

## Jennifer L. Berdahl

Department of Sociology  
University of British Columbia  
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### Positions Held

2019-present, Professor, Department of Sociology, University of British Columbia  
2017-2018, Professor of Leadership Studies: Gender and Diversity, Sauder School of Business, University of British Columbia  
2014-2016, Montalbano Professor of Leadership Studies: Gender and Diversity, Sauder School of Business, University of British Columbia  
2013-2014, Professor, Rotman School of Management, University of Toronto  
2007-2013, Associate Professor, Rotman School of Management, University of Toronto  
2007 Visiting Scholar, Department of Organizational Behaviour, INSEAD, France  
2005 Visiting Scholar, Institute of Personality & Social Psychology, University of California Berkeley  
2003 Visiting Research Collaborator, Department of Psychology, Princeton University  
2001-2007, Assistant Professor, Rotman School of Management, University of Toronto  
1998-2001, Assistant Professor, Haas School of Business, University of California, Berkeley

### Education

Ph.D., Social Psychology, 1999, University of Illinois, Champaign-Urbana. *Thesis:* Perception, power, and performance in small groups: Insights from a computational model. *Supervisor:* Joseph E. McGrath  
M.A., Social Psychology, 1996, University of Illinois, Champaign-Urbana. *Thesis:* Gender and leadership in work groups over time: A test of five alternative models. *Supervisor:* Joseph E. McGrath  
M.A., Labor and Industrial Relations, 1993, University of Illinois, Champaign-Urbana. *Supervisor:* Francine D. Blau  
B.A., Psychology (Highest Honors), 1989, Macalester College, St. Paul, MN. *Thesis:* Dual-earner stress and coping strategies. *Supervisor:* Jack E. Rossmann

### Academic Publications

Berdahl, J. L., Cooper, M., Glick, P., Livingston, R. & Williams, J. C. (2018). Work as a masculinity contest. *Journal of Social Issues*, 74(3), 422-448.

- Glick, P., Berdahl, J. L. & Alonso, N. (2018). Development and validation of the Masculinity Contest Culture Scale. *Journal of Social Issues, 74*(3), 449-476.
- Williams, J., Berdahl, J. L. & Vandello, J. A. (2016). Beyond work-life 'integration.' *Annual Review of Psychology, 67*, 515-539.
- Bai, F., Uhlmann, E. L. & Berdahl, J. L. (2015). The robustness of the win-win effect. *Journal of Experimental Social Psychology, 61*, 139-143.
- Berdahl, J. L., Uhlmann, E. L. & Bai, F. (2015). Win-win: Female *and* male athletes from more gender equal nations perform better in international sports competitions. *Journal of Experimental Social Psychology, 56*, 1-3.
- O'Reilly, J., Robinson, S., Berdahl, J. L. & Banki, S. (2015). Is negative attention better than no attention? The comparative effects of ostracism and harassment at work. *Organization Science, 26*(3), 633-940.
- Salin, D., Roberge, M. E., Salimaki, A. & Berdahl, J. L. (2014). "I wish I had...": Target reflections on responses to workplace mistreatment. *Human Relations, 67*(10), 1189-1211.
- Berdahl, J. L. & Moon, S. (2013). Workplace mistreatment of middle class workers based on sex, parenthood, and caregiving. *Journal of Social Issues, 69*, 341-366.
- Williams, J. C., Blair-Loy, M. & Berdahl, J. L. (2013). Cultural schemas, social class, and the flexibility stigma. *Journal of Social Issues, 69*, 209-234.
- Berdahl, J. L. & Min, J. A. (2012). Prescriptive stereotypes and workplace consequences for East Asians in North America. *Cultural Diversity and Ethnic Minority Psychology, 18*, 141-152.
- Berdahl, J. L. (2011). Susan Fiske. In K. M. Dowding (Ed.), *Encyclopedia of Power*. Thousand Oaks, CA: Sage Publications.
- Berdahl, J. L. & Raver, J. L. (2011). Sexual harassment. In S. Zedeck (Ed.), *Handbook of Industrial and Organizational Psychology, Vol. 3* (pp. 641-669). American Psychological Association.
- Berdahl, J. L. & Stuart, H. C. (2010). Group development. In J. M. Levine & M. A. Hogg (Eds.), *Encyclopedia of Group Processes and Intergroup Relations*. Thousand Oaks, CA: Sage Publications.
- Berdahl, J. L. & Aquino, K. (2009). Sexual behavior at work: Fun or folly? *Journal of Applied Psychology, 94*, 34-47.
- Berdahl, J. L. (2008). Social power in action. *Social Justice Research, 21*, 255-262.
- Chatman, J., Boisnier, A., Spataro, S. E., & Anderson, C., & Berdahl, J. L. (2008). The typical, the rare, and the outnumbered: Disentangling the effects of historical typicality and numerical distinctiveness at work. *Organizational Behavior and Human Decision Processes, 107*, 141-160.
- Cortina, L. & Berdahl, J. L. (2008). Sexual harassment in organizations: A decade of research in review. In C. L. Cooper & J. Barling (Eds.), *Handbook of Organizational Behavior, 1*, 469-497.
- Jimeno-Ingrum, D., Berdahl, J. L., & Lucero-Wagoner, B. (2008). Stereotypes of Latinos and Whites: Do they guide evaluations in diverse work groups? *Cultural Diversity and Ethnic Minority Psychology, 15*, 158-164.

- Berdahl, J. L. (2007). Harassment based on sex: Protecting social status in the context of gender hierarchy. *Academy of Management Review*, 32, 641-658.
- Berdahl, J. L. (2007). The sexual harassment of uppity women. *Journal of Applied Psychology*, 92, 425-437.
- Fiske, S. T. & Berdahl, J. L. (2007). Social power. In E. T. Higgins & A. W. Kruglanski (Eds.), *Social Psychology: Handbook of Basic Principles*. Oxford University Press.
- Berdahl, J. L. & Martorana, P. (2006). Effects of power on emotion and expression during a controversial group discussion. *European Journal of Social Psychology: Special Issue on Social Power*, 36, 497-510.
- Berdahl, J. L. & Moore, C. (2006). Workplace harassment: Double jeopardy for minority women. *Journal of Applied Psychology*, 91, 426-436.
- Berdahl, J. L. & Anderson, C. (2005). Men, women, and leadership centralization in groups over time. *Group Dynamics: Theory, Research, and Practice*, 9, 45-57.
- Berdahl, J. L. & Henry, K. (2005). Contemporary issues in group research. In S.A. Wheelan, S. A. (Ed.), *Handbook of Group Research and Practice* (pp. 19-37). Thousand Oaks, CA: Sage.
- Meyers, R. A., Berdahl, J. L., Brashers, D., Considine, J. R., Kelly, J., Moore, C., Peterson, J., & Spoor, J. R. (2004). Feminist perspectives on small groups. In M. S. Poole & A. B. Hollingshead (Eds.), *Theories of Small Groups: An Interdisciplinary Perspective* (pp. 241-276). Thousand Oaks, CA: Sage.
- Anderson, C. & Berdahl, J. L. (2002). The experience of power: Examining the effects of power on approach and inhibition tendencies. *Journal of Personality and Social Psychology*, 83, 1362-1377.
- Arrow, H., McGrath, J. E., & Berdahl, J. L. (2000). Small groups as complex systems: Formation, coordination, development, and adaptation. Thousand Oaks, CA: Sage.
- McGrath, J. E., Arrow, H., & Berdahl, J. L. (2000). The study of groups: Past, present, and future. *Personality and Social Psychology Review*, 4, 95-105.
- McGrath, J. E., Arrow, H., & Berdahl, J. L. (1999). Cooperation and conflict as manifestations of coordination in small groups. *Polish Psychological Bulletin*, 30, 1-14.
- Berdahl, J. L. (1998). The dynamics of composition and socialization in small groups: Insights gained from developing a computational model. In M. A. Neale, E. A. Mannix, & D. H. Gruenfeld (Eds.), *Research on Managing in Groups and Teams*, 1 (pp. 209-227). Greenwich, CT: JAI Press, Inc.
- McGrath, J. E., & Berdahl, J. L. (1998). Groups, technology, and time: Use of computers for collaborative work. In Tindale et al. (Eds.) *Theory and Research on Small Groups* (pp. 205-228). New York, NY: Plenum.
- Waldo, C. R., Berdahl, J. L., & Fitzgerald, L. F. (1998). Are men sexually harassed? If so, by whom? *Law and Human Behavior*, 22(1), 59-79.
- Berdahl, J. L. (1996). Gender and leadership in work groups: Six alternative models. *Leadership Quarterly*, 7(1), 21-40.
- Arrow, H., Berdahl, J. L., Bouas, K. S., Craig, K. M., Cummings, A., Lebie, L., McGrath, J. E., O'Connor, K. M., Rhoades, J. A., & Schlosser, A. (1996). Time, technology, and groups: An integration. *Computer Supported Cooperative Work*, 4(2-3), 253-261.

- Berdahl, J. L., Magley, V. J., & Waldo, C. R. (1996). The sexual harassment of men? Exploring the concept with theory and data. *Psychology of Women Quarterly*, 20, 527-547.
- Berdahl, J. L., & Craig, K. M. (1996). Equality of participation and influence in groups: The effects of communication medium and sex composition. *Computer Supported Cooperative Work*, 4(2-3), 153-178.
- McGrath, J. E., Berdahl, J. L., & Arrow, H. (1995). Traits, expectations, culture and clout: The dynamics of diversity in work groups. In S. E. Jackson & M. Ruderman (Eds.) *Diversity in Work Teams: Research Paradigms for a Changing Workplace* (pp. 17-46). Washington, D.C.: American Psychological Association.

### **Publications for General Audiences**

#### *Newspaper and Magazine*

- Berdahl, J. L., Glick, P. & Cooper, M. (2018). How masculinity contests undermine organizations, and what to do about it. *Harvard Business Review*, November 2.
- Berdahl, J. L. (2017). The "crazy/bitch" narrative about senior academic women. Op-ed in *The Georgia Straight*, July 15.
- Berdahl, J. L. (2014). Find the quiet heroes and fire the bad apples. Op-ed in the *New York Times*, October 30.
- Berdahl, J. L. (2014). How to make corporate boards more diverse. Guest column in *The Globe and Mail*, May 26.
- Williams, J., Blair-Loy, M. & Berdahl, J. L. (2013). The flexibility stigma. *Rotman Magazine*, Winter, pp. 34-39.
- Berdahl, J. L. (2011). Passive mistreatment in the workplace. *Rotman Magazine*, Spring, pp. 79-81.
- Chatman, J., Berdahl, J., Boisnier, A., Spataro, S. & Anderson, C. (2010). Being distinctive vs. being conspicuous. *Rotman Magazine*, Spring, pp. 64-70.
- Berdahl, J. L. (2009). The playing field is still uneven. Op-ed article in *The Globe and Mail*, December 2.
- Berdahl, J. L. (2007). The evolution of sexual harassment in the workplace. *Rotman Magazine*, Winter, pp. 48-51.
- Berdahl, J. L. (2006). Shatter the glass ceiling. *The National Post*, January 24.
- Berdahl, J. L. (2005). Gender and leadership in groups. *Rotman Magazine*, Spring/Summer, pp. 40-43.
- Berdahl, J. L. (2004). Coaching Corner in Canada Post's employee newsletter, *Interaction*, December.
- Berdahl, J. L. (2003). How power relations shape behavior and perceptions at work. Article in *Rotman Magazine* (Fall, pp. 26-27), *Canadian HR Reporter*, and *The Globe and Mail*.

*Blog Posts*

Some thoughts on the legacy of “Lean In.” Aug 27, 2018.

<http://jberdahl.blogspot.com/2018/08/on-wind-of-lean-in.html>

Striving for excellence in climbing. May 11, 2018.

<http://jberdahl.blogspot.com/2018/05/striving-for-excellence-in-climbing.html>

On Professor Ayesha Chaudhry's resignation from the UBC Board of Governors. April 25, 2018. <http://jberdahl.blogspot.com/2018/04/on-professor-ayesha-chaudhrys.html>

Tolerating sexual harassment: A personal reckoning. October 5, 2017.

<http://jberdahl.blogspot.ca/2017/10/tolerating-sexual-harassment-personal.html>

Reactions to "The Crazy/Bitch Narrative About Senior Academic Women." July 20, 2017.

<http://jberdahl.blogspot.ca/2017/07/reactions-to-crazybitch-narrative-about.html>

The "crazy/bitch" narrative about senior academic women. July 14, 2017.

<http://jberdahl.blogspot.ca/2017/07/the-crazybitch-narrative-about-senior.html>

UBC's promises to protect academic freedom. June 12, 2017.

<http://jberdahl.blogspot.ca/2017/06/ubcs-promises-to-protect-academic.html>

The Women's March on Washington D.C.: Fighting for democracy, equality, freedom, and truth. January 23, 2017. <http://jberdahl.blogspot.ca/2017/01/the-womens-march-on-washington-dc.html>

Why I lack confidence in UBC's Board of Governors: Its disrespect for faculty. March 23, 2016. <http://jberdahl.blogspot.ca/2016/03/why-i-lack-confidence-in-ubcs-board-of.html>

Naomi Ellemers: Reluctant allies - why minority success maintains bias and how organizations can interrupt this. March 4, 2016.

<http://jberdahl.blogspot.ca/2016/03/naomi-ellemers-reluctant-allies-why.html>

Women leaders: Unnaturally blonde. February 23, 2016.

<http://jberdahl.blogspot.ca/2016/02/women-leaders-unnaturally-blonde.html>

Losing sight of basic principles at UBC. January 27, 2016.

<https://commentariablog.wordpress.com/2016/01/27/losing-sight-of-basic-principles-at-ubc/>

Beyond words and waivers. January 7, 2016. <http://jberdahl.blogspot.ca/2016/01/beyond-words-and-waivers.html>

Ten principles of a well-run university. November 17, 2015.

<http://jberdahl.blogspot.ca/2015/11/ten-principles-of-well-run-university.html>

The Smith Report. October 15, 2015. <http://jberdahl.blogspot.ca/2015/10/the-smith-report.html>

Action research on the masculinity contest. August 25, 2015.

<http://jberdahl.blogspot.ca/2015/08/action-research-on-masculinity-contest.html>

Academic freedom and UBC. August 17, 2015. <http://jberdahl.blogspot.ca/2015/08/academic-freedom-and-ubc.html>

Beyond diversity as a body count. August 16, 2015.

<http://jberdahl.blogspot.ca/2015/08/beyond-diversity-as-body-count.html>

Did President Arvind Gupta lose the masculinity contest? August 8, 2015.

<http://jberdahl.blogspot.ca/2015/08/did-president-arvind-gupta-lose.html>

Why discrimination is so hard to see at the individual level. April 1, 2015.

<http://jberdahl.blogspot.ca/2015/04/why-discrimination-is-hard-to-see-at.html>

Gender equality: The best of times or a stalled revolution? February 19, 2015.

<http://jberdahl.blogspot.ca/2015/02/gender-equality-best-of-times-or.html>

- Bias as incompetence. September 29, 2014. <http://jberdahl.blogspot.ca/2014/09/bias-as-incompetence.html>
- Who's in charge: Why aren't there more women in leadership roles? September 10, 2014. <http://jberdahl.blogspot.ca/2014/09/whos-in-charge-why-arent-there-more.html>
- Organizational structures that hurt women's relationships. April 3, 2014. <http://jberdahl.blogspot.ca/2014/04/organizational-structures-that-hurt.html>
- The feminist fatale: Pitting gender against race. April 3, 2014. <http://jberdahl.blogspot.ca/2014/04/paula-giddings-historical-perspective.html>
- On equality and Olympic Medals. March 4, 2014. <http://jberdahl.blogspot.ca/2014/03/on-equality-and-olympic-medals.html>
- Personhood: Who's next? October 21, 2013. <http://jberdahl.blogspot.ca/2013/10/personhood-whos-next.html>
- From cabal to cooperation. September 19, 2013. <http://jberdahl.blogspot.ca/2013/09/from-cabals-to-collaborations.html>
- The confusion of Miley Cyrus. August 27, 2013. <http://jberdahl.blogspot.ca/2013/08/the-confusion-of-miley-cyrus.html>
- Women aren't intrinsically better than men, they're just held to higher standards. April 6, 2013. <http://jberdahl.blogspot.ca/2013/04/women-arent-intrinsically-better-than.html>
- Innovation lag in Canada: It's the culture. April 4, 2013. <http://jberdahl.blogspot.ca/2013/04/innovation-lag-in-canada-its-culture.html>
- Business schools: Missing women. April 2, 2013. <http://jberdahl.blogspot.ca/2013/04/business-school-faculty-missing-women.html>
- Adria Richards. March 24, 2013. <http://jberdahl.blogspot.ca/2013/03/adria-richards.html>
- Mostly blonde. March 22, 2013. <http://jberdahl.blogspot.ca/2013/03/73-blonde.html>
- The queen bee problem. March 4, 2013. <http://jberdahl.blogspot.ca/2013/03/the-queen-bee-problem.html>
- Pride and prejudice. July 22, 2012. <http://jberdahl.blogspot.ca/2012/07/pride-and-prejudice.html>
- Reflections of an American Expat on Canada Day Weekend. July 2, 2012. <http://jberdahl.blogspot.ca/2012/07/reflections-of-american-expat-on-canada.html>

## Conference Presentations

### *Academy of Management*

- Bhattacharyya, B. & Berdahl, J. L. (2018). Do you see me? Women of Colors' Experiences of and Responses to Invisibility at Work. Chicago, IL.
- Berdahl, J. L., Glick, P. & Alonso, N. M. (2017). Developing the Masculinity Contest Organizational Culture Scale. Atlanta, GA.
- Alonso, N. M. & Berdahl, J. L. (2017). Male-Male Sex-Based Harassment as an Interpersonal Masculinity Contest. Atlanta, GA.
- Bai, F. & Berdahl, J. L. (2016). Gaining influence by being humble: An empirical test of the virtue theory of status attainment. Anaheim, CA.
- Berdahl, J. L. & Alonso, N. (2016). The blond advantage in women's leadership: Investigating the paradox. Anaheim, CA.

- Roderique, H. & Berdahl, J. L. (2016). From the maternal wall to the parental wall: Moderation of the ideal worker-parent conflict. Anaheim, CA.
- Bai, F., Stuart, C. H. & Berdahl, J. L. (2014). Is status inequality functional for group performance? Examining legitimacy and task type. Philadelphia, PA.
- Berdahl, J. L., Bai, F. & Schieman, S. (2014). The ‘ambition gap’ explained: Workplace mistreatment as a function of gender, ambition, and rank. Philadelphia, PA.
- Ramarajan, L. & Berdahl, J. L. (2013). Do women suffer at work when men coworkers suffer at home? The spillover of marital structure and ideology onto gender relations at work. Orlando, FL.
- Rule, N. & Berdahl, J. L. (2013). The effects of sexual orientation on hiring, treatment, and pay. Orlando, FL.
- Salin, D., Roberge, M. E., Salimaki, a. & Berdahl, J. L. (2013). “I wish I had...”: Target reflections on responses to workplace mistreatment. Orlando, FL.
- Berdahl, J. L., Moon, S., Muradov, A. G. & Min, J. A. (2012). Warmth may not cut the ice but cold may break the ceiling: Gender, mistreatment, and advancement in blue and pink collar occupations. Boston, MA.
- Berdahl, J. L., Muradov, A. G. & Min, J. A. (2010). Gendered mistreatment at work: An intrasex phenomenon? Montreal, PQ.
- Berdahl, J. L. & Stuart, H. C. (2009). Modeling diversity and stereotyping in work groups over time. Chicago, IL.
- Min, J. A. & Berdahl, J. L. (2009). Prescriptive stereotypes of Asians in North America: From yellow peril to model minority and back again. Chicago, IL.
- Berdahl, J. L. (2008). Dark side of employees’ behavior: Sex-based harassment. Anaheim, CA.
- Berdahl, J. L. & Zhong, C. (2007). The power dilemma. Philadelphia, PA.
- Berdahl, J. L. (2006). The sexual harassment of “masculine” women. Honolulu, HI.
- Berdahl, J. L., Brashers, D., Considine, J. R., Kelly, J., Meyers, R. A., Moore, C., Peterson, J., & Spoor, J. R. (2005). Understanding groups from a feminist perspective. Honolulu, HI.
- Berdahl, J. L. (2003). The dark side of gender and the lighter side of sex: Exploring uncharted waters in sexual harassment research. Seattle, WA.
- Berdahl, J. L. & Martorana, P. (2003). Organizational power and voice in decision-making groups. Seattle, WA.
- Chatman, J. A., Berdahl, J. L., Boisnier, A., Spataro, S. E., & Anderson, C. (2000). The typical, the rare, and the outnumbered: Distinguishing the effects of historical typicality and numerical distinctiveness in work groups. Toronto, ON.
- Berdahl, J. L. & Anderson, C. (2000). Shared norms and emergent leadership structures in groups over time. Toronto, ON.

*Society for Industrial and Organizational Psychology*

- Bhattacharyya, B. & Berdahl, J. L. (2018). Women of colors’ experiences of invisibility. Chicago, IL.
- Berdahl, J. L., Garcia, A. & Min, J.A. (2009). Sex-based harassment and discrimination in an organization. New Orleans, LA.

- Berdahl, J. L. (2007). *Gender and social undermining at work*. New York, NY.
- Aquino, K., Berdahl, J. L., & Crossley, C. (2004). *R-E-S-P-E-C-T: Find out what it means to me!*, Chicago, IL.
- Berdahl, J. L., Moore, C., & Radhakrishnan, P. (2004). *Workplace harassment: Double jeopardy for minority women?*, Chicago, IL.
- Jimeno, D. I., Berdahl, J. L., & Lucero-Wagoner, B. (2001). *Ethnic composition of groups: Effects on group and member outcomes*. Toronto, ON.
- Berdahl, J. L., Magley, V. J. & Waldo, C. R. (1994). *The sexual harassment of men: A concept in search of definition*. Nashville, TN.

### *Other Conferences*

- Ramarajan, L. & Berdahl, J. L. (2014). Do women suffer at work when men coworkers suffer at home? The spillover of marital structure and ideology onto gender relations at work. *Work Family Network Research Conference*, New York, New York.
- Berdahl, J. L. (2014). The flexibility stigma. *Work Family Network Research Conference*, New York, New York.
- Berdahl, J. L. (2013). Perspectives on organizational psychology. American Psychological Society, Washington, D.C.
- Berdahl, J. L. & Moon, S. (2012). Workplace mistreatment of middle class workers based on sex, parenthood, and caregiving. *Society for the Psychological Study of Social Issues*, Charlotte, North Carolina.
- Salin, D., Roberge, M. E., Salimäki, A. & Berdahl, J. L. (2011). Coping with workplace mistreatment: analyzing the discrepancy between actual and ideal responses. *European Congress on Work and Organizational Psychology*, Maastricht, The Netherlands.
- Stuart, H. D., & Berdahl, J. L. (2010). Modeling diversity and stereotyping in groups over time. *INGRoup*, Washington, D.C.
- Berdahl, J. L. (2006). The derogation of social role violators at work. *Society for Experimental and Social Psychology*, Philadelphia.
- Berdahl, J. L. (2006). The sexual harassment of “uppity” women. *Society of Personality and Social Psychology*, Palm Springs, CA.
- Anderson, C. P. & Berdahl, J. L. (2000). Formal power, personality dominance, and the experiences of threat and reward. *International Society for Political Psychology*, Seattle, WA & *Academy of Management*, Toronto.
- Berdahl, J. L. & Craig, K. M. (1996). To see or not to see: The effects of communication medium and sex composition on participation and influence in groups over time. *Midwest Psychological Association*, Chicago.
- Berdahl, J. L., Johnson, B. & McGrath, J. E. (1996). Role patterns over time in computer-mediated and face-to-face groups. *Midwest Psychological Association*, Chicago.
- Berdahl, J. L. (1995). Gender and leadership in work groups over time: A test of five alternative models. *Midwest Psychological Association*, Chicago.
- Waldo, C. R. & Berdahl, J. L. (1995). Male-male harassment. *Association for Women in Psychology*, Indianapolis.

McGrath, J. E., Berdahl, J. L. & Arrow, H. (1994). No one has it but all groups do: Diversity as a collective, complex, dynamic property of groups. *Center for Creative Leadership*, Greensboro, NC.

Berdahl, J. L. & Rossmann, J. E. (1989). Dual earner stress and coping strategies. *American Psychological Society*, Washington, D.C.

### Invited Presentations

- 2019 Bar-Ilan University, Department of Sociology and Anthropology  
Western Washington University, Institute for Leadership  
Harvard University, Harvard School of Business  
University of Minnesota, Department of Psychology
- 2018 University of Calgary, Haskayne School of Business  
Oxford University, Saïd School of Business  
Stanford University, VMWare Women's Leadership Innovation Lab  
Vancouver-Granville & Hillcrest Youth Councils, Gender Equality and Equity Panel  
University of British Columbia, Sexual Harassment Panel with Anita Hill
- 2017 University of Michigan, Interdisciplinary Committee on Organizational Studies  
Johns Hopkins University, Carey School of Business  
Harvard University, Harvard School of Business  
University of Leuven, Belgium
- 2016 Unbounce Vancouver  
DevOpsDays Vancouver  
University of Waterloo  
University of Victoria  
Stanford University  
Carnegie Mellon University
- 2015 University of Northern British Columbia  
PricewaterhouseCoopers, Vancouver  
The Vancouver Institute  
Harvard University, Harvard Business School  
Harvard University, Kennedy School of Business  
Professional Women's Network, Vancouver
- 2014 McGill University, Desautels School of Business  
University of Maryland, Robert H. Smith School of Business  
University of British Columbia, Allard School of Law  
Washington University, Olin School of Business
- 2013 University of Michigan, Department of Psychology  
University of British Columbia, Sauder School of Business  
Boston College, Center for Work & Family
- 2012 The University of Alberta, School of Business
- 2011 University of California, Hastings, Center for Worklife Law
- 2009 Emory University, Goizetta School of Business  
University of Waterloo, Department of Psychology
- 2008 Queens University, School of Business
- 2007 INSEAD, Organizational Behavior Division  
University of Neuchâtel, Department of Applied Psychology

- Brock University, Status of Women Committee
- 2006 University of Texas at Austin, McCombs School of Business  
University of Illinois Urbana-Champaign, College of Business  
London Business School  
University of British Columbia, Sauder School of Business  
SUNY Buffalo, School of Management
- 2005 University of California Berkeley, Haas School of Business  
University of California Berkeley, Institute of Personality and Social Research
- 2003 University of Toronto, Department of Psychology  
Princeton University, Department of Psychology
- 2001 University of Michigan, Department of Psychology  
University of Oregon, Department of Psychology  
Dartmouth College, Tuck School of Business  
New York University, Stern School of Business  
University of Toronto, Rotman School of Management  
Yale University, School of Management
- 2000 University of Pennsylvania, Wharton School of Business  
University of California, Berkeley, Institute of Industrial Relations
- 1999 University of California Berkeley, Institute of Personality and Social Research  
University of Oregon, Institute of Cognitive and Decision Sciences  
Stanford University, Behavioral Research Seminar  
University of California, Berkeley, Haas School of Business
- 1998 Northwestern University, Department of Communication Studies

### **Professional Associations**

Academy of Management  
American Sociological Association  
Society for Experimental Social Psychology (appointed 2005)  
Society for Industrial and Organizational Psychology  
Society for Personality and Social Psychology  
Work Family Research Network

### **Service to the Profession**

#### *Grant Reviewing*

National Science Foundation (NSF)  
Research Grants Council (RGC) of Hong Kong  
Social Sciences and Humanities Research Council of Canada (SSHRC)

#### *Journals*

Editor *Journal of Social Issues*  
Special Issue on Work as a Masculinity Contest, 2018  
With Marianne Cooper & Peter Glick

	Special Issue on The Flexibility Stigma, 2013 With Joan C. Williams, Jennifer Glass, & Shelley Correll <i>Social Justice Research</i>
Associate Editor	Special Issue on Social Action and Inequality, 2008 <i>The Academy of Management Annals</i> (2010-2014)
Editorial Boards	<i>Organizational Psychology Review</i> (2009-present) <i>Journal of Applied Psychology</i> (2008-2015) <i>Journal of Organizational Behavior</i> (2006-2011)
Regular Ad-hoc Reviewing	<i>Academy of Management Review</i> <i>Administrative Science Quarterly</i> <i>Journal of Experimental Social Psychology</i> <i>Journal of Personality and Social Psychology</i> <i>Organizational Behavior and Human Decision Processes</i> <i>Organization Science</i> <i>Psychological Science</i> <i>Psychology of Women Quarterly</i> <i>Sex Roles</i>
<i>Associations</i>	
Committees	Gender & Diversity in Organizations Executive Committee, <i>Academy of Management</i> , 2013-2016 Student Transnational Research Paper Award Committee (Chair), <i>Academy of Management</i> , 2014 Saroj Parasuraman Award Committee, Gender and Diversity in Organizations, <i>Academy of Management</i> , 2011 Outstanding Publication in Organizational Behavior Award Committee, <i>Academy of Management</i> , 2007 William H. Newman Dissertation Award Committee, <i>Academy of Management</i> , 2005
Chair	Work as a Masculinity Contest: Measurement, Manifestations, and Management, <i>Annual Meeting of the Academy of Management</i> , Atlanta, GA 2017 Humility in Organizations, <i>Annual Meeting of the Academy of Management</i> , Anaheim, CA 2016 Women in Leadership, <i>Annual Meeting of the Academy of Management</i> , Philadelphia, PA 2014 Crossing paths: The nexus of gender, spousal employment, and professional identity creation, <i>Annual Meeting of the Academy of Management</i> , Orlando, FL 2013 New directions in studying group diversity, <i>Annual Meeting of the Academy of Management</i> , Chicago, IL 2009 Social interaction and inequality: The creation and maintenance of hierarchy, <i>Annual Meeting of the Society for Experimental Social Psychology</i> , Philadelphia, PA, 2006 The staying power of status hierarchies and their effects in organizations, <i>Annual Meeting of the Academy of Management</i> , Toronto, Ontario, 2000

- The enduring effects of demographics: Investigations of hierarchy, expertise, conflict, and performance in work groups, *Annual Meeting of the Academy of Management*, Toronto, Ontario, 2000
- Discussant Symposium: Dominant Social Identity Work: Exploring Identity Management among Members of Dominant Groups, *Annual Meeting of the Academy of Management*, Atlanta, GA, 2017
- Coalition for Faculty Diversity Research Publishing Workshop, *Annual Meeting of the Academy of Management*, Montreal, QC, 2010, Boston, MA 2012, Philadelphia, PA 2014, Vancouver, BC 2015, Anaheim, CA 2016
- Doctoral Consortium, Academy of Management Gender and Diversity in Organizations, *Annual Meeting of the Academy of Management*, Boston, MA 2012
- Symposium, Fake it till you make it: How acting powerful leads to feeling empowered, *Annual Meeting of the Academy of Management*, Montreal, QC, 2010
- Symposium, New advances in ostracism research, *Annual Meeting of the Academy of Management*, Montreal, QC, 2010
- OB Doctoral Student Consortium, *Annual Meeting of the Academy of Management*, Sacramento, CA 2008
- Symposium, Sexual harassment of special and vulnerable populations in the workforce, *Annual Meeting of the Society for Industrial and Organizational Psychology*, Dallas, TX, 2006
- Paper Session, Work/family interface: Gender, race, and other factors, *Annual Meeting of the Academy of Management*, Seattle, WA 2003
- Panelist Five Decades of Gender Research in the Academy, Four Calls to Action, Two Hours to Get Moving, *Annual Meeting of the Academy of Management*, Anaheim, CA 2016
- Flirting with Danger? Social Sexual Behavior in the Workplace, *Annual Meeting of the Academy of Management*, Vancouver, BC 2015
- Eminent and Emerging Perspectives I: Building a Better Psychological Science of Gender, *Annual Meeting of the American Psychological Society*, Washington D.C., 2013
- Professional Development Workshop, The dark side of employees' behavior: Evaluating our questions, answers, and future directions, *Annual Meeting of the Academy of Management*, Sacramento, CA 2008
- Host Roundtable Discussion/Conversation Hour, How to respond to interpersonal misconducts in the workplace?, *Annual Meeting of the Society for Industrial and Organizational Psychology*, New Orleans, LA 2009

## Funding

### *Grants and Fellowships*

- Social Sciences and Humanities Research Council of Canada (SSHRC) Insight Grant, 2014-2018
- Social Sciences and Humanities Research Council of Canada (SSHRC), Community-University Research Alliance (CURA) Grant, with Wendy Cukier, 2011-2014

Social Sciences and Humanities Research Council of Canada (SSHRC) Standard Research Grant, 2006-2011  
 Petro Canada Young Innovators Award, 2003-2004  
 Connaught New Staff Matching Grant, University of Toronto, 2002-2004  
 Committee on Research Grants, Univ. of California, Berkeley, 1999-2001  
 AAUW Dissertation Fellowship, 1997-1998  
 University of Illinois Graduate Fellowship, 1997-1998  
 General Mills Fellowship for Graduate Study, 1991-1992

*Ph.D. Students Funded*

Natalya Alonso, 2015-present  
 Cameron Anderson, 1998-2000  
 Feng Bai, 2012-2016  
 Sara Banki, 2009-2010  
 Barnini Bhattacharyya, 2016-present  
 Dennis Ma, 2015  
 Paul Martorana, 2000-2001  
 Ji-A Min, 2008-2011  
 Sue Moon, 2010-2011  
 Celia Moore, 2002-2004  
 Alexander Garcia Muradov, 2008-2010  
 Hadiya Roderique, 2013-2014  
 H. Colleen Stuart, 2006-2010

**Teaching**

*University of British Columbia*

Gender and Diversity in Leadership, Undergraduate Level, 2015, 2016  
 Advanced Topics in Organizational Behavior, PhD Level, 2015  
 Leadership, Masters of Management Level, 2015  
 Leadership Development, MBA Level, 2014  
 Leadership, Undergraduate Level, 2014

*University of Toronto*

Managing People in Organizations, MBA Level, 2008-2014  
 Power and Influence in Organizations, MBA Level, 2007-2013  
 Seminar on Meso Organizational Behavior, PhD Level, 2002-2010  
 Seminar on Gender in Organizations, PhD Level, 2001-2002 & 2009-2011  
 Gender in Organizations, MBA Level, 2005  
 Individual and Group Behavior in Organizations, Undergraduate Level, 2001-2007

*University of California, Berkeley*

Individual and Group Behavior in Organizations, Undergraduate Level, 1998-2001

*University of Illinois, Urbana-Champaign*

Social Psychology, Undergraduate Level, 1997-1998

The Psychology of Women, Undergraduate Level, 1996-1997

**PhD Dissertation Committees**

Anderson, Cameron. Dept. of Psychology, Univ. of California, Berkeley, 1999-2001

Currently Professor, University of California, Berkeley (Haas)

Alonso, Natalya. Sauder School of Business, Univ. of British Columbia, 2017-present  
(CHAIR).

Bai, Feng. Rotman School of Management, Univ. of Toronto, 2012-2016 (CHAIR)

Finalist, *Excellence in Ethics: Dissertation Proposal Competition*

Currently Assistant Professor, Hong Kong Polytechnic University

Banki, Sara. Rotman School of Management, Univ. of Toronto, 2009-2012 (CHAIR)

Currently Assistant Professor, Sharif University

Brooks, Heidi Schultz. Dept. of Psychology, Univ. of California, Berkeley, 1999-2002

Currently Senior Lecturer, Yale University (SOM)

Church, Robin. Rotman School of Management, Univ. of Toronto, 2002-2006

Currently Assistant Professor, Ryerson University (Ted Rogers SOM)

Epstein, Lisa D. Haas School of Business, Univ. of California, Berkeley, 1998-2000

Gilbert, April. Haas School of Business, Univ. of California, Berkeley, 1999-2001

Currently CEO, April Gilbert Consulting

Gonzaga, Gian G. Dept. of Psychology, Univ. of California, Berkeley, 2000-2001

Currently Adjunct Professor, UCLA & Senior Director of R&D, eHarmony

Hill, Kevin. Rotman School of Management, Univ. of Toronto, 2006-2010

Currently Assistant Professor, HEC Montréal

Hollingdale, Hazel, Dept. of Sociology, Univ. of British Columbia, 2015-present

Honea, Heather L. Haas School of Business, Univ. of California, Berkeley, 1999-2000

Currently Associate Professor, San Diego State University

Lankshear, Sara. Univ. of Western Ontario, 2006-2011

Currently President, Relevé Consulting

Moore, Celia. Rotman School of Management, Univ. of Toronto, 2004-2008

*Winner, INFORMS/OS Dissertation Proposal Competition*

Currently Associate Professor, Bocconi University

Muradov, Alexander Garcia. Rotman School of Management, Univ. of Toronto, 2010-2013  
(CHAIR)

Currently Sessional Lecturer, Department of Engineering, University of Toronto

Rowbotham, Kate. School of Management, Univ. of Toronto, 2004-2007

Currently Adjunct Assistant Professor, Queens University

Stuart, Colleen. Rotman School of Management, Univ. of Toronto, 2007-2011 (CHAIR)  
*Winner, INFORMS/OS Dissertation Proposal Competition & Academy of Management  
 William H. Newman Award for an Outstanding Paper Based on a Recent Dissertation*  
 Currently Assistant Professor, Johns Hopkins University

Werhun, Cherie. Dept. of Psychology, Univ. of Toronto, 2003-2006  
 Currently Officer, University of Toronto (CTSI)

Young, Randall C. Dept. of Psychology, Univ. of California, Berkeley, 1999-2001  
 Currently Associate Professor, Bridgewater College

## **University Service**

### *University of British Columbia*

Faculty Association, Executive Committee, 2017-present.  
 Faculty Salary Equity Committee, 2017-present.  
 Presidential Search Committee, 2015-16  
 Vice President of Finance Search Committee, 2014-15  
 Faculty Search Committee, OBHR, Sauder School of Business, 2014-15  
 Ph.D. Advisor, Organizational Behavior and Human Resources Division, Sauder School of  
 Business, 2014-16  
 Ph.D. Committee, 2014-16  
 Awards and Performance Advisory Committee, 2014-16

### **University of Toronto**

Tenure Appeals Committee, 2013-14  
 The Collaborative on Academic Careers in Higher Education (COACHE), Harvard Graduate  
 School of Education, Implementation Team, 2013-14  
 Vice Chair, Social Sciences Humanities & Education Research Ethics Board, 2012-14  
 Chair, Graduate Academic Appeals Committee, Rotman School of Management, 2011-14  
 Panel Member, Social Sciences Humanities & Education Research Ethics Board, 2010-12  
 Task Force on Gender Equity at the Rotman School of Management, Fall 2010  
 MBA Programs Committee, Rotman School of Management, 2008-11  
 Faculty Search Committee, Canadian Research Chair in Social Psychology, Department of  
 Psychology, 2009-10  
 New Area Task Force, Rotman School of Management, 2008  
 Faculty Search Committee, OBHRM Area, Rotman School of Management, 2006/07,  
 2008/09 & 2010/11  
 Speaking Up Survey Advisory Committee, 2006 & 2010  
 Undergraduate Programs Committee, Rotman School of Management, 2004-07  
 Dean Search Committee, Rotman School of Management, 2004  
 Ph.D. Comprehensive Exams Review Committee (Chair), OBHRM Area, Rotman School of  
 Management, 2004  
 Ph.D. Program Review Committee, OBHRM Area, Rotman School of Management, 2004

## University of California Berkeley

Ph.D. Field Advisor, Organizational Behavior and Industrial Relations Group, Haas School of Business, 2000-2001  
 Faculty Search Committees, Organizational Behavior and Industrial Relations, 1998/99, 1999/00, 2000/01

## Selected Media Coverage

### Print/Online

- CNN*, How Toxic Ideas about Masculinity Corrode the Workplace, <https://www.cnn.com/2018/12/12/success/toxic-masculinity-workplace/index.html>, December 12, 2018
- Financial Times*, Macho 'Brogrammer' Culture Still Nudging Women Out Of Tech, <https://amp.ft.com/content/5dd12c50-dd41-11e8-b173-ebef6ab1374a>, December 10, 2018
- The Huffington Post*, The CBS Debacle Uncovered The Real 'Bad Men', [https://www.huffingtonpost.ca/entry/les-moonves-cbs-fired\\_us\\_5b9aaea2e4b0b64a336cf51c](https://www.huffingtonpost.ca/entry/les-moonves-cbs-fired_us_5b9aaea2e4b0b64a336cf51c), September 13, 2018
- The Atlantic*, The Problem With 'Asians Are Good at Science', <https://www.theatlantic.com/science/archive/2018/01/asian-americans-science-math-bias/551903/>, January 31, 2018
- The New Yorker*, Improving Workplace Culture, One Review at a Time, <https://www.newyorker.com/magazine/2018/01/22/improving-workplace-culture-one-review-at-a-time>, January 15, 2018
- CBC*, Sexual harassment in the workplace? Not according to Canadian male executives surveyed, <http://www.cbc.ca/radio/thecurrent/the-current-for-december-19-2017-1.4454627/sexual-harassment-in-the-workplace-not-according-to-canadian-male-executives-surveyed-1.4454711>, December 19, 2017
- CBC*, Where's the line between free expression and protecting students from hate speech?, <http://www.cbc.ca/radio/thecurrent/the-current-for-december-1-2017-1.4426944/where-s-the-line-between-free-expression-and-protecting-students-from-hate-speech-1.4427115>, December 1, 2017
- CBC*, Best response to #MeToo is pledging #IWill and taking action, says Vancouver writer, <http://www.cbc.ca/news/canada/british-columbia/take-action-me-too-social-media-campaign-1.4358447>, October 17, 2017
- The Georgia Straight*, Jennifer Berdahl: The "crazy/bitch" narrative about senior academic women, <https://www.straight.com/news/937181/jennifer-berdahl-crazybitch-narrative-about-senior-academic-women>, July 15, 2017
- Huffington Post*, Hillary Clinton is the most sexually harassed woman in the country right now, [http://www.huffingtonpost.com/entry/hillary-clinton-sexual-harassment\\_us\\_5808b1ece4b0b994d4c4912c?](http://www.huffingtonpost.com/entry/hillary-clinton-sexual-harassment_us_5808b1ece4b0b994d4c4912c?), October 20, 2016
- The Atlantic*, Fear of a Female President, [http://www.theatlantic.com/magazine/archive/2016/10/fear-of-a-female-president/497564/?utm\\_source=feed](http://www.theatlantic.com/magazine/archive/2016/10/fear-of-a-female-president/497564/?utm_source=feed), October 2016

- Huffington Post*, Working while sick isn't a Hillary thing. It's an American thing, [http://www.huffingtonpost.com/entry/hillary-clinton-presenteeism\\_us\\_57d6e18fe4b00642712ea22b](http://www.huffingtonpost.com/entry/hillary-clinton-presenteeism_us_57d6e18fe4b00642712ea22b), September 12, 2016
- Inc.com*, Why women who want to be leaders should dye their hair blond, according to science, <http://www.inc.com/minda-zetlin/why-women-who-want-to-be-leaders-should-dye-their-hair-blonde-according-to-scien.html>, September, 2016
- Slate*, Researchers find that female CEOs and Senators are disproportionately blond, [http://www.slate.com/blogs/xx\\_factor/2016/08/25/why\\_are\\_female\\_ceos\\_and\\_senators\\_disproportionately\\_blond\\_blame\\_sexism.html?wpsrc=sh\\_all\\_dt\\_tw\\_top](http://www.slate.com/blogs/xx_factor/2016/08/25/why_are_female_ceos_and_senators_disproportionately_blond_blame_sexism.html?wpsrc=sh_all_dt_tw_top), August 25, 2016
- Yahoo*, Who runs the world? Blondes, study says. [https://www.yahoo.com/beauty/who-run-the-world-blondes-study-says-115225385.html?soc\\_src=social-sh&soc\\_trk=tw](https://www.yahoo.com/beauty/who-run-the-world-blondes-study-says-115225385.html?soc_src=social-sh&soc_trk=tw), August 25, 2016
- Huffington Post*, Why an outsized number of blondes are leading the country, [http://www.huffingtonpost.com/entry/blonde-leaders-sexism\\_us\\_57bdd4f5e4b00c67eca12176](http://www.huffingtonpost.com/entry/blonde-leaders-sexism_us_57bdd4f5e4b00c67eca12176), August 24, 2016
- Huffington Post*, Ailes' downfall is a testament to the rising power of women, [http://www.huffingtonpost.com/entry/ailes-sexual-harassment\\_us\\_579145bde4b0fc06ec5c6a6f](http://www.huffingtonpost.com/entry/ailes-sexual-harassment_us_579145bde4b0fc06ec5c6a6f), July 21, 2016
- Broad Experience*, [Episode 78: Unpacking Sexual Harassment](#), February 22, 2016
- Wall Street Journal*, Dealing with the daddy track: Men face challenges going part time, <http://www.wsj.com/articles/dealing-with-the-daddy-track-men-face-challenges-going-part-time-1441099800>, September 1, 2015
- Maclean's* The little court case that turned into a tire fire for the RCMP, <http://www.macleans.ca/news/canada/the-little-court-case-that-turned-into-a-tire-fire-for-the-rcmp/>, June 12, 2015
- BBC*, On the ouster of Dilma Rousseff, appointing only white men indicates that 'system is not based on merit,' says Canadian Professor, [http://www.bbc.com/portuguese/brasil/2016/05/160513\\_entrevista\\_professora\\_canada\\_jf\\_cc](http://www.bbc.com/portuguese/brasil/2016/05/160513_entrevista_professora_canada_jf_cc), May 14, 2016
- Financial Times*, Women in Business — Jennifer Berdahl, professor of leadership” <http://www.ft.com/intl/cms/s/2/5d7dcb04-e43f-11e4-9e89-00144feab7de.html#axzz3XsFvv55f>, April 20, 2105
- Maclean's*, Inside the RCMP's biggest crisis, <http://www.macleans.ca/society/inside-the-rcmps-biggest-crisis/>, February 27, 2015
- New York Times*, Find the Quiet Heroes and Fire the Bad Apples, <http://www.nytimes.com/roomfordebate/2014/10/29/reversing-gender-bias-in-the-tech-industry/find-the-quiet-heroes-and-fire-the-bad-apples>, October 31, 2014
- Globe & Mail*, How do we combat subtle sexism in the workplace? <http://www.theglobeandmail.com/life/giving/have-your-say-how-do-we-combat-subtle-sexism-in-the-workplace/article21378687/>, October 30, 2014
- Science Daily*, Gender equality leads to more Olympic medals for men, women <http://www.sciencedaily.com/releases/2014/09/140930112035.htm>, October 14, 2014
- Olympic.ca*, Gender equality means more Olympic medals: professor, <http://olympic.ca/2014/10/10/gender-equality-means-more-olympic-medals-professor/>, October 10, 2014

- Boston Globe*, How to win Olympic medals: equality,  
<http://www.bostonglobe.com/ideas/2014/09/20/you-smell-like-you-agree/jiLI6OEB3OyyytobjCBPP/story.html>, October 9, 2014
- Globe & Mail*, Gender equality is a strong predictor of Olympic success,  
<http://www.theglobeandmail.com/report-on-business/careers/business-education/smartphone-theft-could-compromise-more-than-your-selfies/article20984339/>,  
 October 8, 2014
- Globe & Mail*, These dads say long work hours are costing them a full family life – so they’re  
 opting out, <http://www.theglobeandmail.com/life/parenting/these-dads-say-long-work-hours-are-costing-them-a-full-family-life-so-theyre-opting-out/article21056736/>, October  
 10, 2014
- The Wall Street Journal*, The Daddy Juggle: Work, life, family and chaos,  
<http://www.wsj.com/articles/the-daddy-juggle-work-life-family-and-chaos-1402616356>,  
 June 12, 2014
- The New York Times*, Dollars for dads,  
[http://economix.blogs.nytimes.com/2014/02/10/dollars-for-dads/?\\_php=true&\\_type=blogs&smid=tw-share&\\_r=0](http://economix.blogs.nytimes.com/2014/02/10/dollars-for-dads/?_php=true&_type=blogs&smid=tw-share&_r=0), February 10, 2014
- Financial Times*, A call for equal child-rearing rights,  
<http://www.ft.com/intl/cms/s/0/825b6bbc-7bc6-11e3-84af-00144feabdc0.html>, January  
 14, 2014
- Canadian Business*, Working dads push for more family-friendly policies, making life better  
 for working moms, <http://www.canadianbusiness.com/economy/working-dads-push-for-more-family-friendly-policies-making-life-better-for-working-moms/>, October 6, 2013
- Toronto Star*, Sexist campus chants fed by sexism like Blurred Lines,  
[http://www.thestar.com/yourtoronto/education/2013/09/13/sexist\\_campus\\_chants\\_fed\\_by\\_sexism\\_like\\_blurred\\_lines.html](http://www.thestar.com/yourtoronto/education/2013/09/13/sexist_campus_chants_fed_by_sexism_like_blurred_lines.html), September 13, 2013
- The Globe and Mail*, Mothers face challenges when returning from a long leave,  
<http://www.theglobeandmail.com/report-on-business/careers/career-advice/life-at-work/mothers-face-challenges-returning-from-a-long-leave/article14292704/>, September  
 12, 2013
- The Globe and Mail*, Paternity-leave dads seen as ‘not man enough,’  
<http://www.theglobeandmail.com/report-on-business/careers/business-education/paternity-leave-dads-seen-as-not-man-enough/article13821961/>, August 20,  
 2013
- The New York Times*, The unspoken stigma of workplace flexibility,  
[http://www.nytimes.com/2013/06/15/your-money/the-unspoken-stigma-of-workplace-flexibility.html?smid=fb-share&\\_r=0](http://www.nytimes.com/2013/06/15/your-money/the-unspoken-stigma-of-workplace-flexibility.html?smid=fb-share&_r=0), June 14, 2013
- Wall Street Journal*, Why Dads Don't Take Paternity Leave,  
<http://www.wsj.com/articles/SB10001424127887324049504578541633708283670>, June  
 12, 2013
- The Globe and Mail*, Professor adds voice to proposed harassment suit by women against the  
 RCMP, <http://www.theglobeandmail.com/news/british-columbia/professor-adds-voice-to-proposed-harassment-suit-by-women-against-the-rcmp/article12489120/>, June 12,  
 2013
- The Globe and Mail*, Dirty work: How household chores push families to the brink,  
<http://www.theglobeandmail.com/life/relationships/dirty-work-how-household-chores-push-families-to-the-brink/article12300024/?page=1>, June 1, 2013

- Forbes*, One company's evolving view of gender equity, <http://www.forbes.com/sites/hbsworkingknowledge/2013/05/08/one-companys-evolving-view-of-gender-equity/>, May 8, 2013
- The Globe and Mail*, Choose: Be devoted to your work or your family? <http://www.theglobeandmail.com/report-on-business/careers/career-advice/life-at-work/choose-be-devoted-to-your-work-or-your-family/article7678414/>, January 24, 2013
- Time*, Closing the chore gap, <http://business.time.com/2012/12/21/closing-the-chore-gap/>, December 21, 2012
- The New York Times*, The myth of male decline, [http://www.nytimes.com/2012/09/30/opinion/sunday/the-myth-of-male-decline.html?\\_r=0](http://www.nytimes.com/2012/09/30/opinion/sunday/the-myth-of-male-decline.html?_r=0), September 29, 2012
- The Globe and Mail*, Why are women less likely to lobby for promotion? <http://www.theglobeandmail.com/report-on-business/small-business/sb-managing/human-resources/why-are-women-less-likely-to-lobby-for-promotion/article4520306/>, September 6, 2012
- Toronto Star*, The 'bamboo ceiling': University of Toronto researchers look at why it's so hard to crack, [http://www.thestar.com/news/gta/2012/06/01/the\\_bamboo\\_ceiling\\_university\\_of\\_toronto\\_researchers\\_look\\_at\\_why\\_its\\_so\\_hard\\_to\\_crack.html](http://www.thestar.com/news/gta/2012/06/01/the_bamboo_ceiling_university_of_toronto_researchers_look_at_why_its_so_hard_to_crack.html), Jun 1, 2012
- The Atlantic*, Study of the Day: There's a 'Bamboo Ceiling' for Would-Be Asian Leaders, <http://www.theatlantic.com/health/archive/2012/05/study-of-the-day-theres-a-bamboo-ceiling-for-would-be-asian-leaders/257135/>, May 15, 2012
- Toronto Star*, Facebook's Sheryl Sandberg says women burdened by 'ambition gap.' Is she right? [http://www.thestar.com/business/2012/02/07/facebooks\\_sheryl\\_sandberg\\_says\\_women\\_burdened\\_by\\_ambition\\_gap\\_is\\_she\\_right.html](http://www.thestar.com/business/2012/02/07/facebooks_sheryl_sandberg_says_women_burdened_by_ambition_gap_is_she_right.html), February 7, 2012
- The Globe and Mail*, In the RCMP, women not wanted, [http://www.theglobeandmail.com/news/british-columbia/gary\\_mason/in-the-rcmp-women-not-wanted/article2263644/](http://www.theglobeandmail.com/news/british-columbia/gary_mason/in-the-rcmp-women-not-wanted/article2263644/), December 8, 2011
- Toronto Star*, Discrimination ruling revives work-life balance debate, [http://www.thestar.com/news/world/2011/08/19/discrimination\\_ruling\\_revives\\_worklife\\_balance\\_debate.html](http://www.thestar.com/news/world/2011/08/19/discrimination_ruling_revives_worklife_balance_debate.html), August 19, 2011
- Forbes* (India), Passive mistreatment in the workplace, <http://forbesindia.com/interview/rotman/passive-mistreatment-in-the-workplace/25952/1?id=25952&pg=1>, June 20, 2011
- Toronto Star*, Sex harassment centres around power, [http://www.thestar.com/business/economy/2011/05/16/sex\\_harassment\\_centres\\_around\\_power.html](http://www.thestar.com/business/economy/2011/05/16/sex_harassment_centres_around_power.html), May 16, 2011
- The Globe and Mail*, Are men being robbed of their masculinity?, <http://www.theglobeandmail.com/life/are-men-being-robbed-of-their-masculinity/article575478/>, September 30, 2010
- The Globe and Mail*, For working moms, job takes back seat to baby after maternity leave, <http://www.theglobeandmail.com/life/work/for-working-moms-job-takes-back-seat-to-baby-after-maternity-leave/article1494196/>, March 8, 2010
- The Globe and Mail*, The playing field is still uneven, <http://www.theglobeandmail.com/news/opinions/the-playing-field-is-still-uneven/article1386210/>, December 2, 2009

*The Globe and Mail*, Romancing the boss, <http://www.theglobeandmail.com/life/family-and-relationships/romancing-the-boss/article1300194/>, September 24, 2009

*Wall Street Journal*, Valentine's Day: Sexual behavior in the office, <http://blogs.wsj.com/juggle/2009/02/13/valentines-day-sexual-behavior-in-the-office/>, February 13, 2009

## TV & Radio

*CBC Radio*, What's next for the #MeToo movement?, with Michelle Eliot, <http://www.cbc.ca/listen/shows/bc-today/episode/15546876>, May 25, 2018

*CBC Radio*, On executives' denial of sexual harassment as a problem in their organizations, December 20, 2018

*CBC Radio*, *The Current with Anna Maria Tremonti*, On academic freedom and free speech, <http://www.cbc.ca/radio/popup/audio/listen.html?autoPlay=true&mediaIds=1107575363883>, December 1, 2018

*CBC Radio*, *On the Coast with Gloria Macarenko*, The #metoo movement against sexual harassment, *October 17, 2017*

*CBC Radio*, On International Women's Day, various local syndicates, March 8, 2017

*CBC Radio*, *The Early Edition with Stephen Quinn*, On the RCMP apology and settlement for sexual harassment, <http://www.cbc.ca/player/play/2695968867/>, October 7, 2016

*CBC Radio*, *The Current*, On interrupting implicit bias in the workplace, [http://podcast.cbc.ca/mp3/podcasts/current\\_20161007\\_70934.mp3](http://podcast.cbc.ca/mp3/podcasts/current_20161007_70934.mp3), *October 7, 2016*

*Global News TV*, RCMP apologize and offer compensation to harassed female members, <http://globalnews.ca/video/2988946/rcmp-apologize-and-offer-compensation-for-harassed-female-members>, October 6, 2016

*Roundhouse 983* with Stirling Faux, On the RCMP apology and settlement for sexual harassment, <http://cirh.streamon.fm/listen-pl-5366>, October 6, 2016

*CBC Radio BC Almanac* with Gloria Macarenko, Reporting harassment and bullying in the workplace, [http://podcast.cbc.ca/mp3/podcasts/bcalmanac\\_20150416\\_69955.mp3](http://podcast.cbc.ca/mp3/podcasts/bcalmanac_20150416_69955.mp3), April 16, 2015

*CBC Radio* *On the Coast* with Stephen Quinn, The gender wage gap, <http://www.cbc.ca/player/RADIO+HOLDING+PEN/Masseys/ID/2657387239/>, March 6, 2015

*CBC Radio*, *On the Coast* with Stephen Quinn, Sexual harassment in the Workplace, <http://www.cbc.ca/onthe coast/past-episodes/>, December 3, 2014

*CBC Radio*, *The World This Weekend*, Sexual harassment in the workplace, November 2, 2014

*CBC TV*, Liberal MPs and sexual harassment, November 5, 2014

*Global News TV*, Lack of Female CEOs in BC, <http://globalnews.ca/video/1698689/lack-of-female-ceos-in-bc>, December 12, 2014

*CTV News*, Work-life balance? June 20, 2013

*OMNI TV*, Backlash against South Asian male sports broadcasters, September 21, 2013

*CTV News*, Class action lawsuit filed against RCMP, March 29, 2012

## Outreach & Consulting

Canadian Armed Forces, Summer 2018

Vancouver-Granville & Hillcrest Youth Councils, Gender Equality and Equity, May 2018  
 Lancaster House, Vancouver, BC November 2017  
 Arc'teryx, Vancouver, BC July 2017  
 Women in Infrastructure, Vancouver, BC December 2016  
 Association of American Medical Colleges, Seattle, WA November 2016  
 Lawrence Livermore National Laboratory, Livermore, CA Fall 2016  
 Unbounce, Vancouver, BC July 2016  
 DevOpsDays Vancouver, BC April 2016  
 PricewaterhouseCoopers, Vancouver, BC November 2015  
 The Vancouver Institute, Gender in organizations: From fixing the women to liberating the men, Vancouver, BC October 2015  
 Keynote Speaker, Sauder School of Business MBA Leads Reception, Vancouver BC, March 2015  
 Keynote Speaker, Professional Women's Network, Vancouver, BC, February 2015  
 Panelist, University of British Columbia Dialogues, Vancouver, BC September 2014, Toronto, ON November 2014, Calgary, AB February 2015  
 Planned and moderated panel discussion, What Works for Women at Work, with Joan Williams, Christine Day, Gail St. Germain, Rhonda Hymers, & Tracey McVicar, December 11, 2014  
 Speaker, Diversity on Boards, First West Credit Union, Kelowna, BC September 2014  
 Academic Expert, Royal Canadian Mounted Police Academic Outreach, Ottawa, ON, August 2014  
 Canadian House of Commons / Chambre des communes Meeting of Experts Summit: Challenges Facing the Royal Canadian Mounted Police, Ottawa, ON, January 2014  
 Expert Witness, Equal Employment Opportunity Commission, United States Government, 2013-2014  
 Expert Witness, Royal Canadian Mounted Police Class Action Lawsuit, Merlo V. Canada (Attorney General), 2013-2014  
 National Workforce Roundtable, Deloitte and Boston College Center for Work & Family, Boston MA, Fall 2013  
 The Conference Board, Work Life Leadership Council, New York NY, Fall 2013  
 Expert Witness, Canadian House of Commons Standing Committee on the Status of Women, 2013  
 Expert Witness, Equal Employment Opportunity Commission, United States Government, 2011-2012  
 Toronto Police Service Work Environment Analysis and Report, 2009  
 Expert Witness, Brandolini & Charlebois v. William Paterson University, 2009  
 Building a Civilized Work Environment, Executive Session for Hospital for Sick Children Pediatric Surgeons, Rotman School of Management, 2009  
 University of Toronto Staff Work Environment Analysis and Report, 2008  
 United Steelworkers, International Women of Steel Conference, 2007

University of Toronto Faculty Work Environment Analysis and Report, 2006  
UNITE! Employee Work Environment Analysis and Report, 2003