

**THE UNIVERSITY OF BRITISH COLUMBIA**  
**Curriculum Vitae for Faculty Members**

Date: 09 Nov 2022

Initials: JLB

1. **SURNAME:** Berdahl **FIRST NAME:** Jennifer  
**MIDDLE NAME(S):** Lynne
2. **DEPARTMENT/SCHOOL:** Sociology
3. **FACULTY:** Arts
4. **PRESENT RANK:** Professor **SINCE:** 1 July 2013

5. **POST-SECONDARY EDUCATION**

University or Institution	Degree	Subject Area	Dates
University of Illinois Urbana Champaign	PhD	Social Psychology	1996-1999
University of Illinois Urbana Champaign	MA	Social Psychology	1993-1996
University of Illinois Urbana Champaign	MA	Labor & Industrial Relations	1991-1993
Macalester College	BA	Psychology	1985-1989

6. **EMPLOYMENT RECORD**

(a) *Prior to coming to UBC*

University, Company or Organization	Rank or Title	Dates
University of Toronto	Professor	2013-2014
University of Toronto	Associate Professor	2007-2013
University of Toronto	Assistant Professor	2001-2007
University of California, Berkeley	Assistant Professor	1998-2001

(b) *At UBC*

Rank or Title	Dates
Professor of Sociology	01/2019-present
Professor of Leadership Studies: Gender and Diversity	01/2017-12/2018
Montalbano Professor of Leadership Studies: Gender and Diversity	07/2014-12/2016

(c) *Date of granting of tenure at U.B.C.:* 2014

7. **LEAVES OF ABSENCE**

University, Company or Organization at which Leave was taken	Type of Leave	Dates
University of British Columbia	Academic	07/2022-06/2023
University of Toronto	Unpaid	07/2014-06/2015
University of Toronto	Academic	07/2007-12/2007

University of Toronto	Maternity	04/2003-07/2003
University of California Berkeley	Maternity	10/2000-11/2000

## 8. **TEACHING**

### (a) *Areas of special interest and accomplishments*

From 1998-2016 I taught organizational behavior and human resource management courses in business schools (UC-Berkeley, UToronto, and UBC) at the undergraduate, MBA, and PhD levels. In 2019 I moved to sociology and began teaching courses more closely tied to my research on gender and work. This was a welcome but major shift in teaching and required a lot of effort.

Throughout my career I have especially enjoyed mentoring graduate students as a supervisor, a committee member, and a faculty mentor. In each of the business schools I worked in I was highly involved in their PhD programs, coordinating the programs at UC-Berkeley and UBC. In the sociology department I have been on dissertation committees, served on the graduate student admissions committee, and have starting supervising sociology students.

### (b) *Courses Taught at UBC*

Session	Course Number	Scheduled Hours	Class Size	Hours Taught			
				Lectures	Tutorials	Labs	Other
2021W2	SOCI312-201	3	90	39			
2021S1	SOCI312-801	3	50	39			
2020W2	SOCI312-201	3	72	39			
2020W1	SOCI312-103	3	67	39			
2019W2	SOCI495D-202	3	4	39			
2019W1	SOCI312-103	3	77	39			
2015W2	COHR486A-201	39	14	33			6
2015W1	COMM625A-101	3	5	39			
2014W2	BAHR505-MM1	24	36	21			
2014W2	COHR486A-201	16	34	32			7
2014W1	BA564-302	20	47	36			3
2014W1	COHR402-101	18	38	36			3

### (c) *Graduate Research Supervision*

Student Name	Program Type	Year		Supervisory Role (supervisor, co-supervisor, committee member)
		Start	Finish	
Suki Xiao	Ph.D.	2021	present	Supervisor (comps, dissertation)
Barnini Bhattacharyya	Ph.D.	2016	present	Supervisor
Mary Jessome	Ph.D.	2021	2021	Committee member (comps)
Erica Mildner	Ph.D.	2021	2021	Committee member (comps)
Benjamin Hopkins	DMA	2017	2020	Committee member
Natalya Alonso	Ph.D.	2015	2020	Supervisor
Umay Kader	Ph.D.	2018	2020	Committee member (comps)
François Lachapelle	Ph.D.	2017	2019	Committee member
Feng Bai	Ph.D.	2013	2016	Supervisor
Hazel Hollingdale	Ph.D.	2015	2020	Committee member

Lien Yeung	M.A.	2014	2015	Committee member
Hadiya Roderique	Ph.D.	2012	2014	Supervisor
Alexander Muradov	Ph.D.	2010	2013	Supervisor
Sara Banki	Ph.D.	2009	2012	Supervisor
Ji-A Min	Ph.D.	2008	2011	Supervisor
H. Colleen Stuart	Ph.D.	2007	2011	Supervisor
Sara Lankshear	Ph.D.	2006	2011	Committee member
Kevin Hill	Ph.D.	2006	2010	Committee member
Celia Moore	Ph.D.	2004	2008	Committee member
Kate Rowbotham	Ph.D.	2004	2007	Committee member
Cherie Werhun	Ph.D.	2003	2006	Committee member
Robin Church	Ph.D.	2002	2006	Committee member
Heidi Brooks	Ph.D.	1999	2002	Committee member
Gian Gonzaga	Ph.D.	2000	2001	Committee member
Cameron Anderson	Ph.D.	1999	2001	Committee member
April Gilbert	Ph.D.	1999	2001	Committee member
Randall Young	Ph.D.	1999	2001	Committee member
Heather Honea	Ph.D.	1999	2001	Committee member
Lisa Epstein	Ph.D.	1998	2000	Committee member

(d) *Undergraduate Research Supervision*

Student Name	Program Type	Year		Supervisory Role (supervisor, co-supervisor, committee member)
		Start	Finish	
Isaku Kawamura	B.A.	2021	2022	Supervisor

**9. SCHOLARLY AND PROFESSIONAL ACTIVITIES**(a) *Areas of special interest and accomplishments*

My research has focused on the social psychology of gender and power at work, from teams to sexual harassment to organizational culture. My work has had broad academic and applied impact. In addition to publishing peer-reviewed journal articles on these topics, I have written widely-read op-eds and blog posts and have shared my expertise with corporate, government, legal, and media outlets. I regularly serve as an expert witness in discrimination cases in both the U.S. and Canada.

(b) *Research or equivalent grants (indicate under COMP whether grants were obtained competitively (C) or non-competitively (NC))*

Granting Agency	Subject	COMP	\$ Per Year	Year	Principal Investigator	Co-Investigator(s)
E-Alliance	Gender and Equity in Sport	C	\$19,860	2021-23	A. Travers	D. Falls J. Berdahl
UBC Professorship	Gender and Diversity at Work	C	\$50,000	2014-24	Jennifer L. Berdahl	
SSHRC	Insight Grant	C	\$25,000	2014-17	Jennifer L. Berdahl	
SSHRC	CURA Grant	C	\$4,000	2011-14	Wendy Cukier	Jennifer L. Berdahl
SSHRC	Standard Research Grant	C	\$30,000	2006-11	Jennifer L. Berdahl	

(c) *Research or equivalent contracts (indicate under COMP whether grants were obtained competitively (C) or non-competitively (NC)).*

Granting Agency	Subject	COMP	\$ Per Year	Year	Principal Investigator	Co-Investigator(s)
Petro Canada	Young Innovator Award	C	\$3,000	2003-04	Jennifer L. Berdahl	
Connaught Foundation	New Staff Matching Grant	C	\$15,000	2002-04	Jennifer L. Berdahl	
University of California Berkeley	Committee on Research Grant	C	\$10,000	1999-2001	Jennifer L. Berdahl	
American Association of University Women	Dissertation Fellowship	C	\$14,000		Jennifer L. Berdahl	
University of Illinois	Graduate Fellowship	C	\$7,000	1997-98	Jennifer L. Berdahl	
General Mills	Fellowship for Graduate Study	C	\$25,000	1991-92	Jennifer L. Berdahl	

(d) *Invited Presentations (Identify whether International/National/Local)*

- 2021 The Hong Kong Polytechnic University, Department of Management and Marketing  
National Academies of Sciences, Engineering, and Medicine, Workshop on Developing Evaluation Metrics for Sexual Harassment Prevention Efforts, Washington D.C.
- 2020 National Academy of Sciences, Summit on Sexual Harassment, Washington D.C. (Plenary Address)  
Harvard University, John F. Kennedy School of Government
- 2019 Bar-Ilan University, Department of Sociology and Anthropology  
Harvard University, Harvard School of Business  
University of Minnesota, Department of Psychology
- 2018 University of Calgary, Haskayne School of Business  
Oxford University, Saïd School of Business  
Stanford University, VMWare Women's Leadership Innovation Lab
- 2017 University of Michigan, Interdisciplinary Committee on Organizational Studies  
Johns Hopkins University, Carey School of Business  
Harvard University, Harvard School of Business  
University of Leuven, Department of Psychology
- 2016 University of Waterloo & St. Jerome's University, Joint HeForShe Keynote Address  
University of Victoria, Faculty Association  
Stanford University, Graduate School of Business  
Carnegie Mellon University, Tepper School of Business
- 2015 University of Northern British Columbia, IWAW & Faculty Association  
Harvard University, Harvard Business School  
Harvard University, John F. Kennedy School of Government
- 2014 McGill University, Desautels School of Business  
University of Maryland, Robert H. Smith School of Business  
University of British Columbia, Allard School of Law  
Washington University, Olin School of Business
- 2013 University of Michigan, Department of Psychology  
University of British Columbia, Sauder School of Business  
Boston College, Center for Work & Family
- 2012 The University of Alberta, School of Business
- 2011 University of California, Hastings, Center for Worklife Law
- 2009 Emory University, Goizetta School of Business

- 2008 University of Waterloo, Department of Psychology
- 2008 Queens University, School of Business
- 2007 INSEAD, Organizational Behavior Division
- University of Neuchâtel, Department of Applied Psychology
- 2006 Brock University, Status of Women Committee
- University of Texas at Austin, McCombs School of Business
- University of Illinois Urbana-Champaign, College of Business
- London Business School
- University of British Columbia, Sauder School of Business
- 2005 SUNY Buffalo, School of Management
- University of California Berkeley, Haas School of Business
- University of California Berkeley, Institute of Personality and Social Research
- 2003 University of Toronto, Department of Psychology
- Princeton University, Department of Psychology
- 2001 University of Michigan, Department of Psychology
- University of Oregon, Department of Psychology
- Dartmouth College, Tuck School of Business
- New York University, Stern School of Business
- University of Toronto, Rotman School of Management
- Yale University, School of Management
- 2000 University of Pennsylvania, Wharton School of Business
- University of California, Berkeley, Institute of Industrial Relations
- 1999 University of California Berkeley, Institute of Personality and Social Research
- University of Oregon, Institute of Cognitive and Decision Sciences
- Stanford University, Behavioral Research Seminar
- University of California, Berkeley, Haas School of Business
- 1998 Northwestern University, Department of Communication Studies

(e) *Other Presentations*

- 2019 Panelist, Vancouver Startup Week, Building Inclusive Cultures
- 2018 Panelist, Vancouver-Granville & Hillcrest Youth Councils, Gender Equality and Equity with Jodi Wilson Raybould
- Panelist, University of British Columbia, On Sexual Harassment with Anita Hill
- 2017 Panelist, Lancaster House, Vancouver, BC
- Keynote Speaker, Arc'teryx, Vancouver, BC
- 2016 Panelist, Women in Infrastructure, Vancouver, BC
- Speaker, Association of American Medical Colleges, Seattle, WA
- Researcher and Consultant, Lawrence Livermore National Laboratory, Livermore, CA
- Speaker and Consultant, Unbounce, Vancouver, BC
- Keynote Speaker, DevOpsDays Vancouver, BC
- 2015 Speaker, PricewaterhouseCoopers Private Company Conference, Vancouver, BC
- Keynote Speaker, The Vancouver Institute, Vancouver, BC
- Keynote Speaker, Sauder School of Business MBA Leads Reception, Vancouver BC
- Keynote Speaker, Professional Women's Network, Vancouver, BC, February 2015
- Panelist, University of British Columbia Dialogues, Vancouver, BC September 2014, Toronto, ON
- November 2014, Calgary, AB
- 2014 Planned and moderated panel, What Works for Women at Work, with Joan Williams, Christine Day, Gail St. Germain, Rhonda Hymers, & Tracey McVicar
- Keynote Speaker, Diversity on Boards, First West Credit Union, Kelowna, BC
- Academic Expert, Royal Canadian Mounted Police Academic Outreach, Ottawa, ON
- Academic Expert, Canadian House of Commons / Chambre des communes Meeting of Experts Summit: Challenges Facing the Royal Canadian Mounted Police, Ottawa, ON
- 2013 National Workforce Roundtable, Deloitte and Boston College Center for Work & Family, Boston MA
- The Conference Board, Work Life Leadership Council, New York NY

- 2009 Building a Civilized Work Environment, Executive Session for Hospital for Sick Children Pediatric Surgeons, Rotman School of Management
- 2007 United Steelworkers, International Women of Steel Conference

(f) Other

(g) Conference Participation (Organizer, Keynote Speaker, etc.)

- Author/ Presenter
- Bhattacharyya, B. & Berdahl, J. L. (2020). Do white women get away with racist speech?: The effects of identity on perceptions of speech. *Academy of Management*, Vancouver, BC.
- Alonso, N., Dhaliwal, N., Bandari, E. & Berdahl, J. L. (2019). Boys don't cry crocodile tears: The asymmetric effects of crying on punishment. *Academy of Management*, Boston, MA.
- Bhattacharyya, B. & Berdahl, J. L. (2018). Do you see me? Women of colors' experiences of and responses to invisibility at work. *Academy of Management*, Chicago, IL.
- Bhattacharyya, B. & Berdahl, J. L. (2018). Women of colors' experiences of invisibility. *Society for Industrial and Organizational Psychology*, Chicago, IL.
- Berdahl, J. L., Glick, P. & Alonso, N. M. (2017). Developing the Masculinity Contest Organizational Culture Scale. *Academy of Management*, Atlanta, GA.
- Alonso, N. M. & Berdahl, J. L. (2017). Male-male sex-based harassment as an interpersonal masculinity contest. *Academy of Management*, Atlanta, GA.
- Bai, F. & Berdahl, J. L. (2016). Gaining influence by being humble: An empirical test of the virtue theory of status attainment. *Academy of Management*, Anaheim, CA.
- Berdahl, J. L. & Alonso, N. (2016). The blond advantage in women's leadership: Investigating the paradox. *Academy of Management*, Anaheim, CA.
- Roderique, H. & Berdahl, J. L. (2016). From the maternal wall to the parental wall: Moderation of the ideal worker-parent conflict. *Academy of Management*, Anaheim, CA.
- Bai, F., Stuart, C. H. & Berdahl, J. L. (2014). Is status inequality functional for group performance? Examining legitimacy and task type. *Academy of Management*, Philadelphia, PA.
- Berdahl, J. L., Bai, F. & Schieman, S. (2014). The 'ambition gap' explained: Workplace mistreatment as a function of gender, ambition, and rank. *Academy of Management*, Philadelphia, PA.
- Ramarajan, L. & Berdahl, J. L. (2014). Do women suffer at work when men coworkers suffer at home? The spillover of marital structure and ideology onto gender relations at work. *Work Family Network Research Conference*, New York, New York.
- Berdahl, J. L. (2014). The flexibility stigma. *Work Family Network Research Conference*, New York, New York.
- Ramarajan, L. & Berdahl, J. L. (2013). Do women suffer at work when men coworkers suffer at home? The spillover of marital structure and ideology onto gender relations at work. *Academy of Management*, Orlando, FL.
- Rule, N. & Berdahl, J. L. (2013). The effects of sexual orientation on hiring, treatment, and pay. *Academy of Management*, Orlando, FL.
- Berdahl, J. L. (2013). Perspectives on organizational psychology. *American Psychological Society*, Washington, D.C.
- Salin, D., Roberge, M. E., Salimäki, a. & Berdahl, J. L. (2013). "I wish I had...": Target reflections on responses to workplace mistreatment. *Academy of Management*, Orlando, FL.
- Berdahl, J. L., Moon, S., Muradov, A. G. & Min, J. A. (2012). Warmth may not cut the ice but cold may break the ceiling: Gender, mistreatment, and advancement in blue and pink collar occupations. *Academy of Management*, *Academy of Management*, Boston, MA.
- Berdahl, J. L. & Moon, S. (2012). Workplace mistreatment of middle class workers based on sex, parenthood, and caregiving. *Society for the Psychological Study of Social Issues*, Charlotte, North Carolina.
- Salin, D., Roberge, M. E., Salimäki, A. & Berdahl, J. L. (2011). Coping with workplace mistreatment: analyzing the discrepancy between actual and ideal responses. *European Congress on Work and Organizational Psychology*, Maastricht, The Netherlands.

- Berdahl, J. L., Muradov, A. G. & Min, J. A. (2010). Gendered mistreatment at work: An intrasex phenomenon? *Academy of Management*, Montreal, PQ.
- Stuart, H. D., & Berdahl, J. L. (2010). Modeling diversity and stereotyping in groups over time. *INGRoup*, Washington, D.C.
- Berdahl, J. L. & Stuart, H. C. (2009). Modeling diversity and stereotyping in work groups over time. *Academy of Management*, Chicago, IL.
- Min, J. A. & Berdahl, J. L. (2009). Prescriptive stereotypes of Asians in North America: From yellow peril to model minority and back again. *Academy of Management*, Chicago, IL.
- Berdahl, J. L., Garcia, A. & Min, J.A. (2009). Sex-based harassment and discrimination in an organization. *Society for Industrial and Organizational Psychology*, New Orleans, LA.
- Berdahl, J. L. (2008). Dark side of employees' behavior: Sex-based harassment. Anaheim, CA.
- Berdahl, J. L. & Zhong, C. (2007). The power dilemma. *Academy of Management*, Philadelphia, PA.
- Berdahl, J. L. (2007). Gender and social undermining at work. *Society for Industrial and Organizational Psychology*, New York, NY.
- Berdahl, J. L. (2006). The sexual harassment of "masculine" women. *Academy of Management*, Honolulu, HI.
- Berdahl, J. L. (2006). The derogation of social role violators at work. *Society for Experimental and Social Psychology*, Philadelphia.
- Berdahl, J. L. (2006). The sexual harassment of "uppity" women. *Society of Personality and Social Psychology*, Palm Springs, CA.
- Berdahl, J. L., Brashers, D., Considine, J. R., Kelly, J., Meyers, R. A., Moore, C., Peterson, J., & Spoor, J. R. (2005). Understanding groups from a feminist perspective. *Academy of Management*, Honolulu, HI.
- Aquino, K., Berdahl, J. L., & Crossley, C. (2004). R-E-S-P-E-C-T: Find out what it means to me!, *Society for Industrial and Organizational Psychology*, Chicago, IL.
- Berdahl, J. L., Moore, C., & Radhakrishnan, P. (2004). Workplace harassment: Double jeopardy for minority women?, *Society for Industrial and Organizational Psychology*, Chicago, IL.
- Berdahl, J. L. (2003). The dark side of gender and the lighter side of sex: Exploring uncharted waters in sexual harassment research. *Academy of Management*, Seattle, WA.
- Berdahl, J. L. & Martorana, P. (2003). Organizational power and voice in decision-making groups. *Academy of Management*, Seattle, WA.
- Jimeno, D. I., Berdahl, J. L., & Lucero-Wagoner, B. (2001). Ethnic composition of groups: Effects on group and member outcomes. *Society for Industrial and Organizational Psychology*, Toronto, ON.
- Chatman, J. A., Berdahl, J. L., Boisnier, A., Spataro, S. E., & Anderson, C. (2000). The typical, the rare, and the outnumbered: Distinguishing the effects of historical typicality and numerical distinctiveness in work groups. *Academy of Management*, Toronto, ON.
- Berdahl, J. L. & Anderson, C. (2000). Shared norms and emergent leadership structures in groups over time. *Academy of Management*, Toronto, ON.
- Anderson, C. P. & Berdahl, J. L. (2000). Formal power, personality dominance, and the experiences of threat and reward. *International Society for Political Psychology*, Seattle, WA & *Academy of Management*, Toronto.
- Berdahl, J. L. & Craig, K. M. (1996). To see or not to see: The effects of communication medium and sex composition on participation and influence in groups over time. *Midwest Psychological Association*, Chicago.
- Berdahl, J. L., Johnson, B. & McGrath, J. E. (1996). Role patterns over time in computer-mediated and face-to-face groups. *Midwest Psychological Association*, Chicago.
- Berdahl, J. L. (1995). Gender and leadership in work groups over time: A test of five alternative models. *Midwest Psychological Association*, Chicago.
- Waldo, C. R. & Berdahl, J. L. (1995). Male-male harassment. *Association for Women in Psychology*, Indianapolis.
- Berdahl, J. L., Magley, V. J. & Waldo, C. R. (1994). The sexual harassment of men: A concept in search of definition. *Society for Industrial and Organizational Psychology*, Nashville, TN.

- McGrath, J. E., Berdahl, J. L. & Arrow, H. (1994). No one has it but all groups do: Diversity as a collective, complex, dynamic property of groups. *Center for Creative Leadership*, Greensboro, NC.
- Berdahl, J. L. & Rossmann, J. E. (1989). Dual earner stress and coping strategies. *American Psychological Society*, Washington, D.C.

- Chair Multiple Identities and Non-Prototypicality: Intersectionality at Work, *Annual Meeting of the Academy of Management*, Vancouver, BC 2020
- Work as a Masculinity Contest: Measurement, Manifestations, and Management, *Annual Meeting of the Academy of Management*, Atlanta, GA 2017
- Humility in Organizations, *Annual Meeting of the Academy of Management*, Anaheim, CA 2016
- Women in Leadership, *Annual Meeting of the Academy of Management*, Philadelphia, PA 2014
- Crossing paths: The nexus of gender, spousal employment, and professional identity creation, *Annual Meeting of the Academy of Management*, Orlando, FL 2013
- New directions in studying group diversity, *Annual Meeting of the Academy of Management*, Chicago, IL 2009
- Social interaction and inequality: The creation and maintenance of hierarchy, *Annual Meeting of the Society for Experimental Social Psychology*, Philadelphia, PA, 2006
- The staying power of status hierarchies and their effects in organizations, *Annual Meeting of the Academy of Management*, Toronto, Ontario, 2000
- The enduring effects of demographics: Investigations of hierarchy, expertise, conflict, and performance in work groups, *Annual Meeting of the Academy of Management*, Toronto, Ontario, 2000
- Discussant Symposium: New Approaches to Understanding Harassment, Misconduct, and Reporting in Organizations, *Annual Meeting of the Academy of Management*, Vancouver, BC, 2020
- Symposium: Dominant Social Identity Work: Exploring Identity Management among Members of Dominant Groups, *Annual Meeting of the Academy of Management*, Atlanta, GA, 2017
- Coalition for Faculty Diversity Research Publishing Workshop, *Annual Meeting of the Academy of Management*, Montreal, QC, 2010, Boston, MA 2012, Philadelphia, PA 2014, Vancouver, BC 2015, Anaheim, CA 2016
- Doctoral Consortium, Academy of Management Gender and Diversity in Organizations, *Annual Meeting of the Academy of Management*, Boston, MA 2012
- Symposium, Fake it till you make it: How acting powerful leads to feeling empowered, *Annual Meeting of the Academy of Management*, Montreal, QC, 2010
- Symposium, New advances in ostracism research, *Annual Meeting of the Academy of Management*, Montreal, QC, 2010
- OB Doctoral Student Consortium, *Annual Meeting of the Academy of Management*, Sacramento, CA 2008
- Symposium, Sexual harassment of special and vulnerable populations in the workforce, *Annual Meeting of the Society for Industrial and Organizational Psychology*, Dallas, TX, 2006
- Paper Session, Work/family interface: Gender, race, and other factors, *Annual Meeting of the Academy of Management*, Seattle, WA 2003
- Panelist Five Decades of Gender Research in the Academy, Four Calls to Action, Two Hours to Get Moving, *Annual Meeting of the Academy of Management*, Anaheim, CA 2016
- Flirting with Danger? Social Sexual Behavior in the Workplace, *Annual Meeting of the Academy of Management*, Vancouver, BC 2015
- Eminent and Emerging Perspectives I: Building a Better Psychological Science of Gender, *Annual Meeting of the American Psychological Society*, Washington D.C., 2013
- Professional Development Workshop, The dark side of employees' behavior: Evaluating



our questions, answers, and future directions, *Annual Meeting of the Academy of Management*, Sacramento, CA 2008  
 Host Roundtable Discussion/Conversation Hour, How to respond to interpersonal misconducts in the workplace?, *Annual Meeting of the Society for Industrial and Organizational Psychology*, New Orleans, LA 2009

**10. SERVICE TO THE UNIVERSITY**

(a) *Areas of special interest and accomplishments*

Sixteen months after I was hired at the University of British Columbia, the university was found guilty of violating my academic freedom. My decision to blow the whistle on actions taken by members of the Sauder School of Business and the Chair of UBC's Board of Governors at the time led to an independent investigation by The Honourable Lynn Smith, Q.C., who concluded that "UBC failed in its obligation to protect and support Dr. Berdahl's academic freedom." The 2015 Smith Report led to the creation of a Senior Advisor to the Provost on Academic Freedom and has helped to protect the academic freedom of other faculty at UBC. Since that time I have played an active role collegial governance at UBC, including as a member of the Presidential Search Committee (2015-16), the Faculty Association Executive (2017-19), the Faculty of Arts Dean's Advisory Committee (2019-2022), and the Peter Wall Institute for Advanced Studies Board of Trustees (2021-present).

(b) *Memberships on committees, including offices held and dates*

University of British Columbia

Board of Trustees, Peter Wall Institute for Advanced Studies, 2021-present  
 Dean's Advisory Committee (DAC), Faculty of Arts, 2019-2022  
 Inaugural Chair, Indigeneity, Equity, and Diversity Committee, Department of Sociology, 2021-2022  
 Research Coordination Committee, Department of Sociology, 2021-2022  
 Provost's Task Force on the Impact of COVID-19 on Faculty, 2020-2021  
 Peter Wall Institute Roundtable on Academic Freedom, Summer 2020  
 Undergraduate Honours Thesis Award Committee, Summer 2020  
 External Review Research Committee, Department of Sociology, 2019-2020  
 Graduate Admissions Committee, Department of Sociology, 2019-2020  
 Vice President of Human Resources Search Committee, 2019-2020  
 Peter Wall Institute Adjudication Committee for 2020-2021 Wall Scholars  
 Teaching & Research Review Committee for Qiang Fu to Associate Professor with Tenure, 2019  
 Teaching & Research Review Committee for Paolo Parisi to Associate Professor with Tenure, 2019  
 Faculty Association Executive Committee, 2017-2019  
 Faculty Salary Equity Committee, 2017-2019  
 Presidential Search Committee, 2015-2016  
 Vice President of Finance Search Committee, 2014-15  
 Faculty Search Committee, OBHR, Sauder School of Business, 2014-15  
 Ph.D. Advisor, OBHR Division, Sauder School of Business, 2014-16  
 Ph.D. Committee, OBHR Division, Sauder School of Business, 2014-16  
 Awards and Performance Advisory Committee, 2014-16

University of Toronto

Tenure Appeals Committee, 2013-14  
 The Collaborative on Academic Careers in Higher Education (COACHE), Harvard Graduate School of Education, Implementation Team, 2013-14  
 Vice Chair, Social Sciences Humanities & Education Research Ethics Board, 2012-14  
 Chair, Graduate Academic Appeals Committee, Rotman School of Management, 2011-14  
 Panel Member, Social Sciences Humanities & Education Research Ethics Board, 2010-12  
 Task Force on Gender Equity at the Rotman School of Management, Fall 2010

MBA Programs Committee, Rotman School of Management, 2008-11  
Faculty Search Committee, CRC in Social Psychology, Department of Psychology, 2009-10  
New Area Task Force, Rotman School of Management, 2008  
Faculty Search Committee, OBHRM Area, Rotman School of Management, 2006/07, 2008/09 & 2010/11  
Speaking Up Survey Advisory Committee, 2006 & 2010  
Undergraduate Programs Committee, Rotman School of Management, 2004-07  
Dean Search Committee, Rotman School of Management, 2004  
Ph.D. Comprehensive Exams Review Committee (Chair), OBHRM Area, Rotman School of Management, 2004  
Ph.D. Program Review Committee, OBHRM Area, Rotman School of Management, 2004

University of California Berkeley

Ph.D. Field Advisor, Organizational Behavior and Industrial Relations Group, Haas School of Business, 2000-2001  
Faculty Search Committees, Organizational Behavior and Industrial Relations, 1998/99, 1999/00, 2000/01

(c) *Other service, including dates*

**11. SERVICE TO THE COMMUNITY**

(a) *Memberships on scholarly societies, including offices held and dates*

Academy of Management (since 1998)  
American Sociological Association (since 2019)  
Society for Experimental Social Psychology (appointed 2005)  
Society for Industrial and Organizational Psychology (since 1994)  
Society for Personality and Social Psychology (since 2000)  
Society for the Psychological Study of Social Issues (since 1993)  
Work Family Research Network (since 2014)

(b) *Memberships on other societies, including offices held and dates*

Phi Beta Kappa Society (since 2016)

(c) *Memberships on scholarly committees, including offices held and dates*

Sexual Harassment Policy Task Force, *Society for Industrial and Organizational Psychology*, 2019-2020  
Gender & Diversity in Organizations Executive Committee, *Academy of Management*, 2013-2016  
Student Transnational Research Paper Award Committee (Chair), *Academy of Management*, 2014  
Saroj Parasuraman Award Committee, Gender and Diversity in Organizations, *Academy of Management*, 2011  
Outstanding Publication in Organizational Behavior Award Committee, *Academy of Management*, 2007  
William H. Newman Dissertation Award Committee, *Academy of Management*, 2005

(d) *Memberships on other committees, including offices held and dates*

Transgender Policy Task Force, Climbing Escalade Canada, 2018  
Board of Directors, Sport Climbing British Columbia, 2017-19

(e) *Editorships (list journal and dates)*

*Equality, Diversity and Inclusion*, 2019-2021  
Editor, two special issues on Advancing Scholarship on Sex Harassment  
With Margaret S. Stockdale, Myrtle P. Bell & Faye Crosby  
*Journal of Social Issues*, 2018

Editor, special Issue on Work as a Masculinity Contest  
With Marianne Cooper & Peter Glick  
*Journal of Social Issues*, 2013  
Editor, special Issue on The Flexibility Stigma  
With Joan C. Williams, Jennifer Glass, & Shelley Correll  
*Journal of Applied Psychology*, 2008-2015  
Editorial Board  
*The Academy of Management Annals*, 2010-2014  
Associate Editor  
*Organizational Psychology Review*, 2009-2014  
Editorial Board  
*Social Justice Research*, 2008  
Editor, special Issue on Social Action and Inequality  
*Journal of Organizational Behavior*, 2006-2011  
Editorial Board

(f) *Reviewer*

*Academy of Management Discoveries*  
*Academy of Management Journal*  
*Academy of Management Review*  
*Administrative Science Quarterly*  
*American Journal of Sociology*  
*American Sociological Review*  
*European Journal of Social Psychology*  
*Gender & Society*  
*Journal of Experimental Social Psychology*  
*Journal of Personality and Social Psychology*  
*Organizational Behavior and Human Decision Processes*  
*Organization Science*  
*Police Quarterly*  
*Proceedings of the National Academy of Sciences (PNAS)*  
*Psychological Science*  
*Psychology of Women Quarterly*  
*Sex Roles*  
*Social Forces*

National Science Foundation (NSF)  
Research Grants Council (RGC) of Hong Kong  
Social Sciences and Humanities Research Council of Canada (SSHRC)

(g) *External examiner (indicate universities and dates)*

(h) *Consultant (indicate organization and dates)*

Abdalla v Seattle Central College, Case No. 19-2-32554-2SEA  
Sharlene Hudson and Brinda Wilson-Demuth v. Her Majesty The Queen, Federal Court Proposed Class Proceeding, 2019-present  
Mandalena Lewis v. Westjet Airlines Ltd., Class Action Lawsuit, 2019-2020  
Sherry Heyder, Amy Graham and Nadine Schultz-Nielson v. Attorney General of Canada, class action lawsuit alleging gender discrimination, sexual harassment and assault in the Canadian Armed Forces, 2018  
Larry Beattie v. Attorney General of Canada, class action lawsuit alleging sexual harassment and assault in the Canadian Armed Forces, 2018  
Arc'teryx, Vancouver, BC July 2017  
Lawrence Livermore National Laboratory, Livermore, CA Fall 2016

Unbounce, Vancouver, BC July 2016  
DevOpsDays Vancouver, BC April 2016  
PricewaterhouseCoopers, Vancouver, BC November 2015  
Professional Women's Network, Vancouver, BC, February 2015  
Royal Canadian Mounted Police Academic Outreach, Ottawa, ON, August 2014  
Janet Merlo v. Canada (Attorney General), Royal Canadian Mounted Police Class Action Lawsuit, 2013-2014  
First West Credit Union, Kelowna, BC September 2014  
Canadian House of Commons Standing Committee on the Status of Women, 2013  
U.S. Equal Employment Opportunity Commission v. McPherson Companies, Inc., The Federal Civil Lawsuit, 2011-2012  
Toronto Police Service, 2009  
Brandolini & Charlebois v. William Paterson University, 2009  
UNITE!, Toronto, ON, 2003

(i) *Other service to the community*

Panelist/Speaking Engagements

Vancouver Startup Week, Building Inclusive Cultures, September 2019  
Vancouver-Granville & Hillcrest Youth Councils, Gender Equality and Equity with Jodi Wilson Raybould, May 2018  
University of British Columbia, On Sexual Harassment with Anita Hill, April 2018  
Lancaster House, Vancouver, BC November 2017  
Women in Infrastructure, Vancouver, BC December 2016  
Association of American Medical Colleges, Seattle, WA November 2016  
The Vancouver Institute, Vancouver, BC October 2015  
Sauder School of Business MBA Leads Reception, Vancouver BC, March 2015  
University of British Columbia Dialogues, Vancouver, BC September 2014, Toronto, ON November 2014, Calgary, AB February 2015  
What Works for Women at Work, with Joan Williams, Christine Day, Gail St. Germain, Rhonda Hymers, & Tracey McVicar, December 11, 2014  
National Workforce Roundtable, Deloitte and Boston College Center for Work & Family, Boston MA, Fall 2013  
The Conference Board, Work Life Leadership Council, New York NY, Fall 2013  
Building a Civilized Work Environment, Executive Session for Hospital for Sick Children Pediatric Surgeons, Rotman School of Management, 2009

Media Engagement (since joining UBC in 2014, selected)

Print/Online

*She(Bites) the Podcast*, A story about a shirt, <https://www.buzzsprout.com/1861787/9290076>, October 1, 2021  
*The Ubyyssey*, Equity & Inclusion Office saw a 50 per cent increase in discrimination consultations this year, <https://www.ubyssey.ca/news/50-per-cent-increase-EIO-complaints/>, June 28, 2021  
*Psychology Today*, Who should be responsible for reporting sexual harassment? <https://www.psychologytoday.com/us/blog/why-bad-looks-good/202103/who-should-be-responsible-reporting-sexual-harassment>, March 9, 2021  
*Vice*, AI launched in Canada to help tackle workplace harassment, <https://www.vice.com/en/article/jqgz9p/botler-ai-launched-in-canada-to-help-tackle-workplace-harassment>, March 3, 2021

- The Walrus*, Workplace Harassment Goes Virtual, <https://thewalrus.ca/workplace-harassment-goes-virtual/>, January 28, 2021
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- The Globe and Mail*, How students at Canadian business schools are using Instagram to call out racism, <https://www.theglobeandmail.com/business/article-how-students-at-canadian-business-schools-are-using-instagram-to-call/>, September 15, 2020
- Scientific American*, Why Some Male Leaders Won't Follow COVID-19 Safety Protocols, <https://www.scientificamerican.com/article/why-some-male-leaders-wont-follow-covid-19-safety-protocols/>, August 1, 2020
- Politico*, Are women better leaders in a pandemic? <https://www.politico.com/newsletters/women-rule/2020/05/01/are-women-better-leaders-in-a-pandemic-489102>, May 1, 2020
- Scientific American*, Masks and Emasculation: Why Some Men Refuse to Take Safety Precautions, <https://blogs.scientificamerican.com/observations/masks-and-emasculatation-why-some-men-refuse-to-take-safety-precautions/>, April 30, 2020
- Refinery29*, Bombshell's Oscar-Winning Hairstyles Told A Bigger Story About Fox News, [https://www.refinery29.com/en-us/2019/12/9016163/bombshell-movie-fox-news-blonde-hair?utm\\_source=twitter&utm\\_medium=twitter\\_share](https://www.refinery29.com/en-us/2019/12/9016163/bombshell-movie-fox-news-blonde-hair?utm_source=twitter&utm_medium=twitter_share) Feb. 9, 2020
- Vancouver Sun*, Public sector salaries: Where are the women? In B.C., not many are near the top of the pay scale, <https://vancouversun.com/news/local-news/public-sector-salaries-where-are-the-women-in-b-c-not-many-are-near-the-top-of-the-pay-scale/> Feb. 1, 2020
- Macleans*, Why would anyone hate Catherine McKenna? <https://www.macleans.ca/politics/ottawa/why-would-anyone-hate-catherine-mckenna/>, Nov. 4, 2019
- The Citizen*, Woman endures relentless sexual harassment at Transnet for six years, <https://citizen.co.za/news/south-africa/courts/2198405/woman-endures-relentless-sexual-harassment-at-transnet-for-six-years/>, Oct. 31, 2019
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- CNN*, How Toxic Ideas about Masculinity Corrode the Workplace, <https://www.cnn.com/2018/12/12/success/toxic-masculinity-workplace/index.html>, December 12, 2018
- Financial Times*, Macho 'Brogrammer' Culture Still Nudging Women Out Of Tech, <https://amp.ft.com/content/5dd12c50-dd41-11e8-b173-ebef6ab1374a>, December 10, 2018
- The Huffington Post*, The CBS Debacle Uncovered The Real 'Bad Men', [https://www.huffingtonpost.ca/entry/les-moonves-cbs-fired\\_us\\_5b9aaea2e4b0b64a336cf51c](https://www.huffingtonpost.ca/entry/les-moonves-cbs-fired_us_5b9aaea2e4b0b64a336cf51c), September 13, 2018
- The Atlantic*, The Problem With 'Asians Are Good at Science', <https://www.theatlantic.com/science/archive/2018/01/asian-americans-science-math-bias/551903/>, January 31, 2018
- The New Yorker*, Improving Workplace Culture, One Review at a Time, <https://www.newyorker.com/magazine/2018/01/22/improving-workplace-culture-one-review-at-a-time>, January 15, 2018
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- Huffington Post*, Working while sick isn't a Hillary thing. It's an American thing, [http://www.huffingtonpost.com/entry/hillary-clinton-presenteeism\\_us\\_57d6e18fe4b00642712ea22b](http://www.huffingtonpost.com/entry/hillary-clinton-presenteeism_us_57d6e18fe4b00642712ea22b), September 12, 2016
- Inc.com*, Why women who want to be leaders should dye their hair blond, according to science, <http://www.inc.com/minda-zetlin/why-women-who-want-to-be-leaders-should-dye-their-hair-blonde-according-to-scienc.html>, September, 2016
- Slate*, Researchers find that female CEOs and Senators are disproportionately blond, [http://www.slate.com/blogs/xx\\_factor/2016/08/25/why\\_are\\_female\\_ceos\\_and\\_senators\\_disproportionately\\_blond\\_blame\\_sexism.html?wpsrc=sh\\_all\\_dt\\_tw\\_top](http://www.slate.com/blogs/xx_factor/2016/08/25/why_are_female_ceos_and_senators_disproportionately_blond_blame_sexism.html?wpsrc=sh_all_dt_tw_top), August 25, 2016
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## TV & Radio

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- CBC Radio*, On executives' denial of sexual harassment as a problem in their organizations, December 20, 2018
- CBC Radio*, *The Current with Anna Maria Tremonti*, On academic freedom and free speech, <http://www.cbc.ca/radio/popup/audio/listen.html?autoplay=true&mediaIds=1107575363883>, December 1, 2018
- CBC Radio*, *On the Coast with Gloria Macarenko*, The #metoo movement against sexual harassment, October 17, 2017
- CBC Radio*, On International Women's Day, various local syndicates, March 8, 2017
- CBC Radio*, *The Early Edition with Stephen Quinn*, On the RCMP apology and settlement for sexual harassment, <http://www.cbc.ca/player/play/2695968867/>, October 7, 2016
- CBC Radio*, *The Current*, On interrupting implicit bias in the workplace, [http://podcast.cbc.ca/mp3/podcasts/current\\_20161007\\_70934.mp3](http://podcast.cbc.ca/mp3/podcasts/current_20161007_70934.mp3), October 7, 2016
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- CBC Radio*, *On the Coast with Stephen Quinn*, Sexual harassment in the Workplace, <http://www.cbc.ca/onthe coast/past-episodes/>, December 3, 2014
- CBC Radio*, *The World This Weekend*, Sexual harassment in the workplace, November 2, 2014
- CBC TV*, Liberal MPs and sexual harassment, November 5, 2014
- Global News TV*, Lack of Female CEOs in BC, <http://globalnews.ca/video/1698689/lack-of-female-ceos-in-bc>, December 12, 2014

## 12. **AWARDS AND DISTINCTIONS**

- (a) *Awards for Teaching (indicate name of award, awarding organizations, date)*

Excellence in Teaching Awards (ratings of 6+/7) in MBA Courses, Rotman School of Management, University of Toronto, 2004-2014

- (b) *Awards for Scholarship (indicate name of award, awarding organizations, date)*

Top Downloaded Paper 2018-2019 in the *Journal of Social Issues*, 2020  
Rosabeth Moss Kanter Award for Excellence in Work-Family Research (Finalist), Work Family Research  
Network, 2014

- (c) *Awards for Service (indicate name of award, awarding organizations, date)*
- (d) *Other Awards*

**13. OTHER RELEVANT INFORMATION (Maximum One Page)**



**THE UNIVERSITY OF BRITISH COLUMBIA*****Publications Record*****SURNAME:** Berdahl**FIRST NAME:** Jennifer  
**MIDDLE NAME(S):** Lynne**Initials:** JLB  
**Date:** 04-25-22**1. REFEREED PUBLICATIONS****(a) *Journals***

- Bhattacharyya, B. & Berdahl, J.L. (in press). Do you see me? An inductive examination of differences between women of color's experiences of and responses to invisibility at work. *Journal of Applied Psychology*.
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- O'Reilly, J., Robinson, S., Berdahl, J. L. & Banki, S. (2015). Is negative attention better than no attention? The comparative effects of ostracism and harassment at work. *Organization Science*, 26(3), 633-940.
- Salin, D., Roberge, M. E., Salimaki, A. & Berdahl, J. L. (2014). "I wish I had...": Target reflections on responses to workplace mistreatment. *Human Relations*, 67(10), 1189-1211.
- Berdahl, J. L. & Moon, S. (2013). Workplace mistreatment of middle class workers based on sex, parenthood, and caregiving. *Journal of Social Issues*, 69, 341-366.
- Williams, J. C., Blair-Loy, M. & Berdahl, J. L. (2013). Cultural schemas, social class, and the flexibility stigma. *Journal of Social Issues*, 69, 209-234.
- Berdahl, J. L. & Min, J. A. (2012). Prescriptive stereotypes and workplace consequences for East Asians in North America. *Cultural Diversity and Ethnic Minority Psychology*, 18, 141-152.
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- Chatman, J., Boisnier, A., Spataro, S. E., & Anderson, C., & Berdahl, J. L. (2008). The typical, the rare, and the outnumbered: Disentangling the effects of historical typicality and numerical distinctiveness at work. *Organizational Behavior and Human Decision Processes, 107*, 141-160.
- Jimeno-Ingrum, D., Berdahl, J. L., & Lucero-Wagoner, B. (2008). Stereotypes of Latinos and Whites: Do they guide evaluations in diverse work groups? *Cultural Diversity and Ethnic Minority Psychology, 15*, 158-164.
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- Anderson, C. & Berdahl, J. L. (2002). The experience of power: Examining the effects of power on approach and inhibition tendencies. *Journal of Personality and Social Psychology, 83*, 1362-1377.
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(b) *Conference Proceedings*

- Do white women get away with racist speech?: The effects of identity on perceptions of speech. With B. Bhattacharyya. *Academy of Management Proceedings, 2020*.
- It's Complex: Conditions That Inhibit Women's Inclusion at Work, with N. Alonso, S. Cheng, J. L. Gloor, I. Hideg & J. Khattab, *Academy of Management Proceedings 2019*, 12178.
- Gaining Influence by Being Humble: An Empirical Test of the Virtue Theory of Status Attainment, with F. Bai, *Academy of Management Proceedings 2016*, 16948.
- Is Status Inequality Functional for Group Performance? Examining Legitimacy and Task Type, with F. Bai & C. H. Stuart, *Academy of Management Proceedings 2014*, 17107.

The “ambition gap” explained: Workplace mistreatment as a function of gender, ambition, and rank, with F. Bai & S. Schieman, *Academy of Management Proceedings* 2014, 17425.

## 2. **NON-REFEREED PUBLICATIONS**

### (a) *Journals*

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## 3. **BOOKS**

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4. **PATENTS**5. **SPECIAL COPYRIGHTS**6. **ARTISTIC WORKS, PERFORMANCES, DESIGNS**7. **OTHER WORKS**8. **WORK SUBMITTED (including publisher and date of submission)**

Berdahl, J. L. & Bhattacharyya, B. (invited revision submitted August 2022). Do white women gain status for engaging in anti-Black racist speech at work? *Journal of Business Ethics*.

9. **WORK IN PROGRESS (including degree of completion)**

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