewing:

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; InternationalReview 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

Reviewing for Conferences:

- Society for Personality and Social Psychology
- Academy of Management

Reviewing for Grants/Awards:

- Social Sciences and Humanities Research Council of Canada (SSHRC): *Insight Grants Program, Insight Development Grant Program, Robbins-Ollivier Award for Excellence in Equity*
- Saroj Parasuraman Outstanding Publication Award
- GATE Research Grants

General External Service (2020-2025)

- Testified before 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

INTERNAL PROFESSIONAL SERVICE (2020-2025)

- Dean's Representation, UTM Dept. of Political Science Assistant Professor Search (2025)
- University of Toronto Convocation Reader (June 2024)
- Office Hour Webinar for U of T Alumni Relations (September 2022)
- Advisory Committee on Principles to Guide Recognition (2022–2023)
- Healthy Labs Initiative Committee (2022–2024)
- Consultant, UTFA Teaching and Student Evaluations of Teaching Project (2022)
- Speaker, Black, LatinX & Southeast Asian Students Applying to On & Off Campus Jobs event, Division of Student Life, U of T (2022)
- Equity Data Collection Advisory Group (2022)
- UTM Department of Management Tenure Case Teaching Committee – Professor Patrick Ackey (2022)
- Anti-Black Racism Task Force Implementation Committee, UTM (2021–2023)
- Special Advisor on Anti-Racism and Equity, UTM (2021–2023)
- Co-organizer, Canada Student Research Opportunity Program (canadasrop.ca) (2021–present)
- UTM Department of Management PTR Committee (2020)
- Delegated Ethics Review Committee, Social Sciences, Humanities & Education Research Ethics Board, University of Toronto Office of Research Ethics (2020–2024)

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

CREATIVE PROFESSIONAL PRODUCTS

Busted Podcast

Busting myths about gender and the economy

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

Season Five

Episode 29: *Myth*: The manosphere is about men's self-improvement
Episode 28: *Myth*: Reproductive care isn't an economic issue
Episode 27: *Myth: Women's sports are less exciting than men's*
Episode 26: *Myth: The climate crisis affects everyone in the same way*
Episode 25: *Myth: Entrepreneurship is all about profit*

Season Four

Episode 24: *Busting myths around Indigenous entrepreneurship*
Episode 23: *Myth: Philanthropy belongs to rich, white men*
Episode 22: *Myth: Care work is low value*
Episode 21: *Myth: The tradwife movement empowers women by affirming traditional gender roles*
Episode 20: *Myth: The business case for diversity is effective for creating equality*
Episode 19: *Myth: Women should step aside as they age; men should step up*

Season Three

Episode 18: *Myth: Artificial intelligence is bias-free*
Episode 17: *Special Episode – Dr. Jen Gunter on menstruation myths*
Episode 16: *Myth: Being LGBTQ+ doesn't matter at work*
Episode 15: *Myth: Women don't make good political leaders*
Episode 14: *Myth: Accessibility is optional*
Episode 13: *Myth: Care work is women's work*

Season Two

Episode 12: *Special Episode – Dr. Sarah Kaplan on the gender pay gap*
Episode 11: *Special Episode – Dr. Tina Opie on Shared Sisterhood*
Episode 10: *Myth: Gender-based violence is a private issue*
Episode 9: *Special Episode – Busting Myths on Remote Work and Inequality*
Episode 8: *Myth: Women don't negotiate*
Episode 7: *Myth: Good leadership is masculine leadership*
Episode 6: *Myth: Gender inequality has a one-size-fits-all solution*

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 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.

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