

**Amy M. Warren, PhD**  
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#### Education

- Ph.D., Saint Mary's University, Halifax, NS, 2009
- Master of Employment Relations (MER), Memorial University, St. John's, NL, 2003
- Bachelor of Commerce Co-operative, Memorial University, St. John's, NL, 2001

#### Employment

- Interim Associate Vice President (Academic), and Dean, School of Graduate Studies (September 1, 2021-present)
- Deputy Co-Director of Academic Operations (December 2022-February 2023)
- Associate Dean, School of Graduate Studies (July 1, 2020-September 1, 2021)
- Director (and Graduate Officer), Master of Employment Relations Program (MER) (September 2017-June 2020)
- Associate Professor, Memorial University (September 2015-present)
- Assistant Professor, tenure track, Memorial University (January 2009-August 2015)
- Assistant Professor, term apt, Memorial University (September, 2007-January 2009)
- Lecturer, Memorial University (September, 2004 - August, 2007)
- Lecturer, Memorial University (September, 2003 - April, 2004)
- Graduate Assistant (September 2001-August 2003).

#### Research Grants Awarded

- SSHRC Insight Grant (2023-2026): Dionisi, A. (Principal Investigator), **Warren, A.M.** & Dupré, K (Co-Investigators), **\$144,250.**
- SSHRC Insight Grant (2017-2024): **Warren, A.M.** (Principal Investigator), Brown, Trevor, & Dupré, K., **\$95,450.**
- Applied for SSHRC grant in 2015, notified of 4A rating in 2016. Awarded grant at the Faculty level. **Warren, A.M.** (Principal Investigator), Brown, T., & Dupré, K., **\$5000.**
- SSHRC Standard Research Grant (2011-2014-received 1 year extension due to Maternity leave): **Warren, A.M.** (Principal Investigator), Dupré, K., & Kelloway, K., **\$30,345.**

## Disability Advocacy

- Invited guest (April 11, 2023). Accessibility. *Learning Technology Coaches' Podcast*, CITL, Memorial University.  
<https://www.buzzsprout.com/2022304/12821785-s2e1-a-senior-academic-leader-s-perspective-on-the-importance-of-accessibility-in-higher-education>
- Invited guest speaker (October 24, 2022), Accessibility at Work. *NL Hydro, Diversity and Inclusion Day*.
- Invited guest speaker (April 28, 2022), Disability and the University, *Senior Women's Academic Administrators Canada Conference (SWACC)*.
- Board member (September 2022-present): *Empower: The Disability Resource Centre, NL*. <https://empowernl.ca/>
- Intellectual contribution: Warren, A.M. (2020, March 13). I had to come to terms with my disability when it affected my work. *Globe and Mail*, First Person Essay.  
<https://www.theglobeandmail.com/life/first-person/article-i-had-come-to-terms-with-my-disability-when-it-affected-my-work/>
- Eaton, J (2020, November 3). Making trails more accessible featuring Amy Warren.  
*CBC News*. Recording can be found here:  
<https://www.cbc.ca/player/play/1814979139740>
- Eaton, J. (2020, November 11). St. John's trail system isn't a smooth ride for people with mobility issue mobility issues. Article can be found here:  
<https://www.cbc.ca/news/canada/newfoundland-labrador/amy-warren-searching-for-shared-accessible-spaces-1.5785615>
- Invited panelist (Winter, 2019). Universal Design and Access. *School of Graduate Studies: Diversity Dialogue Series*.

## Intellectual Contributions

### Articles

Mazumdar, B., Warren, A., & Brown, T. (2<sup>nd</sup> R and R). The new meaning of retirement for bridge employees: Situating bridge employment through the lens of the kaleidoscope career model. *Human Resource Development Quarterly*.

Mazumdar, B., Warren, A., Dupré, K., & Brown, T. (2021). Employment expectations: Examining the effect of psychological contract fulfillment on bridge employees' personal and work attitudes. *Personnel Review*. <https://doi.org/10.1108/PR-08-2020-0658>

Warren, A.M. (2020, March 13). I had to come to terms with my disability when it affected my work. *Globe and Mail*, First Person Essay.  
<https://www.theglobeandmail.com/life/first-person/article-i-had-come-to-terms-with-my-disability-when-it-affected-my-work/>

- Mazumdar, B., Warren, A., & Brown, R. (2020). Bridge employment: Understanding the expectations and experiences of bridge employees. *Human Resource Management Journal*. <https://doi.org/10.1111/1748-8583.12323>
- Mazumdar, B., Warren, A., Dupré, K. (2018). Extending understanding of bridge employment: A critical analysis. *Personnel Review*, 47(7), 1345-1361. <https://doi.org/10.1108/PR-10-2016-0276>
- Brown, T., Warren, A.M., and Khattar, V. (2016). The impact of different behavioral goals on transfer from a M=management development program. *Human Resource Development Quarterly*, 27(3), 349-372. <https://doi.org/10.1002/hrdq.21257>
- Warren, A. (2016). Book review: HRD audit: Evaluating the human resource function for business improvement. *South Asian Journal of Human Resource Management*, 2(2), 231- 234. <https://doi.org/10.1177/2322093715599278>.
- Long, B. S., Grant, J., Mills, A., Rudderham-Gaudet, E., & Warren, A. (2015). Integrative cases: Genocide in Rwanda: Leadership, ethics and organizational failure in a post-colonial context. In R. Daft & A. Armstrong (Eds.), *Organization theory & design* (pp. 542-552). Toronto, Ontario: Nelson Education Ltd. eBook ISBN9781351279529.
- Hart, S. M. & Warren, A. M. (2015). Exploring the links between recruitment and retention of nurses, work load, stress and labour relations. *Economic and Industrial Democracy*, 36(2), 305-329. <https://doi.org/10.1177/0143831X13505119>.
- Brown, T.C. & Warren, A.M. (2014). Evaluation of transfer of training in a sample of union and management participants: A comparison of two self-management techniques. *Human Resource Development International*, 17(3), p. 277-296. <https://doi.org/10.1080/13678868.2014.907975>.
- Warren, A. M. & Kelloway, E. K. (2010). Retirement decisions in the context of the abolishment of mandatory retirement. *International Journal of Manpower*, 31(3). <https://www.emerald.com/insight/content/doi/10.1108/01437721011050585/full/html>
- Brown, T. C., Hillier, T., & Warren, A. M. (2010). Youth employability training: Two experiments. *Career Development International*, 15(2), 166-187. <https://eric.ed.gov/?id=EJ923423>

Brown, T. & Warren, A. M. (2009). Distal goal and proximal goal transfer of training interventions in an executive education program. *Human Resources Development Quarterly*, 20 (3), 265-285. <https://doi.org/10.1002/hrdq.20021>.

Warren, A. M. (2007). Abolishing mandatory retirement? A complicated proposition. *Workplace Review*, 4 (2), 30-35.

#### *Referred Book Chapters*

Long, B. S., Grant, J., Mills, A., Rudderham Gaudet, E., & Warren, A. (2009). "Genocide in Rwanda: leadership, ethics and organizational", in E. Raufflet and A.J. Mills (Eds.) *The Dark Side: Critical Cases on the Downside of Business*. Greenleaf Publishing Limited, UK.  
[https://www.academia.edu/229455/Long\\_B\\_Grant\\_J\\_D\\_Mills\\_A\\_J\\_Rudderham\\_Gaudet\\_E\\_and\\_Warren\\_A\\_2009\\_Genocide\\_in\\_Rwanda\\_Leadership\\_Ethics\\_and\\_Organizational\\_Failure\\_in\\_Raufflet\\_E\\_and\\_Mills\\_Albert\\_J\\_Eds\\_The\\_Dark\\_Side\\_Critical\\_Cases\\_on\\_the\\_Downside\\_of\\_Business\\_pp\\_268\\_289\\_Sheffield\\_Greenleaf\\_Publishing](https://www.academia.edu/229455/Long_B_Grant_J_D_Mills_A_J_Rudderham_Gaudet_E_and_Warren_A_2009_Genocide_in_Rwanda_Leadership_Ethics_and_Organizational_Failure_in_Raufflet_E_and_Mills_Albert_J_Eds_The_Dark_Side_Critical_Cases_on_the_Downside_of_Business_pp_268_289_Sheffield_Greenleaf_Publishing)

#### *Refereed Conference Proceedings*

Brown, T. C., Warren, A. M., & Khattar, V. (2012). The impact of behavioral goals on transfer of training: A field study. *ASAC Conference*, St. John's, Newfoundland.

Warren, A. M., Kelloway, E. K. , & Mills, A. J. (2010). Retirement timing decisions and the abolishment of mandatory retirement: Rethinking notions of diversity. *IFSAM/ANZAM World Congress Conference*, Paris, France.

Warren, A. M. & Kelloway, K. (2009). Testing a model of retirement decisions in the context of the abolishment of mandatory retirement. *ASAC Conference*, Niagara Falls, Ontario.

#### *Conference Presentations*

##### *International*

Brown, T., Warren, A., Dupré, K., Hickman, R., & Mahdavi, S. (2022). Employee recognition and respectful workplace: Potential avenues for HRD research interventions related to mistreatment? *The University Forum for Human Resource Development Annual Conference*, UK.

Brown, T., Warren, A., Dupré, K., Hickman, R., & Mahdavi, S. (2020). Employee recognition and respectful workplace: Potential avenues for HRD research interventions related to mistreatment? Accepted-*University Forum for Human Resource Development Conference*, online.

- Mazumdar, B., Warren, A., & Brown, T. (2020). Understanding bridge employment through the lenses of kaleidoscopic career model. *Academy of Management Conference*, Virtual Conference.
- Mazumdar, B., Warren, A., & Brown, T. (2018). Bridge employment experience: An exploratory approach. *Academy of Management Conference*, Chicago, Illinois.
- Walsh, M., Arnold, K., & Warren, A. (2018). Finding meaning in a stigmatized context: Emotion work and well-being for funeral directors. *EURAM Conference*, Reykjavik, Iceland.
- Mazumdar, B., Warren, A., Brown, T., & Dupré, K. (2017). Outcomes of bridge employment: A psychological contract theory perspective. *Academy of Management Conference*, Atlanta, Georgia.
- Thibault, T., Kelloway, K. Brown D., and Warren, A. (2016). The Influence of Workplace Stress, Pension, and Work Arrangements on Age One Plans to Retire. *EAHP Conference*, Athens, Greece.
- Brown, T. C. (2014). *The power of the word generation: Dealing with multigenerational issues in the classroom*. *Academy of Management Conference*, Philadelphia, Pennsylvania.
- Brown, T. C. & Warren, A. M. (2013). The impact of behavioural goals on transfer from a management development program. *Academy of Management Conference*, Orlando, Florida.
- Dupré, K., Warren, A. M., & Blackmore, A. (2013). The effects of work family organizational culture and transformational leadership on life and relationship satisfaction. *Work & Stress*, Las Angeles, California.
- Warren, A. M., Kelloway, E. K., Dupré, K., & Green, S. (2013). Workplace Aggression in Multigenerational Workplaces. *Work & Stress*, Las Angeles, California.
- Warren, A., M., Kelloway, E.K., & Dupré, K. (2011). Workers and love of job: Implications for retirement timing and well being. *Work, Stress and Health Conference*, Orlando Florida.
- Long, B., Grant, J., Mills, A., Ruderham, E., & Warren, A. (2006, August). Rwanda. *Academy of Management Conference*, Atlanta, Georgia.

#### *National*

- Hickman, R., Warren, A., Brown, T., & Dupré, K. (2020). Development of behavioural observation scales to address workplace mistreatment. *ASAC*, Virtual Conference.

Mazumdar, B., Corsano, T., Warren, A, & Brown, T. (2020). Bridge employment: An investigation of recruitment practices and employment policies to better attract and engage bridge employees. *ASAC*, Virtual Conference.

Mazumdar, B., Warren, A.M., & Dupré, K. (2015). Expectations and attainment of bridge employees in their new employment: A psychological contract perspective. *ASAC*, Halifax, Nova Scotia.

Dupré, K., Warren, A., & McEvoy, A. (2015). Familial work experiences and personal wellbeing. *Canadian Psychological Association*, Ottawa, Ontario.

Dupré, K. & Warren, A. M. (2014). *Abusive Supervision and the Work-Life Interface*. *Canadian Psychological Association*, Vancouver, Canada.

Mackey, A., Warren, A. M. , & Kelloway, K. E. (2012). Union perceptions of generation Y. *ASAC Conference*, St. John's, Canada.

Warren, A. M. & Brown, T. (2006). Employment equity in the public service. *ASAC Conference*, Banff, Canada.

Thun, B., Warren, A., Fraser, A., & Yue, A. R. (2004). Who's publishing about gender? Author demographics and patterns of publishing in Canada. *McGraw-Hill Ryerson Teaching and Learning Conference*, Halifax, Canada.

Warren, A. M. & Mills, A. (2004, June). Organization and death. *ASAC Conference*, Toronto, Canada.

Warren, A. M. & Hart, S. (2003). Offshore employment: The implications for health and well- being of individuals, families and communities. *Canadian Industrial Relations Association Annual Conference*, Halifax, Canada.

#### *Regional*

Hart, S. & Warren, A. M. (2009). Nurses' work. *Sex, Gender and Health: New Directions in Research Symposium*, St. John's, Newfoundland.

Warren, A. M. (2007, September). MBA's motivation to learn and perception of age. *Atlantic Schools of Business Association Conference*, Wolfville, Canada.

### Graduate Supervision and Thesis Committees (Past 5 years)

- 2020-present: Chair of PhD Defences, Memorial University (chaired more than 20 defences to date)
- 2020-present: PhD thesis committee member for Festus Adeolu Ajayi (proposal defended)
- 2020-present: PhD thesis committee member for Shadi Mahdavi (proposal in progress)
- 2014-present: PhD Co-supervisor for Aleksandra Stefanovic-Chafe. (thesis draft started)
- 2017-2020: MSc thesis Supervisor for Shaun Morrissey (completed)
- 2018-2022: PhD thesis committee member for Amanda Hancock (completed)
- 2019: External Examiner for PhD Thesis for John Adrian Mackenzie (completed)
- 2016-2019: MSc thesis Supervisor for Robert Hickman (completed)
- 2018: Internal Examiner for MSc thesis for Mahyar Garmsiri (completed)
- 2014-2018: PhD Co-supervisor for Bishakha Mazumdar (completed)
- 2015-2018: PhD thesis committee member for Bui Petersen (completed)

### Teaching and Course Design

#### *Graduate Courses*

- Business 8505 (Human Resource Management for MBA SEE program)
- Business 9904 (PhD Qualitative Research Methods)
- Business 8204 (Graduate level Introduction to Human Resource Management)
- EMRE 6020 (Master of Employment Relations Qualitative Research Methods)
- EMRE 6030 (Master of Employment Relations Research Project)
- EMRE 6040 (Master of Employment Relations Applied Research Course)

#### *Undergraduate Courses*

- Business 7310 (Advanced Seminar in Human Resource Management)
- Business 6310 (Advanced Human Resource Management)
- Business 6045 (Occupational Health and Safety)
- Business 7315 (Training and Development, formerly Business 6021)
- Business 5301 (Organization Theory)
- Business 4320 (Introduction to Human Resource Management)
- Business 3320 (Introduction to Labour Relations)
- Business 2000 (Communications)

#### *Courses Designed/Redesigned*

- 2021-present: Conflict Management (non-credit) professional development course for School of Graduate Studies, Memorial University.
- 2018-2019: Business 8505, graduate course design
- 2018-2019: Business 4320 (remote delivery), undergraduate course re-design
- 2011-2012: Business 4320 (remote delivery), undergraduate course re-design

- 2011-2012: Business 8210 (remote delivery), graduate course re-design (co-author)

#### Service to Memorial University (Past 5 years)

##### *Committee Chair*

- 2021-present: Chair, Academic Council, School of Graduate Studies
- 2021-present: Chair, Academic Council Executive, School of Graduate Studies
- 2023-present: Chair, Accessibility Steering Committee
- 2021-present: Chair, School of Graduate Studies Equity, Diversity Inclusion and Anti-Racism Committee
- 2021-present: Chair, Awards and Scholarships Committee, School of Graduate Studies
- 2022: Chair, Review Committee for Dean of Arctic and Subarctic Studies, Labrador Campus
- 2020-2021: Chair, Committee for Canada Graduate Scholarships Doctoral, School of Graduate Studies
- 2020-2021 Chair, Committee for Canada Graduate Scholarships Masters, School of Graduate Studies
- 2020-2021: Chair, Dean's Awards Committee, School of Graduate Studies
- 2020-2021: Chair, President's Award for Graduate Supervision Committee, School of Graduate Studies
- 2018: Chair, ad hoc Promotion and Tenure Committee, Faculty of Business Administration
- 2017-2020: Chair, Graduate Committee for Employment Relations (GCER), Masters of Employment Relations Program (MER)
- 2017-2020: Chair, MER program Advisory Board

##### *Committee Member*

- 2023: Member, Conflict of Interest Committee
- 2023: Dean's Appointee, Associate Dean Graduate Programs Search Committee, Faculty of Business Administration
- 2022-present: Member, Recruitment/Enrolment Advisory Working Group,
- 2022-present: Member, EDI-AR Conference Planning Committee
- 2022-present: Member, Human Resources and Employment Working Group, EDI-AR Strategic Planning Committee
- 2022-2023: Member, Provost Search Committee (search on hold)
- 2021-present: Member, Research IT committee
- 2021-present: Provost's Delegate for Step 2 Grievances
- 2021-present: Member, Executive Committee of Memorial University Senate
- 2021-present: Senator, Memorial University Senate
- 2021-present: Member, Canada Research Chair Steering Committee
- 2021-present: Adjudicator, Seed, Bridge and Multi-disciplinary Fund Adjudication Committee



- 2021-present: Member, Provost's Team
- 2021-present: Member, Academic Leadership Council (formerly Deans' Council)
- 2021-present: Member, Extended Deans' Council
- 2021-present: Member, Management Leadership Council
- 2021-2023: Member, Ad Hoc Committee on Accessibility
- 2020-present: Member, Research Advisory Committee EDI
- 2020-2021: Member, Senate Committee on Research
- 2020-2021: Member, the SGS Academic Appeals Committee
- 2020-2021: Member, IDPhD Admissions Committee
- 2021: Member, Search Committee for Dean of Library
- 2020-2021: Member, Expert Working Group for Public Engagement
- 2020-2021: Member, Ocean Frontier Institute (OFI) Equity, Diversity, Inclusion Anti-Racism Advisory Committee
- 2020-2021: Member, Academic Council, School of Graduate Studies
- 2020-2021: Member, Academic Council Executive, School of Graduate Studies
- 2020-2021: Member, Special Committee of Senate for Evaluating Course and Teaching Effectiveness, Senate
- 2020-2021: Member, Awards Advisory Committee
- 2020-2021: Member, Research Advisory Committee
- 2020-2021: Member, CRCEF Working Group on EDI
- 2019-2021: Member, Employment Equity and Diversity Advisory Committee, Office of the Vice Provost and Vice President (Academic)
- 2019-2021: Member, Ad Hoc Diversity Committee, School of Graduate Studies
- 2019-2020: Member, Occupational Health and Safety Committee, Faculty of Business Administration
- 2012-2017: Member, Master of Employment Relations Policy Committee
- 2011-2017: Member, Master of Employment Relations Admissions Committee
- 2017-2017: Member, Advisory Board Employment Relations
- 2018-2019: Member, Promotion and Tenure Committee, Faculty of Business

#### Service to the Profession (Past 5 years)

- 2022: Reviewer for: *Journal of Organizational Effectiveness*
- 2020-2021: Associate Editor, *South Asian Journal of Human Resource Management*.
- 2020: Reviewer for: *Human Resource Development Quarterly*
- 2020: Reviewer for: *Journal of Organizational Effectiveness*
- 2020: Reviewer for: *Personnel Review*
- 2019: Reviewer for: *South Asian Journal Human Resource Management*
- 2019: Reviewer for: *Ageing International*
- 2019: Reviewer for: *Human Resource Development Quarterly*
- 2019: Reviewer for: *International Journal of Workplace Health Management*

- 2018: Reviewer for: *Journal of Managerial Psychology*
- 2018: Reviewer for: *Journal of Organizational Effectiveness*

#### Service to the Community (Past 5 years)

##### *Other Invited Presentations*

- 2023: Invited guest speaker, Who is Academia for? Nexus Exchange, Memorial University.
- 2019: Nalcor: Invited guest speaker, Multigenerational workplaces.

##### *Other Community Service Activities*

- 2023-2026: Board Member, North Eastern Association of Graduate Schools (NEAGS). <https://neags.org/membership/executive-committee-members/>
- 2022-present: Board Member, Empower: The Disability Resource Centre, NL. Board member (September 2022-present). <https://empowernl.ca/>
- 2022-present: Committee member, Human Resource Committee, Empower: The Disability Resource Centre.
- 2017-2019: Board Member, Lakecrest Independent School, Board of Directors
- 2017-2019: Committee member, Lakecrest Independent School, Selection Committee for Head of School.

#### Consulting Experience (Past 5 years)

- 2018: Gardiner Centre: (1) HR Policy, (2) Recruitment and Selection

#### Awards (Past 5 years)

- 2019: Certificate of Excellence in Peer Review, *South Asian Journal of HRM*
- 2018: Best Reviewer Award, *Journal of Managerial Psychology*