

CURRICULUM VITAE

AMANDA J. HANCOCK, PH.D.

ACADEMIC WORK EXPERIENCE (full-time)

Jan '23 – present	Assistant Professor in Leadership (tenure track), Hill and Levene Schools of Business, University of Regina. Regina, SK, Canada. <u>Courses taught:</u> Cases in Leadership, Diversity Management, Leadership Theory and Practice (graduate)
Jan'23 – Dec '25	Adjunct Professor, School of Arts and Social Science (Business Program), Memorial University, Grenfell Campus. Corner Brook, NL, Canada.
Aug '21 – Dec '22	Assistant Professor, Grenfell Business Program (tenure track), Memorial University. Corner Brook, NL, Canada. <u>Courses taught:</u> Organizational Behaviour; Organizational Theory; Introduction to Human Resources, Leadership in Organizations (undergraduate)

EDUCATION

2021	Memorial University, Doctor of Philosophy, Management (Organizational Behaviour and Human Resources), Faculty of Business Administration; St. John's, NL, Canada.
2010	Memorial University, Master of Science in Medicine (Applied Health Services Research), Faculty of Medicine; St. John's, NL, Canada.
2004	Queen's University, Bachelor of Commerce; Smith School of Business, Kingston, ON, Canada.

HONOURS AND AWARDS

2024 – 2028	Insight Grant, SSHRC (\$182,622) <i>Leader Presenteeism: A Person-Centred Investigation of Well-being and Performance.</i>
2022 – 2025	Insight Development Grant, SSHRC (\$62,049) <i>Comparing leaders' workplace mental illness disclosures: The role of disclosure medium, level of leadership, and level of reveal.</i>
2023	Hill and Levene School of Business, Faculty of Business Administration, University of Regina Distinguished Speaker funding recipient, \$1,500 for Dr. Catherine Connelly on <i>Enduring Work</i> .
2023	Best Reviewer, Organizational Behavior Division, <i>Academy of Management Annual Meeting</i> – Boston, Massachusetts.
2023	Emerald Publishing Literati Outstanding Paper Award 2023



2022	Governor General's Gold Medal for Academic Achievement [PhD Dissertation]
2022	Grenfell Campus, Vice-President Research Funding (\$2,000)
2019 – 2021	Canada Graduate Scholarship, Doctoral Funding, SSHRC (\$40,000) <i>Leaders' concealable stigmatized identities: Employee attitudes following workplace disclosures.</i>

PEER REVIEWED PUBLICATIONS

Journal Articles

Hancock, A.J., Gellatly, I.R., Walsh, M.M., Arnold, K.A. & Connelly, C.E. (2023). Good, bad, and ugly leadership patterns: Implications for followers' work-related and context-free outcomes. *Journal of Management*. DOI: 10.1177/01492063211050391

Hancock, A.J., Clarke, H.M., & Arnold, K.A. (2020). Sexual Orientation Occupational Stereotypes. *Journal of Vocational Behavior*, 119: 1034207. DOI: 10.1016/j.jvb.2020.103427

Byrne, A., Chadwick, I., **Hancock, A.J.** (2020). Women Leaders' Views on Demand-side strategies. *Journal of Managerial Psychology*. DOI: 10.1108/JMP-03-2019-0155

Walsh, M., Carleton, E., **Hancock, A.J.**, Arnold, K.A. (2022). Mindfulness and stereotype threat in social media: Unexpected effects for women's leadership aspirations. *Gender in Management: An International Journal*. DOI: 10.1108/GM-11-2020-0341f

Hancock, A., Gustafson, D.L. (2014). Anonymous HIV Testing: What Does it Mean in Policy and Practice? A Case Study in Newfoundland, Canada. *Journal of the Association of Nurses in AIDS Care*, 25(5) p.436-449.

Thesis and Dissertation

Hancock, A.J. (2021). Leaders' concealable stigmatized identities: Employee attitudes following workplace disclosure. Doctoral Dissertation, Faculty of Business Administration, MUN (Supervisor – Dr. Kara A. Arnold)

Hancock, A.J. (2010). Anonymous HIV Testing Policies and Practices Through a Social Justice Lens. Master's Thesis, Faculty of Medicine, MUN / Applied Health Services Research, ARTC. (Supervisor – Dr. Diana Gustafson).

Book Chapters

Hancock, A.J., Daher-Moreno, N.E., Arnold, K.A. (2023). “Chapter 5 - The role of line managers in promoting and protecting employee well- being”. Lapierre, L.M., Cooper, S.C. (Editors). *Organisational Stress and Well-Being*. Companions to Management Series: Cambridge University Press.

Ford, D.P., Garmsiri, M., **Hancock, A.J.**, Hickman, A.R.¹ (2018). A Review and Extension of Cyber-Deviance Literature: Why it Likely Persists. Landers, R.N. (Editor), *Technology in Motivation and Performance*, Cambridge: London, UK.

SERVICE - TO THE FACULTY & INSTITUTION

July 2024	Graduate Program Lead, Levene School of Graduate Studies, Faculty of Business Administration, University of Regina (two-year term).
Jan – May 2024	Faculty Host for visiting scholar, Rosa Paulina Lopez of IPADE Business School, Mexico City, Mexico to Hill and Levene Faculty of Business Administration, University of Regina (April 1 – 30, 2024).
Jan – April 2024	Coach of Levene Graduate School of Business Team for 8 th Annual MBA Diversity and Inclusion Case Challenge, hosted by Competition Telfer School of Management, University of Ottawa, (March 1-2, 2024).
2023 - present	Graduate Program Committee, Hill and Levene Faculty of Business Administration, University of Regina.
2023 - present	University of Regina Executive of Council, Business Administration, Faculty Representative (peer elected position): www.uregina.ca/president/governance/council/eofc-meetings.html
2023	Coordinated Distinguished Speaker and Guest Lecturer for Hill and Levene Schools of Business, Dr. Catherine E. Connelly (October 15 – 19, 2023).
2023	Coordinated Visiting Scholar for Hill and Levene Schools of Business, Dr. Katie P. Wadden (October 18 th , 2023).
2023	La Cité universitaire francophone Faculty Council, Business Administration, Faculty Representative: https://lacite.uregina.ca/fr

¹Authors listed alphabetically.

SERVICE - TO THE PROFESSION

2017 – 2023	Conference Paper Reviewer: Academy of Management Annual Meeting
Jan – May 2023	SSHRC Merit Review Insight Development Grant (IDG) Selection Panel
2023	Reviewer for <i>Journal of Business Research</i>
2023	Review Editor for <i>Frontiers in Organizational Psychology</i>
2023	Reviewer for <i>Journal of Managerial Psychology</i>
2017, '20, '23, '24	Conference Paper Reviewer: Administrative Sciences Association of Canada

ACADEMIC WORK EXPERIENCE (part-time)

2021	Per Course Instructor, Gender, Work & Organizations, MBA Program, Faculty of Business Administration, MUN.
2019	Per Course Instructor, Performance Management and Compensation, Undergraduate Program, Faculty of Business Administration, MUN.
	Research Assistant
2019 – 2021	<i>Stress and destructive leadership: Causes, conditions, and the mitigating role of mindfulness</i> , SSHRC Insight Grant, PI: Dr. K.A. Arnold.
2019 – 2021	<i>Healthy professional/ knowledge workers: Examining the gendered nature of mental health issues, leaves of absence and return to work experiences from a comparative perspective</i> , SSHRC/CIHR Partnership Grant, PI: Dr. I.L. Bourgeault.
2018 – 2021	<i>Addressing stereotype threat for women in leadership: the role of mindfulness</i> , SSHRC Insight Development Grant, PI: Dr. M.M. Walsh.
2016 – 2018	<i>Women's ambiguous leadership trajectories – identity, motivation, and effectiveness</i> , SSHRC Insight Development Grant, PI: Dr. A.E. Byrne.
2016 – 2017	<i>Transformational leadership style and leader stress: A multi-source multi-method analysis</i> , SSHRC Insight Grant, PI: Dr. K.A. Arnold.
2017 – 2018	Occupational Health and Safety Climate at Memorial University, Safety Net, PI: Dr. S. Bornstein.
2016 – 2020	Teaching Assistant Organizational Behaviour, Undergraduate Program, MUN Teams and Diversity, MBA Program, MUN Gender, Work & Organizations, MBA Program, MUN Organizational Theory, Undergraduate Program, MUN Occupational Health and Safety, Undergraduate Program, MUN



PROFESSIONAL DEVELOPMENT

Research and Methodology

2024	Inspiring Leadership Forum: <i>Go Far, Together</i> , March 27, Viterro International Trade Centre, Regina, SK.
2023	Inspiring Leadership Forum, <i>Born to Transform</i> . March 8, Viterro International Trade Centre, Regina, SK.
2022	Canadian Centre for Research Analysis and Methods, Haskayne School of Business. Mediation, Moderation and Conditional Process Analysis (June 25-30)
2022	Latent Profile Analysis and M Plus Workshop by Dr. Matthew McLarnon (May 19-20, 2022).
2021	Spring Institute on Disabilities with Drs. Anica Zeyen and Oana Branzei https://spring-institute.com (March 1-5, 2021)
2019	Academy of Management OB Doctoral Consortium; Boston, MA.
2018	Academy of Management Teaching and Learning Conference; Chicago, IL.
2018	European Academy of Management Doctoral Colloquium; Reykjavik, Iceland.

Teaching Certifications

2024	4-day Case Teaching Workshop; Harvard Business School Publishing February 21, 28, 29 and March 1, 2024 (virtual)
2023	2-day Case Teaching Workshop; Ivey Business School Foundation Oct. 27 – 28, Regina, SK.
2019	Teaching Skills Enhancement Program Certification, MUN Centre for Innovation, Teaching and Learning, St. John's, NL.

INDUSTRY EXPERIENCE (details available upon request)

2014 – 2016	Human Resources, Medical Services, Eastern Health
2011 – 2014	Senior Human Resources Consultant, Special Projects, Employee and Labour Relations, Eastern Health
2010 – 2011	Human Resource Strategist – Organizational Health, Human Resources Program and Policy Development, Eastern Health
2009 – 2010	Diversity and Inclusion Coordinator, Human Resources Program and Policy Development, Eastern Health



COMMUNITY INVOLVEMENT

2011 – present	Volunteer, Rogers Television
2015 – present	Fertile Future, Atlantic Canada Director
2017 – 2020	Women to Women, Empowering Leadership, Executive Committee
2015 – 2021	Special Olympics of Newfoundland and Labrador, Director at Large

PRESENTATIONS AND PROCEEDINGS

Refereed Presentations

Ortynsky, M.L., Hancock, A.J., Dimoff, J., Arnold, K.A., Kelloway, K., Bourgeault, I.L. What's Leadership Got to Do with It? An Investigation of Leaders' Role in Employee Mental Health, *The 85th Annual Meeting of the Canadian Psychological Association [CPA]*, June 20th – 23rd, Ottawa, Ontario, Canada.

Lapierre, L., Hancock, A.J., Arnold, K.A., Dimoff, J., Ortynsky, M.L., Kelloway, K., Bourgeault, I.L. Examining Employee Experiences of Having a Mental-Health Supportive Supervisor and Co-workers who Stigmatize Mental Illness. *The 16th Meeting of the European Association of Occupational Health Psychology [EAOHP]*, June 5-7, Granada, Spain.

Hancock, A.J., Arnold, K.A. (2023). Leader disclosures of concealable stigmatized identities: *A comparative gendered analysis of leaders' mental health and minority sexual orientation disclosures* In 'Theoretical and Empirical Advancements in Research Disability and Leadership'. Symposium by Samosh, D., Gulseren, D. (August 8, 2023). *Academy of Management Annual Meeting*, Boston, MA.

Hancock, A.J., Arnold, K.A., Bourgeault, I.L. (2023). 'Senior leaders' perceptions of the National Standard for Psychological Health and Safety at Work' in 'Employee Mental Health, Interpersonal Discrimination at Work, and how Human Resources Can Help'. Symposium by O'Reilly, J., Quintal-Clarke, D. (August 7, 2023). *Academy of Management Annual Meeting*, Boston, MA.

Hancock, A.J., Walsh, M. M., Venz, L., Arnold, K.A., Connelly, C.E., Gellatly, I.R., (2023) Improv Training. *Improv(ing) interpersonal skills: Results of a pilot training intervention study*, Presentation at the European Association of Work and Organizational Psychology [EAWOP]. May 24-27, Katowice, Poland [in-person].

Hancock, A.J. & Arnold, K.A. Employee evaluations of leaders' stigmatized identity disclosures: The moderating role of appropriateness. Paper presentation at the Academy of Management Conference, August 5-9, 2022, Seattle, Washington. [in-person].

Walsh, M. M., Carleton, E., Ortynsky, M., Choi, E., Hancock, A. & Arnold, K. A. The benefits of a mindfulness training program for female leaders during the COVID-19 pandemic: A daily



diary study of the implications for work-home conflict. Paper submitted for presentation as part of a symposium 'Mind(fulness) Over Matter: Mechanisms of Mindfulness to Facilitate Work Functioning' at the Academy of Management Conference, August 5-9, 2022, Seattle, Washington. [hybrid]

Venz, L., Hancock, A.J., Arnold, K.A., Connelly, C.E., Walsh, M.M, Gellatly, I. (2022, January 11-14). 'Improv(ing) mindful communication: Results of a pilot intervention study' in Mindfulness in Organizations - Advancing Theory and Practice Symposium at European Association of Work and Organizational Psychology (EAWOP) Glasgow, Scotland. [Cancelled due to COVID-19]

Hancock, A.J., Arnold, K.A. Not all disclosures are created equal: Employee ratings of leader effectiveness after workplace disclosure. [Paper presentation]. *Academy of Management Annual Meeting*. July 29 to August 4th, 2021. [conference online due to COVID-19]

Hancock, A.J., Walsh, M., Carleton, E. Chronic Stereotype Threat and Leadership Aspirations: The Mediating Role of Burnout. (2020) in Mercer, D., McNally, C., Gilbert, S. et al. Broadening our sight: Integrating research methods to mitigate the dichotomy of women and leadership. *Academy of Management Annual Meeting*. Vancouver, B.C. [conference online due to COVID-19]

Chalise, S., Hancock, A.J. (2020). The 'board immune system': a metaphor for understanding lack of diversity in boards. (June 14). *Administrative Sciences Association of Canada*. St. John's, NL.

Hancock, A.J. (2020). Leader Mental Health and Illness: Comparing Base-Rates and Workplace Disclosure. (June 15). *Administrative Sciences Association of Canada*, St. John's, NL.

Hancock, A.J., Arnold, K.A. (2019). A continuum of workplace mental health and illness and its relationship with leader trust. in Lynch, J., Lyons, J.B., et al. (De)Stigmatization and the inclusive organization Symposium. (August 12). *Academy of Management*, Boston, MA.

Byrne, A., Chadwick, I., Hancock, A.J. (2019). Gender targeted policies: A story of reluctant support for closing the gender-leadership gap. (August 12). *Academy of Management*, Boston, MA.

Walsh, M.M., Carleton, E.L., Hancock, A.J., Arnold, K.A. (2019). Stereotype threat and leadership aspirations. in Igit, I., Hulsheger, U.R., et al., Benefits of mindfulness for leadership, performance and work engagement Symposium (August 13), *Academy of Management*, Boston, MA.

Arnold, K.A., Connelly, C.E., Gellatly, I.R., Hancock, A.J., Walsh, M.M. (2019). A Theoretical model describing how and when leader stress in middle managers predicts destructive leadership behavior. (June 20-21). *EAWOP Small Group Meeting on Leadership*, Exeter, UK.

Walsh, M.M., Carleton, E.L., Hancock, A.J., Arnold, K.A. (2019). Women's leadership aspirations and stereotype threat: Investigating sleep as a buffer. (June 20-21). *EAWOP Small Group Meeting on Leadership*, Exeter, UK.



- Hancock, A.J., Gellatly, I.R., Walsh, M.M., Arnold, K.A., Connelly, C.E. (2018). How do followers see their leaders and does it matter?: Insights from a person-centered analysis. *Academy of Management Annual Meeting Proceedings 2018*(1):17717. DOI: 10/5465/AMBPP.2018235.
- Hancock, A.J., Clarke, H., Arnold, K.A. (2018). Sexual Orientation Occupational Stereotypes. *Equality, Diversity, and Inclusion*, (August 17) Montreal, Quebec.
- Hancock, A.J., Gellatly, I.R., Walsh, M.M., Arnold, K.A. & Connelly, C.E. The good, the bad, the ugly: Leadership profiles and followers' personal and work-related outcomes. Paper presented at the Academy of Management Conference, Chicago, IL. August 10 – 14, 2018. [published in conference proceedings - top 10% of papers].
- Hancock, A.J., Mazumdar, B., Arnold, K.A., Foster, D., (2018). Gender Awareness in Management: An Inventory of Exercises and an Example of Curriculum Redesign. Teaching and Learning Conference, *Academy of Management*. (August 12). Chicago, IL.
- Hancock, A.J., Walsh, M.M., Arnold, K.A., Connelly, C.E., Gellatly, I.R. (2018). Leadership, Commitment, and Turnover Intentions: The moderating role of employee vulnerability. *European Academy of Management*, (June 21). Reykjavik, Iceland.
- Hancock, A.J., Chalise, S. (2018). High-Reliability to Human Services: Safety Climate in Universities and Colleges. *Association of Administrative Sciences of Canada*. (May 29). Toronto, Ontario.
- Hancock, A., Clarke, H., Arnold, K. (2017). Caution Men at (Women's) Work. *Association of Administrative Sciences of Canada*. (May 30). Montreal, Quebec.
- Hancock, A.J. & Arnold, K.A. When the same leadership behaviors may have different effects: Absenteeism and turnover amongst vulnerable employees. Paper presented at Work, Stress and Health: Contemporary Challenges and Opportunities – The 12th APA & NIOSH International Conference on Occupational Stress and Health, Minneapolis, Minnesota, June 7-10, 2017.

Invited Presentations and Events

- Hancock, A.J., Nguyen, N., Romanow, C., Bodani, R. (2024, January 24). Session 5c: Leading towards Equity. *Unpacking unconscious biases and leadership styles to promote EDI*. Canadian Bar Association – Saskatchewan, Mid-winter meeting. Delta Conference Centre. Regina, SK.
- Hancock, A.J. (2022, May 27). Research Methods Across Disciplines Panel. *Interdisciplinary Research Workshop*. Moderator. Grenfell Campus, Memorial University.
- Hancock, A.J. (2022, May 27). Alligator River: An exercise in unintended through. *Interdisciplinary Research Workshop*. Experiential Activity Facilitator. Grenfell Campus, Memorial University.
- Hancock, A.J. (2020, June 25). Mental Health in the Workplace. *Institute of Public Administration of Canada (IPAC) NL*. Moderator. St. John's, NL.



Arnold, K.A., Byrne, A., Hancock, A.J. (2017, November 2). Addressing Gender Inequity in the Workplace. *Women-To-Women Empowering Leadership Conference*. St. John's, NL.

Knowledge Mobilization

Hancock, A.J. (April 30, 2024). Rotary Club of Edmonton Riverview. Good, Bad, Ugly Leadership and the Volunteer Sector. Edmonton, AB.

Thomas, S. (2024, April 9). Why the duty to inquire is so important to avoid claims of discrimination. Tagline: 'Employers...should really take note of what's happening around the duty to accommodate,' says academic. *Canadian HR Reporter*.

Hancock, A.J. (2023, September 20). One Size Does Not Fit All, *Research Seminar*. Haskayne School of Business, University of Calgary.

Hancock, A.J. (2023, September 15). One Size Does Not Fit All, *Research Seminar*. Hill and Levene, Faculty of Business Administration, University of Regina.

Leader's Council Research with Impact Luncheon, Bar Willow Eatery, Regina, SK (June 6, 2023)

Hancock, A.J. (2021, January 26). Not all Disclosures are Equal: *Employee Ratings of Leadership Effectiveness After a Concealable Stigma Disclosure*. Brown Bag Presentation. Ted Rogers School of Management, Toronto Metropolitan University.

Arnold, K.A., Hancock, A.J., Dimoff, J.K. (2020a) How to be a transformational, supportive leader during COVID- 19. *KevinMD.com* Retrieved September 8, 2020 from: <https://www.kevinmd.com/blog/2020/08/how-to-be-a-transformational-supportive-leader-during-covid-19.html>

Arnold, K.A., Hancock, A.J., Dimoff, J.K. (2020b) What your boss' mental health means for yours. *Healthing.ca*. Retrieved August 13, 2020 from: <https://www.healthing.ca/opinion/opinion-is-your-boss-bringing-you-down>

Arnold, K.A., Hancock, A.J., Dimoff, J.K. (2020c) What your boss' mental health means for yours. *The Vancouver Province*. Retrieved August 13 2020 from: <https://theprovince.com/opinion/opinion-is-your-boss-bringing-you-down/wcm/9e20f56b-49f8-4bf5-9602-e799a5bc0475>

Hancock, A.J. (2017, February). PhD's 'On The Go'. CBC Radio.