

## CURRICULUM VITAE

Sean Lyons, Ph.D.

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### EDUCATION

<b>Ph.D., Management, Sprott School of Business</b> <i>Carleton University, Ontario, Canada.</i>	<b>Sep. 1998 - Jan. 2004</b>
<b>M.A, Public Administration, School of Public Policy &amp; Administration</b> <i>Carleton University, Ontario, Canada.</i>	<b>Sep. 1995 - Jan. 1998</b>
<b>B.P.A, Public Administration</b> <i>University of Windsor, Ontario, Canada.</i>	<b>Sep. 1991 - Jan. 1995</b>

### ACADEMIC EMPLOYMENT

<b>Acting Associate-Vice President, Research Services</b> <i>University of Guelph, Ontario, Canada.</i>	<b>Feb. 2026-present</b>
<b>Associate Dean, Research and Graduate Studies</b> <i>Gordon S. Lang School of Business and Economics, University of Guelph, Ontario, Canada.</i>	<b>Jan. 2018 - present</b>
<b>Professor</b> <i>Department of Management, Gordon S. Lang School of Business and Economics, University of Guelph, Ontario, Canada.</i>	<b>Jul. 2017 - present</b>
<b>Associate Professor</b> <i>Department of Management, Gordon S. Lang School of Business and Economics, University of Guelph, Ontario, Canada.</i>	<b>Jul. 2010 - Jun. 2017</b>
<b>Assistant Professor</b> <i>Department of Management, Gordon S. Lang School of Business and Economics, University of Guelph, Ontario, Canada.</i>	<b>Jan. 2008 - Jan. 2010</b>
<b>Assistant Professor</b> <i>Department of Business, Gerald Schwartz School of Business and Information Systems, St. Francis Xavier University, Nova Scotia, Canada.</i>	<b>Jan. 2005 - Jan. 2007</b>
<b>Postdoctoral Research Associate</b> <i>Richard Ivey School of Business, University of Western Ontario, Ontario, Canada.</i>	<b>Jun. 2004 - Jun. 2005</b>
<b>Sessional Instructor</b> <i>Sprott School of Business, Carleton University, Ontario, Canada.</i>	<b>Jan. 2000 - Jan. 2003</b>
<b>Part-Time Professor</b> <i>Telfer School of Management, University of Ottawa, Ontario, Canada.</i>	<b>Jan. 2000 - Jan. 2001</b>

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**RESEARCH FUNDING HISTORY**


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**External Funding (Total = \$541,120):**


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<b>Mitacs Accelerate Grant (\$15,000)</b>	<b>Mar. 2022 - Dec. 2022</b>
Principal Investigator, <i>Exploring Generation Alpha as Environmental Stewards</i> Mathematics of Information Technology and Complex Systems (MITACS)	
<b>Mitacs Research Training Award Program (\$6,000)</b>	<b>Aug. 2020 – Nov. 2020</b>
Faculty Supervisor, <i>Social Sciences and Humanities Research Council (SSHRC): Demographic predictors, research behaviours and institutional supports for funding success.</i> PhD Management Student project (Emily Moore) Mathematics of Information Technology and Complex Systems (MITACS)	
<b>Ontario Centres for Excellence: Voucher for Innovation and Productivity (\$40,154)</b>	<b>Sep. 2017 - Mar. 2018</b>
Principal Investigator. <i>Beyond Millennials: Exploring Generation Z</i>	
<b>Mitacs Accelerate Grant (\$15,000)</b>	<b>Sep. 2017 - Feb. 2018</b>
Principal Investigator, <i>Generation Z: Understanding Canada's Newest Youth Generation</i> Mathematics of Information Technology and Complex Systems (MITACS)	
<b>SSHRC Insight Grant (\$159,626)</b>	<b>Sep. 2016 - Sep. 2023</b>
Co-Principal Investigator, Carleton University: <i>Launching a Career in the 21st Century</i> With Dr. Linda Schweitzer, Sprott School of Business, Carleton University	
<b>Human Resources and Skills Development Canada (\$45,000)</b>	<b>Apr. 2011 - Sep. 2011</b>
Principal Investigator: <i>Career Focus: Understanding Generational Differences in the Workplace</i>	
<b>SSHRC Standard Research Grant (\$158,400)</b>	<b>May 2008 - Jun. 2011</b>
Principal Investigator: <i>Generational Career Shift</i> With Dr. Linda Schweitzer, Sprott School of Business, Carleton University and Dr. Eddy Ng, Smith School of Business, Queen's University.	
<b>Workplace Safety and Insurance Board of Ontario (\$101,500)</b>	<b>Sep. 2007 - Aug. 2010</b>
Co-Investigator: <i>Solutions for Workplace Change</i> With Dr. Linda Duxbury, Sprott School of Business, Carleton University, and Dr. Chris Higgins, Richard Ivey School of Business, Western University.	

**Internal Funding (Total = \$45,780):**


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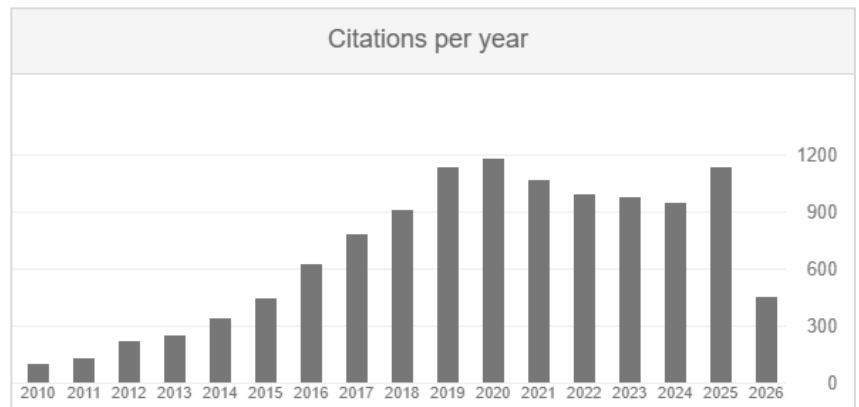
CBE Graduate Research Assistant Funding (\$7,100)	Jan. 2014 - May 2014
CME Collaborative Research Grant (\$7,500)	Sep. 2012 - May 2013
SSHRC Travel Grants (\$2,380 total)	Sep. 2010, Sep. 2011, Sep. 2012
CME Research Support Funding (\$25,000)	Sep. 2010 - May 2016
St. Francis Xavier University Publication, Teaching Award (\$2,300)	Sep. 2006 - Sep. 2006
Morley Research Chair Grant (\$1,500)	Sep. 2006 - Sep. 2006

**RECOGNITIONS**

<b>Leadership Distinguished Professorial Award</b> <i>Gordon S. Lang School of Business and Economics, MA Leadership</i>	<b>Jan. 2018</b>
<b>Outstanding Reviewer Award</b> <i>Journal of Organizational Behavior</i>	<b>Jan. 2017</b>
<b>Outstanding Paper in Journal of Managerial Psychology</b> <i>2016 Emerald Literati Network Awards for Excellence: "How have careers changed? An investigation of changing career patterns across four generations" published in Journal of Managerial Psychology 2015 Vol 30 1</i>	<b>Jan. 2016</b>
<b>Highly Commended Paper in Career Development International</b> <i>2015 Emerald Literati Network Awards for Excellence: "The gender gap in pre-career salary expectations: A test of five explanations." With Linda Schweitzer, Eddy S.W. Ng, Lisa K.J. Kuron</i>	<b>Jan. 2015</b>
<b>Divisional Best Paper Award, Human Resource Division</b> <i>Annual Conference of the Administrative Sciences Association of Canada: "Careers Profiled: Investigating Differences in Career Behaviours and Experiences." With Linda Schweitzer, Eddy S.W. Ng, Lisa K.J. Kuron</i>	<b>Jan. 2014</b>
<b>Highly Commended Paper in Career Development International</b> <i>2013 Emerald Literati Network Awards for Excellence: "Comparing apples to apples: a qualitative investigation of career mobility patterns across four generations." With Linda Schweitzer, Eddy S.W. Ng, Lisa K.J. Kuron</i>	<b>Sep. 2013</b>
<b>Divisional Best Paper Award, Human Resource Division</b> <i>Administrative Sciences Association of Canada Conference: "Launching a career: A qualitative study of inter-generational differences in the early career stage" With Linda Schweitzer, Eddy S.W. Ng, Lisa K.J. Kuron</i>	<b>Jan. 2013</b>
<b>Runner-Up, Best Practical Paper Award</b> <i>Academy of Management Careers Division: "Have careers really shifted: An inter-generational perspective on modern careers." With Linda Schweitzer and Eddy Ng.</i>	<b>Sep. 2011</b>
<b>Divisional Best Paper Award, Gender and Diversity Division</b> <i>Administrative Sciences Association of Canada Conference: "Educational and career expectations: A pattern of gender differences" With Linda Schweitzer and Eddy Ng</i>	<b>Sep. 2010</b>
<b>Divisional Best Paper Award, Gender and Diversity Division</b> <i>Administrative Sciences Association of Canada Conference: "The shifting nature of careers in Canada: A framework for research" With Linda Schweitzer and Eddy Ng.</i>	<b>Sep. 2009</b>
<b>Faculty Member of the Year Award</b> <i>School of Hospitality and Tourism Selected by Graduating Class of 2009</i>	<b>Jan. 2009</b>

**PUBLICATIONS**

Category	Total
Articles in Refereed Journals	37
Books	2
Refereed Book Chapters	8
Online Articles	2
Practitioner Articles	2
Magazine Entries	1
Research Report, Non-Refereed	4
Working Paper	1
Publications in Refereed Conference Proceedings	6
Presentations of Refereed Papers	39



Cited by [VIEW ALL](#)

	All	Since 2021
Citations	12031	5585
h-index	34	31
i10-index	45	40

<https://scholar.google.com/citations?user=OT6o-JcAAAAJ&hl=en&inst=8897725571166437266>

**Refereed Journal Articles**

- Schweitzer, Linda, \* Smith, Chelsie J., Lyons, Sean, & \* Kostuchuk, Jen (in press). Safer at Home? Associations between working from home, workplace mistreatment, inclusion, and well-being in a sample of Canadian hybrid workers, *Work: A Journal of Prevention, Assessment and Rehabilitation* (March 2026).
- Schweitzer, Linda, \* Smith, Chelsie J., Lyons, Sean, \* Henchey, Angel & \* Kostuchuk, Jen. (2025, November). Working where we want: The role of work arrangement fit in work-related and personal wellbeing. *Journal of Management & Organization*, 31(6), 2660 - 2678. <https://doi.org/10.1017/jmo.2025.10024>
- Schweitzer, Linda, Lyons, Sean, \* Smith, Chelsie & \* Lauch, Katarina. (2025, April). Exploring Work-Related Cosmology Events: Lessons from the COVID Pandemic. *International Journal of Organization Theory & Behavior*. <https://doi.org/10.1108/IJOTB-07-2024-0127>
- \*Ameli, Fatemeh & Lyons, Sean. (2025, March). The Association Between Psychological Capital of Young Canadians and Their Intrinsic Work Values. *Journal of Employment Counseling*, 62(3), 149-162. <https://doi.org/10.1002/joec.12243>
- Ng, Eddy S., Stanton, Pauline, Umeh, Chidozie, Bamber, Greg J., Stone, Dianna, Lukaszewski, Kimberly, Lyons, Sean, . . . Varma, Arup. (2025, March). Megatrends affecting the world of work implications for human resource management. *Personnel Review*. <https://doi.org/10.1108/PR-02-2025-0100>
- \*Martow, J. H., \*Thornton, E. M., Conlon, P., Jones-Bitton, A., Khosa, D, Hewson, J., Lyons, S., . . . Lumley, M. N. (2025). Time to act: Mental health and desired university supports among graduate students. *Higher Education Research & Development*, 44(3), 644-658. <https://doi.org/10.1080/07294360.2024.2410271>
- Ayoobzadeh, M., Schweitzer, L, Lyons, S. & Ng, E. (2024). A tale of two generations: a time-lag study of career expectations. *Personnel Review*, 53(7), 1649–1665. <https://doi.org/10.1108/PR-02-2022-0101>
- Schweitzer, Linda, Lyons, Sean, & \*Smith, Chelsie. (2023, July). Career Sustainability: Framing the Past to Adapt in the Present for a Sustainable Future. *Sustainability*, 15(15). <https://doi.org/10.3390/su151511800>
- Ayoobzadeh, M, Schweitzer, L & Lyons, S. (2023). Career Expectations of International and Domestic Students in Canada. *International Journal for Educational and Vocational Guidance*, 23, 77–96.

<https://doi.org/10.1007/s10775-021-09504-0>

10. Leblanc, J. E. & **Lyons, S.** (2022). Helicopter parenting during emerging adulthood: Consequences for career identity and adaptability (Brandilynn Villarreal, Ed.). *Frontiers in Psychology*, 13(886979), 1-18.  
<https://doi.org/10.3389/fpsyg.2022.886979>
11. \*Charbonneau, B D, Powell, D M, Spence, J R & **Lyons, S T.** (2021). Unintended Consequences of Interview Faking: Impact on Perceived Fit and Affective Outcomes. *Personnel Assessment and Decisions*, 7(1), Article 6.  
<https://scholarworks.bgsu.edu/pad/vol7/iss1/6/> .
12. \*Goetz, M L, Jones-Bitton, A, Hewson, J, Khosa, D, **Lyons, S** & Dorothy J Bakker, Peter D Conlon. (2020). An Examination of Myers-Briggs Type Indicator Personality, Gender, and Career Interests of Ontario Veterinary College Students. *Journal of Veterinary Medical Education*, 47(4), 430-444.  
<https://doi.org/10.3138/jvme.0418-044r> .
13. **Lyons, S**, Schweitzer, L, Urick, M & \*Kuron, L. (2019). A Dynamic Social-Ecological Model of Generational Identity in the Workplace. *Journal of Intergenerational Relations*.  
<https://doi.org/10.1080/15350770.2018.1500332>
14. Bakker, D., **Lyons, S.** & Conlon, P. (2017, January). An Exploration of the Relationship between Psychological Capital and Depression in First-year Doctor of Veterinary Medicine Students. *Journal of Veterinary Medical Education*, 44(1), 50-62. <https://doi.org/10.3138/jvme.0116-006r>
15. Urick, M, Hollensbe, E, Masterson, S. & **Lyons, S.** (2017). Understanding and Managing Intergenerational Conflicts: An Examination of Influences and Strategies. *Work, Aging and Retirement*, 3(2), 166-185.  
<https://doi.org/10.1093/workar/waw009>
16. **Lyons, S. T.** & Schweitzer, L. (2017). A Qualitative Exploration of Generational Identity: Making Sense of Young and Old in the Context of Today's Workplace. *Work, Aging and Retirement*, 3(2), 209-224.  
<https://doi.org/10.1093/workar/waw024>
17. Papavasileiou, E, **Lyons, S.** & Shaw, G. (2017). Work values in Tourism: Past, present and future. *Annals of Tourism Research*, 64, 150-162. <https://doi.org/10.1016/j.annals.2017.03.007>
18. Kuron, L, Schweitzer, L, **Lyons, S.** & Ng, E S. (2016). Career Profiles in the 'New Career:' Evidence of their Prevalence and Correlates. *Career Development International*, 21(4). <https://doi.org/10.1108/CDI-05-2015-0066>
19. Papavasileiou, E F & **Lyons, S.** (2015). A comparative analysis of the work values of Greece's 'Millennial' generation. *The International Journal of Human Resource Management*, 26(17), 2166-2186.  
<https://doi.org/10.1080/09585192.2014.985325>
20. **Lyons, S.**, Schweitzer, L. & Ng, E. S. (2015). Resilience in the modern career. *Career Development International*, 20(4), 363-383. <http://dx.doi.org/10.1108/CDI-02-2015-0024> .
21. **Lyons, S.**, Urick, M., Kuron, L. & Schweitzer, L. (2015). Generational Differences in the Workplace: There is Complexity beyond the Stereotypes. *Industrial and Organizational Psychology: perspectives on science and practice*, 8(3), 346-356. <https://doi.org/10.1017/iop.2015.48> .
22. **Lyons, S.**, Schweitzer, L. & Ng, E. S. (2015). How Have Careers Changed? An Investigation of Changing Career Patterns Across Four Generations. *Journal of Managerial Psychology*, 30(1), 8-21.  
<https://doi.org/10.1108/JMP-07-2014-0210>  
\*Winner of Journal of Managerial Psychology's 2016 Outstanding Paper Award Journal Quality:
23. Kuron, L., **Lyons, S.**, Schweitzer, L. & Ng, E. S. (2015). Millennials' Work Values: Differences Across the School to Work Transition. *Personnel Review*, 44(6), 991-1009. <http://dx.doi.org/10.1108/PR-01-2014-0024> .
24. **Lyons, S.** & Kuron, L. (2014). Generational differences in the workplace: A review of the evidence and directions for future research. *Journal of Organizational Behavior*, 35(S1), S139-S157.  
<https://doi.org/10.1002/job.1913> .
25. **Lyons, S.**, Ng, E. S. & Schweitzer, L. (2014). Changing Demographics and the Shifting Nature of Careers:

- Implications for Research and Human Resource Development. *Human Resource Development Review*, 13(2), 180-205. <https://doi.org/10.1177/1534484314524201> .
26. Schweitzer, L, **Lyons, S T**, Kuron, L & Ng, E S. (2014). The Gender Gap in Pre-Career Salary Expectations: A Test of Five Explanations. *Career Development International*, 19(4), 404-425. <http://dx.doi.org/10.1108/CDI-12-2013-0161> .
  27. Ng, E S, Schweitzer, L & **Lyons, S**. (2012). Anticipated Discrimination and a Career Choice in Nonprofit A Study of Early Career Lesbian, Gay, Bisexual, Transgendered (LGBT) Job Seekers. *Review of Public Personnel Administration*, 32(4), 332-352. <https://doi.org/10.1177/0734371X12453055>
  28. **Lyons, S**, Schweitzer, L, Ng, E S & Kuron, L K. (2012). Comparing apples to apples: A qualitative investigation of career mobility patterns across four generations. *Career Development International*, 17(4), 333-357. <https://doi.org/10.1108/13620431211255824>
  29. Schweitzer, L, Ng, E S, **Lyons, S** & Kuron, L. (2011). Exploring the career pipeline: Generational differences in pre-career expectations. *Relations Industrielles*, 66, 422-444. <https://doi.org/10.7202/1006346ar>
  30. **Lyons, S**, Higgins, C & Duxbury, L. (2010). Work values: Development of a new 3-dimensional structure based on confirmatory smallest space analysis. *Journal of Organizational Behavior*, 31, 969-1002. <https://doi.org/10.1002/job.658>
  31. Duxbury, L, Higgins, C & **Lyons, S**. (2010). Coping with Overload and Stress: A Comparison of professional men and women. *Journal of Marriage and Family*, 72(4), 847-859. <https://doi.org/10.1111/j.1741-3737.2010.00734.x>
  32. Ng, E S, Schweitzer, L & **Lyons, S**. (2010). New generation, great expectations: A field study of the millennial generation. *Journal of Business and Psychology*, 28(2), 281-292. <https://psycnet.apa.org/doi/10.1007/s10869-010-9159-4>
  33. Schweitzer, L & **Lyons, S**. (2008). The market within: A marketing approach to creating and developing high-value employment relationships. *Business Horizons*, 51, 555-565. <https://doi.org/10.1016/j.bushor.2008.03.004>
  34. Duxbury, L, **Lyons, S** & Higgins, C. (2007). Dual-income families in the new millennium: Re-conceptualizing family type. *Advances in Developing Human Resources*, 9(4), 472-486. <https://doi.org/10.1177/1523422307305488>
  35. **Lyons, S**, Duxbury, L & Higgins, C. (2007). An empirical assessment of generational differences in basic human values. *Psychological Reports*, 101, 339-352. <https://doi.org/10.2466/pr0.101.2.339-352>
  36. **Lyons, S**, Duxbury, L E & Higgins, C A. (2006). A comparison of the values and commitment of private-sector, public-sector, and para-public-sector employees. *Public Administration Review*, 66(4), 605-618. <https://doi.org/10.1111/j.1540-6210.2006.00620.x>
  37. **Lyons, S**, Duxbury, L E & Higgins, C A. (2005). Are gender differences in basic human values a generational phenomenon? *Sex Roles*, 53, 763-778. <https://doi.org/10.1007/s11199-005-7740-4>

## Books

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1. Ng, E, **Lyons, S** & Schweitzer, L. (2018). *Generational Career Shifts: How Veterans, Boomers, Xers and Millennials View Work*. Bingley, UK: Emerald Publishing.
2. Ng, E S, **Lyons, S** & Schweitzer, L. (2012). *Managing the New Workforce: International Perspectives on the Millennial Generation*. Northampton, MA: Edward Elgar Publishing.

## Book Chapters

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1. **Lyons, Sean**, Schweitzer, Linda, Ng, Eddy, \*Henchey, Angel & \*Kostuchuk, Jen. (2026). What's being said about Gen Z in the workplace and what should employers do about it? In Emma Parry et al. (Eds): *The Palgrave Handbook of Age Diversity and Work*. Ch. 11 DOI : 10.1007/978-3-032-17388-1
2. **Lyons, Sean**. (2024, July). Generational differences and generational identity in the workplace. In Cary Cooper, Paula Brough, and Vicki L. Anderson (Eds.), *Elgar Encyclopedia of Occupational Health Psychology* (pp. 78-80). London, United Kingdom: Edward Elgar Publishing. Retrieved from <https://doi.org/10.4337/9781035313389.ch24>
3. **Lyons, S.** & Leblanc, J. E. (2018). Generational Identity in the Workplace: Toward Understanding and Empathy. In Ronald Burke, Astrid Richardson (Ed.), *Creating Psychologically Healthy Workplaces*. Cheltenham, UK: Edwin-Elgar Publishing House. Retrieved from <https://www.elgaronline.com/view/edcoll/9781788113410/9781788113410.xml>
4. Ng, E. S, **Lyons, S. T.** & Schweitzer, L. (2016). Millennials: Young Workers in a Challenging Labour Market. In E. Parry and J. McCarthy (Eds.) (Eds.), *Handbook of Age Diversity and Work* (pp. 325-344). London, UK: Palgrave Macmillan.
5. **Lyons, S.**, Schweitzer, L. & Ng, E. S. (2016). Generational Differences in Work Values: Evidence from Canada. In Moshe Sharabi (Ed.), *Generational differences in work values and work ethic: An international perspective* (pp. 3-18). New York: Nova Publishers.
6. **Lyons, S.**, Ng, E. S & Schweitzer, L. (2014). Launching a Career: Inter-generational differences in the early career stage based on retrospective accounts. In Emma Parry (Ed.), *Generational Diversity at Work: New Research Perspectives* (pp. 148-163). London, IK: Routledge.
7. **Lyons, S.**, Ng, E. S. & Schweitzer, L. (2012). Generational career shift: Millennials and the changing nature of careers in Canada. *Managing the new workforce: International perspectives on the millennial generation*. Northampton, MA: Edward Elgar.
8. Duxbury, L, **Lyons, S.** & Higgins, C. (2008). Too much to do and not enough time: An examination of role overload. *Handbook of Work-Family Integration: Research, theory and best Practices* (pp. 125-140). New York: Academic Press.

## Online Articles

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1. Kostuchuk, J, Steiner, E. & **Lyons, S.** "Kids care deeply about our planet, so adults need to start listening. Published on the Conversation.com June 15, 2025 <https://theconversation.com/kids-care-deeply-about-our-planet-so-adults-need-to-start-listening-257304>
2. **Lyons, S.** "Baby boomers, Gen X, Millennials and Gen Z labels: Necessary or nonsense?" Published on the Conversation.com March 10, 2020. <https://theconversation.com/baby-boomers-gen-x-millennials-and-gen-z-labels-necessary-or-nonsense-132161>

## Practitioner Articles

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1. Stuart, A & **Lyons, S.** (2008). Bridging the generation gap: Meeting the challenge of employees from four different generations. Retrieved from <http://www.robertsonsurrette.com/resources.html>  
Article written for Viewpoint, Robertson-Surrette

2. Stuart, A & **Lyons, S.** (2008). Millennials in the workplace: Understanding and capitalizing on the connected generation. Retrieved from <http://www.robertsonsurrette.com/resources.html>  
Article written for Viewpoint, Robertson-Surrette

### Magazine Entries

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1. **Lyons, S.** (2012, September). Young Retribution: Funny Things in Work Style Magazine.  
I contributed an editorial to Work Style magazine regarding remuneration of young workers

### Reports

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1. **Lyons, S.** (2017). *The Change Generation Report: How Millennials and generations Z are Redefining Work.*
2. **Lyons, S.**, Ng, E S & Schweitzer, L. (2011, September). *Generational Career Shift: Summary Report of Key Findings.*
3. Mann, S, Brown, J, Elliott, S, Christensen Hughes, J, **Lyons, S** & A. Zdaniuk. (2009). *Using HRM Practices to Improve Productivity in the Canadian Tourism Industry.*
4. Higgins, C, Duxbury, L & **Lyons, S.** (2007). *Reducing work-life conflict: What works? What doesn't?.* Retrieved from <http://www.hc-sc.gc.ca/ewh-semt/pubs/occup-travail/balancing-equilibre/index-eng.php>

### Conference Publications

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1. \*Henchey, Angel, Schweitzer, Linda, Lyons, Sean, \*Smith, Chelsie, \*Kostachuk, Jen & \*Lauch, Kat. (2025, July). Sustainable Performance: Work Outputs, Well-Being, and Performance Proxies. In Academy of Management (p. 15525). <https://journals.aom.org/doi/abs/10.5465/AMPROC.2025.15525abstract>
2. \*Kuron, L, Schweitzer, L, Lyons, S T & Ng, E S. (2014). Careers Profiled: Investigating Differences in Career Behaviours and Experiences. In *Proceedings of the Administrative Sciences Association of Canada Annual Conference.*
3. \*Kuron, L, Schweitzer, L, Lyons, S & Ng, E S. (2013). Writing their own stories? A qualitative investigation of millennials' careers. In *Proceedings of the Administrative Sciences Association of Canada Annual Conference.*
4. Lyons, S, Schweitzer, L & Ng, E S. (2013). Launching a career: A qualitative study of inter-generational differences in the early career stage. In *Proceedings of the Administrative Sciences Association of Canada Annual Conference.*
5. \*Kuron, L, Lyons, S, Schweitzer, L & Ng, E S. (2012). Work values of the millennial generation: a comparison of pre-career and working millennials. In *Proceedings of the Administrative Sciences Association of Canada Annual Conference.*
6. Ng, E S, Schweitzer, L & Lyons, S. (2012). Public and Nonprofit Sectors as Safe Havens: A Comparison of Lesbian, Gay, Bisexual, Transgendered (LGBT), and Heterosexual Job Seekers. In *Proceedings of the Administrative Sciences Association of Canada Annual Conference.*

### Conference Presentations

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1. \*Henchey, Angel, Schweitzer, Linda, **Lyons, Sean**, \*Smith, Chelsie, \*Kostuchuk, Jen & Lauch, Kat. (Jul. 2025). Sustainable Performance: Work Outputs, Well-Being, and Performance Proxies. Academy of Management, Copenhagen, Denmark. Presented. Refereed: Yes

2. **Lyons, Sean**, Schweitzer, Linda & \*Smith, Chelsie (Nov. 2025). Launching a Sustainable Career: An Exploration of Early Career Narratives. Designing Careers with Purpose: Meaning, Calling and Sustainability Conference, Padova, Italy. Presented. Refereed: Yes
3. Martow, J, Lumley, M.N., Conlon, P., Thornton, M.E., Jones, A.Q., Khosa, D., . . . **Lyons, S.** (Jun. 2024). Graduate students' perspectives on how universities can support well-being: A qualitative analysis. Canadian Psychological Association, Ottawa, Canada. Presented. Refereed: Yes
4. \*Henchey, Angel, Schweitzer, Linda, **Lyons, Sean**, \*Smith, Chelsie & \*Kostuchuk, Jen. (Jun. 2024). Work from home and productivity: Review of the literature and further developing productivity as a concept.. Administrative Sciences Association of Canada, Montreal, Canada. Accepted. Refereed: Yes
5. Thornton, E. M., Martow, J. H., Conlon, P., Jones-Britton, A., Khosa, D., Hewson, J., . . . Lumley, M. N, & **Lyons, Sean.** (Jun. 2023). The impacts of the COVID- 19 pandemic on graduate student mental health: Can universities help?.. Canadian Psychological Association, Toronto, Canada. Accepted. Refereed: Yes
6. \*Ameli, Fatemeh, **Lyons, Sean** & Scott Davies. (Apr. 2023). The Association between Psychological Capital of Young Canadians and their Intrinsic Work Values. American Educational Research Association, Chicago, United States of America. Accepted. Refereed: Yes
7. Ayoobzadeh, M, Schweitzer, L & **Lyons, S.** (2020, June). *From GenY to GenZ: New Generation, Different Expectations.* Administrative Science Association of Canada, St. John's (Virtual Conference). Canada-Newfoundland and Labrador. Paper. Accepted. Refereed: Yes
8. Schweitzer, L, **Lyons, S** & Ayoobzadeh, M. (2020, February). *Unpacking Future Career Orientations: Expectations, Aspirations and Attitudes about the Future.* Academy of Management Careers Division Conference (CARCON), Vienna. Austria. Paper. Presented. Refereed: Yes
9. \*Phillip, A & **Lyons, S.** (2020, January). *A social information processing model of work-life balance perceptions and outcomes.* Administrative Sciences Association of Canada (ASAC) Annual Conference, St. John's. Canada-Newfoundland and Labrador. Paper. Presented. Refereed: Yes
10. \*Ameli, F & **Lyons, S.** (2019, January). *The Association between Work Values and Psychological Capital among Young Canadians by Structural Equation Modeling.* Administrative Science Association of Canada, St. Catherines. Canada-Ontario. Paper. Presented. Refereed: Yes
11. \*LeBlanc, J E & **Lyons, S T.** (2018, July). *The Effects of Helicopter Parenting on Career Identity and Adaptability.* International Society for the Study of Organizational and Work Values (ISSWOV) Conference, Trieste. Italy. Podium. Accepted. Refereed: Yes
12. \*Goetz, M, Jones-Bitton, A, Hewson, J, Khosa, D, Pearl, D & D.J. Bakker (McMaster University), **S.T. Lyons** (University of Guelph), and P.D. Conlon (University of Guelph). (2017, January). *Associations between MBTI personality types, depression, and psychological capital, of veterinary students at the Ontario Veterinary College.* Canadian Association of Veterinary Epidemiology and Preventive Medicine, Calgary. Canada-Alberta. Paper. Presented. Refereed: Yes
13. Ng, E S, **Lyons, S T** & Schweitzer, L. (2016, January). *Implications of Gender and Immigration Status on the Career of Millennials.* Academy of Management Annual Meeting, Anaheim. California. Paper. Accepted. Refereed: Yes
14. Papavasileiou, E, **Lyons, S** & Shaw, G. (2015, September). *Work values as a high-ordered factorial construct.* British Academy of Management, Portsmouth. United Kingdom. Paper. Accepted. Refereed: Yes
15. LeBlanc, J & **Lyons, S.** (2015, August). *Helicopter parents and indecisive kids: The impact of parental attachment on Millennials' careers.* Academy of Management Annual Meeting, Vancouver. Canada-British Columbia. Paper. Accepted. Refereed: Yes

16. **Lyons, S**, Schweitzer, L & Ng, E. (2015, August). *Generational Differences in Career Salience*. Academy of Management Meeting, Vancouver. Canada-British Columbia. Paper. Accepted. Refereed: Yes
17. Kuron, L, Schweitzer, L, **Lyons, S T** & Ng, E S. (2014, January). *Careers Profiled: Investigating Differences in Career Behaviours and Experiences*. 2009 Annual Conference of the Administrative Sciences Association of Canada, Huntsville. Canada-Ontario. Paper. Presented. Winner of the 2014 HR Division Best Paper Award. Refereed: Yes
18. **Lyons, S**, Ng, E S & Schweitzer, L. (2014, January). *Launching a Career: Inter-Generational Differences in the Early Career Stage*. Academy of Management Annual Conference, Philadelphia. Pennsylvania. Paper. Presented. (part of a symposium related to a book launch). Refereed: Yes
19. **Lyons, S** & Kuron, L. (2014, January). *Generations in the Workplace: Taking Stock and Moving Forward*. Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Honolulu. Hawaii. Paper. Presented. Refereed: Yes
20. **Lyons, S**, Schweitzer, L & Ng, E S. (2013, September). *Launching a career: A qualitative study of inter-generational differences in the early career stage*. Proceedings of the Administrative Sciences Association of Canada Annual Conference, Calgary. Canada-Alberta. Paper. Presented. Winner of Human Resource Division Best Paper Award. Refereed: Yes
21. Kuron, L, Schweitzer, L, **Lyons, S** & Ng, E S. (2013, September). *Writing their own stories? A qualitative investigation of millennials' careers*. Proceedings of the Administrative Sciences Association of Canada Annual Conference, Calgary. Canada-Alberta. Paper. Presented. Refereed: Yes
22. Kuron, L, **Lyons, S**, Schweitzer, L & Ng, E S. (2012, September). *Work values of the millennial generation: a comparison of pre-career and working millennials*. Administrative Science Association of Canada Annual Meetings, St. John's. Canada-Newfoundland. Paper. Presented. Refereed: Yes
23. Ng, E S, Schweitzer, L & **Lyons, S**. (2012, September). *Public and Nonprofit Sectors as Safe Havens: A Comparison of Lesbian, Gay, Bisexual, Transgendered (LGBT), and Heterosexual Job Seekers*. Administrative Science Association of Canada Annual Meetings, St. Johns. Canada-Newfoundland. Paper. Presented. Refereed: Yes
24. Ng, E S, **Lyons, S** & Schweitzer, L. (2012, September). *Managing the New Workforce: International Perspectives on the Millennial Generation*. Academy of Management Annual Meeting, Boston. Massachusetts. Paper. Presented. Refereed: Yes
25. **Lyons, S**, Schweitzer, L & Ng, E S. (2012, January). *Have careers really shifted: An inter-generational perspective on modern careers*. Academy of Management Annual Conference, Boston. Massachusetts. Paper. Presented. Nominated for best Applied Research Paper in the Careers Division . Refereed: Yes
26. **Lyons, S**, Ng, E S, Schweitzer, L & Kuron, L. (2011, September). *Intergenerational Differences in Work Values, Career Anchors and Organizational Mobility*. International Society for the Study of Organizational and Work Values (ISSWOV) Conference, Goa. India. Paper. Presented. Refereed: Yes
27. Ng, E S, **Lyons, S** & Schweitzer, L. (2011, September). *Millennials as a new Generation? Evidence from the Generational Career Shift Study*. Academy of Management Annual Meeting, San Antonio. Texas. Paper. Presented. Refereed: Yes
28. Schweitzer, L, Kuron, L K, Ng, E & **Lyons, S**. (2011, September). *Gender and career expectations: New findings from the millennial generation*. Administrative Science Association of Canada Annual Meetings, Montreal. Canada-Quebec. Paper. Presented. Refereed: Yes

29. Schweitzer, L, **Lyons, S** & Ng, E S. (2010, September). *Managing in the new millennium: Gen Y and workplace expectations*. International Society for the Study of Organizational and Work Values (ISSWOV) Conference, Lisbon. Portugal. Paper. Presented. Refereed: Yes
30. Schweitzer, L, Ng, E, **Lyons, S** & Kuron, L K. (2010, September). *Educational and career expectations: A pattern of gender differences*. Administrative Science Association of Canada Annual Meetings, Regina. Canada-Saskatchewan. Paper. Presented. Gender and Diversity in Organization Best Paper Award Winner 2010 . Refereed: Yes
31. **Lyons, S**, Schweitzer, L & Ng, E. (2009, September). *The shifting nature of careers in Canada: A framework for research*. Administrative Science Association of Canada Annual Meetings, Niagara Falls. Canada-Ontario. Paper. Presented. Gender and Diversity in Organization Best Paper Award Winner 2009 . Refereed: Yes
32. **Lyons, S** & Schweitzer, L. (2008, September). *The structure of work values: A replication with two measures*. International Society for the Study of Organizational and Work Values (ISSWOV) Conference, Unknown. Singapore. Paper. Presented. Refereed: Yes
33. **Lyons, S**, Dyke, L & Khilji, S. (2008, September). *A smallest space analysis of the value structure of career anchors*. International Society for the Study of Organizational and Work Values (ISSWOV) Conference, Unknown. Singapore. Paper. Presented. Refereed: Yes
34. Schweitzer, L & **Lyons, S**. (2007, September). *The market within: Applying marketing concepts to managing human resources*. Administrative Science Association of Canada Annual Meetings, Ottawa. Canada-Ontario. Paper. Presented. Refereed: Yes
35. **Lyons, S**, Duxbury, L E & Higgins, C A. (2006, September). *A re-examination of relationship between general values and work values*. International Society for the Study of Organizational and Work Values (ISSWOV) Conference, Tallinn. Estonia. Paper. Presented. Refereed: Yes
36. Madill, J, Duxbury, L & **Lyons, S**. (2006, September). *Coping With Declining Fertility Rates in Canada and Other Developed Countries*. The Application of Social Marketing, Social Marketing Advances in Research and Theory Conference, Banff. Canada-Alberta. Paper. Presented. Refereed: Yes
37. **Lyons, S**, Duxbury, L E & Higgins, C A. (2005, September). *An empirical assessment of generational differences in work-related values*. Administrative Science Association of Canada Annual Meetings, Toronto. Canada-Ontario. Paper. Presented. Refereed: Yes
38. **Lyons, S**, Duxbury, L E & Higgins, C A. (2005, September). *Work values as predictors of organizational commitment: The critical role of value satisfaction*. Atlantic Schools of Business Conference, Halifax. Canada-Nova Scotia. Paper. Presented. Refereed: Yes
39. **Lyons, S**, Duxbury, L E & Higgins, C A. (2005, September). *Is the public service ethic in decline? An analysis of age cohort differences in the values of public servants*. International Research Symposium on Public Management, Milan. Italy. Paper. Presented. Refereed: Yes

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## TEACHING ACTIVITIES (2010-PRESENT)

### ***Ph.D. in Management***

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|---------------------------|-------------|
| 1. PhD Research Seminar   | F2020-W2025 |
| 2. Readings in Management | F2019       |

### ***Master of Arts in Leadership***

- |                           |  |
|---------------------------|--|
| 1. Readings in Leadership | F2011, F2013, W2015, W2016, F017, S2017, S2018, W2019, W2020 |
|---------------------------|--|

2. Theories of Leadership S2012, F2012, S2013, S2015, S2016, W2017, F2017, F2018

### ***Master of Science in Management***

1. Quantitative Methods for Evidence-Based Management W2018  
2. Introduction to Econometric Methods W2017

### ***Undergraduate Courses***

1. First Year Seminar: Building a Career in the 21<sup>st</sup> Century F2014, F2015, F2016, F2017, F2018  
2. Leadership and Organizational Management Capstone W2015, W2016  
3. Evidence-Based People Management F2011, F2012, F2014, F2015  
4. Attracting and Acquiring Talent F2011  
5. Recruitment and Selection F2010, W2011  
6. Organizational Behaviour II F2010, W2011

### ***Course Development***

1. Quantitative Methods for Evidence-Based Mgmt Jan. 2018  
2. Evidence-Based People Management Sep. 2015  
3. Instructor/Developer, Launching a Career in the 21st Century Sep. 2014  
4. Instructor/Developer, Generational Differences in the Workplace May 2011

### ***Program Development***

1. Proposal Co- Lead, Master of Cybersecurity Leadership and Cyberpreneurship Sep. 2023  
2. Co-Lead, Program Development, Master of Project Management May 2023  
3. Lead, Program Development Committee, LOM Co-op Development Sep. 2015  
4. Member, Program Development Committee, MA in Management Development Sep. 2015  
5. Co-Lead, Program Development, MSc in Management Sep. 2013

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## **SUPERVISORY ACTIVITIES**

### ***Doctoral students supervised***

1. Philip, Anju Doctorate, Completed May 2019 – Nov. 2023  
2. Mac Donald, Kelly Doctorate, Completed Sep. 2018 – Sep. 2023  
3. LeBlanc, Josh Doctorate, Completed Sep. 2013 - Dec. 2018  
4. Kelly, Patrick Doctorate, Completed Sep. 2012 - Sep. 2022  
5. Saggu, Kiran Doctorate, Withdrew Jan. 2018 - Dec. 2019

### ***Doctoral committee***

1. Nixon, Andrew Doctorate, In Progress Jan. 2020-Present  
2. Nicholson, Jessica Doctorate, In Progress Sep. 2012 - Present  
3. Zolfaghari, Alireza Doctorate, Completed Apr 2022  
4. Ghamedi, Aseel Al Doctorate, Withdrew Jan. 2020

**Master's Students Supervised (Major Research Project):**

1. Vedas Desmukh - Major Research Project, Completed	Oct. 2024 – April 2025
2. Ken Weston- Major Research Project, Completed	Oct. 2024 – April 2025
3. Kale Cowper - Major Research Project, Completed	Oct. 2024 – April 2025
4. Han Suk Kiim - Major Research Project, Completed	Oct. 2023 – April 2024
5. Eric Moes - Major Research Project, Completed	Oct. 2022 – April 2023
6. Leanne Terry - Major Research Project, Completed	Oct. 2022 – April 2023
7. Dina Lundy - Major Research Project, Completed	Oct. 2022 – April 2023
8. Erika Jaunkalns - Major Research Project, Completed	Aug. 2022 - Dec. 2022
9. Johnston, Carleigh - Major Research Project, Completed	Sep. 2021 - Apr. 2022
10. Dingle, Patrick - Major Research Project, Completed	May 2020 - Apr. 2021
11. Betts, Breanne - Major Research Project, Completed	Sep. 2020 - Dec. 2020
12. Spenceley, Jonathan - Major Research Project, Completed	Sep. 2020 - Dec. 2020
13. Barham, Melanie - Major Research Project, Completed	Sep. 2019 - Aug. 2020
14. Atkinson, Amy - Major Research Project, Completed	Sep. 2019 - Dec. 2019
15. Loza, Marianna - Major Research Project, Completed	May 2018 - Aug. 2019
16. Martin, Rachel - Major Research Project, Completed	May 2018 - Aug. 2018
17. Drabble, Alison (Alie) - Major Research Project, Completed	May 2018 - Aug. 2018
18. Ameli, Fatemeh - Major Research Project, Completed	Jan. 2018 - Apr. 2019
19. Loza, Marianna - Major Research Project, Completed	Sep. 2017 - Aug. 2018
20. Seyedeh, Nazli - Major Research Project, Completed	Jan. 2018 - Aug. 2018
21. Wieske, Menco - Major Research Project, Completed	Jan. 2018 - Apr. 2018
22. Boban, Matthew - Major Research Project, Completed	Sep. 2017 - Dec. 2017
23. Viera, Edgar - Major Research Project, Completed	May 2016 - Dec. 2016
24. Stevens, Darren - Major Research Project, Completed	May 2016 - Dec. 2016
25. Willert, Angela - Major Research Project, Completed	Sep. 2015 - Aug. 2016
26. Cote, Michel - Major Research Project, Completed	May 2015 - Aug. 2016
27. Bakker, Dorothy - Major Research Project, Completed	May 2014 - Aug. 2014
28. Malleck, Mary - Major Research Project, Completed	May 2013 - Apr. 2014
29. Manroe, Nadine - Major Research Project, Completed	May 2012 - Apr. 2013
30. Thompson-O'Neal, Marguerite - Major Research Project, Completed	May 2011 - Apr. 2012
31. Halcrow, Cynthia - Major Research Project, Completed	May 2010 - Apr. 2011
32. Gosal, Amarjit - Major Research Project, Completed	May 2010 - Dec. 2010
33. Janssen, Sophia - Major Research Project, Completed	May 2010 - Aug. 2010)

**Graduate Examination Committee Member:**

1. Oada, Katy – MSc Population Medicine – (Sep. 2022)
2. Molly Contini – PhD Psychology (August 2021)

3. Hunter, Devan – PhD, Sociology (Dec. 2021)
4. Charbonneau, Brooke - PhD Psychology - (2019-present)
5. Charbonneau, Brooke - MA Psychology - Thesis, Completed (Sep. 2016 - Apr. 2017)
6. Paughton Smyth – MSc Capacity Development & Extension (Apr. 2019)

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## EXTERNAL ADMINISTRATIVE ACTIVITIES

1. Division Chair, Human Resource Division, Administrative Sciences Association of Canada (ASAC) (2009).
2. Program Chair, Human Resource Division, Administrative Sciences Association of Canada (ASAC) (2008).
3. Program editor, Human Resource Division, Administrative Sciences Association of Canada (ASAC) (2007).

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## EDITORIAL ACTIVITIES

Associate Editor - Career Development International	2016-2019
Editorial Review Board - Journal of Organizational Behavior	2011-present

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## ADVISORY ACTIVITIES

**Mentorship** **Sep. 2008**

*University of Guelph, Ontario, Canada, Academic*

I was the coach for the U of G's team at the prestigious Excalibur National Tournament in Human Resources Management from 2008-2012 (the last year the tournament ran). Our teams were finalists in 2011 and 2012.

**Expert Witness** **May 2019 - May 2019**

*United States, Washington, DC*

The National Academies of Sciences, Engineering and Medicine Consideration of Generational Issues in Workforce Management and Employment Practices.

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## ASSESSMENT AND REVIEW ACTIVITIES

### Journal Reviewing

Academy of Management Journal  
 Behavioral Sciences  
 Career Development International  
 Equity, Diversity and Inclusion  
 European Journal of Investigation in Health, Psychology and Education  
 European Journal of Work & Organizational Psychology  
 Human Resource Development Review  
 Human Resource Management  
 Human Resource Management Review  
 International Journal of Contemporary Hospitality Management.  
 International Journal of Human Resource Management  
 International Journal of Manpower  
 International Journal of Public Sector Management  
 International Medical Education

Journal of Business Ethics  
 Journal of Intergenerational Relationships  
 Journal of Management  
 Journal of Management Studies  
 Journal of Managerial Psychology  
 Journal of Organizational Behavior  
 Journal of Vocational Behavior  
 MIT Sloan Management Review  
 Nonprofit and Voluntary Sector Quarterly  
 Personnel Review  
 Public Administration Quarterly  
 Public Administration Review  
 Review of Public Personnel Administration

### Conference Review Activities

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Academy of Management Annual Meeting  
 Administrative Science Association of Canada

### Graduate Examination Activities

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Examiner, Anoop Boodhram, Faculty of Law and Management, University of Mauritania	Mar. 2023
Examiner, Erica Orleni, School of Tourism and Hospitality Management, Royal Roads University	Mar. 2022
Committee Member, BA Thesis, Francisco Wilhelm, Marburg University	Sep. 2015
Committee Member, BA Thesis, Devlyn Lalonde, Carleton University	Sep. 2015
Examiner, McMaster University Master of Health Management Program	Jan. 2014
Examiner, MSc Thesis, Shane Nicholls, Brock University	Apr. 2012

### Research Funding Application Assessment Activities

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<i>External Reviewer</i> , Fonds Wetenschappelijk Onderzoek (FWO)	Sep. 2014 - Sep. 2014
<i>External Reviewer</i> , MITACS	Jan. 2013 - Jan. 2013
<i>Committee Member</i> , SSHRC Insight development Grant Review Committee	Mar. 2012 - Jun. 2012

### Promotion Tenure Assessment Activities

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#### **External Reviewer**

- COMSATS University Islamabad Feb. 2025
- *Conrad School of Entrepreneurship and Business, University of Waterloo* Sep. 2022
- Ted Rogers School of Management, Toronto Metropolitan University Jun 2021
- *Goodman School of Business, Brock University* Dec. 2019
- Dhillon School of Business, University of Lethbridge Jan. 2019
- *United Arab Emirates University - External Reviewer* Jan. 2011

#### **Committee Member**

<i>Department of Management Tenure and Promotion Committee</i>	2010-2017
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## Organizational Review Activities

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### *External Reviewer of Self-Study*

Sep. 2013

Grant MacEwan University School of Business.

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## KNOWLEDGE TRANSFER

### Training Sessions/Keynote Address for Post-Secondary Education Practitioners

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- Administrative Science Association of Canada Professional Development Workshop. Panelist “Surviving and Thriving as a PhD student” (2022)
- Academic Impressions, Webcast “Supervising Intergenerational Teams: Training for Educational Leaders” (2021)
- Chartered Association of Business Schools (UK) Annual Research Conference 2021 Panelist: “Managing and Nurturing Early Career Researchers.”
- Brainstorm Strategy Group, Strategic Enrolment Management and Marketing Forum 2019, Keynote at Strategic Enrolment Management and Marketing Forum, Toronto, ON (2019).
- Brainstorm Strategy Group, Future workplace conference - Keynote address at the Future Workplace Conference, Toronto, ON (2019).
- Carleton University Executive Leadership Forum: “Understanding Today’s Generation of Learners” (2019)
- Ontario School Counsellors Association, Keynote presentation at annual conference: "Ready for the Future: Preparing iGen for their Careers" (2017).
- Academic Impressions, "Motivating and Leading Across Generations" - WebCast for Higher Education Administrators and Managers (2016).
- University of Guelph Psychological and Counseling Services and Academic Program Advisors. Training sessions on inter-generational differences (without fee) to U of G (2012-2014)
- Educating the Millennial Generation: Building a Better Future” Presentation to George Brown College Faculty Development Day (2014)
- “The Millennial Generation: Who are they? What do they want?” Presentation to the Education at Work Ontario Annual Conference (2013)
- “The Multi-Generational Workplace: Keeping Perspective and Celebrating Differences” Presentation to Ontario University Registrar’s Association (2013)
- Ontario University Registrar's Association: “The Multi-Generational Workplace: Keeping Perspective and Celebrating Differences.” (2012).

### Knowledge Translation to Industry (2012-Present)

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1. OMAFA Diversity Day, *Generational Differences: Beyond Stereotypes* (2025).
2. Emerald Publishing, *Generational Differences: Beyond Stereotypes* (2024).
3. Ontario Pork Annual General Meeting, *Generational Differences in the Workplace: Making Sense and Taking Action* (2023).
4. Business School Association of Canada Research Leaders’ Meeting, *Encouraging Faculty to Apply for Research Funding* (2023).

5. Ontario Agri Business Association, *Career Mentorship for Young Agri Business Professionals* (2022).
6. Plato's Academy, Stoic Leadership Conference, *Stoicism and Virtuous Leadership* (2022).
7. Academic Impressions Academic Leadership Workshop, *Motivating and Leading Across Generations* (2021).
8. Brainstorm Strategy Group, Keynote: *Student Career Planning Post COVID-19: What we know and what we need to know* (2020).
9. Strategic Enrolment Management & Marketing Forum, *The Truth About Gen Z: What We Really Know about their Education Experience & Career Aspirations* (2019).
10. Future Workforce Conference, *The Truth About Gen Z: What We Really Know about their Education Experience & Career Aspirations* (2020).
11. Masterfeeds Canada, Keynote: *Managing the Multi-Generational Workplace in the Agri-Food Sector* (2018).
12. Agro-Mart group, Workshop: *Recruiting and Retaining Employees in a Multi-Generational Workplace* (2017).
13. Eckler Ltd., Workshop: *Attracting and Retaining Millennials and Beyond* (2017).
14. City of Waterloo Senior Managers' Community, *Leading in a Multigenerational Workplace* (2015).
15. Canadian Professional Sales Association Board of Directors, *Marketing Professional Services to the Millennial Generation* (2015).
16. Ontario Municipal Human Resource Association, "Millennials in the Workplace" (2013-2014).
17. Ontario Medical Group Managers Association Annual Conference, *The Multi-Generational Workplace: Keeping Perspective and Celebrating Differences* (2014).
18. Presentation at Health Canada Diversity Week, *The Multi-Generational Workplace: Keeping Perspective and Celebrating Differences* (2013).
19. Guelph Chamber of Commerce, *Managing the Baby Boomers' Retirement: Implications for Employers and Employees* (2013)
20. Human Resource Association of New Brunswick Annual Conference, *Understanding and Celebrating Diversity: An HR Perspective* (2013).
21. Vantage Foods Senior Management Retreat, *Managing in a Multi-Generational Workplace: Understanding, Empathy and Action* (2012).
22. Future of Food in Health Care Conference, *The Multi-Generational Workplace: Keeping Perspective and Celebrating Differences* (2012).
23. Ontario Agri-Business Association, *Managing Generational Differences* (2012).
24. Ontario Ministry of Citizenship and Immigration All-staff day, *Generational Diversity: Celebrating Differences* (2012).
25. Health Canada Diversity Week. *The Multi-Generational Workplace: Keeping Perspective and Celebrating Differences* (2012).
26. Guelph Chamber of Commerce. *Managing the Baby Boomers' Retirement: Implications for Employers and Employees* (2012).

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## UNIVERSITY SERVICE

Having served in a primarily service-focused role since 2018, it is challenging to list all of the service responsibilities attached to that role. A non-exhaustive list of my service responsibilities includes:

- Acting as the Graduate Program Coordinator for the PhD in Management program (2018-2025) and the MBA program (2019-present)

- Leading the development of the annual Lang Conference
- Adjudicating several internal, college and university-wide scholarship competitions annually
- Resolution of concerns and issues related to graduate studies, such as student-advisor conflict and academic misconduct
- Oversight of the graduate studies portfolio, including review of program curricula, cyclical program reviews, and moving new programs and major modifications through the academic governance process
- Meeting with all candidates for academic appointments on behalf of the Dean's Office
- Overseeing the processing and quality assurance of research grant applications
- Meeting with faculty researchers to discuss their research development

I have chaired and served on hiring committees and internal appointment committees for numerous positions across the University of Guelph, including:

- Department of Management Chair
- Multiple Department of Management Faculty Positions
- Lang Research Chairs (Chaired all renewal committees)
- Wood Chairs (Chaired renewal committee)
- Lang School Data Manager
- Lang Business Development Manager
- Research Services Office Research Data Officer

#### ***University of Guelph Committees***

- |   |              |
|---|--------------|
| • Chair, Lang Graduate Studies Council  | 2018-present |
| • Chair, Lang Executive Programs Academic Committee                                   | 2019-present |
| • Chair, Lang Research Leaders Group  | 2018-present |
| • Chair, University of Guelph Strategic Research Planning Goals Development Committee | 2021-2022    |
| • Chair, Lang Strategic Planning Process Sub-Committee                                | 2021-2022    |
| • Chair, Lang PhD Management Program Committee  | 2018-2025    |
| • Member, Lang School Building/Space Steering Committee                               | 2021-2022    |
| • Member, University of Guelph Graduate Studies Committee                             | 2018-present |
| • Member, University of Guelph Research Advisory Board                                | 2018-present |
| • Member, University of Guelph Alternative Modes of Teaching and Assessment Committee | 2021-2022    |
| • Member, University of Guelph Student Mental Health Subcommittee                     | 2019-present |
| • Member, University of Guelph Research Services Subcommittee                         | 2018-present |
| • Member, University of Guelph Graduate Awards Committee                              | 2018-present |
| • Member, Lang School Dean's Council  | 2018-present |
| • Member, Ad Hoc Committee for Procurement of a University-Wide Survey Software       | 2022         |
| • Member, University of Guelph Research Finance Analytics Pilot Testing Group         | 2021         |
| • Member, MA in Management Curriculum Committee                                       | 2016-2018    |
| • Member, Management - Major Implementation Team                                      | 2014-2018    |
| • Member, Selection Committee   | 2017         |
| • Board Member, Centre for Families Work and Well-Being                               | 2014-2017    |
| • Member, Department of Management PhD Selection and Admissions Committee             | 2012-2017    |
| • Member, Lang Research Advisory Council  | 2010-2016    |
| • Chair, Department of Management Tenure and Promotion Guidelines Revision Task Force | 2015         |

- Member, Department of Management Hiring Committee 2014
- Member, Ad Hoc Committee for Procurement of a University-Wide Survey Software 2013
- Faculty Member of University Senate 2012-2013
- Member, AACSB Accreditation Committee 2011
- Member, University Strategic Research Planning Committee 2010-2012