

# Ivona Hideg

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Academic Sites: [Google Scholar](#) [ResearchGate](#)

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## PROFESSIONAL ACADEMIC EXPERIENCE

<b>May 2023-</b>	Associate Professor of Organisation Studies Saïd Business School, University of Oxford
<b>July 2020- (on leave May 2023)</b>	Associate Professor and Ann Brown Chair in Organization Studies Schulich School of Business, York University
<b>Sept. 2019-June 2020</b>	Research Fellow with the Women and Public Policy Program (WAPPP), Harvard Kennedy School, Harvard University
<b>July 2019-Dec. 2022</b>	Associate Editor, Academy of Management Journal
<b>July 2019-June 2020</b>	Canada Research Chair (Tier II) in Organizational Leadership Lazaridis School of Business & Economics, Wilfrid Laurier University
<b>July 2018-June 2020</b>	Associate Professor, OBHRM Lazaridis School of Business & Economics, Wilfrid Laurier University
<b>July 2012- June 2018</b>	Assistant Professor, OBHRM Lazaridis School of Business & Economics, Wilfrid Laurier University
	[Maternity leave taken in 2015-2016 and 2017-2018]

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## EDUCATION

<b>2012</b>	Joseph L. Rotman School of Management, University of Toronto <b>Ph.D.</b> in Organizational Behavior and Human Resource Management
<b>2007</b>	University of Waterloo <b>M.A.Sc.</b> in Industrial and Organizational Psychology
<b>2005</b>	University of Waterloo <b>B.A.</b> (Honors) Psychology & Business; HRM Specialization
<b>2003-2004</b>	International Student Exchange University of Mannheim, Germany

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## RESEARCH INTERESTS

*Equity, diversity, and inclusion in the workplace*

- Gender equity and women at work
- Women in leadership and men-dominated fields
- Parental leaves and career outcomes

- Intersectionality (gender and race; gender and accent)
- Language and accent equity and diversity
- Diversity and equity policies and initiatives

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**PUBLICATIONS** (Google Scholar citations as of May 10, 2023: 2449; *h*-index: 17; *i10*-index: 19; \*denotes equal contribution; † denotes student co-author; \*\*denotes former student)

### Refereed Journal Articles

Nguyen, N., † **Hideg, I.**, Engel, Y., & Godart, F. (*forthcoming*). Benevolent sexism and the gender gap in startup evaluation. *Entrepreneurship Theory and Practice*.

**Hideg, I.**, Hancock, S. \*\*, & Shen, W. (2023). Women with Mandarin accent in the Canadian English-speaking hiring context: Can evaluations of warmth undermine gender equity? *Psychology of Women Quarterly*. Online Advanced Publication.  
<https://doi.org/10.1177/03616843231165475>

Shen, W., Hentschel, T., & **Hideg, I.** (2023) Leading through the uncertainty of COVID-19: The joint influence of leader emotions and gender on abusive and family-supportive supervisory behaviors. *Journal of Occupational and Organizational Psychology*. Online Advanced Publication. <https://doi.org/10.1111/joop.12439>

**Hideg, I.**, Krstic, A. \*\*, Powell, D. M., & Zhan, Y. (2023). Supporting women during motherhood and caregiving necessary, but not sufficient: The need for men to become equal partners in childcare. *Industrial and Organizational Psychology*, 16, 215-220.  
<https://doi.org/10.1017/iop.2023.12>

Shen, W., Lam, J. Y., † Varty, C. T. \*\*, Krstic, A. \*\* & **Hideg, I.** (2023). Diversity climate affords unequal protection against incivility among Asian workers: The COVID-19 pandemic as a racial mega-threat. *Applied Psychology: An International Review*. Online Advanced Publication.  
<https://doi.org/10.1111/apps.12462>

**Hideg, I.**, Shen, W., & Hancock, S. † (2022). What is that I hear? An interdisciplinary review and research agenda for non-native accents in the workplace. *Journal of Organizational Behavior*, 43, 214-235. <https://doi.org/10.1002/job.2591>

**Hideg, I.**, & Krstic, A. \*\* (2021). The quest for workplace gender equality in the 21st century: Where do we stand and how can we continue to make strides? *Canadian Journal of Behavioural Science / Revue canadienne des sciences du comportement*, 53(2), 106-113.  
<https://doi.org/10.1037/cbs0000222> [invited]

- Highlighted in a most widely used I/O Psychology textbook: *Introduction to Industrial/Organizational Psychology* (8<sup>th</sup> edition) by Ronald E. Riggio and Stefanie K. Johnson

**Hideg, I.**, & Wilson, A. E. (2020). History backfires: Reminders of past injustices against women undermine support for workplace policies promoting women. *Organizational Behavior and Human Decision Processes*, 156, 176-189. <https://doi.org/10.1016/j.obhdp.2019.10.001>

\***Hideg, I.**, & \*Shen, W. (2019). Why still so few? A theoretical model of the role of benevolent sexism and career support in the continued underrepresentation of women in leadership

positions. *Journal of Leadership and Organizational Studies*, 26(3), 287-303.  
<https://doi.org/10.1177/1548051819849006> [invited]

**Hideg, I.**, Krstic, A., † Trau, R. N. C., & Zarina, T. (2018). The unintended consequences of maternity leaves: How agency interventions mitigate the negative effects of longer legislated maternity leaves. *Journal of Applied Psychology*, 103(10), 1155-1164.  
<https://doi.org/10.1037/apl0000327>

- 2022 Runner-up for Responsible Business Education: Academic Research with Impact by Financial Times
- 2019 Distinguished Winner of the Responsible Research in Management Award co-sponsored by IACMR/RRBM [value: \$2,000 USD]

**Hideg, I.**, & Van Kleef, G. A. (2017). When expressions of fake emotions elicit negative reactions: The role of observers' dialectical thinking. *Journal of Organizational Behavior*, 38(8), 1196-1212. <https://doi.org/10.1002/job.2196>

**Hideg, I.**, & Ferris, D. L. (2017). Dialectical thinking and fairness-based perspectives of affirmative action. *Journal of Applied Psychology*, 102(2), 782-801.  
<https://doi.org/10.1037/apl0000207>

- 2018 First Runner Up for the Saroj Parasuraman Award (outstanding publication on gender and diversity in organizations) from the GDO at AOM

Adair, W. L., Liang, L. H., & **Hideg, I.** (2017). Buffering against the detrimental effects of demographic faultlines: The curious case of intragroup conflict in small work groups. *Negotiation and Conflict Management Research*, 10(1), 28-45.  
<https://doi.org/10.1111/ncmr.12087>

**Hideg, I.**, & Ferris, D. L. (2016). The compassionate sexist? How benevolent sexism promotes and undermines gender equality in the workplace. *Journal of Personality and Social Psychology*, 111(5), 706-727. <https://doi.org/10.1037/pspi0000072>

Trougakos, J. P., Beal, D. J., Cheng, B. H., **Hideg, I.**, & Zweig, D. (2015). Too drained to help: A resource depletion perspective on daily interpersonal citizenship behaviors. *Journal of Applied Psychology*, 100(1), 227-236. <https://doi.org/10.1037/a0038082>

Liang, L. H., † Adair, W. L., & **Hideg, I.**\* (2014). When should we disagree? The effect of relationship conflict on team identity in East Asian and North American teams. *Negotiation and Conflict Management Research*, 7(4), 282-289. <https://doi.org/10.1111/ncmr.12041> \*All authors have equally contributed.

**Hideg, I.**, & Ferris, D. L. (2014). Support for employment equity policies: A self-enhancement approach. *Organizational Behavior and Human Decision Processes*, 123(1), 49-64.  
<https://doi.org/10.1016/j.obhdp.2013.11.002>

Trougakos, J. P., **Hideg, I.**, Cheng, B. H., & Beal, D. J. (2014). Lunch breaks unpacked: The role of autonomy as a moderator of recovery during lunch. *Academy of Management Journal*, 57(2), 405-421. <http://dx.doi.org/10.5465/amj.2011.1072>

- Adair, W. L., **Hideg, I.**, & Spence, J. R. (2013). The culturally intelligent team: The impact of team cultural intelligence and cultural heterogeneity on team shared values. *Journal of Cross-Cultural Psychology*, 44(6), 941-962. <https://doi.org/10.1177/0022022113492894>
- Côté, S., **Hideg, I.**, & Van Kleef, G. A. (2013). The consequences of faking anger in negotiations. *Journal of Experimental Social Psychology*, 49(3), 453-463. <https://doi.org/10.1016/j.jesp.2012.12.015>
- Hideg, I.**, Michela, J. L., & Ferris, D. L. (2011). Overcoming negative reactions of nonbeneficiaries to employment equity: The effect of participation in policy formulation. *Journal of Applied Psychology*, 96(2), 363-376. <https://doi.org/10.1037/a0020969>
- Côté, S., DeCelles, K. A., McCarthy, J. M., Van Kleef, G. A., & **Hideg, I.** (2011). The Jekyll and Hyde of emotional intelligence: Emotion regulation knowledge facilitates prosocial and interpersonally deviant behavior. *Psychological Science*, 22(8), 1073-1080. <https://doi.org/10.1177/0956797611416251>
- Côté, S., & **Hideg, I.** (2011). The ability to influence others via emotion displays: A novel dimension of emotional intelligence. *Organizational Psychology Review*, 1(1), 53-71. <https://doi.org/10.1177/2041386610379257>

### Editorials

- Umphress, E.E., Rink, F., Muir (Zapata), C. P., & **Hideg, I.** (2022). From the Editors: Insights on how we try to show empathy, respect, and inclusion at AMJ. *Academy of Management Journal*, 65 (2), 363-370. <https://doi.org/10.5465/amj.2022.4002>
- Hideg, I.**, DeCelles, K. A., & Tihanyi, L. (2020). From the Editors: Publishing practical and responsible research in AMJ. *Academy of Management Journal*, 63 (6), 1681-1686. <https://doi.org/10.5465/amj.2020.4006>

### Popular Media and Practitioner Publications

- Shen, W., **Hideg, I.**, Lam, J.,<sup>†</sup> Varty, C.T.,<sup>†</sup> & Krstic, A.\*\* (April 27, 2021). Research: Why some D&I efforts failed employees of Chinese descent. *Harvard Business Review*, digital article. <https://hbr.org/2021/04/research-why-some-di-efforts-failed-employees-of-chinese-descent>
- Hideg, I.** (March 7, 2021). For too long, talk of gender equality has excluded men – let's change that. Opinion article in *The Globe and Mail*. [both print and online version; this article generated 192 comments] <https://www.theglobeandmail.com/opinion/article-for-too-long-talk-of-gender-equality-has-excluded-men-lets-change-that/>
- Hideg, I.**, & Priesemuth, M. (February 19, 2021). 3 ways companies could offer more father-friendly policies that will help women. *The Conversation US*. <https://theconversation.com/3-ways-companies-could-offer-more-father-friendly-policies-that-will-help-women-154155>
- Hideg, I.**, & Wilson, A. E. (February 5, 2020). Bringing up past injustices make majority groups defensive. *Harvard Business Review*, digital article. <https://hbr.org/2020/02/research-bringing-up-past-injustices-make-majority-groups-defensive>

**Hideg, I.** (March 29, 2019). New parental-leave benefit inches us ever closer toward gender equality. Opinion article in *The Globe and Mail*.  
<https://www.theglobeandmail.com/opinion/article-new-parental-leave-benefit-inches-us-ever-closer-toward-gender/>

**Hideg, I.,** Krstic, A.,<sup>†</sup> Trau, R. N. C., & Zarina, T. (September 14, 2018). Do longer maternity leaves hurt women's careers. *Harvard Business Review*, digital article.  
<https://hbr.org/2018/09/do-longer-maternity-leaves-hurt-womens-careers>

**Hideg, I.** (April 18, 2017). Longer maternity leave? Thanks, but no thanks. Opinion article in *The Globe and Mail*. [both print and online version; this article generated 105 comments]  
<http://www.theglobeandmail.com/opinion/longer-maternity-leave-no-thanks/article34733689/>

### Invited Book Chapters

Miners, C. T. H., & **Hideg, I.** (2015). Emotional intelligence and competencies. In James D. Wright (Ed.), *International Encyclopedia of the Social & Behavioral Sciences* (2nd ed., Vol 7, pp. 445-451). Oxford: Elsevier.

Trougakos, J. P., & **Hideg, I.** (2009). Momentary work recovery: The role of within day work breaks. In P. L. Perrewe, D. C. Ganster, & S. Sonnentag (Eds.), *Research in occupational stress and well-being: Work recovery* (Vol. 7, pp. 37-84). Oxford, UK: JAI Press.

### Refereed Conference Proceedings

Krstic, A.,\*\* Varty, C.,<sup>†</sup> Shen, W., **Hideg, I.**, & Lam, J. Y. <sup>†</sup> (2022). Consequences of the unequal division of cognitive labor on women's work outcomes during the pandemic. *Academy of Management Annual Proceedings*. [top 10% of accepted conference papers]  
<https://doi.org/10.5465/AMBPP.2022.271>

Krstic, A. & **Hideg, I.** (2019). The effect of taking a paternity leave on men's career outcomes: The role of communality perceptions. *Academy of Management Annual Proceedings*. [top 10% of accepted conference papers] <https://journals.aom.org/doi/pdf/10.5465/AMBPP.2019.278>

**Hideg, I.**, & Ferris, D. L. (2013). Two sides of sexism: How sexist attitudes may undermine and promote gender diversity. *Academy of Management Annual Meeting Proceedings*. [top 10% of accepted conference papers] <https://journals.aom.org/doi/pdf/10.5465/ambpp.2013.52>

Trougakos, J.P., **Hideg, I.**, & Cheng, B.H. (2011). Lunch breaks unpacked: Examining the effect of daily lunch break activities and control over break activities on fatigue. *Academy of Management Annual Meeting Proceedings*. [top 10% of accepted conference papers]  
<https://journals.aom.org/doi/pdf/10.5465/ambpp.2011.65869981>

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### AWARDS & HONORS

**2023** Student Accessibility Services Award for exemplary contributions and support of Student Accessibility Services in the pursuit of diversity, equity, and inclusion, York University

- 2022** Best accepted paper honor in the Gender and Diversity in Organizations (GDO) program at the Academy of Management (AOM)
- 2022** RHR Kendall-Evans Award for the Best Student Paper for a paper co-authored with a doctoral student Janice Lam (\$1,000 CAD)
- 2022** Runner-up for Responsible Business Education: Academic Research with Impact by *Financial Times*
- 2022** Article highlighted in a most widely used I/O Psychology textbook: *Introduction to Industrial/Organizational Psychology* (8<sup>th</sup> edition) by Ronald E. Riggio and Stefanie K. Johnson
- 2020** Kaufman Foundation Best Student Paper Award from the Gender and Diversity Division (GDO) of the Academy of Management for a paper co-authored with a former MSc student Julie Nguyen (value: \$1,500 USD)
- 2020** Visiting Professor, University of Western Australia Business School [February-May, 2020; visited interrupted due to COVID-19 pandemic]
- 2019** Distinguished Winner of the Responsible Research in Management Award co-sponsored by the International Association for Chinese Management (IACMR) and the Community for Responsible Research in Business and Management (RRBM) (value: \$2,000 USD)
- 2018** First Runner Up for the Saroj Parasuraman Award (outstanding publication on gender and diversity in organizations) from the Gender and Diversity Division (GDO) of the Academy of Management
- 2018** Laurier Early Career Researcher Award (value: \$2,500 CAD)
- 2016** Visiting Faculty, Católica Lisbon School of Business & Economics (Portugal), Organizational Behavior Group (visited for the month of June, 2016)
- 2015** Outstanding New Scholar Award  
Lazaridis School of Business & Economics, Wilfrid Laurier University
- 2015** Honorable Mention Award for a poster presented at the annual meeting of the Society for Personality and Social Psychology, Long Beach, California
- 2014** Keynote Speaker at Gender, Diversity, and Inclusion Symposium at RMIT University, Melbourne
- 2014** International Visiting Fellowship, RMIT University, Melbourne, Australia (\$9,850 AUD)
- 2014** Outstanding Reviewer Award, OB Division, Academy of Management
- 2013** Best Paper Proceedings, GDO Division, Academy of Management
- 2013** Nomination for the 2013 Carolyn Dexter Best International Paper Award, Conflict Management Division, Academy of Management

- 2013** Outstanding Reviewer Award, GDO Division, Academy of Management
- 2013** Dean's Commendations for Teaching Excellence  
School of Business & Economics, Wilfrid Laurier University
- 2012** Best Poster Award, Industrial/Organizational Psychology Section, Canadian Psychological Association
- 2011** Award for Best Competitive Conference Paper, OB Division, Academy of Management (\$1,000)
- 2011** Best Paper Proceedings, Organizational Behavior Division, Academy of Management
- 2011** Excellence in Teaching Award, Rotman School of Management
- 2010** Outstanding Reviewer Award, OB Division, Academy of Management
- 2008** Finalist for Best Master's Thesis Award, International Alliance for Human Resources Research
- 2006** RHR Kendall Award Winner for best student paper, Industrial/Organizational Psychology Section, Canadian Psychological Association
- 2003** Natural Sciences and Engineering Research Council of Canada (NSERC) Undergraduate Student Research Award (\$5,625)
- 2003** J.R. Coutts International Experience Award (University student exchange in Germany) (\$1,500)

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## RESEARCH GRANTS

- 2020** Canada Foundation for Innovation & John R. Evans Leaders Fund (JELF)  
Value: \$30,360  
[an infrastructure grant for a research laboratory; not accepted due to the move to another institution]
- 2019-2023** Insight Grant, Principal (Sole) Investigator  
Social Sciences and Humanities Research Council of Canada (SSHRC)  
Men and gender equality: The effect of taking a paternity leave on men's career outcomes  
Value: \$152,377
- 2018-2019** Lazaridis Institute Seed Grant, Wilfrid Laurier University, PI  
Tackling the Gender Gap in Entrepreneurship: The Role of Benevolent Sexist Attitudes in Underfunding of Female-Led Ventures  
Value: \$7,988
- 2016-2021** Early Researcher Award, Principal (Sole) Investigator  
Ontario Ministry of Research, Innovation and Science  
Value: \$190,000
- 2016-2019** Partnership Development Grant, Co-applicant (PI: Thomas O'Neill)

Other co-applicants: Chiocchio, F.; Donia, M.; Steel, P.; Taras, V.; & Uggerslev, K.  
 Social Sciences and Humanities Research Council of Canada (SSHRC)  
 The Intersection of Teamwork, Culture, and Technology: Enhancing Soft Skill  
 Development in Post-Secondary Education through Student-Centered Feedback  
 Value: \$465,000 (total from SSHRC and partners)

- 2014-2019** Insight Grant, PI (Collaborator: D. Lance Ferris)  
 Social Sciences and Humanities Research Council of Canada (SSHRC)  
 Double-Edged Sword of Benevolent Sexism: How Benevolent Sexist Attitudes  
 Promote and Undermine Gender Diversity in the Workplace  
 Value: \$114,604
- 2013** Laurier Seed Grant (Internal Grant, Wilfrid Laurier University), PI  
 A Self-Image Threat Approach to Understanding Nonbeneficiaries' and Beneficiaries'  
 Reactions to Employment Equity Policies  
 Value: \$3,000
- 2013** Wilfrid Laurier Internal Grant for Supervision and Mentoring of Undergraduate  
 Research of Teodora Makaji  
 Value: \$6,000
- 2009-2010** AIC Institute for Corporate Citizenship Grant: Emotional Intelligence and Ethical  
 Decision Making (with Stéphane Côté and Jeremy Yip)  
 Value: \$9,880

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### SELECTED REFEREED CONFERENCE PRESENTATIONS [Last Five Years]

(† denotes current student co-author; \* denotes former student co-author)

#### Paper and Symposium Presentations

Krstic, A., \*\*Varty, C. T., † Shen, W., **Hideg, I.**, & Lam, J. † (August, 2022). *Consequences of the unequal division of cognitive labor on women's work outcomes during the pandemic*. Presented at the annual meeting of the Academy of Management, Seattle, Washington. **\*Judged as one of the best accepted papers in the GDO program**

Shen, W., Lam, J., † Varty, C. T., † Krstic, A., \* & **Hideg, I.** (August, 2022). *Diversity climate affords unequal protection against COVID-19 workplace incivility for Asian workers*. Presented at the annual meeting of the Academy of Management, Seattle, Washington.

Varty, C. T., † Daniel, V., † Zhan, Y., & **Hideg, I.** (June, 2021). *When competence is not enough: How warmth stereotypes from non-organizational members undermine Asian employees*. Presented at the virtual annual meeting of the Canadian Psychological Association.

Nguyen, N., † **Hideg, I.**, Engel, Y., & Godart, F. (August, 2020). *The gender gap in start-up funding: The role of investors' benevolent sexism*. Paper presented at the virtual Academy of Management, Vancouver, British Columbia. **\*Received Kaufman Foundation Best Student Paper Award from the Gender and Diversity Division (GDO) (value: \$1,500 USD)**

**Hideg, I.**, Ferris, D. L., & Koval, C. (August 13, 2019). Diversity policies supporting racial minority women: Not so supported. In K. A. Frear and S. C. Paustian-Underdahl (chairs), *It's complex: Conditions that inhibit women's inclusion at work*. Symposium conducted at the annual meeting of the Academy of Management, Boston, Massachusetts.



- Krstic, A., & **Hideg, I.** (August 13, 2019). *The effect of taking a paternity leave on men's career outcomes: The role of communality perceptions*. Presented at the annual meeting of the Academy of Management, Boston, Massachusetts.
- Varty, C. T., Daniel, V., Zhan, Y., & **Hideg, I.** (August 12, 2019). *Race matters: The effects of race in evaluating prospective professors*. Presented at the annual meeting of the Academy of Management, Boston, Massachusetts.
- Hideg, I.**, & Shen, W. (June 18, 2019). *Why still so few? A theoretical model of the role of benevolent sexism and career support in the continued underrepresentation of women in leadership positions*. Presented at the Eastern Academy of Management-International, Dubrovnik, Croatia.
- Varty, C. T. †, Hancock, S.†, **Hideg, I.**, & Kirolikar, S.\* (April 6, 2019). The other side of the glass cliff: Women's acceptance of precarious leadership roles. In S. H. Hancock and W. Shen (chairs), *Women leaders: Challenges and opportunities in attaining and maintaining leadership*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, Maryland.
- Hideg, I.**, & Wilson, A. (August 14, 2018). *History backfires: Reminders of past injustices against women undermine support for workplace policies promoting women*. Presented at the annual meeting of the Academy of Management, Chicago, Illinois.
- Varty, C. T. †, **Hideg, I.**, & Ferris, D. L. (August 13, 2018). *When being helped is unhelpful: Gender, sexism, and autonomy-oriented help*. Presented at the annual meeting of the Academy of Management, Chicago, Illinois.
- Hideg, I.**, Krstic, A.,† Trau, R. N. C., & Zarina, T. & Hideg, I. (March 22, 2018). *The unintended consequences of maternity leaves: How agency interventions mitigate negative effects of longer maternity leaves*. Presented at the Breaking Bias: Leadership Excellence and Gender in Organizations Conference at Purdue University, West Lafayette, Indiana.
- Poster Presentations**
- Lam, J., Y., **Hideg, I.**, Bosak, J., & Heilman, M. E. (June 19, 2022). *Male allyship: The consequences of communality perceptions for men's career outcomes*. Presented at the annual meeting of the Canadian Psychological Association, Calgary, Alberta, Canada. **\*Full paper winner of the RGR Kendall-Evans Award for the best student paper (value: \$1,000 CAD).**
- Lam, J., **Hideg, I.**, & Bosak, J. (2020, May). *Not masculine enough: Investigating male allies of gender equality and negative career outcomes*. Accepted for a presentation at the annual meeting of the Canadian Psychological Association, Montréal, Quebec, Canada. [Cancelled due to COVID-19]
- Nguyen, N.† & **Hideg, I.** (June 2, 2019). *The gender gap in entrepreneurship: The role of benevolent sexism in underfunding of female led-ventures*. Presented at the annual meeting of the Canadian Psychological Association, Halifax, Nova Scotia.

Krstic, A.<sup>†</sup> & **Hideg, I.** (June 2, 2019). *How taking a paternity leave impacts men's career outcomes: The underlying effect of communality perceptions.* Presented at the annual meeting of the Canadian Psychological Association, Halifax, Nova Scotia.

Hancock, S., & **Hideg, I.** (June 2, 2019). *The accent advantage: Why are non-native English speakers sometimes rated as more hireable?* Presented at the annual meeting of the Canadian Psychological Association, Halifax, Nova Scotia.

Krstic, A.<sup>†</sup> & **Hideg, I.** (April 6, 2019). *Enhancing femininity: The effect of taking a paternity leave on men's career outcomes.* Presented at the annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, Maryland.

Kirolikar, S., <sup>†</sup> **Hideg, I.**, Hancock, S., <sup>†</sup> & Varty, C. T. <sup>†</sup> (April 19, 2018). *The other side of the glass cliff: Women's acceptance of precarious leadership roles.* Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.

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### INVITED PRESENTATIONS

- 2023**  
[virtual talks] University of Texas at Dallas, March 24, 2023  
Claremont Graduate University, March 8, 2024
- 2022**  
[virtual talks] University of Ottawa, February 17, 2022  
Nanyang Technological University, Singapore, January 18, 2022
- 2021**  
[virtual talks] University of Toronto, Health Services Systems and Policy Seminar Series, Nov. 18, 2021  
Georgia State University, Nov. 12, 2021  
Australian Catholic University, June 10, 2021  
Northeastern University, March 4, 2021  
York University, Social-Personality Psychology, February 1, 2021  
IESE Business School, January 21, 2021
- 2020**  
IESE Business School, Spain, May 21, 2020; cancelled due to COVID-19  
Macquarie University, April 24, 2020; cancelled due to COVID-19  
Monash University, April 16, 2020; cancelled due to COVID-19  
Australian National University, April 20, 2020; cancelled due to COVID-19  
University of Western Australia, March 13, 2020  
Singapore Management University, January 31, 2020; cancelled
- 2019**  
Boston College, Carroll School of Management, Sept. 25, 2019  
Harvard Kennedy School, Women and Public Policy Program, Sept. 12, 2019  
I/O Psych Professionals GTA Network, 2019 Summit, Toronto, June 14, 2019  
University of Michigan, ICOS seminar series, March 15, 2019
- 2018**  
Workplace Safety and Insurance Board (WSIB) in Hamilton, Ontario, Nov. 8, 2018; Women Network event: *"Navigating the Labyrinth: Research Implications for Women's Career Success"*  
  
University of Amsterdam, Amsterdam Business School, OB, June 25, 2018  
University of Toronto, Rotman School of Management, OB, Feb. 14, 2018

- University of Missouri-Kansas City, Bloch School of Management, Feb. 2, 2018
- 2017** Hillfield Strathallan College (Hamilton, Ontario), youth outreach talk in high-school classes, March 6, 2017: *“Demystifying Academic Careers, Research on Gender Equality, and Studying in Business School”*
- 2016** Católica Lisbon School of Business & Economics, OB, June 3, 2016  
Penn State University, National Science Foundation (NSF) Emotion and Work Climate Conference, May 11, 2016
- 2015** University of Guelph, College of Business & Economics, Nov. 11, 2015
- 2014** Hong Kong Polytechnic University, Management & Marketing, Dec. 1, 2014  
University of Western Australia, Management & Organizations, Nov. 26, 2014  
RMIT University, Melbourne, Australia, Nov. 21, 2014  
University of Waterloo, Industrial/Organizational Psychology, Oct. 6, 2014
- 2013** Wilfrid Laurier University, Social Psychology, Feb. 15, 2013

## TEACHING

### Classes Taught

Schulich School of Business, York University

- *Organizational Behaviour* (ORGS 5100), MBA core course, 2020, 2021, 2022
- *Seminar in Organizational Behaviour* (ORGS 7100), Ph.D. course, 2020, 2021, 2022

Lazaridis School of Business & Economics, Wilfrid Laurier University

- *Human Resource Management* (BU354), BBA core course, 2012-13, 2015, 2017-19
- *Seminar in Diversity and in Equality* (BU828), Ph.D./MSc seminar, 2015, 2017, 2019

Rotman School of Management, University of Toronto

- *Human Resource Management* (RSM469H1), Commerce course, 2011

### Student Supervision

#### **Primary (Sole) Supervisor of Post-Doctoral Fellows**

Emily Cross (2021-2022); in a tenure-track position at the University of Essex (UK), Department of Psychology

Anja Krstic (2019-2020); in a tenure-track position at York University, School of Human Resource Management

#### **Primary (Sole) Supervisor of Doctoral Students**

Heather Wong, PhD in Organizational Studies (2022-present)

Janice Lam, PhD in Organizational Studies (2020-present); supported by Ontario Graduate Scholarship (OGS) and Social Sciences and Humanities Research Council (SSHRC)

Christianne Varty, PhD in Organizational Studies (2017-2022); supported by Joseph-Armand Bombardier CGS Doctoral Scholarship and Ontario Graduate Scholarship (OGS);

Dissertation title: *I'll believe it when I see it: Widespread use of diversity statements undermines perceived sincerity and organizational attraction.*

Anja Krstic, PhD in OB/HRM (2015 -2019), *The effect of taking a paternity leave on men's career outcomes: The role of communality perceptions.*

**Primary (Sole) Supervisor of MSc Students**

Nhu (Julie) Nguyen, MSc in OB/HRM (2018-2019), *The gender gap in start-up funding: The role of investors' benevolent sexism*; supported by international OGS

Shreya Kirolikar, MSc in OB/HRM (2016-2017), *The other side of glass cliff: Whether and why women may be more likely than men to accept glass cliff positions.*

Christianne Varty, MSc in OB/HRM (2016-2017), *When does helping undermine women? The role of observers' benevolent sexism*; Won the Medal of Academic Excellence for her outstanding Master's work; One of the top three finalists for HRRI Best Master's Thesis Award; supported by Master's SSHRC.

Samantha Hancock, MSc in OB/HRM (2014-2015), *Helping or hindering? An examination of accent diversity and its interaction with gender in the workplace*; One of the top three finalists for Human Resources Research Institute (HRRI) Best Master's Thesis Award; supported by Master's SSHRC.

Anja Krstic, MSc in OB/HRM (2014-2015), *Harmful or beneficial: The effect of maternity leave length on women's career outcomes*; Won the 2015 RHR Kendall Award for the Best Student Paper.

**Doctoral Dissertation Committees Member**

Mehran Bahmani, PhD in Organizational Studies at Schulich School of Business (2022-present).

Camellia Bryan, PhD in Organizational Studies at Schulich School of Business (2020-2023), *Support for diversity as a reaction to identity threat: Understanding the role of opening identity processes and uncertainty management.*

Michael Godfrey, PhD in Kinesiology and Physical Education (2020), *Cultural diversity in interdependent sport teams*; Nominated for the Medal of Academic Excellence for her outstanding doctoral dissertation; in a post-doc position at the University of Windsor.

Annika Hillebrandt, PhD in OB/HRM (2018), *Understanding emotions in the workplace: A critical examination of the role of emotions in justice and negotiation*; Received the Medal of Academic Excellence for her outstanding doctoral dissertation; in a tenure-track position at Ryerson University (Ted Rogers School of Management)

Francisca Saldanha, PhD in OB/HRM (2018), *Recovering from workplace offenses: Understanding the roles of resilience and forgiveness*; Nominated for the Medal of Academic Excellence for her outstanding doctoral dissertation; in a tenure-track position at the Católica Lisbon School of Business & Economics.

Dave Whiteside, PhD in OB/HRM (2015), *Promoting fairness if the workplace: Identifying and overcoming the barriers to managerial fairness in organizations*; Nominated for the Medal of Academic Excellence for his outstanding doctoral dissertation.

**External Examiner for Doctoral Dissertations**

Vincent Phan, PhD in Industrial/Organizational Psychology, University of Waterloo, *Why do people (not) take breaks? An investigation of individuals' reasons for taking and not taking breaks at work*; external examiner, doctoral dissertation (2021).

Mahdi Roghanizad, PhD in Management Sciences, University of Waterloo, *Help-seeking behaviour in computer-mediated communications*; external examiner on a doctoral dissertation (2016).

**Other Committees Member (MSc, External Comprehensive Exam Committee)**

Memoona Arshad, MA in Psychology, York University; *Social class, volubility, and prestige in social groups* (2022- present).

- Luc Saulnier, MA in Psychology, WLU; *Moral identity, moral disengagement, and online behavior from adolescence to young adulthood*; external/internal examiner (2018).
- Denisa Luta, the PhD qualifying exam, Department of Psychology, University of Guelph; external committee member (2017).
- Michael Godfrey, comprehensive examination, Department of Kinesiology and Physical Education, WLU, external/internal committee member (2017).
- Eden Hennessey, comprehensive doctoral research project, Department of Psychology, WLU, *Friends or foes: Does diversity promotion in hiring undermine perceptions of excellence*; second reader; Received Honorable Mention Award from the Society for Personality and Social Psychology in February, 2015.
- Alex Benson, comprehensive doctoral research paper, Department of Psychology, WLU; *The regulation of emotional displays in romantic relationships*; second reader (2015); in a tenure-track faculty position at Western University since 2017.
- Leia Kopp, MA in Psychology, WLU; *Reducing narcissistic tendencies by enhancing communal self-views: An extended agency model approach to narcissism*; external/internal examiner (2013).
- Kyle Brykman, MSc in OB/HRM (2013), *Who prefers lower status?*; in a tenure-track position at the University of Windsor (Odette School of Business)

### ***Undergraduate Students' Research Project Supervision and Honors Theses***

- Saumya Aggarwal, undergraduate honors thesis, Department of Psychology, York University (2022-2023), *Speaking with a non-native English accent at work and gender*
- Peter Fisher, undergraduate directed research study in business (2014-2015), *Are socioeconomic status-based diversity policies less contentious than race-based diversity policies?*
- Anja Krstic, undergraduate directed research study in psychology (2013-2014), *Maternity leaves and women's careers.*
- Teodora Makaji, undergraduate summer research project in business (2013), *Two sides of sexism: How hostile sexists react with anger and benevolent sexists with compassion towards gender-based diversity policies*; supported by a \$6,000 Laurier undergraduate internal grant.

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## **PROFESSIONAL SERVICE TO THE FIELD**

### **Associate Editor**

Academy of Management Journal (July 1, 2019- December 31, 2022)

### **Methods Advisory Panel**

Administrative Science Quarterly (December 2022-present)

### **Editorial Board Member**

Academy of Management Journal (January 2023- present)

Administrative Science Quarterly (January 1, 2019-December 31, 2020)

Journal of Management (July 1, 2017- June 30, 2020)

Organizational Psychology Review (September 2017 – December 2019; January 2023-present)

Emotion (January 2013 – December 2017)

### **Special Issue Invited Reviewer**

Academy of Management Review Special Issue *"Diversity at a critical juncture: New theories for a complex phenomenon"* (2017)

Journal of Business Ethics Special Issue *"Moral emotions & ethics in organization"* (2015)

**Ad Hoc Reviewer** [\* denotes FT 50 journal]

Journals:

Academy of Management Review (AMR)\*

Human Relations\*

Journal of Applied Psychology (JAP)\*

Journal of Business Ethics (JBE)\*

Journal of Experimental Psychology: General (JEP:G)

Journal of Experimental Social Psychology (JESP)

Journal of Occupational Health Psychology (JOHP)

Journal of Occupational and Organizational Psychology (JOOP)

Journal of Organizational Behavior (JOB)

Organizational Behavior and Human Decision Processes (OBHDP)\*

Personality and Social Psychology Bulletin (PSPB)

Sex Roles

Grant Proposals

Canada Foundation for Innovation, 2020-21

Social Sciences and Humanities Research Council of Canada (SSHRC), 2018-19, 2021

National Science Foundation (NSF), USA, 2017

Austrian Science Fund, 2013

Conferences & Dissertation Proposal:

Academy of Management (AOM)

Society for Industrial and Organizational Psychology (SIOP)

INFORMS/Organization Science Dissertation Proposal Competition, 2013

**Invited Panelist**

Arena, D., Auriemmo, A., Brown-Meola, J., Hideg, I., Keim, A.C., Sanders, A.M.F., & Van Egdome, D. (2023). *Implementing Inclusive Paid Family Leave* [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

14<sup>th</sup> Annual OB Research Incubator at AOM Annual Conference, August 2022 [asynchronous/virtual delivery]

"Enduring through Gender Biases in Academia: Understanding Experiences, Challenges, and Solutions," PDW at the annual meeting of the Academy of Management, August 2022 [cancelled due to a family emergency]

Organizational Behavior Doctoral Consortium at annual meeting of the Academy of Management, August 2022 [cancelled due to a family emergency]

"Representation & Inclusion in the Upper Echelons: New Frontiers in Research on Gender & Leadership," the Strategic Management Society, September 20, 2021 [virtual conference]

“Challenges and Triumphs in Overcoming Adversity: Taking Stock and Looking Forward,” Panel Symposium at the annual meeting of the Academy of Management, August 3, 2021, organized by Logan Steele and Jeffrey Lovelace [virtual conference]

“Shaping a New Research Agenda on the Future of Work,” PDW at the annual meeting of the Academy of Management, August 3, 2021, organized by Lauren Howe and Jochen Menges [virtual conference]

“Dare to Care Research Café,” Responsible Research in Business and Management (RRBM), May 6, 2021 [virtual event].

“Scholars' Pursuit of Research with Impact,” the Responsible Research in Business and Management’s (RRBM) third responsible research submit, April 26, 2021 [virtual event].

“Learn from the Editors: Insights on Publishing Work on Negotiation and Conflict Management,” International Association for Conflict Management (IACM), virtual conference (July 15, 2020).

Debate on sexual harassment programs at Rotman School of Management, University of Toronto. (November 12, 2019).

“Recruiting, retaining, and promoting women police officers: An international comparison of challenges and opportunities for change.” Workshop organized in Brantford, Ontario, Canada. (April 30, 2019).

Emcee, Federal Government announcement of funding supporting equity, diversity, and inclusion initiatives with the Honourable Kirsty Duncan, Minister of Science and Sport, Wilfrid Laurier University, May 9, 2019

“Why equity, diversity, and inclusion are still important on University Campuses?” Organized by Dr. Frédérique Guinel, Women’s Faculty Colleague, Wilfrid Laurier University, April 10, 2019

“Navigating troubled waters: A forum to advance research on motherhood and work.” Alternative session type with presenters organized by Jana Raver at the annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, Maryland. (April 5, 2019).

### **Professional Service Roles & Committee Work**

Chair-Elect for CSIOP (Canadian Society for Industrial & Organizational Psychology) June 2022-present

Chair of the CSIOP Equity, Diversity, and Inclusion Working Group (Nov. 2021- Dec. 2022)

CSIOP Program Coordinator for the annual Canadian Psychological Association (CPA) convention/Executive Board Member (2016-2017; 2018-2019)

GDO Division of Academy of Management: Faculty Transnational Research Best Conference Paper Award Committee (2015, 2016)

CSIOP: an Official CSIOP mentor for students at the annual conference in Ottawa, Ontario (2015)

GDO Division of Academy of Management: International Committee (2014)

GDO Division of Academy of Management: Best Student Paper Award Committee (2013)

### **Selected Committee Work at Schulich School of Business, York University**

Chair of the Schulich’s Committee for Equity, Diversity, and Inclusion (July 2021- Dec. 2022)

Schulich’s Committee for Equity, Diversity, and Inclusion, member (Jan. 2022- present)

Schulich's Tenure & Promotion Committee, member (July 2021-present)  
Schulich School of Business: Diversity, Equity, & Inclusion Working Group (August 2020-June 2021)

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## SERVICE TO THE COMMUNITY

### Member of a Board of Directors: Focus For Ethnic Women (October 2013 – June 2016)

A non-profit organization that helps immigrant and/or ethnic women to integrate into and navigate the Canadian workplace by providing a nurturing, culturally sensitive environment that builds self-esteem, social networks, employment related skills and connections to meaningful employment.

### Consultation

Organization for Security and Co-operation in Europe (OSCE; 2022)

Canadian Government:

Women in the workplace such as recruitment of women in Canadian Armed Forces (2016)

[https://www.canada.ca/content/dam/pco-bcp/documents/pdfs/CAF\\_ENG.pdf](https://www.canada.ca/content/dam/pco-bcp/documents/pdfs/CAF_ENG.pdf)

Parental leave policies in the workplace (2017)

### Webinars

Society for Women Engineers (SWE), Toronto Chapter

*Finding balance: Succeeding in your career and parenting* [November 24, 2021]

Society for Women Engineers (SWE)

*Impacts and success strategies for parental leave* [September 15, 2020]

Laurier Alumni Office

*Impact of parental leaves on women's and men's careers* [February 28, 2019]

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## SELECTED MEDIA MENTIONS [Last Five Years]

- This is how you should be spending your lunch break, *FastCompany*, by Stephanie Vozza, 12/12/2022  
<https://www.fastcompany.com/90822168/how-spend-your-lunch-break>
- EAPs offer confidential mental health supports, but stigma and fear prevent many from accessing them, *The Globe and Mail*, by Sakeina Syed, 28/09/2022  
<https://www.theglobeandmail.com/business/article-eaps-offer-confidential-mental-health-supports-but-stigma-and-fear/>
- DE&I: Putting policy into action, *Canadian Grocer*, by Rosalind Stefanac, May 2022, Volume 136, number 3, pages 31-33 (print and online).  
[https://issuu.com/ensembleiq/docs/cg03\\_2022](https://issuu.com/ensembleiq/docs/cg03_2022)
- Speaker at a radio show on **CBC Saskatchewan**: Blue Sky with host Garth Materie, talking about women in the workforce for International Women's Day, 08/03/22  
<https://www.cbc.ca/listen/live-radio/1-189-blue-sky/clip/15899341-how-women-fields-stem-skill-trades>
- School closures disproportionately hurt working moms- especially single ones, *Canadian Business*, by Laura Hensley, 06/01/2022  
<https://www.canadianbusiness.com/people/pandemic-school-closures-ontario/>



- How the stigma of maternity leave still holds women back, *The Globe and Mail*, by Diane Peters, 29/09/2021  
<https://www.theglobeandmail.com/business/article-how-the-stigma-of-maternity-leave-still-holds-women-back/>
- Job applicants get creative when sussing out a company's parental leave policies, *The Globe and Mail*, by Andrea Yu, 09/10/2021  
<https://www.theglobeandmail.com/business/careers/article-job-applicants-get-creative-when-sussing-out-a-companys-parental-leave/>
- Philadelphia tattoo arts convention is a big draw, but is ink still taboo in the mainstream? *Courier Times*, by Damon C. Williams, 09/01/2021  
<https://www.buckscountycouriertimes.com/story/news/2021/09/02/philadelphia-tattoo-arts-convention-tattoos-mainstream-yet/8192866002/>
- Resentment builds in the workplace as parents get flex time and benefits – and those without kids fill in the gaps, *The Toronto Star*, by Joseph Hall, 10/03/2020  
<https://www.thestar.com/business/2020/10/03/working-parents-are-at-their-wits-end-and-some-employers-are-stepping-up.html>
- Working from home disproportionately favours those with higher incomes and education, *the Record*, by James Jackson, 06/15/2020  
<https://www.therecord.com/news/waterloo-region/2020/06/15/working-from-home-disproportionally-favours-those-with-higher-incomes-and-education.html>
- Working from home disproportionately favours those with higher incomes and education, *The Record*, by James Jackson, 06/15/2020  
<https://www.therecord.com/news/waterloo-region/2020/06/15/working-from-home-disproportionally-favours-those-with-higher-incomes-and-education.html>
- Business will “never be the same,” *The Record*, by Robert Williams, 04/03/2020  
<https://www.therecord.com/news-story/9924158-business-will-never-be-the-same/>
- Study: When men react defensively to gender equality, do this, *InHerSight*, by Emily Weyrauch, 03/06/2020  
[https://www.inhersight.com/blog/insight-commentary/male-allies-gender-equality?\\_n=70142752#](https://www.inhersight.com/blog/insight-commentary/male-allies-gender-equality?_n=70142752#)
- How gender stereotypes are hurting women on maternity leave, *The Globe and Mail*, by Darah Hansen, 02/12/2019  
<https://www.theglobeandmail.com/business/careers/business-education/article-how-gender-stereotypes-are-hurting-women-on-maternity-leave/>
- Facebook accused of discriminating black people – why diversity isn't just an HR problem, *Global News*, by Rebecca Joseph, 11/29/2018  
<https://globalnews.ca/news/4711448/facebook-black-people-problem/>
- How women can prevent longer maternity leaves from hurting their careers, *CTV News*, 09/27/2018  
<https://www.ctvnews.ca/business/how-women-can-prevent-longer-maternity-leaves-from-hurting-their-careers-1.4112181>
- ABC TV Weekend Breakfast with Johanna Nicholson and Andrew Geoghegan, profiling newly published JAP paper on maternity leaves [national Australian TV], 08/05/2018
- Keep in Touch with Workplace during Maternity Leave, *Herald Sun* (Melbourne, Australia), 07/29/2018
- Fight the gender gap-with a benefit just for men, *Maclean's* (Peter Taylor), 02/28/2018  
<http://www.macleans.ca/opinion/fight-the-gender-gap-with-a-benefit-just-for-men/>

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## PROFESSIONAL AFFILIATIONS

Member, Academy of Management (AOM)

Member, Canadian Psychological Association (CPA)

Member, Canadian Society for Industrial & Organizational Psychology (CSIOP)

Member, International Society for Justice Research (ISJR)

Member, Responsible Research in Business and Management (RRBM) network

Member, Society for Industrial & Organizational Psychology (SIOP)

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