**Megan Walsh**

Assistant Professor, Management

Sobey School of Business

Saint Mary’s University

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**ACADEMIC APPOINTMENTS**

Saint Mary’s University – September 2022 to Present

 Assistant Professor, Sobey School of Business, Management

University of Saskatchewan – August 2017 to August 2022

Assistant Professor, Edwards School of Business, Human Resources and Organizational Behaviour

[Maternity leave taken in 2021]

**EDUCATION**

Ph.D. in Management, 2013-2017

Faculty of Business Administration, Memorial University of Newfoundland Concentration: Organizational Behaviour and Human Resource Management

Dissertation title: *Mindfulness at work: Implications for leaders and followers*

Supervisor: Dr. Kara A. Arnold

Master of Employment Relations, August 2013

Memorial University of Newfoundland

Bachelor of Arts, May 2012

Memorial University of Newfoundland

Major: Communications Studies

Minor: Psychology

**RESEARCH INTERESTS**

* Leadership
* Well-being
* Gender issues in organizations
* Mindfulness

**RESARCH**

**Refereed Journal Articles**

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

Hancock, A., Gellatly, I., Walsh, M. M., Arnold, K. A., Connelly, C. E. (2021). Good, bad, and ugly leadership patterns: Implications for followers’ work-related and context-free outcomes. *Journal* *of Management. https://doi.org/10.1177/01492063211050391*

Kraichy, D. & Walsh, M. M. (2021). Hindering talented employees’ internal mobility: Managers’ territorial response to stress. *Journal of Managerial Psychology. https://doi.org/10.1108/JMP-02-2021-0054*

Walsh, M. M. & Arnold, K. A. (2020). The bright and dark sides of employee mindfulness: Leadership style and employee well-being. *Stress & Health*, *36*(3), 287-298.

Walsh, M. M. & Arnold, K. A. (2018). Mindfulness as a buffer of leaders’ self-rated behavioral responses to emotional exhaustion: A dual process model of self-regulation. *Frontiers in Psychology*, *9*(2498), 1-15.

Arnold. K. A., Connelly, C. E., Gellatly, I. R., Walsh, M. M., & Withey, M. J. (2017). Using a pattern-oriented approach to study leaders: Implications for burnout and perceived role demand. *Journal of Organizational Behavior*, *38*(7), 1038-1056.

Arnold, K. A., Loughlin, C., & Walsh, M. M. (2016). Transformational leadership in an extreme context: Examining gender, individual consideration and self-sacrifice. *Leadership and Organization Development Journal*, *37*(6), 774-788.

Arnold, K. A., & Walsh, M. M. (2015). Customer incivility and employee well-being: Testing the moderating effects of meaning, perspective taking and transformational leadership. *Work & Stress*, *29*(4), 362-378.

Arnold, K. A., Connelly, C. E., Walsh, M. M., & Martin Ginis, K. A. (2015). Leadership styles, emotion regulation, and burnout. *Journal of Occupational Health Psychology, 20*(4), 481-490.

Walsh, M. M., Dupré, K., & Arnold, K. A. (2014). Processes through which transformational leaders affect employee psychological health. *Zeitschrift fuer Personalforschung. German Journal of Research in Human Resource Management*, *28*(1-2), 162-172.

**Book chapters**

Walsh, M. M., & Arnold, K. A. (2017). Mindful leadership and employee well-being: The mediating role of leader behaviours. In E. K. Kelloway, K. Nielsen & J. Dimoff (Eds.), *Leading to Occupational Health and Safety: How Leadership Behaviours Impact Organizational Safety and Well-Being*. London: Wiley-Blackwell.

**Conference Proceedings**

Hancock, A. J., Gellatly, I. R., Walsh, M. M., Arnold, K. A., Connelly, C. E. (2018). How do followers see their leaders and does it matter?: Insights from a person-centered analysis. *Academy of Management Proceedings, vol. 2018, issue 1.*Published online July 9, 2018. <https://doi.org/10.5465/AMBPP.2018.235>.

**Refereed conference presentations**

Ortynsky, M., Hundseth, A., Carleton, E., & Walsh, M. (2022, June). *Gendered Perceptions of Unethical Leadership: The Role of Agency in Three Experimental Vignettes*. Poster at Canadian Psychological Association’s 83rd Annual National Convention. Calgary, Alberta.

Ortynsky, M., Hundseth, A., Carleton, E., & Walsh, M. (2022, August). *Leader’s Deep Acting and Daytime Sleepiness Predicts Abusive Supervision*. Presented at the 82nd Annual Meeting of the Academy of Management. Seattle, Washington.

Walsh, M., Carleton, E., Ortynsky, M., Choi, E., Hancock, A., & Arnold, K. (2022, August). *The Benefits of a Mindfulness Training Program for Women Leaders during the Covid-19 Pandemic*. In A. Gupta & C. Reina (Chairs) Mind(fulness) Over Matter: Mechanisms to Facilitate Work Functioning. Presented at the 82nd Meeting of the Academy of Management. Seattle, Washington.

Ortynsky, M. L., Carleton, E. L., & Walsh, M. M. (2021, June). *Sleepiness and bias against hiring women into leadership positions*. Presented at Canadian Psychological Association’s 82nd Annual National Convention Virtual Event.

Ortynsky, M. L., Walsh, M. M., & Carleton, E. L. (2021, June). *Backlash towards women as managers receiving promotion: Experimental vignette study*. Presented at Administrative Sciences Association of Canada Conference 2021 Virtual Conference.

Saleski, A., Walsh, M. M., & Carleton, E. L. (2021, June). *The role of chronic stereotype threat on women leaders’ levels of anxiety in predicting passion for leadership.* Presented at Administrative Sciences Association of Canada Conference 2021 Virtual Conference.

Hundseth, A., Carleton, E. L. & Walsh, M. M. (2021, June). *Gendered perceptions of Ethical Leadership and outcomes for women leaders: An Experimental Vignette Study*. Presented at Administrative Sciences Association of Canada Conference 2021 Virtual Conference.

Ortynsky, M., Carleton, E., & Walsh, M. M. (2020, June). *Sleepiness, mindfulness, and bias against hiring women into leadership positions*. Paper presented at ASAC conference, online.

Walsh, M. M., Carleton, E., Hancock, A., & Arnold, K. A. (2019, August). *Stereotype threat and leadership aspirations: The buffering role of mindfulness*. In I. Igic & U. Hulsheger (co-chairs), Benefits of Mindfulness for Leadership, Performance and work engagement, Symposium conducted at the Academy of Management conference, Boston, MA.

Walsh, M. M., Carleton, E., Hancock, A., & Arnold, K. A. (2019, June). *Women’s leadership aspirations and stereotype threat: Investigating sleep as a buffer*.
Paper presented at EAWOP small group meeting on Leadership and Health/well-being, June 20-22, Exeter UK.

Arnold, K. A., Connelly, C. C., Gellatly, I. R., Hancock, A. J., & Walsh, M. M. (2019, June). *A theoretical model describing how and when leader stress in middle managers predicts destructive leadership behavior*. Paper presented at EAWOP small group meeting on Leadership and Health/well-being, June 20-22, Exeter UK.

Walsh, M. M., Arnold, K. A., & Warren, A. M. (2018, June). *Finding meaning in a stigmatized context: Emotion work and well-being for funeral directors*. Paper presented at the European Academy of Management conference, Reykjavik, Iceland.

Hancock, A. J., Walsh, M. M., Arnold, K. A., Connelly, C. E., & Gellatly, I. R. (2018, June). *Leadership, commitment and turnover intentions: The moderating role of employee vulnerability*. Paper presented at the European Academy of Management conference, Reykjavik, Iceland.

Walsh, M. M., & Arnold, K. A. (2017, August). Burnout and leadership style: The moderating effect of mindfulness. In A. Cloutier (Organizer), *Leaders’ physical and mental well-being: Antecedents, expectations and outcomes*, Symposium conducted at the Academy of Management conference, Atlanta, GA.

Walsh, M. M. (2016, August). Mindfulness and resource gain for women leaders. In S. J. Creary & C. L. McCluney (co-chairs), *Resisting and cultivating: How marginalized women construct positive leader identities at work.* Symposium conducted at the Academy of Management conference, Anaheim, CA.

Arnold. K. A., Connelly, C. E., Gellatly, I. R., Walsh, M. M., & Withey, M. J. (2016, August). *Leader burnout and role demands: A pattern-oriented approach*. Paper presented at the Academy of Management conference, Anaheim, CA.

Walsh, M. M. (2015, June). *Challenges for women in leadership: A resource-based model of stress differences*. Paper presented at *Administrative Sciences Association of Canada*. Halifax, NS.

Walsh, M. M., & Arnold, K. A. (2015, June). *Managing a mobile workforce: Stakeholder theory and retention of fly-in/fly-out employees*. Paper presented at Administrative Sciences Association of Canada. Halifax, NS.

Walsh, M. M., Arnold, K. A., Connelly, C. E., Withey, M. J., & Gellatly, I. R. (2015, June). *Leadership profiles: Conceptual and methodological advantages of a leader-centered model of management behavior*. Paper presented at Administrative Sciences Association of Canada. Halifax, NS.

Walsh, M. M. (2014, May). *Leadership and stress: A resource-based approach*. Paper presented at Administrative Sciences Association of Canada. Muskoka, ON.

Walsh, M. M., Arnold, K. A., & Loughlin, C. (2013, June). *Vision, gender and contextual influences: Examining participative versus directive visioning styles in male and female leaders across three contexts*. Paper presented at European Academy of Management. Istanbul, Turkey.

Arnold, K. A., & Walsh, M. M. (2013, June). *Customer incivility and employee well-being: Testing the moderating effects of meaning, perspective taking and transformational leadership*. Paper presented at Administrative Sciences Association of Canada. Calgary, AB.

**Poster Presentations**

Walsh, M. M., & Arnold, K. A. (2019, May). *Leadership style and employee well-being: The moderating role of mindfulness*. Poster presented at EAWOP, May 29-June 2, Turin Italy.

Rosales, J. M., Campbell, V. L. S., Walsh, M. M., & Arnold, K. A. (2018, November). *Mindfulness training for university students on work placements*. Poster presented at the International Symposium for Contemplative Research, Phoenix, Arizona.

Walsh, M. M., Arnold, K. A., & Connelly, C. E. (2017, June). *Somehow they manage: Playing it safe under stress*. Poster presented at Work Stress and Health conference, Minneapolis, MN.

Walsh, M. M. (2016, June). *Mindful leadership and employee well-being*. Poster presented at the meeting of the Canadian Positive Psychology Association, Niagara-on-the-lake, ON.

**MANUSCRIPTS UNDER REVIEW AND WORKING PAPERS**

**Manuscripts under review or revision**

Hundseth, A., Ortynsky, M., Carleton, E., Walsh, M. M. (Under review). All in a day’s (emotional) work: Leader’s deep acting and daytime sleepiness predicts abusive supervision. *Journal of Organizational Behavior*

Walsh, M. M., Lyubykh, Z., & Arnold, K. A. (Under review). Leader mindfulness can reduce passive leadership behaviours through decreased anxiety. *Work & Stress*.

Walsh, M. M., Carleton, E., Hancock, A. & Arnold, K. A. The role of chronic stereotype threat in predicting women leaders’ burnout, motivation to lead and employee well-being (Under review). *Journal of Vocational Behavior*

**Selected working papers**

Walsh, M. M., Carleton, E., Ortynsky, M., Choi, E., Hancock, A. & Arnold, K. A. The benefits of a mindfulness training program for female leaders during the COVID-19 pandemic: Implications for work/family interference. (Manuscript stage; target: *Journal of Organizational Behaviour*)

Walsh, M. M., Lyubykh, Z., & Arnold, K. A. The dark side of employee mindfulness: Implications for abusive supervision, interactional justice and employee well-being (Analysis stage; target: *Journal of Applied Psychology*)

Walsh, M. M., Mercer, D., Arnold, K. A. & Loughlin, C. Visionary female leadership: Context matters. (Multi-method study in manuscript stage; target: *Leadership and Organization Development Journal*).

Walsh, M. M., Arnold, K. A., & Connelly, C. E. Motivated but stressed out: When do leaders engage in management by exception? (Multi-method study in manuscript stage; target: *Journal of Occupational Health Psychology*).

**RESEARCH GRANTS**

Walsh M. M. Business Strategy Internship (Student Kiera Prior and International Minerals Innovation Institute), Mitacs, $10,000, 2022.

Bourassa, M. (Principal Investigator), Walsh, M. M. (Co-investigator), Carleton, E. (Co-investigator). *The Role of Gender Stereotypes in Advertising and Mindfulness on Leadership Aspirations and Perceived Respect,* $7000, SSHRC Explore, 2021-2023.

Walsh, M. M. Business Strategy Internship (Student Taryn Leason and 4H Council Saskatchewan), Mitacs, $10,000, 2020.

Carleton, E. (Principal investigator), Walsh, M. M. (Co-investigator). *Gendered perceptions of ethical leadership and the outcomes for women leaders*, $6965, SSHRC Explore, 2020-2022.

Mazumdar, B. (Principal investigator), Gilbert, S. (Co-investigator) & Walsh, M. M. (Co-investigator). *Leader recruitment and gender*, $7569.92, Research, Innovation, Scholarship and Exploration (RISE) Grant, Cape Breton University, 2020-2021.

Carleton, E. (Principal investigator), Walsh, M. M. (Co-investigator), Turner, N (Collaborator). *Sleepiness, mindfulness, and bias against women in leadership*, $57,541, Social Sciences & Humanities Research Council of Canada, Insight Development Grant, 2019-2021.

Arnold, K. A. (Principal investigator), Connelly, C. E. (Co-investigator), Gellatly, I. R (Co-investigator) & Walsh, M. M. (Co-investigator). *Stress and destructive leadership: Causes, conditions, and the mitigating role of mindfulness*, $184,657, Social Sciences & Humanities Research Council of Canada, Insight Grant, 2019-2023.

Walsh, M. M. (Principal Investigator), Carleton, E. (Co-investigator), & Arnold, K. A. (Collaborator), *Addressing stereotype threat for women in leadership: The role of mindfulness*, $64,871, Social Sciences & Humanities Research Council Insight Development Grant, 2018-2020.

Walsh, M. M. *Mindfulness at work: An experimental investigation*, $6990, SSHRC Explore, 2018-2019.

ASAC CJAS PhD Student Grant, *Mindfulness at work: An experimental investigation*, 2017, $2500

Teaching and Learning Framework St. John’s Campus Funding Competition, *Using Mindfulness Practice to Support Co-operative Education Students’ Well-being and Capacities for Awareness, Attention and Reflection*, 2016, $22,336

Joseph-Armand Bombardier CGS Doctoral Scholarship, Social Sciences & Humanities Research Council Award, 2015, $105,000

Dean’s Doctoral Award, Memorial University of Newfoundland, 2013-2017, $20,000

**AWARDS AND HIGHLIGHTS**

Grandey Leadership Scholar, Edwards School of Business University of Saskatchewan, 2019-2022

Fellow of the School of Graduate Studies, Memorial University of Newfoundland, 2017-2018

BMO Financial Group Scholarship, 2015, $5000

Fellow of the School of Graduate Studies, Memorial University of Newfoundland, 2013-2016

School of Graduate Studies Fellowship, Memorial University of Newfoundland, 2013-2015, $9,500

Rolf G. Hattenhauer Scholarship, March 2013, $985

**TEACHING EXPERIENCE**

**Courses taught**

**Leadership**

Edwards School of Business, University of Saskatchewan, undergraduate (Winter 2021, two sections)

**Introduction to Organizational Behaviour**

Edwards School of Business, University of Saskatchewan, undergraduate (Winter 2018; Winter 2019; Fall 2019; Winter 2021 – 12 sections total)

**Occupational Health and Safety**

Faculty of Business Administration, Memorial University of Newfoundland, undergraduate (Fall 2016)

**Employee Recruitment and Selection**

Faculty of Business Administration, Memorial University of Newfoundland, undergraduate (Fall 2015)

**STUDENT SUPERVISION**

**Honour’s Students**

2021, Alexa Saleski, B.Comm. Honour’s supervisor, University of Saskatchewan. *The role of chronic stereotype threat on women leaders’ levels of anxiety in predicting passion for leadership*

**Thesis Examiner**

2020, Natalie Bolen, MSc (Management and Marketing) University of Saskatchewan. *Expecting satisfaction and wholeness: A patient perspective of science communication in a maternity health context*

**UNIVERSITY SERVICE**

**University committees**

Committee member, SSHRC Committee

 University of Saskatchewan, January 2020-present

**College and Departmental Committees**

Chair, Grandey Leadership Committee

 Edwards School of Business, University of Saskatchewan, 2020-Present

Committee member, Research Committee

 Edwards School of Business, University of Saskatchewan, 2018-Present

**Other University Service**

Reviewer, Internal SSHRC Grant Review

University of Saskatchewan, July 2020

Panelist, SSHRC Workshop Expert Panel,

Edwards School of Business, University of Saskatchewan, July 2020

Ad-hoc member, Academic affairs committee

Edwards School of Business, University of Saskatchewan, May-June 2020

Re-reader, HROB COMM 105

Edwards School of Business, University of Saskatchewan, April 2020

Mentor, Occupational Health and Safety course (AGMD801) within College of Medicine (February 2019) [Served mentorship role for students as part of final project in this course]

 University of Saskatchewan, February 2019

Panelist, SSHRC Insight Development Grant Workshop and Q&A Panel,

University of Saskatchewan, November 2018

Moderator, Panel discussion at 52nd annual MUN Business Day

Memorial University, 2017

Student Ambassador, (2015-2016). Faculty of Business Administration’s annual *Partners* event.

Memorial University, 2015-2016

PhD Student representative (elected)

Faculty of Business Administration, Memorial University, 2014-2015

**ACADEMIC SERVICE**

**Journal Reviewing**

Journal of Occupational Health and Psychology

Equality Diversity and Inclusion

Social Behavior and Personality

Human Relations

Journal of Personnel Psychology

Sustainability

Journal of Occupational and Organizational Psychology

Human Resource Management

Personnel Review

**Conference Reviewing**

Academy of Management conference

European Academy of Management conference

Administrative Sciences Association of Canada Conference

**Granting agencies**

SSHRC Insight Grant competition, 2019, 2020

**Professional Affiliations**

Canadian Positive Psychology Association

Academy of Management

Administrative Sciences Association of Canada

European Academy of Management

European Association of Work and Organizational Psychology

**PUBLIC OUTREACH**

**Invited talks**

Walsh, M. M. & Carleton, E. L. (2020, August). *Women in Leadership*, Women Entrepreneurs of Saskatchewan webinar

Walsh, M. M. & Carleton, E. L. (2020, March). *Stereotype threat: Effects on Women in Leadership*, Mindwell-U webinar.

Walsh, M. M. (2020, February). *Mindfulness and leadership: Implications for employee well-being*. Canadian Centre for Health and Safety in Agriculture, Saskatoon SK

Walsh, M. M. & Carleton, E. L. (2020, February). *Mindfulness for Women in Leadership*, University of Saskatchewan Students Union, Saskatoon SK.

Walsh, M. M. (2019, November). *Mindfulness and Leadership*, Webinar for Eastern Health, St. John’s NL

Walsh, M. M. (2016, December). *Leadership styles and well-being: The amplifying effects of mindfulness*, SafetyNet Centre for Occupational Health & Safety Research, Memorial University, St. John’s NL

Panelist, Women in Leadership (University of Saskatchewan Students’ Union), March 8, 2018

Speaker, (2017, November). Women in workforce speaker night (Young Women in Business), Saskatoon SK

Walsh, M. M. *Careers in academia* (2016, May). Girl Guides of Canada: Mobile, NL

**Other outreach activities**

Participant, Pay equity roundtable discussion with parliamentary secretary Terry Duguid (November 2018)

Women to women: Empowering leadership (2016, November). Organizing committee member and workshop facilitator. The Lantern, St. John’s NL

**MEDIA COVERAGE**

Collie, M. (2020, May). *For some, working from home can cause loneliness, isolation and depressive symptoms*, Global News, <https://globalnews.ca/news/6929809/coronavirus-work-from-home-negative-side-effects/>

Dujay, J. (2020, March). *Mindfulness tech looks to improve well-being programs*, Canadian HR reporter, <https://www.hrreporter.com/focus-areas/wellness-mental-health/mindfulness-tech-looks-to-improve-well-being-programs/326996>

Leader, J. (2019, December). *Collaboration aims to improve representation of women in leadership*. Thrive Magazine, <https://www.edwards.usask.ca/thrive2019/collaboration-aims-to-improve-representation-of-women-in-leadership.aspx>

Radio interview (2019, October). *Commentary on Saskatchewan wage gap*, CBC News Saskatchewan (Regina), October 10, 2019.

Radio interview/news story (2019, October). *Saskatchewan’s gender wage gap third-highest in the country*, CBC News Saskatoon, October 10, 2019. <https://www.cbc.ca/news/canada/saskatoon/saskatchewan-gender-wage-gap-1.5315485>

Radio interview (2019, August). *Helping women into leadership roles*, CJWW 600 Saskatoon.

Sutherland, B. (2019, August). *Usask study using mindfulness to empower women in leadership*,
Prince Albert Herald, <https://paherald.sk.ca/2019/08/06/usask-study-using-mindfulness-to-empower-women-in-leadership/>

Hansen, D. (2019, February). How mindfulness can help business leaders become more positive. The Globe and Mail, <https://www.theglobeandmail.com/business/careers/business-education/article-how-mindfulness-can-help-business-leaders-become-more-positive/>

Locke, J. (2019, January). Being present: Mindfulness program fostering student success at Memorial. Gazette (Memorial University). <https://gazette.mun.ca/teaching-and-learning/being-present/>

Leader, J. (2018, November). *Research on Mindfulness and Leadership*. Thrive magazine. <https://www.edwards.usask.ca/news/2018/research-on-mindfulness-and-leadership-.aspx>

**STATISTICAL TRAINING**

Analyzing intensive longitudinal data (January 2016). Instructor: Dr. Jean-Philippe Laurenceau, University of Miami

Intermediate structural equation modelling (June 2014). Instructor: Dr. Larry Williams, CARMA, Detroit, Michigan

Introductory structural equation modelling (June 2014). Instructor: Dr. Larry Williams, CARMA, Detroit, Michigan

**OTHER EDUCATION**

Teaching Skills Enhancement Program, 2014-2015

MUNCOM – Memorial University Communications Program in Italy, 2011

Conegliano, Italy. Field school focusing on intercultural communication, negotiation, Italian politics and Italian cultural relations

**PROFESSIONAL EMPLOYMENT EXPERIENCE**

Regional Economic Development Officer (Intern) – 2012

Government of Newfoundland and Labrador, St. John’s, Newfoundland