

CURRICULUM VITAE

AMANDA J. HANCOCK, PH.D.

ACADEMIC WORK EXPERIENCE (full-time)

Jan '23 – present	Assistant Professor in Leadership, Hill Levene School of Business, University of Regina. Regina, SK, Canada. <u>Graduate Courses Taught:</u> GBUS-874 Cases in Leadership GBUS-870 Leadership Theory and Practice EMBA-800 Management as a System GBUS-846-AF Mentorship and Leadership Development GBUS-876-Diversity Management
Jan – July 1, '25	Associate Dean (Interim), Graduate Programs, Hill and Levene Schools of Business, University of Regina. Regina, SK, Canada.
Jan '23 – Dec '25	Adjunct Professor, Business Program, School of Arts and Social Science, Grenfell Campus, Memorial University. Corner Brook, NL, Canada. <u>Graduate Courses Taught:</u> MGMT-6009 Management Leadership
Aug '21 – Dec '22	Assistant Professor, Grenfell Business Program, Memorial University. Corner Brook, NL, Canada. <u>Undergraduate Courses Taught:</u> BUSN 2300 Organizational Behaviour BUSN 2310 Leadership BUSN 3010 Organizational Theory BUSN 3300 Human Resources Management
Aug '21 – Dec '22	Assistant Professor, Grenfell Business Program, Memorial University. Corner Brook, NL, Canada.

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.

PEER REVIEWED PUBLICATIONS

Journal Articles

- Walsh, M.M., Carleton, E., Ortynsky, M., Choi, E., **Hancock, A.J.**, Arnold, K.A. (2025), The role of daily mindfulness on work–home conflict: a daily study of women leaders, *Equality, Diversity and Inclusion: An International Journal*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/EDI-02-2024-0075>
- Choi, E., Carleton, E., Walsh, M., & **Hancock, A.** (2024). Mindfulness buffers the negative effects of social media overuse on work effort through state self-control during crisis: a daily diary study. *Behaviour & Information Technology*, 1–18. <https://doi.org/10.1080/0144929X.2024.2433031>
- 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*. <https://doi.org/10.1177/0149206321105039>
- 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*. 37(4), 535-538. <https://doi.org/10.1108/GM-11-2020-0341>
- Byrne, A., Chadwick, I., **Hancock, A.J.** (2021). Women leaders' views on demand-side strategies. *Journal of Managerial Psychology*. 36(1), 31 – 50. <https://doi.org/10.1108/JMP-03-2019-0155>
- Hancock, A.J.**, Clarke, H.M., & Arnold, K.A. (2020). Sexual orientation occupational stereotypes. *Journal of Vocational Behavior*, 119: 1034207. <https://doi.org/10.1016/j.jvb.2020.103427>
- 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.

Under Review

- Hancock, A.J.**, Arnold, K.A., Walsh, M.M., Connelly, C.E., Gellatly, I.R. (under 3rd review). Leading Depleted Employees: Exploring the Boundaries of Transformational Leadership. *Personnel Review*.
- Ortynsky, M.L., Arnold, K.A.A., Dimoff, J., Lapierre, L., **Hancock, A.J.**, Kelloway, K., Bourgeault, I.L. (under 1st review). How Managers' Mental Health Supportive Supervision and Coworkers' Stigmatization of Mental Illness Jointly Relate to Employee Mental Health Outcomes, Submission ID OHES-D-25-00370. *Occupational Health Science*.

In Progress

Hancock, A.J., Arnold, K.A. (in progress, working draft from dissertation). Leader Effectiveness Ratings Following Workplace Self-disclosure: A Multi-Study Investigation of Vulnerability and Disclosure Appropriateness. Target journal: *To be determined*.

Hancock, A.J., Arnold, K.A., Gustafson, D.L. (in progress, working draft from dissertation) Downward Disclosures: Identity Management Considerations for Leaders. Target journal: *Journal of Management*.

Ewart, J. Hancock, A.J., Rowe, G. (submission imminent). Case Study - Shifting Gears at the Saskatchewan Trucking Association: Recruitment and Retention of Women in Trucking. Target outlet: *Ivey Publishing*.

Hancock, A.J., Chalise, S., Lopez-Perez, R.P. (in progress, data analysis). A decade of best practice: Methodological extensions and insights on experimental vignette methodology guidelines. Target journal: *Organizational Research Methods*

Connelly, C.E., **Hancock, A.J.,** Gellatly, I.R., Walsh, M.M. (Study 1 presented at a conference, writing up Study 2). Improv Training. *Improv(ing)* interpersonal skills: Results of a training intervention study, Target journal: *Human Resources Management*.

Arnold, K.A.A., Connelly, C.E., McLarnon, M.J.W., **Hancock, A.J.,** Gellatly, I.R., Walsh, M.M. (submitted to conference, awaiting feedback for manuscript preparation). Daily Leadership: Coping Methods and the Role of Regret and Happiness, Target journal: *To be determined*.

Wadden, K.P., Stevens, J., **Hancock, A.J.,** McGowan, E. (data collection complete, analysis underway). Volunteers' Perceived Organizational Support and Well-Being at the 2025 Canada Games in St. John's, NL. Target journal: *To be determined*.

Hancock, A.J., Madsen, A., Carleton, E., Al-Katib, S. (in progress, conceptualization stage). Developmental relationships at work: Developing and validating a scale for sponsorship. Target Journal: *To be determined*.

Hancock, A.J., Arnold, K.A., Chaudhury, T. Mazumdar, B. (in progress, literature review). Gender Awareness in Management: An Inventory of Exercises and an Example of Curriculum Redesign. Target Journal: *Academy of Management Learning and Education*.

Hancock, A.J., Arnold, K.A., Dimoff, J. (in progress, literature review) Closing the context gap: Towards a theory of mental health and illness in the workplace. Target journal: *Leadership Quarterly*.

Master's Thesis and Doctoral 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). *Awarded Governor General's Gold Medal*.

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). *Named Fellow of the School of Graduate Studies*.

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.
<https://doi.org/10.1017/9781108649636>

TEACHING AND SERVICE HONOURS AND AWARDS

2025	New Faculty Teaching Award - <i>Nominee</i> , University of Regina.
2025	New Faculty Teaching Award - <i>Recipient</i> , Faculty of Business Administration, Hill and Levene Schools of Business, University of Regina.
2024	Media Person of the Year – Dee Murphy Tribute Award, Royal St. John's Regatta Committee. St. John's, Newfoundland.
2023	Hill and Levene School of Business, Faculty of Business Administration, University of Regina Distinguished Speaker funding recipient, \$1,500 for Dr. Catherine Connelly scholarly visit.

¹Authors listed alphabetically.

RESEARCH GRANTS AND AWARDS

2024 – 2028	Insight Grant, SSHRC (\$182,622) <i>Leader Presenteeism: A Person-Centred Investigation of Well-being and Performance.</i>
2024 – 2028	University of Regina President's Tri-Agency Grant Support (\$10,000)
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	Best Reviewer, Organizational Behavior Division, 23 rd Annual Meeting of the Academy of Management – Boston, Massachusetts.
2023	Emerald Publishing Literati Outstanding Paper Award for Walsh <i>et al.</i> 2022. 'Mindfulness and stereotype threat in social media: Unexpected effects for women's leadership aspirations'.
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>
2016 – 2020	School of Graduate Studies, Dean's Excellence Award (\$20,000)

ACADEMIC WORK EXPERIENCE (part-time)

2025	Per Course Instructor, MGMT 6009 Management Leadership, Master of Management, Grenfell Business Program, School of Arts and Social Science, Grenfell Campus, MUN. Corner Brook, NL.
2021	Per Course Instructor, Gender, Work & Organizations, MBA, Faculty of Business Administration, MUN. St. John's, NL.
2019	Per Course Instructor, Performance Management and Compensation, Undergraduate, Faculty of Business Administration, MUN. St. John's, NL.
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.

STUDENT SUPERVISION

Jan '23 – present	Part-time Research Assistant, Ana Askari, Master's of Management, MUN graduate, Ana Askari – worked on SSHRC IDG and IG projects.
July '25 – Oct '25	Part-time Research Assistant, Josan Gaire, Master's of Administration (Leadership), U of R graduate, worked on experimental vignette project.
Sept '23 – Oct '25	Member of thesis supervisor committee for doctoral student Akande, Ifeoluwa, Faculty of Education, University of Regina. Dissertation entitled, <i>Exploring Employee Engagement in Higher Education: A Case Study of a Nigerian University</i> , (Withdrew from program October 2025).
Sept '24 – July '25	Part-time Research Assistant, Kelsy Dabek, Master's in Psychology, U of R graduate, worked on experimental vignette project.
Sept '23 – May '24	Supervised Capstone Research Project by EMBA Student, U of R, Aaron Madsen, entitled 'It's About Time: <i>Predictors of Effective Developmental Relationships</i> '.
May '22 – Aug '22	Academic supervisor for 4 th year-undergraduate student Zachary Green, MUN during his Mitacs Business Strategy Internship (BSI), coordinated by Grenfell Campus and took place at Stephenville Theatre Festival, NL.
2022	Internal Reviewer for Master's thesis entitled, <i>The Impact of Leader's Support and Leader's Sexual Orientation on Inclusion of Gay Men in the Workplace: An Experimental Study</i> by Maser's of Management student, MUN Choudhury, Abhishek Roy.
2022	Supervised part-time Research Assistant activities of Sarah Corbett, Undergraduate Student, Business Program, MUN (Grenfell Campus) worked on SSHRC IDG.

CONTENT AND CURRICULUM DEVELOPMENT

2025 - present	Developing online course BUSN-2310 Organizational Leadership, Undergraduate Business Program, Grenfell Campus, Memorial University; Corner Brook, NL, Canada.
2024 - present	Development and delivery of Unconscious Bias training module 1 of 5 for University of Regina's campus-wide Equity, Diversity, and Inclusion digital badge non-credit program offered annually. Last offered February 2025. Hill School of Business, University of Regina; Regina, SK, Canada.
2023 - 2024	Developed proposal for a new graduate Certificate in Equity, Diversity, and Inclusion. Proposal was approved by Faculty of Business Administration and School of Graduate Studies. Levene School of Business, University of Regina; Regina, SK, Canada.
2022 - 2024	Developed MGMT-6009 Management Leadership for online, course-based Master of Management. Business Program, Grenfell Campus, Memorial University; Corner Brook, NL, Canada.

SERVICE - TO THE PROFESSION

2025	Reviewer for <i>Journal of Leadership and Organizational Studies</i>
2017 – 2025	Reviewer for <i>Academy of Management Annual Meeting</i> (AOM)
2024	Reviewer for <i>Personnel Psychology</i>
2023, 2024	Reviewer for <i>Journal of Business Research</i> and <i>Journal of Managerial Psychology</i>
Jan – May 2023	Selection Panel: SSHRC Merit Review Insight Development Grants (IDG)
2017, '20, '23, '24	Reviewer: <i>Administrative Sciences Association of Canada</i> (ASAC) Annual Conference

SERVICE - TO THE FACULTY & INSTITUTION

Oct 25 – present	Member of Research Committee, Hill Levene School 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
2025	Delivered Training Session, “Unconscious Bias in Hiring and Selection Committees” for two tenure-track hiring committees, Hill and Levene Faculty of Business Administration, University of Regina (February 28, 2025).
2023 - 2025	Member of Graduate Program Committee, Hill Levene School of Business Administration, University of Regina.
2023 - 2025	La Cité universitaire francophone Faculty Council, Business Administration, Faculty Representative: https://lacite.uregina.ca/fr
2024 – 2025	Graduate Program Lead, Levene Graduate School of Business, University of Regina.
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	Initiated and coordinated Distinguished Speaker and Guest Lecturer for Hill and Levene Schools of Business, Dr. Catherine E. Connelly (October 15 – 19, 2023).
2023	Initiated and coordinated Visiting Scholar for Hill and Levene Schools of Business, Dr. Katie P. Wadden (October 18 th , 2023).
2023	Peer Teaching Evaluation, Dr. William Newell, Memorial University (Grenfell Campus)
2022	Interdisciplinary Research Working Group, Memorial University Chair: Dr. Ian Sutherland, Vice-President <i>Pro-Tempore</i> .
2021 – 2022	Interdisciplinary Research Working Group, Grenfell Campus, MUN Chair: Dr. Camille Ouellete-Dallaire, Assistant Professor, Geography.

PROFESSIONAL DEVELOPMENT

Teaching Certifications

2025	2-day Case Writing Workshop; Ivey Business School Publishing, Dr. Glenn Rowe. February 2025. Hill and Levene Schools of Business, Regina, SK.
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.

Equity, Diversity, and Inclusion

2025	Inspiring Leadership Forum: <i>The Power of Possibility</i> , March 5, Viterra International Trade Centre, Regina, SK.
2025	<i>Four Seasons of Reconciliation</i> . University of Regina, Regina, SK.
2024	<i>Working Together: An Equity, Diversity, and Inclusion Workshop</i> . Haskayne School of Business, University of Calgary. Calgary, AB. [October 10-11, 2024.]
2024	Inspiring Leadership Forum: <i>Go Far, Together</i> , March 27, Viterra International Trade Centre, Regina, SK.
2023	Inspiring Leadership Forum, <i>Born to Transform</i> . March 8, Viterra International Trade Centre, Regina, SK.

Research and Methodology

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 led by Drs. Anica Zeyen and Oana Branzei https://spring-institute.com (March 1-5, 2021)
2019	AOM OB Doctoral Consortium; Boston, MA.
2018	EURAM Doctoral Colloquium; Reykjavik, Iceland.

INDUSTRY EXPERIENCE (additional details available upon request)

2014 – 2016	Human Resources Manager, Medical Services, Eastern Health; St. John's, NL
2011 – 2014	Senior Human Resources Consultant, Special Projects, Employee and Labour Relations, Eastern Health; St. John's, NL
2010 – 2011	Human Resource Strategist – Organizational Health, Human Resources Program and Policy Development, Eastern Health; St. John's, NL
2009 – 2010	Diversity and Inclusion Coordinator, Human Resources Program and Policy Development, Eastern Health; St. John's, NL
2008	Knowledge Summaries Intern, Canadian Health Services Research Foundation; Ottawa, ON
2004 – 2007	Operations Manager, Newfound Group of Companies; St. John's, NL

COMMUNITY INVOLVEMENT

2011 – present	Volunteer, Rogers Television
2015 – 2024	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

McLarnon, M.J.W., Arnold, K.A.A., Connelly, C.E., Hancock, A.J., Gellatly, I.R., Walsh, M.M. (under review) 'Daily Leadership: Coping Methods and the Role of Regret and Happiness' in Symposium 'Dynamics of Workplace Mistreatment: Multi-level, Multi-method Insights' by Li, Z., Woodly, H. Submitted to The 2026 *Society of Industrial and Organizational Psychology (SIOP) Annual Conference*, April 29 - May 2, 2026. New Orleans, Louisiana.

Hancock, A.J., Askari, A. Arnold, K.A. (2025). 'Leader Self-Disclosure of Mental Illness History Encourages Employees to Access Mental Health Resources' in Symposium 'Invisible Burdens: Mental Health as an Underlying Factor Shaping Leadership Emergence and Disclosure in the Workplace' by Adams, M., Scanlon, M. (July 28ys). The 85th *Annual Meeting of the Academy of Management*, Copenhagen, DK.

- Ortynsky, M.L., Hancock, A.J., Dimoff, J., Arnold, K.A., Kelloway, K., Bourgeault, I.L. (2024). What's Leadership Got to Do with It? An Investigation of Leaders' Role in Employee Mental Health, (June 20 – 23). The 85th Annual Meeting of the Canadian Psychological Association [CPA], Ottawa, Ontario, Canada.
- Lapierre, L., Hancock, A.J., Arnold, K.A., Dimoff, J., Ortynsky, M.L., Kelloway, K., Bourgeault, I.L. (2024). Examining Employee Experiences of Having a Mental-Health Supportive Supervisor and Co-workers who Stigmatize Mental Illness. (June 5-7). The 16th Meeting of the European Association of Occupational Health Psychology [EAOHP], 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 Symposium 'Theoretical and Empirical Advancements in Research Disability and Leadership' by Samosh, D., Gulseren, D. (August 8). The 85th Annual Meeting of the Academy of Management, 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 Symposium 'Employee Mental Health, Interpersonal Discrimination at Work, and how Human Resources Can Help'. by O'Reilly, J., Quintal-Clarke, D. (August 7). The 85th Annual Meeting of the Academy of Management, 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' *May 24-27). The European Association of Work and Organizational Psychology Conference [EAWOP]. Katowice, Poland [in-person].
- Hancock, A.J. & Arnold, K.A. (2022). Employee evaluations of leaders' stigmatized identity disclosures: The moderating role of appropriateness. Paper presentation. (August 5-9). The 84th Annual Meeting of the Academy of Management, Seattle, Washington. [in-person].
- Walsh, M. M., Carleton, E., Ortynsky, M., Choi, E., Hancock, A. & Arnold, K. A. (2022). 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' in Symposium 'Mind(fulness) Over Matter: Mechanisms of Mindfulness to Facilitate Work Functioning'. (August 5-9). The 83rd Annual Meeting of the Academy of Management, Seattle, Washington. [hybrid]
- Venz, L., Hancock, A.J., Arnold, K.A., Connelly, C.E., Walsh, M.M, Gellatly, I. (2022). 'Improv(ing) mindful communication: Results of a pilot intervention study in Mindfulness in Organizations' in Symposium 'Advancing Theory and Practice', European Association of Work and Organizational Psychology (EAWOP). (January 11-14). Glasgow, Scotland. [Submission accepted but cancelled due to COVID-19]

- Hancock, A.J., Arnold, K.A. (2021). Not all disclosures are created equal: Employee ratings of leader effectiveness after workplace disclosure. [Paper presentation]. (July 29 – August 4). The 81st *Annual Meeting of the Academy of Management*, [conference online due to COVID-19]
- Hancock, A.J., Walsh, M., Carleton, E. (2020). ‘Chronic Stereotype Threat and Leadership Aspirations: The Mediating Role of Burnout’ in Symposium ‘Broadening our sight: Integrating research methods to mitigate the dichotomy of women and leadership’ by Mercer, D., McNally, C., Gilbert, S. et al. The 80th *Annual Meeting of the Academy of Management*. 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 Symposium ‘(De)Stigmatization and the inclusive organization’ by Lynch, J., Lyons, J.B., et al. (August 12). The 79th *Annual Meeting of the Academy of Management*. *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). The 79th *Annual Meeting of the Academy of Management*. *Academy of Management*, Boston, MA.
- Walsh, M.M., Carleton, E.L., Hancock, A.J., Arnold, K.A. (2019). ‘Stereotype threat and leadership aspirations’ in Symposium ‘Benefits of mindfulness for leadership, performance and work engagement’ by Igic, I., Hulsheger, U.R., et al., (August 13). The 79th *Annual Meeting of the Academy of Management*. *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. (2018). The good, the bad, the ugly: Leadership profiles and followers' personal and work-related outcomes. (August 11). The 78th Annual Meeting of the Academy of Management. Chicago, IL.

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). The 78th Annual Meeting of the Academy of Management. 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. (May 29). *Association of Administrative Sciences of Canada*. Toronto, Ontario.

Hancock, A., Clarke, H., Arnold, K. (2017). Caution Men at (Women's) Work. (May 30). *Association of Administrative Sciences of Canada*. Montreal, Quebec.

Hancock, A.J. & Arnold, K.A. (2017) 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* (June 7 – 10). Minneapolis, Minnesota.

Invited Presentations and Events

Hancock, A.J. (2025, October 27th). Leader Effectiveness Ratings Following Workplace Self-disclosure: A Multi-Study Investigation of Vulnerability and Disclosure Appropriateness for the International Self-Disclosure Research Group [via zoom]. Organizer: Dr. Kerry Gibson.

Hancock, A.J. (2025, May 8th). Unconscious Bias Training Session for the University Secretariat and Office of Governance and Institutional Research, University of Regina. CW-113. Organizer: Sarah Stewart.

Hancock, A.J. (2024, November 19). *Behind the Scenes with an EDI Researcher*. Virtual Guest Lecture, SEM500 – Managing People, Core course in Master of Business Administration, University of Alberta. Instructor: Dr. Ian Gellatly. Edmonton, Alberta.

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)

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