

EDUCATION

- **Ph.D. Human Resource Management (HRM) (2016)**

Degree Awarded: October 2016

School of HRM, Faculty of Liberal Arts & Professional Studies

York University, Canada

Dissertation: 'High potential' programs and employee outcomes

PhD Dissertation supervisor: Dr Parbudyal Singh

Committee members: Dr You-Ta Chuang and Dr Christopher Chan

- **MBA (2009) HRM**

Degree Awarded: October 2009

Ted Rogers School of Management, Ryerson University, Canada

ACADEMIC POSITIONS

- **Associate Professor (Management) – College of Business (Aug 2024 – present)**

Alfaaisal University

Riyadh, Kingdom of Saudi Arabia

- **Associate Professor – School of Business (July 2021 – July 2024)**

Program Coordinator – HRM specialization (Jan 2018- July 2024)

Trent University, Canada, Oshawa (Durham Campus)

- **Assistant Professor – School of Business (Tenure track; July 2016 – June 2021)**

- **Graduate Program Director - Master of Management Program**

(Jan – June 2018)

Trent University, Oshawa (Durham Campus)

- **Professor (Part-time), Centre for Business (Sep 2014 – June 2016)**

George Brown College, Canada

- **Instructor & Seminar leader, Ted Rogers School of Management (Sep 2014 – May 2015)**

Ryerson University, Canada

- **Teaching Assistant, Department of Social Sciences (Sep 2011 – 2016)**

York University, Canada

- **Guest Lecturer, HRM 2600, School of HRM (Nov 2012)**
York University, Canada
- **Doctoral Research Assistant, School of HRM (Sep 2009 – Aug 2010)**
York University, Canada
- **Graduate Assistant, Ted Rogers School of Management (Sep 2009 – April 2010)**
Ryerson University, Canada
- **Teaching Assistant & Research Associate, Ted Rogers School of Management (Jan 2009 – April 2009)**
Ryerson University, Canada

Awards and Grants

- **Trent's Symon Award for Excellence in Teaching 2023-24**
 - Nominated (April, 2024)
- **Trent Durham Dean's Research Award Jan 29th 2024 - July 31st, 2025 – Amount \$2,500**
Research Topic: Generative AI tools and employee outcomes.
- **Award for Excellence in Online Teaching 2022-23**
 - Nominated (April, 2023)
- **Trent Durham Dean's Grant 2021-2022 - Amount \$2107.63**
Research Topic: The impact of COVID-19 on Human Resources Practices
- **Merit Award 2019-2020 for Excellence in Research** awarded by Trent University
- **2018 Human Resources Division Best Paper Award** - Administrative Sciences Association of Canada.
- **2017 Best PhD Dissertation Award** - Human Resource Research Institute – Prize amount \$4,000 (awarded in June 2017)
- **Start-up Fund** Trent University 2016 – Amount \$ 10,000
- **2015 ASAC-CJAS (Administrative Sciences Association of Canada – Canadian Journal of Administrative Sciences) PhD Research Grant Award** – Amount \$ 2500
- Finalist of the **Gustavson School Award** for the Best Qualitative Paper in International Management Division at the annual meeting of the **Academy of Management**. 2014. Philadelphia, PA.

- Winner of the **Honourable Mention Award** for the Gender and Diversity in Organizations Division at the annual meeting of the **Administrative Sciences Association of Canada**. 2014. Muskoka, ON.

COURSES TAUGHT

AlFaisal University

MGT 230: Organizational Behavior Spring 2025; Fall 2025

MGT 125: Principles of Management

MBA 541 HR Planning, recruitment and Selection Spring 2025

MGT 370 HR planning, Recruitment and Selection Fall 2024

MGT 390 Total Reward Approach Fall 2024

MBA518 Human Resource Management Fall 2024

Executive MBA at Alfaial University:

VUCA and HRM, October 2025

People, performance and organizational effectiveness, Dec 2025

OTHER INSTITUTIONS UNDERGRADUATE TEACHING

- **ADMN2230H: Human resource Management Web** Winter 2022; Fall 2022; Fall 2023; Winter 2024
- **ADMN 2230H: Human Resource Management** (Undergraduate) Trent University. Fall 2016, 2017, 2018, 2019, 2020, 2021; Winter 2021
- **ADMN 2220H: Organizational Behaviour** (Undergraduate) Trent University. Fall 2016, 2017, 2018, 2019
- **ADMN 3220H: Organizational Selection** (Undergraduate) Trent University. Winter 2017, 2018, 2019, 2022
- **ADMN 3280H: Motivation and Compensation** (Undergraduate) Trent University. Winter, 2017, 2018.
- **ADMN 1000H: Contemporary issues in Management and Organizations** (Undergraduate) Trent University. Spring 2018.
- **HRM 1008: Fundamentals of Human Resource Management** (Undergraduate) George Brown College. Fall, 2014; Winter, 2014; Fall, 2015; Winter 2016
- **MHR 405: Organizational Behaviour** (Undergraduate) Ryerson University. Winter, 2015.
- **BUS 4000: CO-OP preparation course** (Undergraduate) George Brown College. Winter, 2015; Summer, 2015; Fall, 2015; Winter 2016; Spring 2016
- **CO-OP 4003: CO-OP work term** (Undergraduate) George Brown College. Fall, 2015.

- **MHR 523: Human Resource Management** (Undergraduate) Ryerson University. Fall, 2014; Winter 2015.
- **SOSC 1340: Introduction to Business and Society** (Undergraduate) York University. Fall, 2011; Winter, 2013; Fall/Winter, 2013- 2014; Fall/Winter 2014-15; Fall/Winter, 2015-16.

GRADUATE TEACHING:

- **MSMG 5210H: Strategic Human Resource Management** (Graduate) Trent University. Fall 2018, 2019, 2020, 2021, 2022, 2023; Winter 2024
- **MSMF 5120H: Organizational Effectiveness and Change** (Graduate) Trent University, Winter 2019

CHRP CANADA KNOWLEDGE EXAM QUESTIONS CREATIONS (June – Sep 2023)

Contributed to the development of questions for the CHRP knowledge exam for the Human Resource Professional Association (HRPA)

Areas of concentration: (i) Organizational effectiveness, (ii) workforce planning and execution, and (iii) HR metrics, reporting and financial management.

COURSE DEVELOPMENT

Undergraduate HR courses: School of Business Trent University

ADMN2230H Human Resource Management – Online version (Dec 2021)

Brief course description: The purpose of this course is to provide a general overview of the legal, structural, and practical dimensions of Human Resource Management. For this course, each chapter was divided into several modules, and mini-video lectures were recorded on Yuja for each module. Additional readings and resources are provided for each unit. The course includes several assessment components such as an *online discussion board, interactive exercises on Articulate, online quizzes, comprehension check questions, and an online exam*.

ADMN 3800H: Leadership (Dec 2017)

Brief course description: This course is designed to help students understand what it means to be an effective leader. The main emphasis is on developing self-awareness related to leadership abilities as well as the practice of leadership. Examines topics such as the nature of leadership, different perspectives on leadership, developing key leadership skills, and leading organizational change initiatives.

Graduate Courses: Master of Management -School of Business Trent University

MSMG 5210H: Strategic Human Resource Management (Sep 2018)

Brief course description: Human resource management practices that are mutually reinforcing, aligned with organizational strategic goals, and capable of attracting, developing and retaining talented employees are a significant determinant of organizational competitive success. This course covers critical HRM topics, including strategic human resource planning, employment legislation, job analysis, recruitment and selection, training and development, compensation and benefits, health and safety, labour relations, performance management, and employee rights and responsibilities.

MSMG 5120H: Organizational Effectiveness (Sep 2018)

Brief course description: This course aims to provide students with a wide array of theories on topics relevant to understanding employee and managerial behaviors, and to offer hands-on experience on how to use this knowledge to address issues/problems that managers face in ever-changing organizational world. Topics include employee motivation, perception and personality, interpersonal and organizational communication, team dynamics, leadership, conflict, power and influence, organizational culture, and organizational development and leading a change effort in an organization.

MSMG 5800H: Leadership in Organization (Sep 2018)

Brief course description: This is a capstone course which requires students to synthesize their coursework and work experience to date. It encourages students to assess their own strengths and weaknesses as leaders, and to formulate their own informed perspective on the achievements and failures of leadership in contemporary society. Emphasis in the course is on the practice of leadership, and students will be able to analyze how leadership is practiced in traditional and contemporary organizations. The course will examine topics such as the nature of leadership, recognizing leadership traits, developing leadership skills, creating a vision setting the tone, listening to out-group members, handling conflict, overcoming obstacles, and addressing ethics in leadership.

MSMG 5900H: Change Management Strategies (Dec 2021)

Brief course description: To remain relevant in a rapidly evolving business environment, organizations must continually assess the need for strategic realignment and develop effective and efficient strategies for change. This course focuses on development of the knowledge and skills necessary to motivate an innovative culture, assess the effectiveness and sustainability of potential change strategies, and manage intra-organizational resistance to change.

Revision of HRM 2600 York University: Human Resource Management (Online version) 2012

Under the supervision of Dr Monica Belcourt

Responsibilities included: Updating chapter scripts with recent trends and examples; developing and revising multiple choice questions; and updating PowerPoints for all chapters.

REFEREED JOURNAL PUBLICATIONS

- Manroop, L., Zheng, H¹, **Malik, A.R.¹**, Milner, M., Schulz, E., & Banerji, K. (2025). *Human resource management in times of crisis: Strategies for a post COVID-19 workplace*, 54 (1), 101060. *Organizational dynamics*. <https://doi.org/10.1016/j.orgdyn.2024.101060>
(¹ shared second authorship) (March 2025)
- **Malik, A.R.**, Manroop, L. & Harrison, J. (2024). Bouncing back: HR professionals' experiences during times of disruption. *Personnel Review*, 53 (8), 2181-2208. <https://doi.org/10.1108/PR-07-2023-0555> (Oct 22, 2024)
- Manroop, L., **Malik, A.R.**, & Milner, M. (2024). The ethical implications of big data in human resource management. *Human Resource Management Review*, 34(2), 101012. <https://doi.org/10.1016/j.hrmr.2024.101012>
- Lozie, D., Omosa, R., Hesami, S., Zaman, S., Kajbaf, M., & **Malik, A.R.** (2024) Examining the impact of generative artificial intelligence on work dynamics. *Human Resource Management and Services*. 6(2), 3420. <https://doi.org/10.18282/hrms.v6i2.3420>
(Masters Student Research Paper)
- Manroop, L., **Malik, A.R.**, Camp, R., Schulz, E. (2022). Applicant reactions to social media assessment: A review and conceptual framework. *Human Resource Management Review*, 32 (3), 100853 <https://doi.org/10.1016/j.hrmr.2021.100853>
- **Malik, A.R.**, & Singh, P. (2022). Outcomes of Talent Management: The role of Perceived Equity. *Employee Relations*, 44 (2), 277-293. DOI: 10.1108/ER-04-2020-0153.
- **Malik, A.R.**, & Singh, P. (2020). The role of employee attributions in the burnout of 'talented' employees. *Personnel Review*, 49 (1), 19-42. DOI: 10.1108/PR-02-2018-0064.
- **Malik, A.R.**, Manroop, L., & Patel, P. (2019). An empirical examination of the relationship between HPWS and firm performance: The significance of context. *Journal of Management and Organization*, 25(5), 695-710. DOI: 10.1017/jmo.2017.30
- Shantz, A., Wang, J., & **Malik, A.R.** (2018). Disability status, individual variable pay, and pay satisfaction: Does relational and institutional trust make a difference? *Human Resource Management*, 57 (1), 365-380, DOI: 10.1002/hrm.21845.

- **Malik, A.R.**, Singh, P, & Chan, C. (2017). ‘High potential’ programs and employee outcomes: The roles of organizational trust and attributions, *Career Development International*, 22(7), 742-753. DOI: 10.1108/CDI-06-2017-0095
- **Malik A.R.**, & Manroop, L. (2017). Recent immigrant newcomers’ socialization in the workplace: Roles of organizational socialization tactics and newcomer strategies. *Equality, Diversity, and Inclusion: An International Journal*, 36(5), 382-400. DOI: 10.1108/EDI-11-2016-0083.
- **Malik A.R.**, Manroop. L., & Singh, P. (2017). Self-initiated international career transition: A qualitative case study of Pakistani immigrants to Canada. *European Business Review*, 29(5), pp. 584-602. DOI: 10.1108/EBR-09-2016-0127
- **Malik, A.R.**, & Singh, P. (2017). Transformational Leadership and cultural minorities: A conceptual model. *European Business Review*, 29(5), 572-583. DOI: 10.1108/EBR-12-2015-0181.
- **Malik, A.R.**, & Singh, P. (2014). ‘High potential’ programs: Let’s hear it for ‘B’ players. *Human Resource Management Review*, 24(4): 330-346. DOI:10.1016/j.hrmr.2014.06.001.
- **Malik, A.R.**, Cooper-Thomas, H., & Zikic, J. (2014). The neglected role of cultural intelligence in recent immigrant newcomers’ socialization. *International Journal of Cross Cultural Management*, 14(2): 195-213. DOI: 10.1177/1470595813507245.\
- Hofaidhllaoui, M., **Malik, A.R.**, Swalhi, A., & Frimousse, S. (2014). Exhaustion of employees in SMEs: The role of employability. *Revue de gestion des ressources humaines (Human Resource Management Review)*, 94(4): 71-85. DOI : 10.3917/grhu.094.0071

REFREED CONFERENCE PROCEEDINGS

- Manroop, L., **Malik, A.R.**, & Milner, M. (2022). The ethical implications of big data in human resource management. Divisional Proceedings of the annual meeting of the *Academy of Management*. Seattle, Washington <https://doi.org/10.5465/AMBPP.2022.17809abstract>
- **Malik, A.R.**, & Singh, P. (2018). *Are talented employees always engaged? The roles of employee attributions.* HR Divisional Proceedings of the annual meeting of the Administrative Sciences Association of Canada. Toronto, ON. (**Best Divisional Paper Award**)

(*The award recognized the paper's significant contribution to the field of talent management*).

- Malik, A.R., Singh, P., & Chan, C. (2017). ***The Roles of Organizational Trust and Attributions in the context of Talent Management***. Divisional Proceedings of the annual meeting of the ***Academy of Management***. Georgia, Atlanta
doi:10.5465/AMBPP.2017.12404abstract (**Best PhD Dissertation Award**)

(*The award recognized the doctoral dissertation's significant contributions to the growing empirical research in the field of talent management*).

- Malik, A.R., Manroop, L., & Patel, P. (2016). ***An empirical Examination of the relationship between HPWS and firm performance***. Divisional Proceedings of the annual meeting of the ***Academy of Management***. Anaheim, California.
doi:10.5465/AMBPP.2016.10536abstract
- Malik, A.R., & Manroop, L. (2015). ***A fresh look at organizational socialization tactics for recent immigrants***. Divisional Proceedings of the annual meeting of the ***Academy of Management***. Vancouver, BC. doi:10.5465/AMBPP.2015.10282abstract
- Shantz, A., Jing, W., & Malik, A.R. (2015). ***The relationships among merit pay, disability status, and trust in Management on Job satisfaction***. Divisional Proceedings of the annual meeting of the ***Academy of Management***. Vancouver, BC.
doi:10.5465/AMBPP.2015.10249abstract
- Cole, N., Malik, A.R., & DeGama, N. (2014). When spouses trail along: gender differences in needs for expatriate partner assistance. Divisional Proceedings of the annual meeting of the ***Academy of Management***. Philadelphia, PA. doi:10.5465/AMBPP.2014.16989abstract
(Finalist of the **Gustavson School Award** for the Best Qualitative Paper).

(*The award recognized the paper's significant contribution to empirical research on expatriate partners*).

- **Malik, A.R., & Singh, P. (2014).** 'High potential' programs: Let's hear it for 'B' players. Divisional Proceedings of the annual meeting of the ***Academy of Management***. Philadelphia, PA. doi:10.5465/AMBPP.2014.12181abstract
- Malik, A.R., & Cole, N. (2014). Gender differences in the vicarious impact of employee discipline on co-worker performance. Divisional Proceedings of the annual meeting of the

***Administrative Sciences Association of Canada*. Muskoka, ON. (Honourable Mention Award)**

(This award recognized the high quality of the paper in terms of theory development and quantitative techniques used).

- Cole, N., & Malik, A.R. (2013). Investigating the relationship between personality and expatriate coping strategies. Divisional Proceedings of the annual meeting of the ***Administrative Sciences Association of Canada***. Calgary, AB.
- Malik, A.R., Cooper-Thomas, H., & Zikic, J. (2013). Recent Immigrant newcomers' socialization in the workplace: The neglected role of cultural intelligence. Divisional Proceedings at the annual meeting of the ***Southern Management Association***. New Orleans, LA.
- Malik, A.R. (2012). Examining Immigrants' career transition in new organizational settings. Divisional Proceedings of the annual meeting of the ***Administrative Sciences Association of Canada***. St. John's, NL.

BOOK CONTRIBUTIONS

Book Chapter

- **Malik, A.R.**, and Singh, P. (2021). Talent Management: A Focus on the Supporting Cast of 'B' players. In Ibraiz Tarique (Ed.), Companion to Talent Management (1st edition). Routledge: NY, New York

Book Review

- Introductory HRM textbook Proposal – Edmond publishing (June, 2023)
- Tenth Canadian edition of ***Managing Human Resources*** by Belcourt, M., Singh, P., Snell, S. and Morris, S. (Feb, 2021)

Case Study

- Malik, A.R. (2013). Strategic Workforce planning at Rogers Communication Inc. Toronto, Nelson Publishers.

PEER-REVIEWED CONFERENCE PRESENTATIONS

- Malik, A.R., Manroop, L., Zheng, H., & Timming, A.R. (2025). Redesigning Work, Rewriting the Self: Employee Perspectives on Generative AI Integration, 17th Biennial

Conference on International Human Resource Management, University of Dubai, Dubai, UAE, October 28 to 30, 2025.

- Manroop, L. Zheng, H. **Malik, A.R.**, Milner, M. Schulz E., & Banerji, K. (2024). Human Resource Management in Times of Crisis: Strategies for a Post Covid 19 Workplace. *Southern Management Association Conference*, San Antonio, TX (Oct 29-Nov2), 2024
- Manroop, L., **Malik, A.R.**, Milner, M (2022). The Ethical Implications of Big Data in Human Resource Management. Paper presented at the Annual meeting of the Academy of Management, Seattle, Washington, USA (August 5-9, 2022; Hybrid conference).
- Manroop, L., & **Malik, A.R.** (2020). Understanding Applicant Reactions to Social Media as a Selection Tool: An Integrative Model. Paper presented at the Annual meeting of the Academy of Management, Vancouver, Canada (Aug 7-11, 2020; virtual conference due to Covid-19).
- Manroop, L., & **Malik, A.R.**, Masood, H. (2020). Ethical implications for Big Data in HRM. Paper to be presented at the International Human Resource Management Conference in Paris, France (2nd-5th June: cancelled due to Covid-19).
- **Malik, A.R.** (2019). Outcomes of exclusive Vs Inclusive approaches to Talent Management: The role of perceived equity. Paper presented at the European Academy of Management (EURAM), Lisbon, Portugal (June 26-28, 2019).
- **Malik, A.R.**, & Singh, P. (2018). Are talented employees always engaged: The roles of employee attributions. Paper presented at the annual meeting of the Administrative Sciences Association of Canada. Toronto, ON. (**Best paper Award**)
- **Malik, A.R.**, Singh, P., & Chan, C. (2017). *The Roles of Organizational Trust and Attributions in the context of Talent Management*. Paper presented at the Annual meeting of the Academy of Management, Atlanta, Georgia.
- **Malik, A.R.** (2016). Big data in Human Resource Management – Does it create a new set of ethical dilemmas for employers? Caucus session presented at the Academy of Management Conference, Anaheim: CA, August 2016. (This session was organized by Haug, R. and Manroop, L., and co-sponsored with deGama, N. Collins, J., Boey, A., & Magner, R.)
- **Malik, A.R.**, Manroop, L, & Patel, P. (2016). *An Empirical examination of the relationship between HPWS and firm performance*. Paper presented at the Annual meeting

of the Academy of Management, Anaheim, California.

- **Malik, A.R., & Singh, P. (2015). *Talent Management: Insights from COR theory and Equity theory.*** Symposium Paper presented at the annual meeting of the Academy of Management. Vancouver, BC.
- Shantz, A., Jing, W., & **Malik, A.R. (2015). *The relationships among merit pay, disability status, and trust in Management on Job satisfaction.*** Paper presented at the annual meeting of the Academy of Management. Vancouver, BC.
- Malik, A.R., & Manroop, L. (2015). ***A fresh look at organizational socialization tactics for recent immigrants.*** Paper presented at the annual meeting of the Academy of Management. Vancouver, BC.
- Mahrane, H., **Malik, A.R., & Frawley, S. (2014). *Exhaustion, deviance and employees in SMEs: the role of employability.*** Paper presented at the annual meeting of the *Southern Management Association*. Savannah, GA.
- **Malik, A.R., & Singh, P. (2014). *Talent management: Let's hear it for 'B' players.*** Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- Cole, N., **Malik, A.R., & DeGama, N. (2014). *When spouses trail along: gender differences in needs for expatriate partner assistance.*** Paper presented at the annual meeting of the Academy of Management. Philadelphia, PA. **(Finalist of the Gustavson School Award)**
- **Malik, A.R. (2014). *How cultural minority newcomers become adjusted in the workplace: the role of diversity mindsets and transformational leadership.*** Paper presented at the annual meeting of the Administrative Sciences Association of Canada. Muskoka, ON.
- **Malik, A.R., & Cole, N. (2014). *Gender differences in the vicarious impact of employee discipline on co-worker performance.*** Paper presented at the annual meeting of the Administrative Sciences Association of Canada. Muskoka, ON. **(Honourable Mention Award)**
- Cole, N., & **Malik, A.R. (2013). *Investigating the relationship between personality and expatriate coping strategies.*** Paper presented at the annual meeting of the Administrative Sciences Association of Canada. Calgary, AB.

- Manroop, L., & **Malik, A.R.** (2013). *Creating value through ethical climates: The role of Human Resource Systems*. Paper presented at the annual meeting of the Administrative Sciences Association of Canada. Calgary, AB.
- **Malik, A.R.**, Cooper-Thomas, H., & Zikic, J. (2013). *Recent immigrant newcomers' socialization in the workplace: The neglected role of cultural intelligence*. Paper presented at the annual meeting of the Southern Management Association. New Orleans, LA.
- **Malik, A.R.** (2012). *Examining immigrants' career transition in new organizational settings*. Paper presented at the annual meeting of the Administrative Sciences Association of Canada. St. John's, NL.
- **Malik, A.R.** (2011). *Strategic Workforce Planning at Rogers Communication Inc.* A case study presented at the Annual meeting of the Administrative Sciences Association of Canada. Montreal, QC.

SCHOOL OF BUSINESS TRENT UNIVERSITY – SERVICE ACTIVITIES

- Program Coordinator: Human Resource Management Specialization, School of Business, Trent University (Jan 2018 – present)
- Masters of Management Graduate Program **Director Search Committee** member (Jan – June 2024)
- Committee member – School of Business, Trent University **Personnel Committee** (2016 – 2018; 2023- present).
- Committee member - Master of Management Director Search Committee (Jan 2024 – present)
- Committee member serving as a Trent University Faculty representative - **Human Resource Professional Association (HRPA) Student Relations Committee** (2016 to date)
- Committee member – School of Business, Trent University **Curriculum Committee** (2019 – date).
- Committee member - Anti-Racism Taskforce, Trent University (2020 – 2022)
- Committee member - International Scholarship Review Committee (2020)
- Committee member – School of Business, **Visiting CEO in Residence Committee** (2019).
- Committee member – School of Business, **School of Business, Grants, Prizes and Scholarship committee** (2018 – date).
- Committee member – **Trent University Durham Caucus** (2016 – date)
- Research Day Participant: 2017, 2018, 2019
- Delivered Welcome Remarks on behalf of Trent University Durham at **August Women Courageous Workshop** (August 2019)

- Interim Program Director: Master of Management Program, School of Business, Trent University Durham (Jan – June 2018)
- Participation in 50 Talks: High School Edition (2018) – delivered a guest lecture on ‘Team works in Organizations’ at three high schools in Durham area.
- Guest Lecturer – Humanities 101
November 2017, Trent University Durham
Topic: Conflict Management
- Represented the School of Business and Trent University Durham at the orientation sessions of Marketing and Entrepreneurship and Human Resource Management Certificates, Sep 8th, 2016
- University Fair of Ontario (UOF) Participant (2016, 2017, 2018, 2019), School of Business, Trent University
- Open House Participant, Trent University Durham (2016, 2017, 2018, 2019, 2020;virtual; 2023, 2024).
- Promotional videos Participant, School of Business, Trent University Durham.

ACADEMIC SERVICE AND LEADERSHIP

- Session Chair for the HR division at the Annual meeting of the Administrative Sciences Association of Canada 2017, 2018.
- Divisional Chair for the HR division at the Annual meeting of the Administrative Sciences Association of Canada 2017.
- Divisional Editor for the HR division at the Annual meeting of the Administrative Sciences Association of Canada 2016.
- Program Coordinator for the HR division at the Annual meeting at the Administrative Sciences Association of Canada 2015.
- Session Chair for the HR division at the Annual meeting of the Administrative Sciences Association of Canada 2015.

Ad-Hoc reviewer

- Human Resource Management 2016 – date
- Employee Relations 2020 - date
- International Journal of Human Resource Management 2013 – date

- Administrative Sciences Association of Canada conference 2011 – date
- Career Development International 2014 – date
- Personnel Review 2013 – date
- Human Resource Management Journal 2019
- Journal of Managerial Psychology 2013, 2017, 2019
- Eastern Academy of Management Conference, 2019
- European Business Review 2017
- Equality, Diversity and Inclusion: An International Journal 2016-2017
- European Management Review 2015
- Southern Management Association Conference 2014

Knowledge Dissemination:

Sep 2021 - Providing ongoing support to employee post pandemic:

https://www.durhamregion.com/opinion/covid-19-helping-end-mental-health-stigma-in-the-workplace-oshawa-academic/article_3d913e34-ddab-5ddc-adb6-7e5ab2516752.html

Media Appearance

Z9 TV Toronto June 2023

I also appeared on Zee 9 TV Toronto's digital channel on June 14th, 2023, where we discussed 'Ingredients for Success in Canada.' The show was aimed at foreign graduates and international students. The main goal was to guide them on how to be successful in the Canadian job market and present some strategies for their successful integration. Please check out the segment at this link: https://fb.watch/IBSKtpup_u/.

Guest Speaker:

ADMN1000H: Contemporary issues in Management - Sep 2021 and Jan 2022

Trent University

Topic: Human Resource Management and Emerging Trends

PROFESSIONAL DEVELOPMENT

Workshops at TrentU

- Going the Distance: Issues, Ideas, and Tools for Designing and Teaching a Remote Course (Online) June 2020
- Blackboard Training Online sessions March 2020:
 - Teaching remotely (Blackboard basics)
 - Guide to building mobile content
 - Getting started with teaching a virtual class (Collaborate)
- “Is this a place where I (be)long?”: Creating a welcoming space for marginalized students in the classroom, 2019

- Teaching portfolios: Introduction to collecting, selecting and reflecting, 2017
- Critically Thinking about critical thinking, 2017
- Trends on class attendance and strategies for engagement, 2017
- How to write a lot, 2016

Other activities:

- Workshop with Dr John Wicket June 2023 - MCQs item writing training from Human Resource Professional Association
- Workshop on creating Accessible word documents 2015.
- Doctoral Consortium at the Annual meeting of the Academy of Management 2015.
- Certification in Structural Equation Modeling. York University, 2014.

Student Supervision:

- Masters of Management – Sabnoor Hassan Jan – April 2024 – Reading course
- Masters of Management – Sahaj Sarna Jan – April 2024 – Reading course
- Tasnia Mostafa (Undergraduate Business student) (March – May 2023) – supervise for the literature review
- Kruta Patel (Undergraduate Business student - Jan – April, 2021) supervise for the CityStudio Research project
- Roderic Southwell Jan – April, 2019 Reading Course Research Paper - Family-like Feeling and impact in the workplace