

Kara A. Arnold

Memorial University
Faculty of Business Administration
St. John's, Newfoundland and Labrador
Telephone: (709) 864-8705
Email: kara.arnold@mun.ca

Academic Appointments

September 2015 – present: Professor, Faculty of Business Administration, Memorial University. St. John's, NL, Canada.

September 2012 – August 2015: Associate Dean (Research), Faculty of Business Administration, Memorial University. St. John's, NL, Canada.

September 2008 – August 2015: Associate Professor, Faculty of Business Administration, Memorial University. St. John's, NL, Canada.

July 2003 – September 2008: Assistant Professor, Faculty of Business Administration, Memorial University, St. John's, NL, Canada.

Degrees Granted

2003: Ph.D. in Management (Organizational Behaviour and Marketing); Queen's University, Kingston, ON, Canada.

1995: MBA (Human Resource Management and Industrial Relations); McMaster University, Hamilton, ON, Canada.

1990: BA (Psychology); University of Ottawa, Ottawa, ON, Canada.

Research

Research Grants

(PI = Principal Investigator & CI = Co-Investigator)

Bourgeault, I.L. (PI and Project Director). 2018-2023, (\$1.425 million) *Social Sciences and Humanities Research Council of Canada (SSHRC)/ Canadian Institute for Health Research (CIHR) Healthy and Productive Work Partnership Grant: Healthy professional/knowledge workers: Examining the gendered nature of mental health issues, leaves of absence & return to work experiences from a comparative perspective.* [Arnold, K.A. (CI): Co-lead for Leadership case]

Walsh, M.M. (PI), Carleton, E. (CI) & Arnold, K.A. (CI). 2018 - 2020, (\$64,871) *Social Sciences and Humanities Research Council of Canada (SSHRC) Insight Development Grant: Addressing stereotype threat for women in leadership: The role of mindfulness.*

Gilbert, S. (PI), Kelloway, E.K. (CI), Mullen, J. (CI) & Arnold, K.A. (CI). 2018 - 2020, (\$60,223) *Social Sciences and Humanities Research Council of Canada (SSHRC) Insight Development Grant: Women in leadership: The influence of stereotype threat and motivation for transformational leadership on leadership aspirations and emergence.*

Loughlin, C. (PI), Arnold, K.A. (CI) & Scheuer C. (collaborator). 2018 - 2022, (\$128,237) *Social Sciences and Humanities Research Council of Canada (SSHRC) Insight Grant: Diversity specific transformational leadership.*

Rosales, J. (PI), Walsh, M.M. & Arnold, K.A. (CI's). August 31, 2016 - August 31, 2018, (\$22, 336) *Teaching and Learning Framework (TLF) St. John's Campus Funding Competition: Using mindfulness practice to support co-operative education students' well-being and capacities for awareness, attention and reflection.*

Arnold, K.A. (PI) & Clarke, H.M. (collaborator). 2016 - 2018, (\$47,129) *Social Sciences and Humanities Research Council of Canada (SSHRC) Insight Development Grant: Sexual orientation and gender-typed work: An integration of role congruity and implicit inversion theory.*

Arnold, K.A. & Foster, D. August 31, 2015 - August 31, 2017, (\$17,192) *Teaching and Learning Framework (TLF) St. John's Campus Funding Competition: Teaching gender issues in management education: The role of experiential approaches in courses across the management curriculum.*

Arnold, K.A. (PI) & Clarke, H.M. (CI). March 28, 2014 - August 28, 2015, (\$4,148) *Social Sciences and Humanities Research Council of Canada (SSHRC) Vice President's Research Grant: Sexual orientation and gender-typed work: Integrating role congruity and implicit inversion theories.*

Ng, E.S.W. (PI), Sears, G.J. (CI) & Arnold, K.A. (CI). 2015 - 2019, (\$123,060) *Social Sciences and Humanities Research Council of Canada (SSHRC) Insight Grant: Employment equity and workplace diversity/inclusion: Current Canadian practices, successful implementation, and areas for modernization.*

Bourgeault, I.L. (PI and Project Director). 2015 - 2017, (\$150,000) *Social Sciences and Humanities Research Council of Canada (SSHRC)/ Canadian Institute for Health Research (CIHR) Healthy and Productive Work Partnership Development Grant: Healthy & productive knowledge workers: The impact of a personal or familial mental health issue in health care, education and accounting/IT professions & accommodating return to work. [Arnold, K.A. (CI)]*

Arnold, K.A. (PI), Connelly, C.E. (CI) & Martin Ginis, K. (CI). 2013 - 2017, (\$153,856) *Social Sciences and Humanities Research Council of Canada (SSHRC) Insight Grant: Transformational leadership style and leader stress: A multi-source multi-method analysis.*

Neis, B (PI and Project Director). 2012 - 2019, (\$2.5 million) *Social Sciences and Humanities Research Council of Canada (SSHRC) Partnership Grant: On the move: Employment related geographic mobility in the Canadian context. [Arnold, K.A. (CI): Team lead for Human Resources Professionals survey].*

Loughlin, C. (PI) & Arnold, K.A. (CI). 2011 - 2014, (\$85,056) *Social Sciences and Humanities Research Council of Canada (SSHRC) Standard Research Grant: Lost opportunity? Perceptions of female transformational leaders.*

Arnold, K.A. (PI). July 1, 2011 - June 30, 2013, (\$5,000) *Faculty of Business Administration Internal Research Grant, Memorial University: Transformational leadership style and leader stress: A multi-source longitudinal analysis.*

Arnold, K.A. (PI). December 14, 2010 - May 13, 2012, (\$7,178) *Social Sciences and Humanities Research Council of Canada (SSHRC) Vice President's Research Grant: Transformational leadership style and leader stress: A multi-source longitudinal analysis.*

Arnold, K.A. (PI). March 2009 - August 2010, (\$5,000) *Social Sciences and Humanities Research Council of Canada (SSHRC) Vice President's Research Grant: Factors influencing couples' decision making with respect to childcare: A qualitative study focusing on fathers' involvement.*

Loughlin, C. (PI) & Arnold, K.A. (CI). 2005 - 2008, (\$114,087) *Social Sciences and Humanities Research Council of Canada (SSHRC) Standard Research Grant: Female transformational leaders: Implications for career advancement.*

Dupré, K. (PI) & Arnold, K.A. (CI). March 2005 - August 2006, (\$6,500) *Social Sciences and Humanities Research Council of Canada (SSHRC) Vice President's Research Grant: Supervisory leadership behaviors and employee outcomes: A longitudinal investigation with a training intervention.*

Loughlin, C. (PI) & Arnold, K.A. (CI), 2003, (\$14,000) *Canadian Forces Research Grant: Leadership Development Programs in the Canadian Armed Forces.*

Loughlin, C. (PI) & Arnold, K.A. (CI), 2002, (\$12,000) *Canadian Forces Research Grant: Transformational Leadership in the Military: Implications for Female Leaders.*

Research Travel Grants

Arnold, K.A. 2017, (\$3,077) *SSHRC Travel Grants Competition – Paper Presentation at Scholarly Meetings*, paper entitled: Burnout and leadership style: The moderating effect of mindfulness. Annual Meeting of the Academy of Management, Atlanta, GA, August 4-8, 2017.

Arnold, K.A. 2015, (\$2,500) *SSHRC Travel Grants Competition – Paper Presentation at Scholarly Meetings*, paper entitled: The future of androgyny: Could extending androgyny to boards of directors help manage complexity? Annual Meeting of the Academy of Management, Vancouver, B.C., August 7-11, 2015.

Arnold, K.A. 2013, (\$2,312) *SSHRC Travel Grants Competition – Paper Presentation at Scholarly Meetings*, paper entitled: Transformational leadership and leader stress: The mediating effect of emotional labor. Society for Industrial and Organizational Psychology (SIOP), Houston, Texas, April 11-13, 2013.

Arnold, K.A. 2009, (\$1,075) SSHRC Travel Grants Competition – Paper Presentation at Scholarly Meetings, paper entitled: Changing social identities: Limits to the health benefits of multiple roles? Work, Stress and Health: Global Concerns and Approaches – The Eighth APA and NIOSH Interdisciplinary Conference on Occupational Stress and Health, San Juan, Puerto Rico, November 5-8, 2009.

Arnold, K.A. 2005, (\$2,400) SSHRC Travel Grants Competition – Paper Presentation at Scholarly Meetings, paper entitled: An Anachronistic approach to leadership theory: The case for inclusiveness. Annual Meeting of the Academy of Management, Honolulu, Hawaii, August 5-10, 2005.

Refereed Publications

Walsh, M.M. & Arnold, K.A. (2018). Mindfulness as a buffer of leaders' self-rated behavioral responses to emotional exhaustion: A dual process model of self regulation. *Frontiers in Psychology*, 9: 2498. <https://doi.org/10.3389/fpsyg.2018.02498>.

Clarke, H.M. & Arnold K.A. (2018). The influence of sexual orientation on the perceived fit of male applicants for both male- and female-typed jobs. *Frontiers in Psychology*, 9: 656. doi: 10.3389/fpsyg.2018.00656

Hancock, A.J., Gellatly, I.R., Walsh, M.M., Arnold, K.A., Connelly, C. (2018). How do followers see their leaders and does it matter?: Insights from a person-centered analysis. *Academy of Management Proceedings*, vol. 2018, issue 1. Published online July 9, 2018. <https://doi.org/10.5465/AMBPP.2018.235>.

Mercer, D.M., Loughlin C., & Arnold, K.A. (2018). Group level androgyny: One way for boards of directors to navigate the paradoxes in complex decision-making? In L.E. Devnew, R.J., Burke, M. Janzen Le Ber, & M. Torchia (Eds.). (pp. 35-47). *More Women on Boards: An International Perspective*. International Leadership Association & Information Age Publishing Inc.

Arnold, K.A., & Loughlin, C. (Published online, October 2, 2017). Continuing the conversation: Questioning the who, what and when of 'leaning in'. *Academy of Management Perspectives*. doi:10.5465/amp.2016.0153

Arnold, K.A. (2017). Transformational leadership and employee psychological well-being: A review and directions for future research. *Journal of Occupational Health Psychology*. 22(3), 381-393. <http://psycnet.apa.org/doi/10.1037/ocp0000062>.

Arnold, K.A., Connelly, C.E., Gellatly, I.R. Walsh, M.M., & Withey, M.J. (2017). Using a pattern-oriented approach to study leaders: Implications for leader burnout and perceived role demands. *Journal of Organizational Behavior*, 38(7), 1038-1056. doi: 10.1002/job.2182.

Clarke, H. M., & Arnold, K. A. (2017). Diversity in gender stereotypes? A comparison of heterosexual, gay and lesbian perspectives. *Canadian Journal of Administrative Sciences, Special Issue: LGBTs in the Workplace, Ed Ng (Ed.)*, 34(2), p.149-158. doi: 10.1002/cjas.1437 [Top 20 most downloaded papers in 2016-2017].

Walsh, M.M., & Arnold, K.A. (2017). Mindful leadership and employee well-being: The mediating role of leader behaviours. In E.K. Kelloway, K. Nielsen & J. Dimoff (Eds.). *Leading to Occupational Health and Safety: How Leadership Behaviours Impact Organizational Safety and Well-Being*. (pp. 235-254). London: Wiley-Blackwell.

Arnold, K.A., Loughlin, C., & Walsh, M.M. (2016). Transformational leadership in an extreme context: examining gender, individual consideration and self-sacrifice. *Leadership and Organization Development Journal*, 37(6), 774-788. <http://dx.doi.org/10.1108/LODJ-10-2014-0202>.

Arnold, K.A., & Walsh, M.M. (2015). Customer incivility and employee well-being: Testing the moderating effects of meaning, perspective taking and transformational leadership. *Work & Stress: An International Journal of Work, Health and Organisations*. 29(4), 362-378. doi: 10.1080/02678373.2015.1075234

Arnold, K.A., Connelly, C.E., Walsh, M.M., & Martin Ginis, K. A. (2015). Leadership styles, emotion regulation and burnout. *Journal of Occupational Health Psychology*, 20(4), 481-490. doi: 10.1037/a0039045.

Arnold, K.A., & Foster, D. (2015). Teaching gender issues in management education: The role of experiential approaches. In R. Macklin, P.M. Flynn, K. Haynes & M. Kilgour (Eds.). *Integrating gender equality into management education*. (pp. 358-375). Greenleaf Publishing.

Clarke, H.M., Arnold, K.A., & Connelly, C.E. (2015). Improving follower well-being with transformational leadership. In S. Joseph (Ed), *Positive Psychology in Practice (Second edition)*. (pp. 341-356). Hoboken, NJ: Wiley.

Mercer, D.M., Russell, E., & Arnold, K.A. (2014). Flexible working arrangements in healthcare: A comparison between managers of shift-workers and 9-5 employees. *Journal of Nursing Administration*, 44(7/8), 411-416.

Walsh, M.M., Dupré, K.E., & Arnold, K.A. (2014). The processes through which transformational leadership affect employee psychological health. *The German Journal of Human Resource Management: Special Issue on Leadership and Health*, 28(1-2), 162-172.

Arnold, K.A., & Connelly, C.E. (2013). Transformational leadership and psychological well-being: Effects on followers and leaders. In R. Lewis, S. Leonard, & A. Freedman (Eds.), J. Passmore (Series Ed.), *The Wiley-Blackwell Handbook of the Psychology of Leadership, Change, and Organizational Development*. (pp. 175-194). Wiley Blackwell.

Arnold, K.A., & Loughlin, C. (2013). Integrating transformational and participative versus directive leadership theories: Examining intellectual stimulation in male and female leaders across three contexts. *Leadership and Organization Development Journal*, 34(1), 67-84.

Russell, E., Hawkins, J., & Arnold, K.A. (2012). Spotlight on staffing: Guidelines for successful self-scheduling on nursing units. *Journal of Nursing Administration*, 42 (9), 408-409.

Arnold, K.A., & Dupré, K.E. (2012). Perceived organizational support, job-related emotion and employee health. *International Journal of Workplace Health Management*, 5 (2), 139-152.

Loughlin, C., Arnold, K.A., & Bell-Crawford, J. (2012). Lost opportunity: Is transformational leadership accurately recognized and rewarded in all managers? *Equality, Diversity and Inclusion: An International Journal*, 31 (1), 43-64.

Connelly, C.E., & Arnold, K.A. (2011). Transformational leadership and leader stress: A model of reciprocal effects. *Academy of Management Proceedings*.

Arnold, K.A., Dupré, K.E., Hershcovis, M.S., & Turner, N. (2011). Types and targets of workplace aggression as a function of perpetrator sex. *Employee Responsibilities and Rights Journal*, 23, 163-170.

Arnold, K.A., & Loughlin, C. (2010). Individually considerate transformational leadership behaviour and self sacrifice. *Leadership and Organization Development Journal*, 31 (8), 670-686.

Arnold, K.A., Turner, N., Barling, J., Kelloway, E. K., & McKee, M.C. (2007). Transformational leadership and psychological well-being: The mediating role of meaningful work. *Journal of Occupational Health Psychology*, 12 (3), 193-203.

[Reprinted: (2013). In C.L. Cooper & I.T. Robertson (Eds). *Management and Happiness*.]

Loughlin, C., & Arnold, K.A. (2007). Seeking the best: Leadership lessons from the military. *Human Resource Management*, 46 (1), 147-167.

Hershcovis, S.M., Turner, N., Barling, J., Arnold, K.A., Dupré, K.E., Inness, M., Leblanc, M.M., & Sivanathan, N. (2007). Predicting workplace aggression: A meta-analysis. *Journal of Applied Psychology*, 92 (1), 228-238.

Sivanathan, N., Arnold, K.A., Turner, N., & Barling, J. (2004). Leading well: Transformational leadership and well-being. In A. Linley & S. Joseph (Eds), *Positive Psychology in Practice*. (pp. 241-255). Hoboken, NJ: Wiley.

[Reprinted in Polish (2008): http://ksiegarnia.pwn.pl/6833_pozycja.html]

Arnold, K.A., & Barling J. (2003). Prostitution: An illustration of occupational stress in 'dirty' work. In M. Dollard, A. Winefield & H. Winefield (Eds), *Occupational Stress in the Service Professions*. (pp. 261-280). New York, NY: Taylor and Francis Inc.

Arnold, K.A., Barling, J., & Kelloway, E.K. (2001). Transformational leadership or the iron cage: Which predicts trust, commitment and team efficacy? *Leadership and Organization Development Journal*, 22 (7), 315-320.

Refereed Conference Presentations

Hancock, A.J. & Arnold, K.A. A continuum of workplace mental health and illness and its relationship with leader trust. Paper submitted for presentation as part of a symposium '(De)Stigmatization and The Inclusive Organization' at the *Academy of Management Conference*, Boston, MA, August 9-13, 2019.

Walsh, M.M., Carleton, E., Hancock, A.J. & Arnold, K.A. Stereotype threat and leadership aspirations: The buffering role of mindfulness. Paper submitted for presentation as part of a symposium 'Stereotype threat in the workplace' at the *Academy of Management Conference*, Boston, MA, August 9-13, 2019.

Chalise, S., Arnold, K.A., Loughlin, C., McNally, C., & Scheuer, C.L. Board gender diversity: A systematic review and multilevel framework. Paper submitted for presentation at the *European Academy of Management Conference*, Lisbon, Portugal. June 19 – 22, 2019.

Ng, E.S.W, Sears, G.J. & Arnold, K.A. Exploring the influence of CEO and Chief Diversity Officers' relational demography on organizational diversity management: An identity-based perspective. Paper submitted for presentation at the *European Academy of Management Conference*, Lisbon, Portugal. June 19 – 22, 2019.

Walsh, M.M & Arnold, K.A. Leadership style and employee well-being: The moderating role of mindfulness. Abstract accepted for presentation at the *European Association of Work and Organizational Psychology (EAWOP) Congress*, Turin, Italy, May 29 – June 1, 2019.

Clarke, H. M., & Arnold, K. A. Sustainable human resource management: Employee health and well-being implications of the fly-in/fly-out employment model. Paper presented at the *Academy of Management, HR Division International Conference*, Dublin, Ireland, January 9-11, 2019.

Rosales, J., Campbell, V., Walsh, M.M., & Arnold, K.A. How do university students benefit from workplace mindfulness training? Poster presented at the *International Symposium for Contemplative Research*, Mind and Life Institute (sponsoring organization), Phoenix, AZ, Nov 8-11, 2018.

Hancock, A.J., Gellatly, I.R., Walsh, M.M., Arnold, K.A. & Connelly, C.E. The good, the bad, the ugly: Leadership profiles and followers' personal and work-related outcomes. Paper presented at the *Academy of Management Conference*, Chicago, IL. August 10 – 14, 2018. [published in conference proceedings - top 10% of papers].

Ng, E.S.W., Sears, G.J. & Arnold, K.A. What's in an index: Opening Pandora's box on equality and diversity indices. Symposium presentation at the *Academy of Management Conference*, Chicago, IL. August 10 – 14, 2018.

Hancock, A.J., Mazumdar, B., Foster, K.D. & Arnold, K.A. Gender awareness in management: An inventory of exercises and an example of curriculum redesign. Presentation at the *Academy of Management Teaching & Learning Conference*, Chicago, IL. August 12, 2018.

Clarke, H.M., & Arnold, K.A. Does applicant sexual orientation influence perceived person-job fit? An integration of role congruity and implicit inversion theory. Paper presented at *Equality, Diversity, Inclusion Conference*, Montreal, QC, July 16-18, 2018.

Hancock, A.J., Clarke, H.M., & Arnold, K.A. Sexual orientation occupational stereotypes. Paper presented at *Equality, Diversity, Inclusion Conference*, Montreal, QC, July 16-18, 2018.

Hancock, A.J., Walsh, M.M., Arnold, K.A., Connelly, C.E. & Gellatly, I.R. Leadership, commitment and turnover intentions: The moderating role of employee vulnerability. Paper presented at the *European Academy of Management Conference*, Reykjavik, Iceland. June 19 – 22, 2018.

Walsh, M.M., Arnold, K.A. & Warren, A. Finding meaning in a stigmatized context: Emotion work and well-being for funeral directors. Paper presented at the *European Academy of Management Conference*, Reykjavik, Iceland. June 19 – 22, 2018.

Walsh, M.M. & Arnold, K.A. Burnout and leadership style: The buffering effect of mindfulness. Paper presented as part of a symposium 'Leaders' Physical and Mental Well-Being: Antecedents, Expectations and Outcomes' at the *Academy of Management Conference*, Atlanta, GA, August 4-8, 2017.

Ng, E.S.W., Sears, G.J. & Arnold, K.A. The influence of CEO and AA officers relational demography on organizational diversity management. Paper presented at *Equality, Diversity, Inclusion Conference*, London, England, June 28 - July 1, 2017.

Clarke, H.M., & Arnold, K.A. Gay and lesbian applicants for gender-typed jobs. Paper presented at *Equality, Diversity, Inclusion Conference*, London, England, June 28 - July 1, 2017.

Hancock, A.J., Clarke, H.M., & Arnold, K.A. Caution men at (women's) work: When do men ride the glass escalator? Paper presented at *Administrative Sciences Association of Canada*, Montreal, QC, May 20-June 1, 2017.

Clarke, H.M. & Arnold, K.A. The advantage of androgyny: Perceptions of gay and heterosexual men in gender-typed occupations. Paper presented at *Administrative Sciences Association of Canada*, Montreal, QC, May 20-June 1, 2017 – Winner of Best Paper Award for the Gender & Diversity in Organizations Division.

Foster, K.D. and Arnold, K.A. Reflections on integrating gender awareness into experiential exercises in an Information Systems MBA course: Student reactions and learning. Paper presented at *Administrative Sciences Association of Canada*, Montreal, QC, May 20-June 1, 2017.

Clarke, H.M. & Arnold, K.A. Sexual orientation and gender-typed work: The influence of perceived fit on hiring decisions. Poster presented at the *Canadian Psychological Association (CPA) National Convention*, Toronto, ON, June 8-10, 2017.

Hancock, A.J. & Arnold, K.A. When the same leadership behaviors may have different effects: Absenteeism and turnover amongst vulnerable employees. Paper presented at *Work, Stress and Health: Contemporary Challenges and Opportunities – The 12th APA & NIOSH International Conference on Occupational Stress and Health*, Minneapolis, Minnesota, June 7-10, 2017.

Walsh, M.M., Arnold, K.A. & Connelly, C.E. Somehow they manage: Playing it safe under stress. Poster presented at *Work, Stress and Health: Contemporary Challenges and Opportunities – The 12th APA & NIOSH International Conference on Occupational Stress and Health*, Minneapolis, Minnesota, June 7-10, 2017.

Arnold, K.A., Connelly, C.E., Gellatly, I.R. Walsh, M.M., & Withey, M.J. Leader burnout and role demands: A pattern oriented approach. Paper presented at the *Academy of Management Conference*, Anaheim, CA, August 5-9, 2016.

Mercer, D.M., Loughlin, C., & Arnold, K.A. Beyond sex role stereotypes: Evaluating problem-solving in participative and directive leaders. Paper presented as part of a symposium 'Mixed messages: Paradoxes for women in leadership' at the *Academy of Management Conference*, Anaheim, CA, August 5-9, 2016.

Clarke, H.M., & Arnold, K.A. The similarity of gender stereotypes held by homosexuals and heterosexuals. Paper presented as part of a symposium at the *Administrative Sciences Association of Canada*, Halifax, NS, June 12-16, 2015

Walsh, M. M., Arnold, K. A., Connelly, C. E., Withey, M. J., & Gellatly, I. R. (2015). Leadership profiles: Conceptual and methodological advantages of a leader-centered model of management behavior. Paper presented at the *Administrative Sciences Association of Canada*. Halifax, NS, June 13-16, 2015.

Walsh, M.M., & Arnold, K.A. Managing a mobile workforce: Stakeholder theory and implications for Fly in Fly Out (FIFO) employees. Paper presented at the *Administrative Sciences Association of Canada*, Halifax, NS, June 12-16, 2015.

Arnold, K.A. Leaning in – One [small?] piece of the puzzle. Presented as part of a panel symposium: Is There Any Learning From the Lean-in(g)?, at the *Academy of Management Conference*, Vancouver, BC, August 7-11, 2015.

Mercer, D.M., Loughlin, C., & Arnold, K.A. The future of androgyny: could extending androgyny to boards of directors help manage complexity? Paper presented at the *Academy of Management Conference*, Vancouver, BC, August 7-11, 2015,

Clarke, H.M., & Arnold, K.A. Employee health and well-being implications of the fly-in/fly-out employment model. Paper presented at the *Administrative Sciences Association of Canada*, Muskoka, ON, May 9-13, 2014. [Published in proceedings].

Arnold, K.A., & Foster, D. Teaching gender issues in management education: The role of experiential approaches. Paper presented at the *Administrative Sciences Association of Canada*, Muskoka, ON, May 9-13, 2014. [Winner of Gender and Diversity in Organizations Division Best Paper – had to decline due to publication].

Mercer, D.M., Loughlin, C., & Arnold, K.A. Female and male leaders: Same behavior, different evaluations. Paper presented at the *International Congress of Applied Psychology*, Paris, France, July 8-13, 2014.

Clarke, H.M., Arnold, K.A., & Connelly, C.E. How transformational leadership improves follower well-being: A conservation of resources approach. Poster presented at the *2nd Canadian Conference on Positive Psychology*, Ottawa, ON, July 17-18, 2014.

Clarke, H.M., & Arnold, K.A. Sexual orientation and gender-typed work: Combining implicit inversion and role congruity theories. Paper presented at *Academy of Management Conference*, Lake Buena Vista (Orlando), FL, August 9-13, 2013.

Oyet, M., Dupré, K.E., & Arnold, K.A. The effects of employee dissimilarity on organizational and interpersonal deviance. Paper presented at *Academy of Management Conference*, Lake Buena Vista (Orlando), FL, August 9-13, 2013.

Walsh, M.M., Arnold, K.A., & Loughlin, C. Vision, gender and contextual influences: Examining participative versus directive visioning in male and female leaders across three contexts. Paper presented at *European Academy of Management*, Istanbul, Turkey, June 26-29, 2013.

Arnold, K.A., & Walsh, M.M. Customer incivility and employee well-being: Testing the moderating effects of meaning, perspective taking and transformational leadership. Paper presented at *Administrative Sciences Association of Canada*, Calgary, AB, June 8-11, 2013.

Mercer, D.M., Russell, E., & Arnold, K.A. Manager perceptions of flexible workplace practices in healthcare. Paper presented at *Administrative Sciences Association of Canada*, Calgary, AB, June 8-11, 2013.

Arnold, K.A., Connelly, C.E., & Martin-Ginis, K. Transformational leadership and leader stress: The mediating effect of emotional labor. Paper presented as part of a symposium on Leadership and Emotion Regulation at *Society for Industrial and Organizational Psychology*, Houston, Texas, April 11-13, 2013.

Connelly, C.E., & Arnold, K.A. Transformational leadership and leader stress: A model of reciprocal effects. Paper presented at *Academy of Management Conference*, San Antonio, TX, August 12-16, 2011. [published in conference proceedings - top 10% of papers].

Arnold, K.A., & Loughlin, C. Gender similarity in intellectual stimulation across three contexts. Paper presented at the *Academy of Management Conference*, San Antonio, TX, August 12-16, 2011.

Arnold, K.A., & Moloney, C. Women in traditionally male fields: The dynamics of change. Presented at *Fueling the Future: Women in Oil & Gas Conference*, St. John's, NL, March 8-9, 2011.

Arnold, K.A., & Loughlin, C. Potential career outcomes of female leaders' self-sacrifice for employee development. Paper presented as part of a symposium at the *Academy of Management Conference*, Montreal, QC, August 6-10, 2010. [Winner of Best International Symposium Award from Emerald Publishers].

Park, M., & Arnold, K.A. Decision making with respect to childcare: A qualitative study focusing on fathers' involvement. Paper presented at *Gender, Work & Organization*, Keele University, UK, June 21-23, 2010.

Arnold, K.A., Dupré, K.E., & Brown, T.C. Transformational leadership and performance. Paper presented at *Administrative Sciences Association of Canada (ASAC)*, Regina, SK, May 22-25, 2010.

Arnold, K.A., & Loughlin, C. Changing social identities: Limits to the health benefits of multiple roles? Poster presented at *Work, Stress and Health: Global Concerns and Approaches – The Eighth APA and NIOSH Interdisciplinary Conference on Occupational Stress and Health*, San Juan, Puerto Rico, November 5-8, 2009.

Arnold, K.A., Dupré, K.E., Hershcovis, M.S., & Turner, N. Perpetrators of workplace aggression: Investigating sex, power and type of aggression. Poster presented at *New Directions in Health Research: Sex & Gender*, St. John's, NL, October 19, 2009.

Arnold, K.A., Sprigg, C., Dupré, K.E., & Wetsch, L.R. Preventing and mitigating the negative effects of abusive supervision: A conceptual framework. Paper presented as part of a symposium at the *Academy of Management Conference*, Chicago, IL., August 7-11, 2009.

Arnold, K.A., & Loughlin, C. Effective leadership in extreme contexts: Unexpectedly feminine? Paper presented at the *Academy of Management Conference*, Chicago, IL., August 7-11, 2009 [accepted for publication in conference proceedings – top 10% of papers].

Loughlin, C., Arnold, K.A., & Bell Crawford, J. Lost opportunity: Is transformational leadership accurately recognized and rewarded in all managers? Paper presented at the *Academy of Management Conference*, Chicago, IL., August 7-11, 2009 [accepted for publication in conference proceedings – top 10% of papers].

Arnold, K.A., & Dupré, K.E. Employees' emotions as a mediator of perceived organizational support to health relationships. Paper presented at the *Work, Stress and Health: Healthy and Safe Work Through Research Practice and Partnerships – The Seventh APA and NIOSH Interdisciplinary Conference on Occupational Stress and Health*, Washington, D.C., March 6-8, 2008.

Arnold, K.A. Relationships with 'customers': Source of stress or positive meaning for service providers? Paper presented at the *Relationship Marketing Summit*, Buenos Aires, Argentina, December 13-15, 2007.

Arnold, K.A., & Loughlin, C. Promoting transformational leaders: Gender and time spent 'doing' individualized consideration. Paper presented at the *Academy of Management Conference*, Philadelphia, PA, August 3-8, 2007.

Dupré, K.E., & Arnold, K.A. Perceived organizational support and employee health and empowerment: The mediating role of emotions at work. Poster presented at *The XIIIth European Congress of Work and Organizational Psychology*, Stockholm, Sweden, May 9-12, 2007.

Arnold, K.A. Relational connection and the meaning of work for funeral directors. Paper presented as part of a symposium at the *Society for Industrial and Organizational Psychology*, New York, New York, April 27-29, 2007.

Loughlin, C., & Arnold, K.A. Moving women into positions of leadership in management: Lessons learned from the military in North America. Poster presented at the *International Congress of Applied Psychology*, Athens, Greece, July 16-21, 2006.

Arnold, K.A., Dupré, K.E., & Hershcovis, S.M. Instigators of workplace aggression: An analysis of aggression enacted by women and men. Poster presented at the *International Congress of Applied Psychology*, Athens, Greece, July 16-21, 2006.

Dupré, K.E., & Arnold, K.A. Positive and negative leader behaviours: Differences in individual and organizational effects. Poster presented at the *International Congress on Occupational Health*, Milan, Italy, June 11-16, 2006.

Arnold, K.A., Barling, J., & Turner, N. Transformational leadership and context-free well-being: The mediating role of meaning at work. Paper presented at *Work, Stress and Health: Making a Difference in the Workplace – The Sixth APA and NIOSH Interdisciplinary Conference on Occupational Stress and Health*, Miami, Florida, March 2-4, 2006.

Loughlin, C., & Arnold, K.A. An anachronistic approach to leadership theory: The case for inclusiveness. Paper visually presented at *Academy of Management Conference*, Honolulu, Hawaii, August 5-10, 2005.

Arnold, K.A., Barling, J., & Iverson, R.D. Dirty work and well-being: The roles of occupational identification, passing and choice. Paper presented at *Academy of Management Conference*, New Orleans, Louisiana, August 6-11, 2004.

Arnold, K.A., & Loughlin, C. Female transformational leaders: New directions for research. Paper presented at *Academy of Management Conference*, New Orleans, Louisiana, August 6-11, 2004 [nominated for conference proceedings – top 10% of papers].

Hershcovis, S. M., Turner, N., Arnold, K.A., Dupré, K.E., Inness, M., Leblanc, M.M., & Sivanathan, N. Predictors of workplace aggression: A meta-analysis. Paper presented at *Academy of Management Conference*, New Orleans, Louisiana, August 6-11, 2004.

Sivanathan, N., Arnold, K.A., Turner N., & Barling, J. Lead well to be well: Transformational leadership and well-being. Poster presented at the *Second International Positive Psychology Summit*, Washington, D.C., U.S.A. October 2003.

Arnold, K.A., & Barling, J. Dirty work and prestige. Paper presented at *Academy of Management Conference*, Seattle, Washington, August 1-6, 2003.

Arnold, K.A., & Barling, J. Well-being of dirty workers: The role of meaningful work. Poster presented at *Work, Stress and Health: New Challenges in a Changing Workplace – The Fifth APA and NIOSH Interdisciplinary Conference on Occupational Stress and Health*, Toronto, Ontario, Canada, March 19-22, 2003.

Arnold, K.A., & Wetsch, L. Sex differences and information processing: Implications for marketing on the internet. Proceedings of the *AMA Winter Educators Conference*, Scottsdale, AZ, February 2001.

Arnold, K.A., & Bianchi, C. Relationship marketing, gender and culture: Implications for consumer behavior. *Advances in Consumer Research Conference, Volume XXVIII*, 100-105. Salt Lake City, Utah, October 2000.

Arnold, K.A., & McKeen, C. The inclusion of gender and diversity in the curricula of Canadian business schools. *Administrative Sciences Association of Canada (ASAC)*, Saint John, New Brunswick, June 1999.

Invited Research Presentations

Arnold, K.A. & Oyet, M. *Leadership outcomes in healthcare*. Eastern Health Executive Team, St. John's, NL, July 11, 2018.

Arnold, K.A., Stitou, M. Bourgeault, I. & Spinks, N. Working on the Move: Human resource perspectives on mobility and labour. Research presented at the *Families, Work and Mobility Atlantic Canadian Symposium*. Charlottetown, PEI, May 15-17, 2018.

Arnold, K.A., Stitou, M. Bourgeault, I. & Spinks, N. Making it work! How to effectively manage employees On the Move. *Canadian Labour Congress Roundtable* Presentation in Ottawa, ON, December 1, 2017 and *University of Alberta Roundtable* Presentation in Edmonton, AB, April 11, 2018.

Whitten, E. & Arnold, K.A. Intent to Seek Promotion in the Canadian Electrical Utility Industry. *Leadership & Diversity Conference* hosted by the Centre for Leadership Excellence, Sobey School of Business, St. Mary's University, Halifax, NS, June 16, 2017.

Arnold, K.A. Women and leadership: Behaviour, perception and career advancement across different contexts. *Women in Leadership Conference*, St. John's, NL, October 5, 2011.

Arnold, K.A. Healthy work: Leader influence. *BioMex Conference*, St. John's, NL, September 25-26, 2011.

Arnold, K.A. Safe and healthy work: Leader influence. *Healthcare Workplace Safety Conference: Recognizing the Power of Teamwork*, St. John's, NL, April 11-13, 2011.

Arnold, K.A. Women and leadership: Behaviour, perception and career advancement. *The Path to the Good Life – Strong Women, Strong Communities – Advancing Aboriginal Women's Equality: 6th Annual Aboriginal Women's Conference*, St. John's, NL, February 9-10, 2011.

Arnold, K.A. Customer aggression and employee well-being: The moderating role of the meaning of work. Paper presented as part of a symposium at the *Canadian Psychological Association Conference*, Winnipeg, MB, June 3-5, 2010.

Arnold, K.A. Investigating the Effects of Transformational Leadership on Leader Career Progression and Health. Presentation for the DeGroot School of Business, February 3, 2010.

Arnold, K.A., & Loughlin, C. Changing social identities, multiple roles and health: Linking work-related mobility, work-family balance, gender and health. Panel presentation as part of workshop entitled 'A workshop on work-related mobility, gender and health' at the *New Directions in Health Research: Sex & Gender Conference*, St. John's, NL, Preconference workshop held October 18, 2009.

Arnold, K.A., & Loughlin C. Female transformational leaders: Implications for career advancement. Panel presentation as part of workshop entitled 'Building Self Awareness & Leadership Skills for Women Graduate Students & Young Scientists & Engineers' at the *CCWESTT (Canadian Coalition of Women in Engineering, Science, Trades and Technology) Conference*, Guelph, ON, May 29-31, 2008.

Refereed Research Reports

Loughlin, C., & Arnold, K.A. (2003). *Leadership development programs in the Canadian Armed Forces (Sub-group differences): Moving women into positions of leadership*. (CFLI Contract Research Report #CR02-0628). Kingston, ON: Canadian Forces Leadership Institute.

Loughlin, C., & Arnold, K.A. (2002). *Transformational leadership in the Canadian Forces: Implications for female leaders (and other designated groups)*. (CFLI Contract Research Report #CR01-0081). Kingston, ON: Canadian Forces Leadership Institute.

Research Reports and Popular Press Articles

Hancock, A.J., Oyet, M. & Arnold, K.A. (2018). *Summary report on leadership style and employee behaviours*.

Whitten, E. & Arnold, K.A. (November 2016). *Intent to seek promotion: Support and barriers for women and men in the electrical utility industry*.

Arnold, K.A., & Mercer, D.M. (February, 2012). *Flexible workplace practices at Eastern Health: An environmental scan*. Report prepared for Eastern Health's Healthy Workplace Committee.

Arnold, K.A., & Loughlin, C. (June, 2008). *Summary report: Leadership study*. Report prepared for the Government of Newfoundland and Labrador.

Loughlin, C., & Arnold, K.A. (2007). *Female leadership and individual consideration*. Report prepared for Hay Consulting Group.

McKeen, C., & Arnold, K.A. (December/January, 2000). Most Business Schools not responding to issues of gender/diversity despite trends in corporate Canada. *Women in Management, 10* (2), 1-2.

Teaching

Student Research Supervision

Ph.D. Supervision:

Current:

- Hancock (Memorial Management, 2016-present)
- Chalise (Memorial Management, 2017-present)
- Ajayi (Memorial Management, co-supervisor, 2018-present)

Completed:

- Walsh (Memorial Management, 2013-2017); Thesis: Mindfulness at Work: Implications for Leaders and Followers

Ph.D. Dissertation Committee Member:

Completed:

- Mazumdar (Memorial Management, 2014-2018); Thesis: Outcomes of bridge employment: A mixed-method study to understand expectations and experiences of retirees
- Oyet (Memorial Management, 2013-2017); Thesis: Interpersonal Mistreatment in the Workplace: Implications for Target's Identities, Emotions and Behaviours

- Clarke (Memorial Management, 2012-2016); Thesis: Gender and Organizational Citizenship Behaviour: The Performance and Evaluation of Gender-Typed Organizational Citizenship Behaviours
- Trenholme (Memorial Interdisciplinary, 2007-2018); Thesis: Identifying the Necessary Components of a Police Decision-Making Model
- Mercer (St. Mary's University, Sobey School of Business, Halifax, NS, 2014-2017); Thesis: The development of team androgyny: Investigating the interplay of sex composition and gendered decision-making on objective team performance
- Myrick (St. Mary's University, Sobey School of Business, Halifax, NS, 2014-2017); Thesis: Vision Matters: Vision Content and Organizational Performance

MSc (Master of Science in Management; Memorial) Supervision:

Current:

- Datta (2018- current)

Completed:

- Garmsiri (2016 – 2018); Thesis: Towards a Measure of your Acquaintanceship with your Leader: Preliminary conceptual and empirical evidence

MER (Masters of Employment Relations): Memorial University, Supervision of research projects: Whitten 2016; Cabot 2012; Norman 2011.

MBA Research Projects: Memorial University, Projects for course credit: Kelsey, Feltham & Corcoran 2017; Mercer, Gorman & Phillips 2011; Park, 2010; Moores, Butler & Park 2009; Moyes 2007; Enachescu, Park & Kenway 2005-2006.

Undergraduate and Graduate Courses

July 2003- present; Memorial University, Faculty of Business Administration, St. John's, NL:

- *Recruitment and Selection.* (Undergraduate; Fall 2018; 34 students).
- *The Management of Occupational Health, Safety & Employee Wellness.* (Undergraduate; Fall 2017; 28 students).
- *Research Methods.* (PhD; Fall 2017; 2018; 1/3 course on Quantitative Methods/Design [Team taught with Drs. Schouten (Qualitative) and Ke/Parsons (Modelling)]).
- *Foundations of Organizational Behaviour.* (PhD; Fall 2016, 2017, 2018).
- *Gender & Diversity in Organizations.* (PhD; Fall 2012, 2017, 2018; Winter 2015, 2018).
- *Current Issues in Organizational Behaviour.* (PhD; Winter 2012 [Team taught with Dr. Dupré], Winter 2014).
- *Current Issues in Human Resource Management.* (PhD; Winter 2012 [Team taught with Dr. Dupré]).
- *Leadership and Interpersonal Skills for Managers.* (MBA; previously *Management Skills*; Winter 2004, 2005, 2006, 2011; Fall 2006, 2007, 2008, 2010; approximately 35-45 students per section).
- *Gender, Work and Organizations* (MBA; Fall 2007, 2008, 2010, 2011; Winter 2012, 2018; Intersession 2013, 2017; Spring/Summer 2016; approximately 15-30 students per section).

- *Introduction to Organizational Behaviour* (Undergraduate; Winter 2004, 2005, 2006; Fall 2005, 2006, 2008; approximately 50 students per section).
- *New Directions in Organizational Behaviour; Special Topics in Organizational Behaviour.* (Undergraduate & MBA; Fall 2005; Winter 2006 [Team taught with Dr. Dupré]).
- *Gender Issues in Organizations.* (Undergraduate; Fall 2007).

1999-2003; Queen's University, School of Business, Kingston, ON:

- *Introduction to Organizational Behaviour.* (Instructor of correspondence undergraduate course; average of 100 students per term; Supervised 6 Tutor/Markers per term).
- *Introduction to Organizational Behaviour.* (Undergraduate; Winter 2001; 75 students).
- *Introduction to Organizational Behaviour.* (Correspondence Course Tutor/Marker 1999-2002; average of 20 students per term).

Awards and Honours

2019: Nominated for YWCA Women of Distinction Award [Mentorship & Education]
Nominated for President's Award for Outstanding Research, Memorial University

2017: Top Twenty most downloaded papers in 2016-2017 (*Canadian Journal of Administrative Sciences*)

2017: Winner of Best Paper Award, Gender and Diversity in Organizations Division at the *Administrative Sciences Association of Canada.*

2016: Dean's Research Award, Faculty of Business Administration, Memorial University, St. John's, NL.

2014: Winner of Best Paper Award, Gender and Diversity in Organizations Division at the *Administrative Sciences Association of Canada* [declined due to forthcoming publication]

2012: *Academy of Management Conference:* Winner of Best International Symposium Award from Emerald Publishers

2011: Outstanding Reviewer, *Academy of Management Conference,* Gender & Diversity in Organizations Division

2009: Two papers accepted for publication in the *Academy of Management Conference* Best Paper Proceedings [declined due to publication intent]

2004: Paper nominated for *Academy of Management Conference* Best Paper Proceedings

2002: OB/ODC/OMT Doctoral Consortium; *Academy of Management Conference*

2001: Queen's Graduate Award, Queen's University

2000: Social Sciences and Humanities Research Council of Canada (SSHRC) Doctoral Fellowship, School of Business, Queen's University

- Dean's Award for Graduate Study in Business, Queen's University (highest grade point average of second year PhDs); Queen's Graduate Award, Queen's University
- Ontario Graduate Scholarship (OGS declined; cannot hold SSHRC and OGS simultaneously)

1999: R.S. McLaughlin Fellowship Award, Queen's University

- Richard J. Hand Memorial Award, Queen's University
- Dean's Award for Graduate Study in Business, Queen's University (highest grade point average of first year PhDs)
- Queen's Graduate Award, Queen's University

1998: Queen's Graduate Award, Queen's University

1994: Dean's Honour List, MBA, McMaster University

1990: Magna Cum Laude, BA, University of Ottawa

Professional and Administrative Activity

University and Faculty Service

Working Group on Women and Leadership; Member; Memorial University (2019).

Graduate Programs Working Group; Memorial University, Faculty of Business Administration; Committee Member (2019).

Presenter at SSHRC Grant Funding Information session, Memorial University, Faculty of Business Administration (January 12, 2018).

Chair, Promotion and Tenure Committee Chair, Faculty of Business Administration, Memorial University (2017-2018).

Associate Dean Research Renewal Committee Member, Faculty of Business Administration, Memorial University (2017-2018).

Search Committee for Term (Re) Appointments, Chair & Member, Faculty of Business Administration, Memorial University (2017-2018).

Member of External Review Committee for Masters of Occupational Health & Safety, School of Graduate Studies, Memorial University (March 23 & 24, 2017).

Promotion and Tenure Committee Member, Faculty of Business Administration, Memorial University (2016-2017).

Research Committee Member, Faculty of Business Administration, Memorial University (2016-2017; 2004-2008).

Graduate Research Programs Committee Member, Faculty of Business Administration, Memorial University (2016-2017).

Associate Dean, Research and PhD (and MSc 2014-2015) Director [September 1, 2012 - August 31, 2015]. Highlights of my tenure:

- Chair, Faculty of Business Administration Research Committee
- Chair, Faculty of Business Administration Graduate Research Programs Committee
- Chair, Faculty of Business Administration Ethics Committee
- Memorial University Research Data Centre; Management Committee Member.
- Academic Council Executive; Member; School of Graduate Studies, Memorial University.
- Master of Science in Management (MSc) Creation Committee Member; Faculty of Business Administration, Memorial University (September 2013 - August 2014).
 - I led the development of a new research-based Master degree at the Faculty of Business Administration. With 13 students currently enrolled in this program we have surpassed our initial goal of 12 students.
- Created a Tri-Council Working Group (2013) to provide grant writing support to faculty members. I have been a Member of this working group from 2015-present.
- Created 'Engaging Ideas' Seminar (A series presentation series designed to strengthen ties between our researchers and the business community).
- PhD Review Committee; Chair; Faculty of Business Administration, Memorial University. (2012-2013). Several recommendations were implemented to improve the program.

Physician Leadership and Management Program Business Planning Committee; Faculty of Business Administration Member (Gardiner Centre; 2013-2015).

Interdisciplinary Committee on Ethics in Human Research (ICEHR) Chair Renewal Committee Member; Memorial University. (2013-2014).

Contractual Search Committee (Chair); Faculty of Business Administration, Memorial University (2011-2012).

AACSB Maintenance of Accreditation Committee Member; Faculty of Business Administration, Memorial University (2010-2013).

Area Group Coordinator for OB/HR/OT/LR area group; Faculty of Business Administration, Memorial University (2010-2012).

Associate Dean Research Review Committee Member; Faculty of Business Administration, Memorial University (April – May 2011).

Search Committee Associate Dean Research; Committee Member; Faculty of Business Administration, Memorial University (2008).

Search Committee Organizational Behaviour/Human Resource Management (Co-chair); Faculty of Business Administration, Memorial University (2008).

Invited facilitator for half-day session at WILD (Women in Leadership Development); focused on the development of leadership for female undergraduate students; Sponsored by Student Affairs and Services at Memorial University (November 28, 2008).

Role of Ambition in Career Success (organized seminar for female graduate students), with Dr. Loughlin (St. Mary's University, Halifax, NS) and Dr. C. Moloney (Memorial Engineering; NSERC-Petro-Canada Chair for Women in Science and Engineering Atlantic Region); Sponsored by School of Graduate Studies, Faculty of Business Administration, Department of Human Resources and NSERC-Petro-Canada Chair for Women in Science and Engineering Atlantic Region) (March 2008).

Steering Committee Member (university wide), Memorial University; organizing one-day session for female graduate students; 'Success and Survival in the Academy' (2008-2009).

Member of Women's Studies Council, Memorial University (2007-2012).

Steering Committee Member organizing one day international workshop 'A Decade of Research, Policy and Practice on Women's Health at Work: Challenges, Successes, and Goals for the Future' held prior to the SafetyNet Conference, Memorial University (June 7-10, 2006).

Mentoring Graduate Students Committee Member; Memorial university wide committee established to work with the Instructional Development Office creating a program to assist faculty in the process of mentoring graduate students to completion of their programs (2006-2007).

Mentor for students in the Graduate Program in Teaching, Memorial University; one MBA student (Winter 2004) and one MER student (Intersession 2004).

Service to the Profession

Editorial Activity:

Board Member: Human Relations

Guest Editor: Journal of Occupational Health Psychology

Reviewing Activity

Academic Journals:

Canadian Journal of Administrative Sciences, Canadian Journal of Career Development, Employee Rights and Responsibilities Journal, Human Relations, Human Resource Management, Journal of Occupational & Organizational Psychology, Journal of Occupational Health Psychology, Leadership and Organization Development Journal, Work & Stress.

Conferences:

Institute for Work Psychology; Administrative Sciences Association of Canada (ASAC): Gender and Diversity and Organizational Behaviour Divisions; Academy of Management Conference; Organizational Behavior (OB) and Gender and Diversity in Organizations (GDO) Divisions (winner of outstanding reviewer award for GDO 2011)

Research Grant Agencies:

Social Science and Humanities Research Council (SSHRC) Adjudication:
Insight Development Grant Committee Chair (2017)
Insight Development Grant Committee Member (2014; 2013)
Standard Research Grant application reviewer (2006; 2015)

Swiss National Science Foundation (2019)

Community of Research Excellence Development Opportunities (CREDO) Program; University of Lethbridge, Lethbridge, AB (2009)

Promotion and Tenure Evaluation:

Kent State University; Royal Military College; Saint Mary's University; Thompson Rivers University; University of Ottawa; Western University

Professional Associations

Administrative Sciences Association of Canada; Executive Board Member:

- Divisional Chair; Gender and Diversity in Organizations Division (May 2015).
- Program Coordinator; Gender and Diversity in Organizations Division (May 2014).
- Academic Reviewer; Gender and Diversity in Organizations Division (May 2013).

Academy of Management:

Symposium Chair: Gender-diverse leadership in organizational teams: What does it look like in context and action. *Academy of Management Conference*, Chicago, IL. August 10 – 14, 2018.

Co-organizer, Professional Development Workshop. 'Fostering an Inclusive Environment: Empowering Individuals to Build Meaningful Relationships', *Academy of Management Conference*, August 7-11, 2015, Vancouver, BC.

Invited Chair of paper presentation session 'Women's Leadership and Leadership Development' at the *Academy of Management Conference*, Montreal, QC, August 6-10, 2010.

Symposium Chair: New Directions in workplace aggression research: Towards organizational interventions. *Academy of Management Conference*, Chicago, IL., August 7-11, 2009.

European Association of Work and Organizational Psychology:

EAWOP Small Group Meeting on Leadership and Health/Well-being - Advisory Board Member:
Organizer: Ilke Inceoglu, Professor of Organizational Behaviour and HR Management, Exeter Centre of Leadership, University of Exeter Business School, University of Exeter. June 20-21, 2019.

Community Service

Women in Resource Development (WRDC); Member of the Status of Women Canada (SWC) Project Advisory Committee (April 2018 – March 2021).

- As a member of the project advisory committee, I provide expertise regarding diversity and research methods in order to support the project goal of increasing the number of women within construction unions in Newfoundland and Labrador.

W2W (Women 2 Women): Empowering Leadership, Conference & Seminar Organizing Committee Member, The Lantern, St. John's, NL. (2015-present).

- As a member of a volunteer committee I planned and delivered a conference and follow up 'Fireside Chat' sessions for women in and/or interested in leadership roles. This program fills a gap in our community related to education for women about leadership that was affordable, based on research, and experiential and won a Women in Resource Development Corporation (WRDC) Community Excellence Award in 2017. The first conference was held November 18 & 19, 2016; a second conference was held November 2 & 3, 2017; subsequent informal smaller networking meetings 'Fireside Chats' have been held with various female leaders in the community.

Ovations (January 17, 2013) Facilitation of Forum on Women in Leadership; Advisory Council on the Status of Women and Government of Newfoundland and Labrador.

- Facilitated a panel discussion session with audience interaction via clicker technology under the leadership of the Premier Kathy Dunderdale (approximately 700 attendees). Promoted this event as a guest on "Cross Talk" on January 16, 2013 [CBC radio talk show].

Executive Education

January 2006 – ongoing

Gardiner Centre (previous 2007 - Centre for Management Development), Faculty of Business Administration, Memorial University, St. John's, NL; Facilitator for open enrolment and custom client designed seminars on leadership, women in leadership, teambuilding and healthy work.

February 2010; March 2012

Department of Justice, Government of Newfoundland and Labrador: Facilitated training sessions on self-awareness, communication and collaboration.

May 2005

Atlantic Canadian Opportunities Agency, St. John's, NL; Facilitated workshop session using the DiSC Personality Profile to increase self-awareness and effectiveness.

February 2005

Husky Oil Management Team Retreat (Jane Helleur & Associates), St. John's, NL; Used the Enneagram as a personality profiling tool in a team building retreat to assist a senior management team gain insight into how they interact.

February 2002

Correctional Service of Canada, Succession Planning Conference; Kingston, ON, Canada; Prepared and delivered workshop on transformational leadership for a management succession planning conference.

1999 – 2003: Leadership Training

Queen's Executive Development Center, Queen's School of Business, Queen's University, Kingston, ON, Canada; Facilitated individual and small group sessions on effective leadership and interpersonal communication for Executive Development Leadership Program (a one-week on-site program).

Telus, Edmonton, AB, Canada; Conducted individual feedback sessions on effective leadership (2001).

Bell Canada, Toronto, ON, Canada; Conducted individual feedback sessions on effective leadership (1999-2000).

Invited Presentations & Interviews

'Brown Bag Seminar'. *Leadership, commitment and turnover: The moderating role of employee vulnerability*. [Hancock, A.J., Walsh, M.M., Connelly, C.E., Gellatly, I.] Memorial University, Faculty of Business Administration, January 12, 2018.

'CPHR Newfoundland & Labrador' *Leadership & gender stereotypes in the workplace*. St. John's, NL. November 6, 2017.

'Brown Bag Seminar'. *Leader burnout and role demands: A pattern-oriented approach*. [Connelly, C.E., Gellatly, I., Walsh, M.M. & Withey, M.J.] Memorial University, Faculty of Business Administration, February 10, 2017.

'Brown Bag Seminar'. *Transformational leadership and employee psychological well-being: A review and directions for future research*. Memorial University, Faculty of Business Administration, January 20, 2017.

'Brown Bag Seminar'. *Motivation to lead and management by exception: The moderating role of stress*. [Walsh, M.M. & Connelly, C.E.] Memorial University, Faculty of Business Administration, February 12, 2016.

'Occupational health and safety research forum'. *Leadership styles and well-being: The amplifying effects of mindfulness* [Walsh, M.M.] SafetyNet Centre for Occupational Health & Safety Research, Memorial University. December 6, 2016.

'Engaging Ideas: *Leadership and well-being*'. SubSea 7 and Faculty of Business Administration, St. John's, November 28, 2016.

'Husky's Women's Leadership Network (WLN)'. *Transformational leadership, gender and employee well-being*. St. John's, NL, October 30, 2015.

'Engaging Ideas: *Sexual orientation at work*'. Faculty of Business Administration, Memorial University, April 30, 2015.

'Engaging Ideas: *Leading the way to a healthier workforce*'. Faculty of Business Administration, Memorial University, September 25, 2014.

'Brown Bag Seminar'. *Sexual orientation and gender-typed work*. [Clark, H.M.] Memorial University, Faculty of Business Administration, 2014.

'Brown Bag Seminar'. *Vision, gender and contextual influences*. [Walsh, M.M & Loughlin, C.] Memorial University, Faculty of Business Administration, September 27, 2013.

St. John's Board of Trade. *Work and life: Can organizations help employees achieve balance?* May 25, 2012.

'Brown Bag Seminar'. *Investigating the effects of transformational leadership on leader career progression and health*. Memorial University, Faculty of Business Administration, November 25, 2011.

4th Annual Women in Leadership Conference: Leading with Confidence. *Female leaders: Behaviour, perception, and career advancement*. St. John's, NL, October 5, 2011.

Invited Chair of paper presentation session 'The impact of gender on occupational health' at *Sex, Gender and Health: New Directions in Research Conference*, Newfoundland and Labrador Centre for Applied Health Research, Memorial University, St. John's, NL, October 19, 2009.

Interview with Judy Pearson (contact through SIOP) for book *A Different Kind of Courage: A Users' Guide for Women*. February 18, 2009.

'*Transformational leadership*' presentation for International Personnel Management Association professional meeting, St. John's, NL; February 17, 2009.

'*Building Healthy Workplaces*' presentation for International Personnel Management Association professional meeting, St. John's, NL; December 4, 2008.

Invited presentation as part of workshop and panel discussion for ARTC (Atlantic Regional Training Centre); *Building healthy workplaces*. St. John's, NL. April 17, 2008.

'*Workplace Violence*' (with Dr. Dupré) presented at the International Personnel Management Association professional meeting, St. John's, NL; January 17, 2007.

Invited presentation at the workshop 'A Decade of Research, Policy and Practice on Women's Health at Work: Challenges, Successes, and Goals for the Future'; Held prior to the SafetyNet Conference June 7, 2006; *'The whole person at work'*.

Invited Chair of paper presentation session '*Work-related stress, aggression and violence*' at SafetyNet Conference, Memorial University, St. John's, NL, June 7-10, 2006.

'Women in leadership' at the Human Resources Professionals of Newfoundland and Labrador monthly professional meeting, April 12, 2005.

Celebrate Memorial: Leader Forum 2004, Leaders of Tomorrow, Today! Memorial University, Student Services Orientation; 2-hour seminar for ~ 120 Memorial students from various disciplines [with Andrea Caddigan; graduate student] (October 23, 2004).

Presenter on panel for New Faculty Orientation, Memorial University, September 7, 2004.

Presenter at Research Days, Faculty of Business Administration, Memorial University, January 23, 2004.

Professional Memberships

Academy of Management (AOM)

Administrative Sciences Association of Canada (ASAC)

American Psychological Association (APA)

Society for Industrial and Organizational Psychology (SIOP)