

EDDY NG

July 23, 2024

EDUCATION

PhD, McMaster University
MBA, Simon Fraser University
BCom, The University of British Columbia

CURRENT POSITION

Professor, Queen's University (2024-Present)
Smith Professor in Equity and Inclusion in Business (2021-Present)

VISITING POSITION

Professor, James Cook University, Singapore (2018-Present)

PREVIOUS POSITIONS

Associate Professor, Queen's University (2021-2024)
Smith Professor in Equity and Inclusion in Business (2021-Present)
Professor, Bucknell University (2019-2021)
James & Elizabeth Freeman Chair in Management (2019-2021)
DEI Faculty Fellow (2020-2021)
Professor, Dalhousie University (2015-2019)
F.C. Manning Chair in Economics in Business (2014-2019)
Associate Professor, Dalhousie University (2010-2015)

AWARDS AND HONOURS

MED Global Forum Best Symposium Award, Academy of Management (2023)
Conference Best Paper, 16th Equality, Diversity and Inclusion Conference, London, UK (2023) –
declined as award is sponsored by EDI Journal (Emerald)
Top 2% of most cited scientists in Economics and Business (2022, 2020)
Nominated for “That’s Interesting” Award, Academy of International Business (2022)
Honorable Mention, PNP Best Journal Article, Academy of Management (2021)
Smith Professorship in Equity and Inclusion in Business (2021)
President’s Diversity, Equity & Inclusion Award (Faculty), Bucknell University, \$500 (2021)

University of Bath (CBOS)'s #ThinklistAmplify – list of influential scholars on social media around issues of responsible business (2020)

DEI Faculty Fellow, Bucknell University (2020-2021)

Stream Best Paper, 12th Equality, Diversity and Inclusion Conference, Rotterdam, Netherlands (2019)

James & Elizabeth Freeman Chair in Management, Bucknell University (2019-2021)

Gender, Diversity and Indigeneity Best Paper Award, Australian and New Zealand Academy of Management, AUD \$500 (2018)

Faculty of Management Research Star Award, \$1,000 (2018)

Nominated Emerald Best International Symposium Award, Academy of Management (2017)

Emerald Literati Outstanding Paper Award, Journal of Managerial Psychology (2016)

Faculty of Management Research Star Award, \$1,000 (2015)

Emerald Literati Highly Commended Award, Career Development International (2015)

HCM Best Paper Award, Administrative Sciences Association of Canada (2015)

Elwood F. Holton, III Research Excellence Award, Academy of Human Resource Development, USD \$1,000 (2015)

HR Best Paper Award, Administrative Sciences Association of Canada (2014)

F.C. Manning Chair in Economics & Business, Dalhousie University (2014-2019)

Emerald Literati Highly Commended Award, Career Development International (2013)

Emerald Literati Highly Commended Award, Equality, Diversity and Inclusion (2013)

HR Best Paper Award, Administrative Sciences Association of Canada (2013)

Faculty of Management Teaching Excellence Award, \$10,000 (2013)

Best Stream Paper Award, 5th Equality, Diversity and Inclusion Conference, (2012)

Nominated Best Applied Paper, Careers Division, Academy of Management (2012)

RSB Tenured Researcher of the Year Award, \$1,000 (2011-2012)

GDO Best Paper Award, Administrative Sciences Association of Canada (2010)

GDO Best Paper Award, Administrative Sciences Association of Canada (2009)

Best International Symposium Award, Academy of Management (2008)

GDO Honourable Mention Paper, Administrative Sciences Association of Canada (2008)

Emerald Literati Highly Commended Award, Education and Training (2007)

Finalist, Human Resources and Skills Development Canada (HRSDC/IAHRR) Best Dissertation Award (2006)

Dr. Robert C. Joyner Doctoral Publication Prize, \$1,000 (2001)

RESEARCH FUNDING (EXTERNAL)

SSHRC Insight Grant (Co-PI with G. Sears, D. Gulanowski, J. Han), \$173,311 (2022-2026)

SSHRC Insight Development Grant (Co-PI with D. Gulanowski, G. Sears), \$57,603 (2022-2023)
SSHRC Partnership Grant (Co-Applicant with W. Cukier), \$2,446,979 (2020-2026)
L'OBVIA (International Observatory on the Societal Impacts of Artificial Intelligence and Digital Technology) (Collaborator with T. Saba), \$150,000 (2020-2023)
Lazaridis Institute Research Seed Grant (Co-P.I. with R. McGowan), \$8,367 (2017)
SSHRC Insight Grant (P.I. with G. Sears, K. Arnold), \$123,060 (2015-2019)
SSHRC Strategic Research Grant (Co-P.I. with S. Lyons, L. Schweitzer), \$158,400 (2008-2011)
Canadian Studies Research Grant (Co-P.I. with M. Moore, A. Doherty, A. Konrad), USD \$3,959 (2008-2009)

RESEARCH

Book

Ng, E.S., Lyons, S.T., & Schweitzer, L. (2018). *Generational Career Shifts: How Veterans, Boomers, Gen Xers, and Millennials View Work*. Bingley: Emerald.

Edited Books

Georgiadou, A., Ng, E.S., & Groutsis, D. (Eds.) (Forthcoming). *Diversity and Inclusion in the Virtual Organisation*. Taylor & Francis

Ng, E.S., Ramsay, J., Wood, J., & Thirumaran, K. (Eds.) (2023). *Elgar Companion to Managing People Across the Asia-Pacific. An Organizational Psychology Approach*. Cheltenham: Edward Elgar

Ng, E.S., Ramsay, J., Wood, J., & Thirumaran, K. (Eds.) (Forthcoming, 2023). *Managing People Across the Asia-Pacific: An Organizational Psychology Approach*. Cheltenham: Edward Elgar

Klarsfeld, A., Knappert, L., Nornau, A., Ng, E.S., & Ngunjiri, F. (Eds.) (2022). *International Handbook on New Frontiers of Diversity and Equality at Work Inclusion*. Cheltenham: Edward Elgar

Ng, E.S., Stamper, C.L., & Klarsfeld, A. (Eds.) (2021). *Handbook on Diversity and Equity Indices: A Research Compendium*. Cheltenham: Edward Elgar

Klarsfeld, A., Ng, E., Booyesen, L.A.E., Castro-Christiansen, L., & Kuvaas, B. (Eds.) (2016). *Research Handbook of International and Comparative Perspectives on Diversity Management*. Cheltenham: Edward Elgar

Klarsfeld, A., Booyesen, L., Ng, E., Roper, I., & Tatli A. (Eds.) (2014). *International Handbook on Diversity Management at Work: Second Edition Country Perspectives on Diversity and Equal Treatment*. Cheltenham: Edward Elgar

Ng, E.S.W., Lyons, S.T., & Schweitzer, L. (Eds.) (2012). *Managing the New Workforce: International Perspectives on the Millennial Generation*. Cheltenham: Edward Elgar

Book Chapters

Ng., E.S. (2023). Not all white supremacists wear robes and hoods. In E. King, M. Hebl, & Q. Roberson (Eds.), *Perspectives on Race in Organizations*. Charlotte, NC: IAP

- Tsang, D., Barzantny, C., & Ng, E.S. (2023). Age of perfection: An integrated perspective of employee longevity advantages in the global aerospace industry. In T. Melaku, A. Beeman, & C. Winkler (Eds.). *Handbook on Workplace Diversity and Stratification*. Rowman & Littlefield
- Lam, A., & Ng, E.S. Multiculturalism Policy Index (2021). In E. Ng, A. Klarsfeld, and C. Stamper (Eds.) *Handbook on Diversity and Inclusion Indices: A Research Compendium*. Edward Elgar
- Lam, A. & Ng, E.S. (2021). Representative bureaucracy in Canada: Multiculturalism in the public service. In H. Sullivan and H. Dickinson (Eds.), *The Palgrave Handbook of the Public Servant*. McMillan Palgrave
- Lam, A. & Ng, E.S. (2020). Progress in Affirmative Action: How backlash is holding us back. In E. King, M. Hebl, & Q. Roberson (Eds.), *Pushing Our Understanding of Diversity in Organizations*. Charlotte, NC: IAP
- Ng, E.S., & French, E. (2018). Are we there yet? - Advancing women in Canada and Australia: Similar goals, different policies. In M. Reimer (Ed.), *Women and Careers: Transnational Studies in Public Policy and Employment Equity*. Taylor & Francis
- Ng, E.S., & Klarsfeld, A. (2018). Comparative and multi-country research in equality, diversity, and inclusion. In R. Bendl, L. Booyesen, & J. Pringle (Eds.). *Handbook of Research Methods on Diversity Management, Equality and Inclusion at Work*. Edward Elgar
- McGinnis Johnson, J., Piatek, J., & Ng, E.S. (2017). Managing generational differences in nonprofit organizations. In J. Sowa (Ed.), *The Nonprofit Human Resource Management Handbook: From Theory to Practice*. Blackwell
- Ng, E.S., Lyons, S., & Schweitzer, L. (2017). Millennials in Canada: Young workers in a challenging labour market. In E. Parry and J. McCarthy (Eds.), *Handbook on Age Diversity and Work*. Palgrave-Macmillan
- Ng, E.S. & Lillevik, W. (2017). Intercultural communication in the world of business. In L. Chen (Ed.), *Handbook of Communication Science*. Berlin: Mouton de Gruyter
- Lyons, S.T., Schweitzer, L., & Ng, E. (2016). Generational differences in work values: Evidence from Canada. In M. Shrabi (Ed.), *Generational differences in work values and work ethic: An international perspective*. Commack, NY: Nova Science Publishers.
- Ng, E.S., & Parry, E. (2016). Multigenerational research in human resource management. *Research in Personnel and Human Resource Management*, 33, 1-41. Routledge
- Metz, I., Ng, E.S., Nkomo, S., Cornelli, N., & Hoobler, J. (2016). A comparative review of multiculturalism in Australia, Canada, South Africa, the UK, and the US. In A. Klarsfeld, E. Ng, L. Booyesen, L. Castro-Christensen, B. Kuvaas, & E. Ng (Eds.), *Research Handbook of International and Comparative Perspectives on Diversity Management*. Cheltenham: Edward Elgar
- Ng, E.S. & Stephenson, J. (2015). Individuals, teams, and organizational benefits of diversity: An evidence-based approach. In R. Bendl, I. Bleijenbergh, E. Henttonen, & A. Mills (Eds.), *The Oxford Handbook of Diversity in Organizations*. Oxford
- Ng, E.S.W., & McGinnis-Johnson, J. (2015). Millennials: Who are they, how are they different, and why should we care? In R.J. Burke, C. Cooper and A. Antoniou (Eds.), *The Multigenerational Workforce: Challenges and Opportunities for Organisations*. Cheltenham: Edward Elgar

- Ng, E.S., Haq, R., & Tremblay, D.G. (2014). A review of two decades of Employment Equity in Canada: Progress and propositions. In A. Klarsfeld, L. Booysen, G. Combs, E. Ng, I. Roper, & A. Tatli (Eds.), *International Handbook on Diversity Management at Work: Second Edition Country Perspectives on Diversity and Equal Treatment*. Cheltenham: Edward Elgar
- Lyons, S., Ng, E.S., & Schweitzer, L. (2014). Launching a career: Inter-generational differences in the early career stage. In E. Parry (Ed.), *Generational Diversity at Work: New Research Perspectives*. Palgrave Macmillan
- Groutsis, D., Ng, E.S., & Ozturk, M. (2014). Cross-cultural management and diversity management intersections – lessons for attracting and retaining international assignees. In M. Özbilgin, D. Groutsis, & W. Harvey (Eds.), *International Human Resource Management*. Cambridge University Press
- Ng, E.S., & Barker, J.R. (2014). Managing diversity through effective communication. In V.D. Miller & M.E. Gordon (Eds.), *Meeting the Challenges of Human Resource Management: A Communication Perspective*. London, UK: Routledge
- Lyons, S.T., Ng, E.S.W., & Schweitzer, L. (2012). Generational career shift: Millennials and the changing nature of careers in Canada. In E. Ng, S. Lyons, & L. Schweitzer (Eds.), *Managing the New Workforce: International Perspectives on the Millennial Generation*. Cheltenham: Edward Elgar
- Haq, R., & Ng, E.S.W. (2010). Employment equity and workplace diversity in Canada. In A. Klarsfeld (Ed.), *International Handbook on Diversity Management at Work: Country Perspectives on Diversity and Equal Treatment*. Cheltenham: Edward Elgar
- Gossett, C.W., & Ng, E.S.W. (2008). Domestic partnership benefits. In C.G. Reddick & J.D. Cogburn (Eds.), *Handbook of Employee Benefits and Administration*. Boca Raton, FL: CRC Press/Taylor & Francis
- Ng, E.S.W. (2001). Human resource planning for international assignments: Leveraging Canada's bicultural workforce. In *Human Resources Management in Canada*, 20599-20604. Toronto: Carswell. **Dr. Robert C. Joyner Doctoral Publication Prize**

Journal Articles

- Ng, E.S., Sears, G.J., & Arnold, K.A. (forthcoming). Who does diversity better? The role of servant leaders in promoting diversity management across public and private sector organizations. *Public Administration Quarterly*.
- Ng, E., Shen, W., Lewis, A., & Bonner, R. (2024). Critical issues facing Asian Americans and Pacific Islanders (AAPIs) in organizations and society. *American Behavioral Scientist*.
- King, E., Hebl, M., Corrington, A., Holmes IV, O., Lindsay, A.P., Madera, J., Martinez, L., Ng, E.S., Nittrover, C., Sabat, I., Sawyer, K., & Thoroughgood, C. (2024). Understanding and addressing the health implications of anti-LGBTQ+ legislation. *Occupational Health Science*, 8(1), 1-41.
- Schweitzer, L., Lyons, S., Ayoobzadeh, M., & Ng, E.S. (2024). A tale of two generations: A time-lag study of career expectations. *Personnel Review*.
- Case, P., Wood, J., & Ng, E. (2024). Introducing the Journal of Tropical Futures: Sustainable business, governance and development. *Journal of Tropical Futures*, 1(1), 3-11.
- Stanton, P., & Ng, E.S. (2023). Job Crafting: relevance to human resource management. *Personnel Review*, 52(8) 1953-1956.

- Ng, E.S. & McGowan, R.A. (2023). Breaking the glass ceiling: Views from women of the second wave in Canada. *Canadian Journal of Administrative Sciences*, 40(2), 173-187.
- Mohammadi, Z., Bhati, A., & Ng, E.S. (2023). Twenty years of workplace diversity research in hospitality and tourism: A bibliometric analysis. *Equality, Diversity and Inclusion: An International Journal*, 42(4) 551-571.
- Ng, E.S., Rajendren, D. & Waheduzzaman, W. (2023). Promoting workplace inclusion and self-efficacy among skilled migrant workers in Australia. *International Journal of Manpower*, 44(2), 267-282
- Ng, E.S., & Stanton, P. (2023). The Great Resignation: Managing People in a Post COVID-19 Pandemic World. *Personnel Review*, 52(1), 401-407.
- Ng, E.S., Posch, A., Köllen, T., Kraiczy, N., & Thom, N. (2022). Do “one size” employment policies fit all young workers? Heterogeneity in work attribute preferences among the Millennial generation. *Business Research Quarterly*.
- Saba, T., Vassilopoulou, J, Ng, E.S., & Ozbilgin, M. (2022). Crossing boundaries and strengthening social connections through improved professional integration of immigrants. *Equality, Diversity and Inclusion*, 41(7), 953-958.
- Metz, I., Stamper, C, & Ng, E.S. (2022). Feeling included and excluded in organizations: The role of human and social capital. *Journal of Business Research*, 142, 122-137.
- Ng, E.S., & Stanton, P. (2022). Editorial: Personnel Review after 50: The next chapter. *Personnel Review*, 51(1) 2-3.
- Dahms, S., Kingkaew, S., & Ng, E.S. (2022). The effects of top management team national diversity and institutional uncertainty on subsidiary CSR focus and performance. *Journal of Business Ethics*, 177(3), 699-715.
- Saba, T., Ozbilgin, M., Ng, E., & Cachat-Rosset, G. (2021). Ineffectiveness of diversity management: lack of knowledge, lack of interest or resistance?, *Equality, Diversity and Inclusion*, 40(7), 765-769.
- Ng, E.S., Sears, G.J., & Arnold, K. (2021). Exploring the Influence of CEO and Chief Diversity Officers’ Relational Demography on Organizational Diversity Management: An Identity-based Perspective. *Management Decision*, 59(11), 2583-2605.
- Ng, E.S., & Sears, G.J., & Bakkaloglu, M. (2021). White and minority employee reactions to perceived discrimination at work: Evidence of White fragility? *International Journal of Manpower*, 42(4), 661-682.
- Bates, K., & Ng, E.S. (2021) Whiteness in academia, time to listen, and moving beyond White fragility. *Equality, Diversity and Inclusion*, 40(1), 1-7.
- Ng, E.S. & Lam, A. (2020). Black lives matter: On the denial of systemic racism, White liberals, and polite racism. *Equality, Diversity and Inclusion*, 37(1), 729-739.
- Ng, E.S., & Sears, G. (2020). Walking the talk on diversity: CEO beliefs, moral values, and the implementation of workplace diversity practices. *Journal of Business Ethics*, 164(3), 437-450.
- Ng, E.S., & McGinnis Johnson, J. (2020). Game of loans: The relationship between education debt and making a career choice in the public, private, and nonprofit sectors. *Nonprofit and Voluntary Sector Quarterly*, 49(2), 292-315.

- Sobral, F., Ng, E.S., Castanheira, F., Chambel, M.J., & Koene, B. (2020). Dealing with temporariness: Generational effects on temporary agency workers' employment relations. *Personnel Review*, 49(2), 406-424.
- Thompson, C., Kuah, A., Foong, R., & Ng, E. (2020). The Development of Emotional Intelligence, Self-Efficacy and Locus of Control in MBA Students. *Human Resource Development Quarterly*, 31(1), 113-131.
- Rajendran, D., Ng, E.S., Sears, G., & Ayub, N. (2020). Determinants of migrant career success: A study of recent skilled migrants in Australia. *International Migration*, 58(2), 30-51.
- Ng, E.S., & Stamper, C. (2018). A Trump presidency and the prospect for equality and diversity. *Equality, Diversity and Inclusion*, 37(1), 2-13.
- Rajani, N., Ng, E.S., & Groutsis, D. (2018). From India to Canada: An autoethnographic account of an international student's transition to a self-initiated expatriate. *Canadian Ethnic Studies* 50(1), 129-148.
- Alhejji, H., Ng, E.S., Garavan, T., & Carbery, R. (2018). The impact of formal and informal distance on gender equality approaches: The case of a British MNC in Saudi Arabia. *Thunderbird International Business Review*, 60(2), 147-159.
- Ng, E.S., & Rumens, N. (2017). Diversity and inclusion for LGBT workers: Current issues and new horizons for research. *Canadian Journal of Administrative Sciences*, 34(2), 109-120.
- Ng, E.S. & Sears, G.J. (2017). The glass ceiling in context: The influence of CEO gender, recruitment practices, and firm internationalization on the representation of women in management. *Human Resource Management Journal*, 27(1), 133-151.
- Ng, E. S. (2017). Editorial statement regarding recent policies from the Trump Administration. *Equality, Diversity and Inclusion*, 36(2), 110.
- 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), 355-377.
- Ng, E.S., Gossett, C.W., Chinyoka, S., & Obasi, I. (2016). Public vs. private sector management: An exploratory study of career choice among graduate management students in Botswana. *Personnel Review*, 45(6), 1367-1385.
- Ng, E.S.W., Gossett, C.W., & Winter, R. (2016). Millennials and public service renewal: Introduction on Millennials and public service motivation. *Public Administration Quarterly*, 40(3), 1-16.
- Klarsfeld, A., Ng, E.S., Booyesen, L.A.E., Castro-Christiansen, L., & Kuvaas, B. (2016). Comparative equality and diversity: Main findings and research gaps. *Cross-cultural and Strategic Management*, 23(3), 1-19.
- McGowan, R.A., & Ng, E.S.W. (2016). Employment equity in Canada: Making sense of employee discourses of misunderstanding, resistance, and support. *Canadian Public Administration*, 59(2), 310-329.
- Burke, R.J., Ng, E.S., & Wolpin, J. (2016). Effects of hospital restructuring and downsizing on nursing staff: The role of union support. *Journal of Health Management*, 18(3), 1-16.
- Kwok, C., Bates, K., & Ng, E.S. (2016). Managing and sustaining an aging nursing workforce: Identifying opportunities and best practices in collective agreements. *Journal of Nursing Management*, 24(4), 500-511.

- McGinnis Johnson, J., & Ng, E.S. (2016). Money talks or millennials walk: The effect of competitive compensation on millennial worker nonprofit sector-switching behaviors. *Review of Public Personnel Administration*, 36(3), 283-305.
- Ng, E.S. (2016). Editorial: Introducing a new editorial team. *Equality, Diversity and Inclusion*, 35(7/8), 394-396.
- Ng, E.S., & Sears, G.J. (2015). Toward representative bureaucracy: Predicting public service attraction among underrepresented groups in Canada. *Review of Public Personnel Administration*, 35(4), 367-385.
- 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.
- Lyons, S., Schweitzer, L., & Ng, E.S. (2015). Resilience in the modern career. *Career Development International*, 20(4) 363-383.
- Wazed, S., & Ng, E.S. (2015). College recruiting using social media: How to increase applicant reach and reduce college recruiting costs. *Strategic HR Review*, 14(4) 1325-141.
- Ng, E.S., & Bloemraad, I. (2015). A SWOT analysis of multiculturalism in Canada, Europe, Mauritius, and South Korea. *American Behavioral Scientist*, 59(6), 619-636.
- Ng, E.S. & Metz, I. (2015). Multiculturalism as a strategy for national competitiveness: The case for Canada and Australia. *Journal of Business Ethics*, 128(2), 253-266.
- 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.
- Burke, R.J., Ng, E.S., & Wolpin, J. (2015). Economic austerity and healthcare restructuring: Correlates and consequences of nursing staff job insecurity. *International Journal of Human Resource Management*, 26(5), 640-656
- Schweitzer, L., Lyons, S., Kuron, K.J., & Ng, E.S.W. (2014). The gender gap in pre-career salary expectations: A test of five explanations. *Career Development International*, 19(4), 404-425.
- Ng, E.S. (2014). Relative deprivation, self-interest and social justice: Why I do research on inequality. *Equality, Diversity and Inclusion*, 33(5), 429-441.
- Lyons, S.T., 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.
- Sur, S. & Ng, E.S. (2014). Extending theory on job stress: The interaction between the 'other 3' and 'big 5' personality traits on job stress. *Human Resource Development Review*, 13(1), 79-101.
- Elwood F. Holton, III Research Excellence Award**
- Ng, E.S.W., & Law, A. (2014). Keeping up! Older workers' adaptation in the workplace after age 55. *Canadian Journal on Aging*, 33(1), 1-14.
- Lewis, G.B., & Ng, E.S. (2013). Sexual orientation, work values, pay, and preference for public and nonprofit employment: Evidence from Canadian postsecondary students. *Canadian Public Administration*, 56(4), 541-562.
- Ng, E.S.W., & Gossett, C.W. (2013). Career choice in Canadian public service: An exploration of fit with the millennial generation. *Public Personnel Management*, 42(3), 337-358.
- Konrad, A.M., Moore, M.E., Ng, E.S.W., Doherty, A.J., & Breward, K. (2013). Temporary work, underemployment, and workplace accommodations: Relationship to well-being for workers with disabilities. *British Journal of Management*, 24(3), 367-382.

Klarsfeld, A., Ng, E.S., & Tatli, A. (2012). Social regulation and diversity management: A Comparative study of France, Canada and the UK. *European Journal of Industrial Relations*, 18(4), 309-327.

Hyman, R., Klarsfeld, A., Ng, E., & Haq, R. (2012). Introduction: Social regulation of diversity and equality. *European Journal of Industrial Relations*, 18(4), 279-292.

Ng, E.S.W., Schweitzer, L., & Lyons, S.T. (2012). Anticipated discrimination and career choice among stigmatized individuals: A study of early career lesbian, gay, bisexual, and transgendered (LGBT) job seekers. *Review of Public Personnel Administration*, 32(4), 332-352.

Lyons, S.T., Schweitzer, L., Ng, E.S.W., & Kuron, L. (2012). Comparing apples to apples: A qualitative investigation of career mobility patterns across four generations. *Career Development International*, 17(4), 333-357.

Konrad, A.M., Moore, M.E., Doherty, A.J., Ng, E.S.W., & Breward, K. (2012). Vocational status and perceived well-being of workers with disabilities. *Equality, Diversity and Inclusion*, 31(2), 100-123.

Reprinted in:

Sport Management: Critical Concepts in Sports Studies, Taylor & Francis (July 2013).

Ng, E.S., & Sears, G.J. (2012). CEO leadership styles and the adoption of organizational diversity practices: Moderating effects of social values and age. *Journal of Business Ethics*, 105(1), 41-52.

Moore, M.E., Konrad, A.M., Yang, Y., Ng, E.S.W., & Doherty, A.J. (2011). The vocational wellbeing of workers with childhood onset disability: Life satisfaction and perceived workplace discrimination. *Journal of Vocational Behavior*, 79(3), 681-698.

Ng, E.S.W., & Wyrick, C.R. (2011). Motivational bases for managing diversity: A model of leadership commitment. *Human Resource Management Review*, 21(4), 368-376.

Schweitzer, L., Ng, E., Lyons, S., & Kuron, L. (2011). Exploring the career pipeline: Gender differences in pre-career expectations. *Relations Industrielles/Industrial Relations*, 66(3), 374-396.

Burke, R.J., Ng, E.S.W., & Wolpin, J. (2011). Nursing staff work experiences, work outcomes and psychological well-being in difficult times: Implications for improving nursing staff quality of work life and hospital functioning. *Journal of Industrial Relations and Human Resources*, 13(2), 9-22.

Burke, R.J., Ng, E.S.W., & Wolpin, J. (2011). Hospital restructuring and downsizing: Effects on nursing staff well-being and perceived hospital functioning. *Europe's Journal of Psychology*, 7(1), 81-98.

Burke, R.J., Ng, E.S.W., & Wolpin, J. (2011). Hospital restructuring and downsizing processes and nurses satisfactions well-being and perceived hospital functioning: What seems to be helpful? *A Journal of Indian Society of Management Development & Research*, 1(1), 30-42.

Burke, R.J., Ng, E.S.W., & Wolpin, J. (February, 2011). Hospital downsizing: A breach of trust? *Effective Executive*, 38-42.

Ng, E.S.W. (2011). Book review: Cross-Cultural Management: Essential Concepts (2E) by D.C. Thomas. *Cross-cultural Management: An International Journal*, 18(1), 122-124.

Ng, E.S.W., & Burke, R.J. (2010). A comparison of the legislated employment equity program, federal contractors program and financial post 500 firms. *Canadian Journal of Administrative Sciences*, 27(3), 224-235.

- Ng, E.S.W., & Sears, G.J. (2010). The effect of adverse impact in selection practices on organizational diversity outcomes: A field study. *International Journal of Human Resource Management*, 21(9), 1454-1471.
- Ng, E.S., & Burke, R.J. (2010). Predictors of business students' attitudes toward sustainable business practices. *Journal of Business Ethics*, 95(4), 603-615.
- Ng, E.S.W., Schweitzer, L., & Lyons, S.T. (2010). New generation, great expectations: A field study of the millennial generation in Canada. *Journal of Business and Psychology*, 25(2), 281-292.
- Ng, E.S.W., & Sears, G.J. (2010). What women and ethnic minorities want: Work values and labour market confidence. A self-determination perspective. *International Journal of Human Resource Management*, 21(5), 677-699.
- Burke, R.J., Ng, E.S.W., & Fiksenbaum, L. (2009). Virtues, work satisfactions, and psychological well-being among nurses. *International Journal of Workplace Health Management*, 2(3), 202-219.
- Ng, E.S.W., Burke, R.J., & Fiksenbaum, L. (2008). Career choice in management: Findings from U.S. MBA students. *Career Development International*, 13(4), 346-361.
- Ng, E.S.W. (2008). Why organizations choose to manage diversity? Toward a leadership-based theoretical framework. *Human Resource Development Review*, 7(1), 58-78.
- Ng, E.S., & Wiesner, W.H. (2007). Are men always picked over women? The effects of employment equity directives on selection decisions. *Journal of Business Ethics*, 76(2), 177-187.
- Burke, R.J., & Ng, E.S.W. (2007). Workaholic behaviours: Do colleagues agree? *International Journal of Stress Management*, 14(3), 312-320.
- Ng, E.S.W. (2007). Reaching new heights: Findings from the summit of Banff on the progress of gender and diversity in Canada. *Equal Opportunities International*, 26(1), 71-76.
- Ng, E.S.W., & Burke, R.J. (2006). The next generation at work: Business students' views, values and job search strategy. *Education and Training*, 48(7), 478-492.

Slightly revised version reprinted as:

- Burke, R.J., & Ng, E.S.W. (2007). Business students' views on jobs, careers and the job search process: Implications for employers and universities. In A. Malach-Pines & M. Özbilgin (Eds.), *Career Choice in Entrepreneurship and Management: A Research Companion*. Cheltenham: Edward Elgar.
- Burke, R.J., & Ng, E. (2006). The changing nature of work and organizations: Implications for human resource management. *Human Resource Management Review*, 16(2), 86-94.
- Ng, E.S.W., & Burke, R.J. (2005). Person-organization fit and the war for talent: Does diversity management make a difference? *International Journal of Human Resource Management*, 16(7), 1195-1210.
- Ng, E.S.W., & Burke, R.J. (2004). Cultural values as predictors of attitudes towards equality and diversity: A Canadian experience. *Women in Management Review*, 19(6), 317-324.
- Ng, E.S.W., & Tung, R.L. (1998). Ethnocultural diversity and organizational effectiveness: A field study. *International Journal of Human Resource Management*, 9(6), 980-995.

Conference Papers and Symposia

Academy of Management, Academy of International Business, Administrative Sciences Association of Canada, Australia and New Zealand Academy of Management, Equality, Diversity and Inclusion, European Academy of Management, European Group of Organizational Studies

Invited Presentations

Dalhousie University (2019 Spring Convocation Address)
Herriot Watt University
James Cook University (JCU 50 Professorial Lecture)
Melbourne Business School
Memorial University
Monash University
Queen Mary – University of London
RMIT University
Tilburg University
Toronto Metropolitan University (Diversity Institute)
Toulouse Business School
University of Cape Town
University of Malaya
University of Otago
University of Stirling
University of Sydney
WU Vienna University of Economics and Business

Association to Advance Collegiate Schools of Business (AACSB)
Canadian Institutes of Health Research (CIHR)
Canada Mortgage and Housing Corporation (CMHC)
Department of National Defense (DND)
Engineers Nova Scotia
National Research Council of Canada
Ontario Chamber of Commerce
Private Foundation
Public Policy Forum
Public Service Commission of Nova Scotia

EXECUTIVE EDUCATION

Aerospace & Defence Division (IMP Group)
California Agriculture Leadership Program
CanJet (IMP Group)
Canadian Olympic Committee
Cascade Aerospace (IMP Group)
Chignecto-Central Regional Centre of Education (School Board)
Construction Association of Nova Scotia
Dalhousie Academic Leadership Certificate
Halifax Port Authority
IMP Group Corporate Headoffice, Innotech (IMP Group)
J.W. Lindsay Construction
National Sport Organizations
Northwood Healthcare
NS Barristers Society (Law Practice Management)
Samsung Canada (SigMast Division)

SERVICE

Queen's University

Commerce Curriculum Review (School - Advisory) (2023-)

MIB Program Review (School) (2022-2023)

Search Committees (School) (2021-)

General Research Ethics Board (University) (2022-)

EDII Committee (School) (2021-)

External

Mensa Canada Society, Proctor (2021-)

International Organization for Standardization - International Electrotechnical Commission (ISO/IEC) Joint Strategic Advisory Group (JSAG) on Gender and Gender Responsive Standards, Chair WG 5/Co-Convenor WG3 (2020-)

Global Diversity and Inclusion Benchmarking (GDIB), Center for Global Inclusion, Expert Panelist (2020-)

Pride at Work Canada, Board Member (2021-2022)

Conservative Party of Canada, Consultation (for diversity platform) for national leadership candidate (2020)

Canadian Centre for Diversity and Inclusion (CCDI), CCIP Exam Committee (2017)

National HR Awards, Technology and Innovation Category, Judge (2017)

Employment and Social Development Canada (ESDC), Consultation, Evaluation of Employment Equity Programs (2017)

Mensa Canada Society, Board Member (2017-2019)

Canada's Fundamental Science Review Panel (2016)

UN Global Compact Canada Network Working Group on Long-termism (2014-2019)

UN Committee of Experts in Public Administration, NY, Academic Observer (2013)

Ballet Jörgen Canada, Atlantic Advisory Board (2012-2019)

Mensa Canada Society, Local Secretary Halifax-Dartmouth (2012-2017)

Professional Associations

Academy of Management, DEI Division Chair (5-year leadership track) (2019-2024)

Academy of Management, GDO Division Rep-at-Large (2016-2019)

Academy of International Business, Canada Chapter, Treasurer (2016-2019)

Academy of Management, Diversity & Inclusion Theme Committee (D&ITC) Chair (3-year leadership track) (2012-2015)

Administrative Sciences Association of Canada, GDO Division Chair (3-year leadership track) (2005-2008)

Editorships

Personnel Review, Co-Editor (2022-Present)

Palgrave Studies Equity, Diversity, Inclusion and Indigenization, Series Editor (2022-Present)

Equality, Diversity and Inclusion, Editor (2016-Present)
Personnel Review, Associate Editor (2013-2021)
Equality, Diversity and Inclusion, Book Review Editor (2012-2016)

Editorial Boards

Journal of Tropical Futures (2022-Present)
Palgrave Studies in Leadership and Followership (Book Series) (2017-Present)
Gender in Management (2016-Present)
Zeitschrift für Personalforschung (2016-Present)
Cross-cultural and Strategic Management (2015-Present)
Employee Relations (2013-Present)
Public Personnel Management (2013-Present)
Management Communication Quarterly (2010-Present)

Media

Australian Broadcasting Corporation
Australian Financial Review
BBC Worklife
CBC News
CBS News
CTV News
Financial Post
Global News
Globe and Mail
Huffington Post
Macleans
National Public Radio (NPR)
National Post
Toronto Star
Vox
Wall Street Journal

INDUSTRY/PROFESSIONAL EXPERIENCE

Canadian Forces (2001-2006)
 Naval Reserve Support Officer (Part-time)

TD Bank Financial Group (1996-2004)
 Group Human Resources
 Corporate Audit
 Domestic Planning
 Commercial Banking

Canadian Imperial Bank of Commerce (1994-1995)
 Personal Banking Representative

Royal Bank of Canada (1992-1994)

Customer Service Representative (Student Part-time)