

SOUHA R. EZZEEDEN PH.D.

Associate Professor (Tenured)
School of Human Resource Management
Faculty of Liberal Arts & Professional Studies
Atkinson Bldg. Suite 150
York University
4700 Keele St. Toronto, ON Canada M3J 1P3
Office: (416) 736-2100 x 20269
Fax: (416) 736-5963
E-mail: souha@yorku.ca

AREAS OF EXPERTISE & INTEREST

Human Resource Management
Work-Life Balance
Gender and Executive/Professional Careers

Organizational Behaviour and Development
Companion Animals and the Work-Life Interface
Qualitative Research Methods

EDUCATION

Ph.D. Management (HRM/OB&D) **1998 – 2003**
School of Business (prev. School of Business & Public Management)
George Washington University – Washington, DC, USA

Dissertation: Rethinking Work-Life Balance: Development and Validation of the Cognitive Intrusion of Work Scale (Chair, Paul M. Swiercz Ph.D.)

M.A. Public Personnel Administration **1995 – 1998**
Faculty of Arts & Sciences
American University of Beirut – Beirut, Lebanon

Thesis: Managing Human Resources in a Lebanese Build-Operate-Transfer Company (Chair, Randa D. Antoun Ph.D.)

B.A. Public Administration **1992 – 1995**
Faculty of Arts & Sciences
American University of Beirut – Beirut, Lebanon (Dean's Honor List, 1995)

ACADEMIC APPOINTMENTS

Associate Professor of Human Resource Management – Tenured¹ **2010 – Present**
School of Human Resource Management
Faculty of Liberal Arts & Professional Studies
York University – Toronto, ON, CANADA

Undergraduate Courses

- Human Resource Management: HRM 2600 (3.0)
- Issues in Human Resource Management: HRM 4440 (3.0, Honours)
- Recruitment, Selection, and Performance Appraisal of Personnel: HRM 3470 (3.0)

¹ On sabbatical leave from July 2011-June 2012, July 2019-June 2020, and July 2024-June 2025.

Graduate Courses

- Human Resource Effectiveness: HRM 6500 (3.0), MHRM
- Work-Life Balance: HRM 6920 (3.0), MHRM
- Doctoral Seminar on Macro Issues in HRM: HRM 7110 (3.0), PhD

Design of New Courses/Revisions to Existing Courses

- Occupational Health & Safety: HRM 3400 (3.0), with A. Blake and G. Blake (School of HRM)
- Work-Life Balance: HRM 6920 (3.0), with Julia Richardson (Curtin University)

Supervised Undergraduate Internships

- Hurairat Raji, Spinal Cord Injury Ontario, MITACS BSI Program, Fall 2020-Winter 2021
- Tammy Ly, Recruit For Me, MITACS BSI Program, Fall 2020-Winter 2021

Supervised Research – Doctoral Dissertations

- PhD Dissertation: Examination of abusive supervision and identity transformation. Marlee Mercer, School of HRM at York University, Dissertation Committee (Proposal Defense: July 7, 2023 – Dissertation Defense: TBD)
- PhD Dissertation: Can I be me and still lead?: a qualitative exploration of BIPOC women entrepreneurs' authentic leadership practices. Tina Sharifi, School of HRM at York University, Dissertation Committee (Proposal Defense: April 20, 2023 – Dissertation Defense: TBD)
- PhD Dissertation: The impact of telework on employee collaboration and creativity through mediation of social interactions quality. Ayesha Tabassum, School of HRM at York University, Dissertation Committee (Proposal Defense: March 22, 2023 – Dissertation Defense: TBD)
- PhD Dissertation: Personality as a predictor of job performance in an all-remote workforce: A study of workers within the Canada Pension Centre for the federal public service. Sandi Wright, Spratt School of Business at Carleton University, External Examiner (Dissertation Defense: April 18, 2023)
- PhD Dissertation: A qualitative study of dual-career professional couples without children. Galina Boiarintseva, School of HRM at York University, Dissertation Committee (Proposal Defense: May 2016 – Dissertation Defense: November 2018)
- PhD Dissertation: Boundary management and work engagement in law firms. Alyson Latham, School of Business at George Washington University, Dissertation Committee (Proposal Defense: March 2013 – Not completed)

Supervised Research – Master's Papers

- Master's Research Paper (MRP): An analysis of the correlation between gender role stereotypes and imposter syndrome in female identifying fire fighters in Canada. Denise K. Roy, School of HRM, York University, Second Reader, 2020 (First Reader: Marie-Helene Budworth)
- Master's Research Review Paper (RRP): Girl Boss: Neo-liberalism, gender roles, and the "female entrepreneur." Angela Ostrikoﬀ, Department of Sociology, York University, Reader, 2020 (Advisor: Mark Thomas)
- Master's Research Paper (MRP): Greening workplaces: Trends and directions. Erin Thibideau, School of HRM, York University, First Reader, 2015-2016 (not completed)
- Master's Research Paper (MRP): Motherhood, maternity leave and professional ambition: A dialogical analysis of a personal narrative. Alexis MacDonald, School of HRM, York University, Second Reader, 2013 (First Reader: Steve McKenna)
- Master's Research Paper (MRP): Critical incident technique and disclosure of sexual Orientation and gender identity in the Canadian workforce. Tracy Trotman, School of HRM, York University, Second Reader, 2010 (First Reader: Julia Richardson)

Assistant Professor of Human Resource Management – Tenure Track **2009 – 2010**
School of Human Resource Management
Faculty of Liberal Arts & Professional Studies
York University – Toronto, ON, CANADA

Undergraduate Courses

- Recruitment, Selection, and Performance Appraisal of Personnel: HRM 3470 (3.0)

Assistant Professor of Human Resource Management – Tenure track **2007 – 2009**
School of Administrative Studies
Atkinson Faculty of Liberal & Professional Studies
York University – Toronto, ON, CANADA

Undergraduate Courses

- Issues in Human Resources Management: HRM 4440 (3.0), Honours
- Recruitment, Selection, and Performance Appraisal of Personnel: ADMS 3470 (3.0)

Graduate Courses

- Issues in Human Resources Management: HRM 6900 (3.0), MHRM

Assistant Professor of Management – Tenure track **2003 – 2007**
Department of Management
School of Business Administration
Pennsylvania State University at Harrisburg – Middletown, PA, USA

Undergraduate Courses

- Business and Society: BUS 364Y (3.0)
- Current Issues in Management: MNGMT 489 (3.0)
- Human Resource Management: MNGMT 463 (3.0)
- Organization Structure and Process: MNGMT 310 (3.0)

Graduate Courses

- Current Issues in OB/HRM: BUS 590 (3.0), MBA

Supervised Research

- Education, Employment, and Earnings: MNGMT 496 (3.0), undergraduate independent study, 2006
- Defense, Pharmaceutical Ind. Practices: MNGMT 496 (3.0), undergraduate independent study, 2005
- Spousal Support Among Executive Women: Kristen Grossnickle, MBA project, 2005
- Pennsylvania DoT: MNGMT 495 (3.0), undergraduate internship, 2004

Visiting Instructor **2001 – 2003**
Department of Management Science
School of Business (prev. School of Business & Public Management)
George Washington University – Washington, DC, USA

Undergraduate Courses

- Human Resource Management: BADM 130 (3.0)
- Organization and Management: BADM 056 (1.5)

Supervised Research

- Religious Discrimination at Work: BADM 199 (3.0), undergraduate independent study, 2003

AWARDS AND GRANTS

Teaching

- 2021** Nominated for the **2020-2021 Liberal Arts & Professional Studies Dean's Award for Excellence in Teaching**, Faculty of Liberal Arts and Professional Studies, York University, Toronto, ON, Canada.
- 2016** Nominated for the **2015-2016 Liberal Arts & Professional Studies Dean's Award for Excellence in Teaching**, Faculty of Liberal Arts and Professional Studies, York University, Toronto, ON, Canada.
- 2016** Nominated for the **2014-2015 School of Human Resource Management Award for Excellence in Teaching (Tenured Category)**, School of Human Resource Management, Faculty of Liberal Arts & Professional Studies, York University, Toronto, ON, Canada.
- 2015** Nominated for the **2013-2014 School of Human Resource Management Award for Excellence in Teaching (Tenured Category)**, School of Human Resource Management, Faculty of Liberal Arts & Professional Studies, York University, Toronto, ON, Canada.
- 2014** Nominated for the **2012-2013 School of Human Resource Management Award for Excellence in Teaching (Tenured Category)**, School of Human Resource Management, Faculty of Liberal Arts & Professional Studies, York University, Toronto, ON, Canada.
- 2008** Nominated for the **Atkinson Dean's Award for Excellence in Teaching**, Atkinson Faculty of Liberal and Professional Studies, York University, Toronto, ON, Canada.
- 2007** Nominated for the **Faculty Advising Award**, Pennsylvania State University at Harrisburg, Middletown, PA, USA.
- 2006** Winner of the **Beta Gamma Sigma Professor of the Year Award**, Penn State Harrisburg, Middletown, PA, USA.
- 2003** Winner of the **George Washington University-wide Distinguished Teaching Assistant Award**, Washington, DC, USA.

Research

- 2025** Recipient of **Minor Research Grant Award** (CDN\$ 1,250), Faculty of Liberal Arts and Professional Studies, York University, Toronto, CANADA, for "Balancing Work and Life with Challenging Dogs" (with K. Robertson & T. Sharifi).
- 2010** Recipient of **Emerald Literati Network "Highly Commended" Award for Outstanding Papers**, for "Career Advancement and Family Balance Strategies of Executive Women" (with K. G. Ritchey).
- 2010** Recipient of **Minor Research Grant Award** (CDN\$ 2,100), Faculty of Liberal Arts and Professional Studies, York University, Toronto, CANADA, for "Can I have it all? Generation Y women reflect on executive work, the glass ceiling, and career and family" (with M.H. Budworth).
- 2010** Recipient of **Junior Faculty Fund Award** (CDN\$ 1,000), Faculty of Liberal Arts and Professional Studies, York University, Toronto, CANADA, for "CEOs of the Future: College women in business reflect on breaking glass ceilings and having it all" (with M.H. Budworth).

- 2010** **20 Best Articles of 2008 – Rosabeth Moss Kanter Award for Excellence in Work-Family Research**, Purdue University Center for Families and Boston College Center for Work & Family, for “The Man Behind the Woman: A Qualitative Study of the Spousal Support Received and Valued by Executive Women” (with K. G. Ritchey).
- 2008** Nominated for the **Michael J. Driver Best Regional Paper Award**, Academy of Management Conference, Anaheim, CA, USA, for “Work and Family Strategies of High Achieving Women” (with K. G. Ritchey).
- 2008** Winner of the **Michael J. Driver Best Careers Paper in the Regions Award**, Eastern Academy of Management Conference, Washington, DC, USA, for “Work and Family Strategies of High Achieving Women” (with K. G. Ritchey).
- 2006** Nominated for the **Michael J. Driver Best Regional Paper Award**, Academy of Management Conference, Atlanta, GA, USA, for “Absorbed in Work: Meaning, Antecedents, and Consequences of Cognitive-Based Work-Nonwork Conflict” (with P. M. Swiercz).
- 2006** Winner of the **Michael J. Driver Best Careers Paper in the Regions Award**, Eastern Academy of Management Conference, Saratoga Springs, NY, USA, for “Absorbed in Work: Meaning, Antecedents, and Consequences of Cognitive-Based Work-Nonwork Conflict” (with P. M. Swiercz).
- 2006** Nominated for the **Outstanding Conceptual Paper Award**, Eastern Academy of Management Conference, Saratoga Springs, NY, USA, for “Absorbed in Work: Meaning, Antecedents, and Consequences of Cognitive-Based Work-Nonwork Conflict” (with P. M. Swiercz).
- 2003** Nominated for the **Carolyn Dexter Award**, Academy of Management Conference, Seattle, WA, USA, for “Global Executive Socialization: A Model and Research Agenda” (with P. M. Swiercz and H. W. Holt).
- 2002** Winner of the **National Business Association Best Workshop Award**, United States Association for Small Business and Entrepreneurship Conference, Reno, NE, USA, for “Panel: Knowledge Management for Entrepreneurs” (with M. Kull, N. McGarry, T. Rosen, & A. Tarabishy).

Service

- 2018** Winner of a **2018 Excellence in Reviewing Award**, *Human Resource Management Review* presented at the 2018 Academy of Management Conference, Chicago, IL, USA.
- 2016** Winner of the **Faculty Support Award** for support of College activities and dedication to student success, Office of the Master, New College, Faculty of Liberal Arts & Professional Studies, York University, Toronto, ON, Canada.
- 2012** Winner of **Outstanding Reviewer Award**, Gender and Diversity in Organizations Division, Academy of Management Conference, Boston, MA, USA.
- 2009** Winner of an **Outstanding Reviewer Award**, Gender and Diversity in Organizations Division, Academy of Management Conference, Chicago, IL, USA.
- 2006** Winner of a **Best Reviewer Award**, Careers Division, Academy of Management Conference, Atlanta, GA, USA.

- 2006** Inducted into **Sigma Iota Epsilon** Management Honor Society for outstanding service to the management profession, Penn State Harrisburg, Middletown, PA, USA.
- 2002** Recognized for **Exceptional Service to the Doctoral Student Association**, School of Business and Public Management, George Washington University, Washington, DC, USA.

Scholastic Achievement

- 2003** Inducted into **Beta Gamma Sigma** Business Honor Society for outstanding scholastic achievement in a doctoral program, Washington, DC, USA.
- 2002** Winner of a **Coleman Scholarship** for the United States Association for Small Business and Entrepreneurship Conference, Reno, NE, USA.
- 2001-2003** **Doctoral Student Instructorship**, School of Business and Public Management, George Washington University, Washington, DC, USA.
- 1998-2001** **Doctoral Student Fellowship**, School of Business and Public Management, George Washington University, Washington, DC, USA.
- 1995** **Dean's Honor List**, Faculty of Arts & Sciences, American University of Beirut, Beirut, Lebanon.

PUBLICATIONS & PRESENTATIONS

Journal Articles

- Sharifi, T., Tabassum, A., & **Ezzedeem, S.** (2025). Called to speak up: BIPOC women academics' sense of power, calling, and constructive voice. *Feminist Theory*.
<https://doi.org/10.1177/14647001251362636>
- Mercer, M., **Ezzedeem, S.**, & Singh, P. (2025). Love without borders: The relationship between intercultural marriage and family-to-work enrichment. *International Journal of Cross-Cultural Management*
<https://doi.org/10.1177/14705958251357448>
- Good, J.R.L., Singh, P., & **Ezzedeem S.** (2023). Environmental sustainability strategy, creativity, innovation and organizational performance: The role of green human resource management. *American Business Review*, 26(2), 475-502.
<https://doi.org/10.37625/abr.26.2.475-502>
- Boiarintseva, G., **Ezzedeem, S.R.**, McNab, A. & Wilkin, C. (2022). A qualitative investigation of the work-nonwork experiences of dual-career professional couples without children. *Personnel Review*, 51(9), 2041-2060.
<https://doi.org/10.1108/PR-01-2021-0006>
- Boiarintseva, G., **Ezzedeem, S.R.**, & Wilkin, C. (2022). Definitions of work-life balance in childfree dual-career couples: An inductive typology. *Equality, Diversity and Inclusion: An International Journal*, 4(4), 525-548.
<https://doi.org/10.1108/EDI-12-2020-0368>
- Alam, M.M., **Ezzedeem, S.R.**, & Latham, S. (2019). Managing work-generated emotions at home: An exploration of the 'Bright Side' of emotion regulation. *Human Resource Management Review*, 29(4), 100678.
<https://doi.org/10.1016/j.hrmmr.2018.12.002>

- Chummar, S., Singh, P., & **Ezzedeen S.R.** (2019). Exploring the differential impact of work passion on life satisfaction and job performance via the work-family interface. *Personnel Review*, 48(5), 1100-1119. <https://doi.org/10.1108/PR-02-2017-0033>
- Ezzedeen, S.R.**, Budworth, M.H., & Baker, S. (2018). Can I have it all? Pre-career women's positions on combining executive careers and family. *Equality, Diversity and Inclusion*, 37(6), 566-581. <https://doi.org/10.1108/EDI-06-2017-0138>
- Ezzedeen, S.R.** & Zikic, J. (2017). Finding balance amid boundarylessness: An interpretive study of entrepreneurial work-life balance and boundary management. *Journal of Family Issues*, 38(11), 1546-1576. <https://doi.org/10.1177/0192513X15600731>
- Wilkin, C., Fairlie, P., & **Ezzedeen, S.R.** (2016). Who let the dogs in? A look at pet-friendly workplaces. *International Journal of Workplace Health Management*, 9(1), 96-109. <https://doi.org/10.1108/IJWHM-04-2015-0021>
- Ezzedeen, S.R.** (2015). Portrayals of career women in Hollywood films: Implications for the glass ceiling's persistence. *Gender in Management: An International Journal*, 30(3), 239-264. [Formerly Women in Management Review] <https://doi.org/10.1108/GM-07-2013-0073>
- Ezzedeen, S.R.**, Budworth, M.H., & Baker, S.D. (2015). The glass ceiling and executive careers: Still an issue for pre-career women. *Journal of Career Development*, 42(5), 355-369. <https://doi.org/10.1177/0894845314566943>
- Zikic, J. & **Ezzedeen, S.R.** (2015). Towards a more integrated view of entrepreneurial careers: Qualitative explorations of career capital among technology entrepreneurs. *International Journal of Entrepreneurial Behaviour and Research*, 21(6), 756-777. <https://doi.org/10.1108/IJEER-07-2014-0129>
- Manroop, L., Singh, P., & **Ezzedeen, S.** (2014). Human resource systems and ethical climates: A resource-based perspective. *Human Resource Management*, 53(5), 795-816. <https://doi.org/10.1002/hrm.21593>
- Ezzedeen, S.R.** (2013). The portrayal of professional and managerial women in North American films: Good or bad news for your executive pipeline? *Organizational Dynamics*, 42(3/4), 248-256. <https://doi.org/10.1016/j.orgdyn.2013.07.002>
- Samnani, A., Singh, P., & **Ezzedeen, S.** (2013). Workplace bullying and employee performance: An attributional model. *Organizational Psychology Review*, 3(4), 337-359. <https://doi.org/10.1177/2041386613475370>
- Singh, P., Nadim, A., & **Ezzedeen, S.R.** (2012). Leadership styles and gender: An extension. *Journal of Leadership Studies*, 5(4), 6-19. <https://doi.org/10.1002/jls.20239>
- Ezzedeen, S.R.** & Zikic, J. (2012). Entrepreneurial experiences of women in Canadian high technology. *International Journal of Gender and Entrepreneurship*, 4(1), 44-64. <https://doi.org/10.1108/17566261211202972>
- Ezzedeen, S.R.** & Ritchey, K.G. (2009). Career and family strategies of executive women: Revisiting the quest to "have it all." *Organizational Dynamics*, 38(4), 270-280. <https://doi.org/10.1016/j.orgdyn.2009.07.001>

Ezzedeen, S.R. & Ritchey, K.G. (2009). Career advancement and family balance strategies of executive women. *Gender in Management: An International Journal*, 24(6), 388-411. [Formerly *Women in Management Review*]
<https://doi.org/10.1108/17542410910980388>

Ezzedeen, S.R. (2008). Facilitating class discussions around current and controversial issues: Ten recommendations for teachers. *College Teaching*, 56(4), 230-236.
<https://doi.org/10.3200/CTCH.56.4.230-236>

Ezzedeen, S.R. & Ritchey, K. G. (2008). The man behind the woman: A qualitative study of the spousal support received and valued by executive women. *Journal of Family Issues*, 29(9), 1107-1135.
<https://doi.org/10.1177/0192513X08315363>

Ezzedeen, S.R. & Swiercz, P.M. (2007). Development and initial validation of a cognitive-based work-nonwork conflict scale. *Psychological Reports*, 100(3), 979-999.
<https://doi.org/10.2466/pr0.100.3.979-999>

Ezzedeen, S.R., Hyde, C.M., & Laurin, K.R. (2006). Is strategic human resource management socially responsible? The case of Wegmans Food Markets Inc. *Employee Responsibilities and Rights Journal*, 18(4), 295-307.
<https://doi.org/10.1007/s10672-006-9026-7>

Ezzedeen, S.R. & Swiercz, P.M. (2003). Cognitive consequences of overwork. *Human Resource Planning*, 26(3), 7-8. [Now *People & Strategy*]

Ezzedeen, S.R. & Swiercz, P.M. (2001). HR system effectiveness in the transformative organization: Lessons from Libancell of Lebanon. *Competitiveness Review*, 11(1), 25-39.
<https://doi.org/10.1108/eb046417>

Swiercz, P.M. & **Ezzedeen, S.R.** (2001). From sorcery to science: AHP, a powerful new tool for executive selection. *Human Resource Planning*, 24(3), 15-26. [Now *People & Strategy*]

Refereed Book Chapters

Boiarintseva, G & **Ezzedeen, S.R.** (2017). Factors underlying the advancement of women in academia: A review. In Las Heras, M., Chinchilla, N., & Grau, M. (Eds.). *The Work-Family Balance in Light of Globalization and Technology*. Newcastle upon Tyne, UK: Cambridge Scholars Publishing, pp. 155-180.

Joseph, R.C. & **Ezzedeen, S.R.** (2009). Chapter CXXVII: E-government and e-HRM in the public sector. In *Encyclopedia of Human Resources Information Systems: Challenges in e-HRM*. Teresa Torres-Coronas & Mario Arias-Oliva, (eds.) Hershey, PA: Information Science Reference, pp. 272-277.

Practitioner Articles

Sharifi, T., Tabassum, A., & **Ezzedeen, S.R.** (2024). Empowering Voices: How calling can fuel change for BIPOC women academics. *Psynopsis*, 46(3), pp. 10-11.
<https://cpa.ca/docs/File/Psynopsis/2024-Vol46-3/index.html#p=10>

Sharifi, T. & Ezzedeen, S.R. (2023). Pandemic pet boom has increased the demand for pet-friendly workplaces? *The Conversation*. March 2, 2023.
<https://theconversation.com/pandemic-pet-boom-has-increased-the-demand-for-pet-friendly-workplaces-200217>

Budworth, M.H. & **Ezzedeen, S.R.** (2018). Women in film: Understanding how professional women are portrayed in North American motion pictures. ***HR Edge: The Magazine of Leading Ideas in Human Resource Management***. Toronto, ON: School of Human Resource Management at York University, pp. 21-23.
http://shrm.laps.yorku.ca/files/2018/05/S18.HREdge_2018_13509_WEB.pdf

Wilkin, C., Fairlie, P., & **Ezzedeen, S.R.** (2015). Who let the dogs in? A look at pet-friendly workplaces. ***HR Edge: The Magazine of Leading Ideas in Human Resource Management***. Toronto, ON: School of Human Resource Management at York University, pp. 20-21.
<http://www.yorku.ca/laps/shrm/hredge/HREdge-fall-2015.pdf>

Budworth, M.H., **Ezzedeen, S.R.**, & Baker, S. (2011). A leadership pipeline? Generation Y women's attitudes towards career and executive work. ***HR Edge: The Magazine of Leading Ideas in Human Resource Management***. Toronto, ON: School of Human Resource Management at York University, pp. 10-11.
http://www.yorku.ca/laps/shrm/hredge/HR-Edge_issue3.pdf

Ezzedeen, S.R. (2009). The new balancing act. ***HR Edge: The Magazine of Leading Ideas in Human Resource Management***. Toronto, ON: School of Human Resource Management at York University, pp. 28-30.
http://www.yorku.ca/laps/shrm/hredge/HR-Edge_issue2.pdf

Articles Under Review

Masood, H., Singh, P., & **Ezzedeen, S.R.** Group attachments and discretionary work behaviors: Can group attachments explain behavioral inconsistency?
Initial Submission: *Human Resource Management Review*

Sharifi, T., Tabassum, A., & **Ezzedeen, S.R.** Empowered voices: Unpacking how BIPOC women academics' callings drive constructive voice through the lens of theory of planned behavior.
Initial Submission: *Gender in Management*

Tabassum, A., **Ezzedeen, S.R.**, & Singh, P. Role of crafting activities in work-life balance: Development of a theoretical framework in context of working from home.
Revise & Resubmit: *Personnel Review*

Articles in Progress

Robertson, K., Sharifi, T., & **Ezzedeen, S.R.** Exploring the work-life interface of owners of dogs exhibiting problem behaviors.
Anthrozoös

Sharifi, T., Singh, P., & **Ezzedeen, S.R.** From conformists to advocates: A typology of BIPOC women entrepreneurs' legitimacy signaling through authenticity strategies.
International Small Business Journal: Researching Entrepreneurship

Full Paper Proceedings

Sharifi, T., Tabassum, A., & **Ezzedeen, S.R.** (2024). Called to speak up: How BIPOC women academics' improved sense of power leads to constructive voice. *Proceedings of the 2024 Academy of Management*, Chicago, IL, USA.

Sharifi, T., Singh, P., & **Ezzedeen, S.R.** (2023). Calling for your security and support: A conceptual exploration of the impact of one's romantic partner on the relationship between perceiving and living one's calling. *Proceedings of the 2023 Midwest Academy of Management*, Chicago, IL, USA.

- Sharifi, T., Singh, P., **Ezzedeen, S.R.**, & Pike, K. (2023). Calling for authenticity: A conceptual exploration of BIPOC women leaders' pursuit for truth. *Proceedings of the 2023 Southern Academy of Management*, St. Pete's Beach, FL, USA.
- Ezzedeen, S.R.**, Budworth, M.H., & Baker, S. (2016). Can I have it all? Pre-career women's discourses on combining executive careers and family. *Proceedings of the 2016 Eastern Academy of Management Conference*, New Haven, CT, USA.
- Boey, A., **Ezzedeen, S.R.**, & Latham S. (2015). The implications of sampling choices and research agendas in work-nonwork research from 1999 to 2014: A critical review. *Proceedings of the 2015 Southern Management Association Conference*, St. Pete Beach, FL, USA.
- Ezzedeen, S.R.**, Budworth, M.H., & Baker, S. (2011). Who cares about the glass ceiling? Preliminary findings of Generation Y women's attitudes towards career and family. *Proceedings of the 2010 Eastern Academy of Management Conference*, Boston, MA, USA.
- Samnani, A., Singh, P., & **Ezzedeen, S.** (2010). Workplace bullying and employee performance: The role of employee attributions. *Proceedings of the 2010 Southern Management Association Conference*, Saint Pete Beach, FL, USA.
- Ezzedeen, S.R.** & Ritchey, K.G. (2008). Work and family strategies of high achieving women. *Proceedings of the 2008 Eastern Academy of Management Conference*, Washington, DC, USA.
- Ezzedeen, S.R.** & Swiercz, P.M. (2006). Development and validation of a new measure of work-life conflict: The cognitive-based conflict scale. *Proceedings of the 2006 Association on Employment Practices and Principles Conference*, New York, NY, USA: 40-45.
- Ezzedeen, S.R.** (2006). Teaching ethics through social problems: Pedagogical approaches, course design, and student reactions. *Proceedings of the 2006 Eastern Academy of Management Conference*, Saratoga Springs, NY, USA.
- Ezzedeen, S.R.** & Swiercz, P.M. (2006). Absorbed in work: Meaning, antecedents, and consequences of cognitive-based work-nonwork conflict. *Proceedings of the 2006 Eastern Academy of Management Conference*, Saratoga Springs, NY, USA.
- Hyde, C.M., Laurin, K.R., & **Ezzedeen, S.R.** (2005). Wegmans' road to number one: People first, customers second. *Proceedings of the 2005 Association on Employment Practices and Principles (AEPP) Conference*, Baltimore, MD, USA: 63-68.
- Ezzedeen, S.R.** & Swiercz, P.M. (2002). Rethinking work-life balance: Development and validation of the cognitive intrusion of work scale (CIWS) – A dissertation research proposal. *Proceedings of the 2002 Eastern Academy of Management Conference*, New Haven, CT, USA.
- Ezzedeen, S.R.** & Rao, P. (2000). Cross-cultural training and volunteer effectiveness overseas: The case of the Peace Corps. *Proceedings of the 2000 Southern Management Association Annual Conference*, Orlando, FL, USA: 155-159.
- Ezzedeen, S.R.** & Swiercz, P.M. (1999). HR system effectiveness in the transformative organization: Lessons from Libancell of Lebanon. *Proceedings of the 1999 Eastern Academy of Management Conference*, Philadelphia, PA, USA: 250-253.

Book Reviews

- Ezzedeen, S.R.** (2015). "Personal relationships: The effect on employee attitudes, behavior, and well-being," edited by Eby, L. & Allen, T. New York, NY: Taylor & Francis, 2012. *Personnel Psychology*, 67(4), 984-987.
- Ezzedeen, S.R.** (2014). "Gender and the dysfunctional workplace," edited by Fox, S. & Lituchy, T. Cheltenham, UK: Edward Elgar, 2012. *Personnel Psychology*, 67(2), 520-523.
- Aryafar, M. K. & **Ezzedeen, S.R.** (2011). "The trophy kids grow up: How the Millennial generation is shaking up the workplace," by Alsop, R. San Francisco, CA: Jossey-Bass, 2009. *Personnel Psychology*, 64(1), 263-265.
- Ezzedeen, S.R.** & Aryafar, M. K. (2010). "Damned if she does, damned if she doesn't: Rethinking the rules of the game that keep women from succeeding in business," by Cronin, L. & Fine, H. New York, NY: Prometheus Books, 2010. *Personnel Psychology*, 63(4), 1075-1077.
- Ezzedeen, S.R.** (2008). "Total leadership: Be a better leader, have a richer life," by Friedman, S.D. Boston, MA: Harvard Business School Press, 2008. *Personnel Psychology*, 61(4), 936-939.
- Ezzedeen, S.R.** (2007). "Work: The world in photographs," by Protzman, F. Washington, DC: National Geographic Society, 2006. *Human Resource Management*, 46(2), 321-324.
- Ezzedeen, S.R.** (2005). "Leadership and power: Identity processes in groups and organizations," by van Knippenberg, D. & Hogg, M.A. Thousand Oaks, CA: Sage, 2003. *Personnel Psychology*, 58(1), 212-215.
- Ezzedeen, S.R.** (2004). "Beyond work-family balance: Advancing gender equity and workplace performance," by Rapoport, R., Bailyn, L., Fletcher, J.K., & Pruitt, B.H. San Francisco, CA: Jossey-Bass, 2002. *Personnel Psychology*, 57(2), 495-498.
- Ezzedeen, S.R.** (2003). "Human resource management in the knowledge economy: New challenges, new roles, new capabilities," by Lengnick-Hall, M. & Lengnick-Hall, C. San Francisco: Berrett-Koehler, 2002. *Personnel Psychology*, 57(1), 1067-1070.
- Ezzedeen, S.R.** (2002). "Beyond juggling: Rebalancing your busy life," by Sandholtz, K., Derr, B., Buckner, K., & Carlson, D.S. San Francisco: Berrett-Koehler, 2002. *Human Resource Planning*, 25(4), 54-55.

Conference Presentations

- Sharifi, T., Tabassum, A., & **Ezzedeen, S.R.** (2025). Empowered voices: Unpacking how BIPOC women academics' callings drive constructive voice through the lens of theory of planned behavior. ***Gender, Work & Organization 2025 Conference, Virtual Conference.***
- Robertson, K., Sharifi, T., & **Ezzedeen, S.R.** (2024). Balancing Bonds: Navigating work-life challenges with 'problem' companion dogs. Paper to be presented at the ***2024 Midwestern Academy of Management Conference, Moorhead, MN, USA.***
- Sharifi, T., Tabassum, A., & **Ezzedeen, S.R.** (2024). Called to speak up: How BIPOC women academics' improved sense of power leads to constructive voice. Paper presented at the ***2024 Academy of Management Annual Meeting, Chicago, IL, USA.***
- Ezzedeen, S.R.** & Sharifi, T. (2024). In the company of animals: Recommendations for pet-friendly organizations in a post-pandemic world. Poster presented at the ***2024 Work and Family Researchers Network Conference, Montreal, QC, Canada.***

- Sharifi, T. & **Ezzedeem, S.R.** (2024). Unrequited Love? An intimate partnership perspective on the impact of humans on companion dogs. Poster presented at the **2024 Work and Family Researchers Network Conference, Montreal, QC, Canada.**
- Sharifi, T., **Ezzedeem, S.R.**, Singh, P. (2023). Calling for your support: A conceptual exploration of the role of romantic attachment on perceiving and living one's calling. Paper presented at the **2023 Midwestern Academy of Management Conference, Chicago, IL.**
- Sharifi, T., **Ezzedeem, S.R.**, Singh, P., & Pike, K. (2023). Calling for authenticity: A conceptual exploration of BIPOC women leaders' pursuit for truth. Paper presented at the **2023 Southern Management Association, St. Pete Beach, FL.**
- Sharifi, T. & **Ezzedeem, S.R.** (2023). Companion animals and the call for authenticity. Proposal presented at the **32nd International Society for Anthrozoology Annual Conference, Edinburgh, Scotland.**
- Mercer, M., **Ezzedeem, S.R.**, & Singh, P. (2022). The relationship between intercultural marriage and family-work-enrichment through the lens of critical contextual empiricism. Paper presented at the **2022 Western Academy of Management, Detroit, MI, USA.**
- Tabassum, A., **Ezzedeem, S.R.**, & Singh, P. (2022). Work-family balance while working from home during the COVID-19 pandemic: Exploring the role of job crafting and home crafting. Paper presented at the **2022 Academy of Management Conference [Virtual Meeting].**
- Masood, H., Singh, P., & **Ezzedeem, S.R.** (2021). Leadership and group attachment styles during the COVID-19 crisis: The role of HR systems. Paper presented at the **2021 Academy of Management Conference [Virtual Meeting].**
- Steele, C.R., Boiarintseva, G., Richardson, J., **Ezzedeem, S.R.**, & Wilkin, C.L. (2021). Symposium: The effect of the ideal worker norm on employees. Paper presented at the **2021 Academy of Management Conference [Virtual Meeting].**
- Masood, H., Singh, P., & **Ezzedeem, S.R.** (2020). The implications of adult attachment styles on relationship-oriented human resource management systems and unit-level outcomes. Paper presented at the **2020 Academy of Management Conference, Vancouver, BC, Canada [Virtual Meeting].**
- Boiarintseva, G., **Ezzedeem, S.R.**, & Wilkin, C. (2019). Work-life balance of dual-career professional couples without children: A qualitative study. Paper presented at the **2019 Academy of Management Conference, Boston, MA, USA.**
- Boiarintseva, G., **Ezzedeem S.R.**, Richardson J., & Wilkin, C. (2019). Experiences of work-life balance by dual-career professional couples without children. Paper presented at the **2019 International Conference of Work and Family, Barcelona, Spain.**
- Alam, M.M., **Ezzedeem, S.R.**, & Latham, S. (2018). The 'bright side' of emotion regulation: A conceptual exploration of the work-to-family interface. Paper presented at the **2018 Academy of Management Conference, Chicago, IL, USA.**
- Boey, A., Latham, S., & **Ezzedeem, S.R.** (2018). Learning to become a researcher: A graduate student's creative journey. Paper presented at the **2018 Mid-Atlantic Organizational Behavior Teaching Conference, Philadelphia, PA, USA.**
- Chummar, S., Singh, P., & **Ezzedeem, S.** (2017). Exploring the differential impact of work passion on life satisfaction via the work-family interface. Workshop conducted at **2017 Research Advances in Organizational Behavior and Human Resource Management, Université Paris Dauphine, Paris, France.**

- Boiarintseva, G., **Ezzedeen, S.R.**, & Singh, P. (2017). Perceptions of co-worker's work-life balance and provision of social support as a consequence: Application of perception theory and social comparison mechanism. Paper presented at the **2017 International Conference of Work and Family**, Barcelona, Spain.
- Ezzedeen, S.R.** & Boiarintseva, G. (2016). Industry practices and women's advancement: Case industries and research directions. Paper presented at the **2016 Administrative Sciences Association of Canada Annual Conference**, Edmonton, AB, Canada.
- Ezzedeen, S.R.**, Budworth, M.H., & Baker, S. (2016). Can I have it all? Pre-career women's discourses on combining executive careers and family. Paper presented at the **2016 Eastern Academy of Management Annual Conference**, New Haven, CT, USA.
- Boey, A., **Ezzedeen, S.R.**, & Latham S. (2015). The implications of sampling choices and research agendas in work-nonwork research from 1999 to 2014: A critical review. Paper presented at the **2015 Southern Management Association Conference**, St. Pete Beach, FL, USA.
- Boiarintseva, G. & **Ezzedeen, S.R.** (2015). Factors underlying women's representation in academia: A review. Paper presented at the **2015 International Conference of Work and Family**, Barcelona, Spain.
- Wilkin, C., Fairlie, P., & **Ezzedeen, S.R.** (2015). Who let the dogs in? A review of pet-friendly workplaces. Poster presentation at the **2015 European Association of Work and Organizational Psychology Conference**, Oslo, Norway.
- Ezzedeen, S.R.**, Budworth, M.H., & Riggi, C. (2012). Devils and Contenders: Portrayals of professional and managerial women in North American motion pictures. Paper presented at the **2012 Academy of Management Conference**, Boston, MA, USA.
- Khapova, S. & Arthur, M.B. (2012), with Chudzikowski, K., Demeter, P.G., **Ezzedeen, S.R.**, Elfring, T., Khapova, S.N., Latzke, M., de Mol, E., Schiffinger, M., Taniguchi, T., & Zikic, J. (presenters). Entrepreneurial career resources: How founders' career experiences influence their firms. Symposium presented at the **2012 Academy of Management Annual Conference**, Boston, MA.
- Manroop, L., Singh, P., & **Ezzedeen, S.** (2012). Human resource systems and sustained competitive advantage: An ethical climate perspective. Paper presented at the **2012 Academy of Management Annual Conference**, Boston, MA, USA.
- Ezzedeen, S.R.**, Budworth, M.H., & Baker, S. (2011). Who cares about the glass ceiling? Preliminary findings of Generation Y women's attitudes towards career and family. Paper presented at the **2011 Eastern Academy of Management Conference**, Boston, MA, USA.
- Samnani, A., Singh, P., & **Ezzedeen, S.** (2010). Workplace bullying and employee performance: The role of employee attributions. Paper presented at the **2010 Southern Management Association Conference**, Saint Pete Beach, FL, USA.
- Ezzedeen, S.R.** & Ritchey, K.G. (2008). Work and family strategies of high achieving women. Paper presented at the **2008 Eastern Academy of Management Conference**, Washington, DC, USA.
- Ezzedeen, S.R.** (2006). Teaching ethics through social problems: Pedagogical approaches, course design, and student reactions. Paper presented at the **2006 Eastern Academy of Management Conference**, Saratoga Springs, NY, USA.
- Ezzedeen, S.R.** & Swiercz, P.M. (2006). Absorbed in work: Meaning, antecedents, and consequences of cognitive-based work-nonwork conflict. Paper presented at the **2006 Eastern Academy of Management Conference**, Saratoga Springs, NY, USA.

- Ezzedeem, S.R.** & Swiercz, P.M. (2006). Development and validation of a new measure of work-life conflict: The cognitive-based conflict scale. Paper presented at the **2006 Association on Employment Practices and Principles Conference**, New York, NY, USA.
- Grossnickle, K. & **Ezzedeem, S.R.** (2006). The man behind the woman: Which spousal support behaviors do women executives value most? Paper presented at the **2006 Academy of Management Conference**, Atlanta, GA, USA.
- Grossnickle, K. & **Ezzedeem, S.R.** (2006). The man behind the woman: Which spousal support behaviors do women executives value most? Paper presented at the **2006 Graduate Student Research Day**, Penn State Harrisburg, Middletown, PA, USA.
- Grossnickle, K. & **Ezzedeem, S.R.** (2005). Spousal support among women executives: Some preliminary findings. Paper presented at the **2005 Gender and Multicultural Studies Colloquium**, Penn State Harrisburg, Middletown, PA, USA.
- Hyde, C.M., Laurin, K.R., & **Ezzedeem, S.R.** (2005). Wegmans' road to number one: People first, customers second. Paper presented at the **2005 International Association on Employment Practices and Principles Conference**, Baltimore, MD, USA.
- Ezzedeem, S.R.** & Swiercz, P.M. (2004). The cognitive intrusion of work: Theoretical and empirical developments. Invited paper presentation at the **2004 Middle East North Africa Regional Conference of Psychology**, Dubai, UAE.
- Ezzedeem, S.R.** & Swiercz, P.M. (2003). Work-life balance revisited: A cognitive approach. Paper presented at the **2003 Academy of Management Conference**, Seattle, WA, USA.
- Ezzedeem, S.R.**, Swiercz, P.M., & Holt Jr., H.W. (2003). Global executive socialization: A model and research agenda. Poster presented at the **2003 Academy of Management Conference**, Seattle, WA, USA.
- Ezzedeem, S.R.**, Kull, M., McGarry, N., Rosen, T., & Tarabishy, A. (2002). Panel: Knowledge management for entrepreneurs. Panel presented at the **16th Annual USASBE National Conference**, Reno, NE, USA.
- Ezzedeem, S.R.** & Swiercz, P.M. (2002). Rethinking work-life balance: Development and validation of the cognitive intrusion of work scale (CIWS) – A dissertation research proposal. Paper presented at the **2002 Eastern Academy of Management Conference**, New Haven, CT, USA.
- Ezzedeem, S.R.** & Swiercz, P.M. (2002). Rethinking work-life balance: Towards a cognitive approach. Dissertation research presented at the **18th Annual Washington Consortium of Schools of Business Research Forum**, George Washington University, Washington, DC, USA.
- Ezzedeem, S.R.** & Rao, P. (2000). Cross-cultural training and volunteer effectiveness overseas: The case of the Peace Corps. Paper presented at the **2000 Southern Management Association Conference**, Orlando, FL, USA.
- Ezzedeem, S.R.** & Swiercz, P.M. (1999). HR system effectiveness in the transformative organization: Lessons from Libancell of Lebanon. Paper presented at the **1999 Eastern Academy of Management Conference**, Philadelphia, PA, USA.

Workshops & Symposia

- Sharifi, T. & Ezzedeem, S. (2025). Paws at Work: The benefits of dogs in the workplace. **Presentation to HRP Central Chapter, Ted Rogers School of Management**, Toronto, Canada.

- Zikic, J. & Ezzedeen, S.R. (2022). *Publishing qualitative research. Professional Development Conversations, Doctoral Program in Human Resource Management, School of Human Resource Management, York University*, Toronto, Canada.
- Zikic, J. & Ezzedeen, S.R. (2008). *Careers and work-life issues of entrepreneurs in the technology sector: Preliminary findings of men versus women. Brown Bag Presentation, School of Human Resource Management, York University*, Toronto, Canada.
- Ezzedeen, S.R. (2007). *Coping with the demands of an ambitious career: Insights from high-achieving women. Professional Development Workshop, MHRM Alumni Association 2007 event, School of Human Resource Management, York University*, Toronto, Canada.
- Ezzedeen, S.R. (2006). *Asking Questions. Presentation to the Honors Program, Pennsylvania State University*, Harrisburg, PA, USA.
- Joseph, R.C. & Ezzedeen, S.R. (2006). *E-government and e-human resources management: Perspectives from the public sector. Brown Bag Presentation, School of Business Administration, Pennsylvania State University*, Harrisburg, PA, USA.
- Ezzedeen, S.R. (2006). *Husbands of executive women: A qualitative investigation of spousal support and observations on researching executives. Presentation to the Honors Program, Pennsylvania State University*, Harrisburg, PA, USA.
- Ezzedeen, S.R. (2005). *The Dissertation Writing Process. Professional Development Workshop, School of Business Doctoral Student Association, George Washington University*, Washington, DC, USA.
- Ezzedeen, S.R. (2005). *Getting Published. Panel, School of Business Doctoral Student Association, George Washington University*, Washington, DC, USA.
- Ezzedeen, S.R. (2005). *The Academic Job Search Process. Professional Development Workshop, School of Business Doctoral Student Association, George Washington University*, Washington, DC, USA.
- Ezzedeen, S.R. & Holt Jr., H. W. (2005). *Inroads and internship opportunities for minorities. Inroads Presentation, School of Business Administration, Office of Student Affairs, and Office of Career Services, Pennsylvania State University*, Harrisburg, PA, USA.
- Ezzedeen, S.R. (2004). *Men and Women: Leadership and communication differences. Presentation, Student Leadership Conference – Communication: Make it work for you, Pennsylvania State University*, Harrisburg, PA, USA.
- Ezzedeen, S.R. (2004). *The Dissertation Process – Part II. Professional Development Workshop, School of Business Doctoral Student Association, George Washington University*, Washington, DC, USA.
- Ezzedeen, S.R. (2004). *The Dissertation Process – Part I. Professional Development Workshop, School of Business Doctoral Student Association, George Washington University*, Washington, DC, USA.
- Cunningham, K., Ezzedeen, S.R., Grahame, K.M., & Weller, J. (2003). *U.S. foreign policy and human rights: Reflections on the Middle East. Panel: War on Terror: Past, Present, and Future series, Pennsylvania State University*, Harrisburg, PA, USA.
- Ezzedeen, S.R. (2003). *The Academic Job Search Process. Professional Development Workshop, School of Business Doctoral Student Association, George Washington University*, Washington, DC, USA.

Ezzedeem, S.R., Seal, C., & McGarry, N. (2002). *Get ready, get set, go! Three Professional Development Workshops on the development and defense of the doctoral dissertation, School of Business Doctoral Student Association, George Washington University, Washington, DC, USA.*

INSTITUTIONAL SERVICE – YORK UNIVERSITY

Administrative Positions

College Level

College Academic Life Coordinator (1-year term), New College, Faculty of Liberal Arts & Professional Studies, York University, Canada, 2016-2017.

School Level

Undergraduate Program Director (1-year interim term), School of Human Resource Management, Faculty of Liberal Arts & Professional Studies, York University, Canada, 2025-2028.

Undergraduate Program Director (1-year interim term), School of Human Resource Management, Faculty of Liberal Arts & Professional Studies, York University, Canada, 2023-2024.

Undergraduate Program Director (3-year term), School of Human Resource Management, Faculty of Liberal Arts & Professional Studies, York University, Canada, 2015-2018.

Committee Member

Faculty Level

Faculty of Liberal Arts and Professional Studies, Tenure and Promotion Committee, York University, Canada, 2012-2015.

Faculty of Liberal Arts and Professional Studies, Senate Review Committee, York University, Canada, 2012-2015.

Adjudication Committee, ex-officio committee member, Dean's Award for Excellence in Teaching, Faculty of Liberal Arts & Professional Studies, York University, Canada, Winter 2010.

Committee on Teaching and Learning, Faculty of Liberal Arts & Professional Studies, York University, Canada, 2009 – 2010; 2012 – 2013.

Committee on Teaching and Learning, Atkinson Faculty of Liberal & Professional Studies, York University, Canada, 2008 – 2009.

School Level

Tenure & Promotion Committee – Member, School of Human Resource Management, York University, Canada, Fall 2023 – Winter 2024.

Tenure & Promotion Committee – Chair, School of Human Resource Management, York University, Canada, Fall 2022 – Winter 2023.

Hiring Committee – Affirmative Action Representative, School of Administrative Studies (Management Area), York University, Canada, Fall 2022 – Winter 2023.

Comprehensive Examinations Committee, PhD Program, School of Human Resource Management, York University, Canada, Fall 2022.

Research Release Adjudication Committee, School of Human Resource Management, York University, Canada, Fall 2021.

Tenure & Promotion Committee – Chair, School of Human Resource Management, York University, Canada, Fall 2021 – Winter 2022.

Hiring Committee – Affirmative Action Representative, School of Administrative Studies (Management Area), York University, Canada, Fall 2021 – Winter 2022.

Comprehensive Examinations Committee, PhD Program, School of Human Resource Management, York University, Canada, Fall 2021.

Comprehensive Examinations Committee, PhD Program, School of Human Resource Management, York University, Canada, Fall 2020.

Hiring Committee – Affirmative Action Representative, School of Human Resource Management, York University, Canada, Fall 2018 – Winter 2019.
Research & Teaching Committee, School of Human Resource Management, York University, Canada, Fall 2012 – Winter 2016.
Master of Human Resource Management Admissions Committee, School of Human Resource Management, York University, Canada, Winter 2015.
Curriculum & Ethics Committee, School of Human Resource Management, York University, Canada, Fall 2010 – Winter 2011; Fall 2013 – Winter 2015.
Master of Human Resource Management Admissions Committee, School of Human Resource Management, York University, Canada, Winter 2014.
Curriculum Contact Person, School of Human Resource Management, York University, Canada, Fall 2013 – Winter 2014.
BHRM Program Review Committee, School of Human Resource Management, York University, Canada, Fall 2012 – Winter 2013.
Tenure & Promotion Committee, School of Human Resource Management, York University, Canada, Fall 2010 – Winter 2012.
File Preparation Committee [Stephen McKenna (candidate), Parbudyal Singh (chair)], Teaching file, York University, Canada, Winter 2010 – Fall 2010.
Ph.D. Student Selection Panel, School of Human Resource Management, York University, Canada, 2008, 2009, 2010.
Strategic Planning Committee, School of Human Resource Management, York University, Canada, Winter 2009.
File Preparation Committee [Tony Fang (candidate), Ying Kong (chair)], Service file, School of Human Resource Management York University, Canada, Winter 2008 – Fall 2009.

Ad Hoc Service

Faculty Level

Faculty of Graduate Studies, School of HRM Faculty Representative, York University, Canada, 2010-2011.
Atkinson Faculty of Liberal and Professional Studies, Spring Gala, HRM representative, York University, Canada, Winter 2009.
Faculty of Graduate Studies, Appeals and Academic Honesty Hearing Committee, York University, Canada, Winter 2009.

School Level

Teaching Awards Revision Process, School of Human Resource Management, York University, Canada, February 2016.
Student Representative, Academic Honesty Hearing, School of Human Resource Management, York University, Canada, May-June 2014.
Champion and oversee creation of *Certificate on Managing Workforce Mobility & Diversity*, School of Human Resource Management, York University, Canada, 2010-2011.
International BHRM curriculum design, School of Human Resource Management, York University, Canada, 2010 – 2011.
File Preparation Committee [David Doorey (candidate), Marie-Helene Budworth (chair)], Teaching observation, School of Human Resource Management, York University, Canada, Summer 2010.
BHRM Honors curriculum revision, School of Human Resource Management, York University, Canada, 2009 – 2010.
File Preparation Committee [Chris Chan (candidate), Monica Belcourt (chair)], Teaching observation, School of Human Resource Management, York University, Canada, Winter 2008.

INSTITUTIONAL SERVICE – PENNSYLVANIA STATE UNIVERSITY

Committee Co-chair

School Level

Management Faculty Search, School of Business Administration, Pennsylvania State University
Harrisburg, PA, USA, Fall 2006 – Spring 2007.

Committee Member

University Level

Faculty Advisory Council, Honors Program, Pennsylvania State University, Harrisburg, PA, USA, Fall
2006 – Spring 2007.

Human Resources and Business Services Senate Committee, University Senate, Pennsylvania State
University, Harrisburg, PA, USA, Fall 2005 – Spring 2007.

Graduate Student Research Day Steering Committee, Pennsylvania State University, Harrisburg, PA, USA,
Spring 2006.

Gender/Multicultural Studies Colloquium Steering Committee, Pennsylvania State University,
Harrisburg, PA, USA, Fall 2005.

Ad Hoc Service

School Level

Student Affairs Committee, School of Business Administration, Pennsylvania State University,
Harrisburg, PA, USA, Fall 2003 – Spring 2007.

Management Faculty Search, School of Business Administration, Pennsylvania State University,
Harrisburg, PA, USA, Fall 2005 – Spring 2006.

Training and Development Faculty Search, School of Behavioral Sciences and Education, Pennsylvania
State University, Harrisburg, PA, USA, Fall 2004 – Spring 2005.

Management Faculty Search, School of Business Administration, Pennsylvania State University,
Harrisburg, PA, USA, Fall 2003 – Spring 2004.

Faculty Advisor

School Level

Sigma Iota Epsilon College Chapter, School of Business Administration, Pennsylvania State University,
Harrisburg, PA, USA, Fall 2005 – Spring 2007.

Management Club, School of Business Administration, Pennsylvania State University, Harrisburg, PA,
USA, Fall 2005 – Spring 2007.

Beta Gamma Sigma College Chapter, School of Business Administration, Pennsylvania State University,
Harrisburg, PA, USA, Spring 2005 – Spring 2007.

PROFESSIONAL SERVICE

National Service

Session Facilitator

2011: HRM + Careers: Life Cycle's Impact on Employees. *Eastern Academy of Management*, Boston, MA, USA.

Award Committee Member

2011: Rosabeth Moss Kanter Award for Excellence in Work-Family Research, Purdue University Center for Families and Boston College Center for Work & Family, USA.

Reviewer

Postdoctoral Fellowships

Research Foundation Flanders & European Science Foundation Application 20-FWO-PDOC-0555: *'My work feels like home': Effects of dogs in the 2020 (home) workplace on employee wellbeing and performance*, 2020 (honorarium)

Conferences

Academy of Management 2003, 2004, 2006, 2009, 2011, 2012
Association on Employment Practices & Principles 2006
Eastern Academy of Management 2005, 2006, 2008
International Management Development Association World Business Congress 2006

Book Chapters

Encyclopedia of Human Resource Information Systems: Challenges in E-HRM, T. Torres-Coronas & M. Arias-Oliva (Eds.)

Book Proposals

Navigating Barriers (Taylor & Francis)

Textbooks

Business Ethics Mistakes and Successes, First Ed. By Robert F. Hartley (Wiley)

Journals – Editorial Board Member (Current)

Human Resource Management
Journal of Family Issues

Journals – Editorial Board Member (Past)

Human Resource Management Review (2017 – 2023)

Journals – Ad Hoc Reviewer (Current)

Canadian Journal of Administrative Sciences
Career Development International
Equality, Diversity and Inclusion: An International Journal
Gender in Management
Group & Organization Management
Human Resource Management
Personnel Review

Journals – Ad Hoc Reviewer (Past)

Critical Perspectives in International Business
Journal of Development and Social Transformation

MEDIA CITATIONS

- Alibhai, Iqbal (2024). Women continue to spend more time completing unpaid housework than men. *Humber News*, June 13, 2024.
- Thomas, Stacy (2023). “I don’t need reminders to stretch – I need real things”: How “wellbeing washing” might be hurting [your organization]. *Human Resources Director*, November 13, 2023.
- BBC (2023). Pandemic pet boom has increased the demand for pet-friendly workplaces. *BBC – Business Matters*. April 14, 2023.
- Ganam, Shaye (2023). Pandemic pet boom has increased the demand for pet-friendly workplaces. *CHED/CHQR*. March 6, 2023.
- Farwell, Mike (2023). Pandemic pet boom has increased the demand for pet-friendly workplaces. *The Mike Farwell Show*. March 8, 2023.
- White, Linda (2022). Balancing work and school: Plan a reasonable workload, adopt right attitude. *Toronto Sun – Careers Section*. August 26, 2022.
- Feinstein, Clarrie (2022). Dogs in the office? Paw-sible. Pet ownership soared during the pandemic and workplaces are responding to changing employee needs. *The Toronto Star*. April 22, 2022.
- Spurr, Ben (2022). Friction over the return to work is settling on a hated aspect of office life: Getting there. *The Toronto Star*. March 13, 2022.
- Feinstein, Clarrie (2022). Is a four-day work week coming to an office near you? For some it already has, and both employers and workers are reaping the rewards. *The Toronto Star*. March 11, 2022.
- Osler, Jason (2022). “Bleisure” travel. *Soundcloud*. February 25, 2022. [Recorded for CBC – not aired]
- Weikle, Brandie (2021). Forget 9 to 5. These experts say the time has come for the results-only work environment. *Canadian Broadcasting Corporation (CBC) Radio*, December 20, 2021.
- Fazli, Farhnaz (2018). Women in STEM. Seneca student journalism assignment. Seneca College, Toronto, Canada.
- Hui, Jasmine (2016). Watch & Burn. *Diana – A magazine for young feminists* (December 2016), Vol. 1, Issue 1, pp. 10-12, Canada.
- Shulman, Michael (2016). Canada lags behind Western nations in bridging women’s wage gap. *Child Care Canada: Childcare Resource and Research Unit* (May 27, 2016), Canada.
- Shulman, Michael (2016). Canada lags behind Western nations in bridging women’s wage gap. *Yahoo Finance* (May 27, 2016), Canada.

- Dobson, Sarah (2015). Maternity leave still a challenge for employers. FindLaw.Canada (September 17, 2015), Canada.
- O'Neill, Alannah (2015). The Parent Trap. *Elle Canada* (September 2015), pp. 112-114, Canada.
- Filippone, Renee (2015). Paternity leave for pops on rise. Canadian Broadcasting Corporation (CBC) Television (June 19, 2015), Canada.
- Okeyo, Verah (2015). When your man asks you to resign, else... Nation: Life & Style (January 22, 2015), Kenya.
- York University Knowledge Mobilization Unit (2014). Research Snapshot: What effect does the media have on women in the workplace? York University, Toronto, Canada.
- Anonymous (2014). Plus ça change... Why women tech entrepreneurs face an uphill battle. *YorkU Magazine* (Spring 2014), p. 9, York University, Toronto, Canada.
- Guillemette, Melissa (2014). Ce Que Femme Vaut. *JobBoom Magazine* (April 2014), pp. 16-21, Canada.
- Guillemette, Melissa (2014). Femmes patrons: Le jeu des perceptions. *JobBoom Magazine Online* (April 10, 2014), Canada.
- Guillemette, Melissa (2014). Patronne et mère, un modèle à inventer. *JobBoom Magazine Online* (February 21, 2014), Canada.
- McMahon, Tamsin (2014). Is maternity leave a bad idea? The careers of women, and men, suffer when they take a year off work after having kids. *MacLean's*. (January 20, 2014), Canada.
- McMahon, Tamsin (2013). The war on work-life balance: Why once celebrated programs that let employees set their own schedules have flopped. *MacLean's* (November 7, 2013), Canada.
- Daily Mail (2012). Is Marisa Mayer proving that women CAN have it all? By never voicing doubts about juggling work and motherhood, Yahoo CEO's silence speaks volumes. *Daily Mail Online* (October 8, 2012), United Kingdom.
- Eichler, Leah (2012). Who says you can't be a good mom and a good CEO? *The Globe and Mail* (October 5, 2012), Toronto, Canada.
- Boesveld, Sarah (2012). Yahoo's new CEO hailed for smashing glass ceiling by starting job pregnant. *The National Post* (July 18, 2012), Toronto, Canada.
- Hsieh, L. H. Tiffany (2011). Working at home not bad. Yorkregion.com (March 28, 2011), Toronto, Canada.
- Hsieh, L. H. Tiffany (2011). Technology, high gas prices give boost to telework. Yorkregion.com (March 26, 2011), Toronto, Canada.
- Goodman, Anthony (2009). What to do with spouses? *Financial Times Online* (July 21, 2009), United Kingdom.
- Anonymous (2009). Helpful Hubbies – Top female execs reveal a secret to success. *YorkU Magazine* (Summer 2009), p. 9, York University, Toronto, Canada.
- Chapman, Heather (2008). The glass ceiling in Australia. December 18, 2008. *The Glass Hammer*.
- O'Brien, Susie (2008). Women husbanding career help at home. *The Herald Sun* (November 7, 2008), Australia.

Prashad, Sharda (2008). Careers: Look, it's Supermen! *Canadian Business Magazine* (September 29, 2008), p. 34, Canada.

Dagens Perspektiv (2008). Bak karrierekvinnen står det en følsom mann. *Dagens Perspektiv* (September 5, 2008), Norway. [Translation: "Behind career women stand sensitive men." By *Daily Perspective*, Norway.

Shellenbarger, Sue (2008). Wall Street Journal Blog: Behind every great woman... *Wall Street Journal Online* (August 22, 2008), USA.

Proudfoot, Shannon (2008). Study looks at female executives' needs – A stay-at-home partner who does housework, listens is appreciated by busy moms. *Vancouver Sun* (August 11, 2008), Canada.

Proudfoot, Shannon (2008). Husband's help at home key for top-achieving wives – Women don't care if hubby does housework, unless he doesn't, study finds. *Edmonton Journal* (August 11, 2008), Canada.

Proudfoot, Shannon (2008). Wives don't care if hubbies help out, unless they don't. *Nanaimo Daily News* (August 11, 2008), Canada.

Proudfoot, Shannon (2008). Bread-winning wives value emotional support: study of executives shows – Help with chores ranks low – unless housework isn't done. *Star Phoenix* (August 11, 2008), Canada.

Proudfoot, Shannon (2008). Female executives value emotional support – Bread-winning wives don't care if hubby does housework, unless he doesn't, study says. *Victoria Times Colonist* (August 11, 2008), Canada.

Lockwood, N. (2003). Work-Life Balance: Challenges and Solutions. *June 2003 Research Quarterly*. Alexandria, VA: Society for Human Resources Management.

References and further documentation available upon request.