

Camellia Bryan

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EDUCATION

Ph. D., Organization Studies

Schulich School of Business, York University, Toronto

Expected graduation: June 2022

Specialized Honours B.A. with Summa Cum Laude in Psychology

York University, Toronto,

Thesis: Workplace Fairness Perceptions: The Role of Anxious Attachment

June 2017

International Development Studies and Political Science

Brescia College, Western University. London

September 2008- May 2009

AWARDS, HONOURS, AND DISTINCTIONS

- Selected for AMJ paper development workshop 2020
- Elia Scholar – (\$120,000) 2017 - 2021
- Anthony P. Cunliffe Award – (\$1,500) 2017
- Domestic Ontario Graduate Scholars Scholarship – (\$15,000) 2016 - 2017
 - Declined for Elia Scholarship
- Fellowship, Schulich School of Business 2017 - 2022
- Gratitude Club at York University (awarded to top 15% of graduating class) 2017
- York University Continuing Student Scholarship – (\$616) 2016
- York University Continuing Student Scholarship – (\$960) 2015
- York University Continuing Student Scholarship – (\$768) 2014
- Golden Key International Honour Society 2014
- Brescia Faculty Scholarship (\$8000) 2008

RESEARCH INTERESTS

- Stigma; Identity Management; Power; Diversity; Social Status; Inequality; Intergroup Relations

MANUSCRIPTS UNDER REVIEW

- Bhattacharyya, B., **Bryan, C.**, & Lyons, B.J. Diversity ideologies and management of multiple stigmatized identities [title redacted]. Under Review at *The Academy of Management Journal*.
- Lyons, B.J., Baldrige, D., Yang, LQ, **Bryan, C.**, & Dirmyer, R. Hearing loss and isolation [title

redacted]. Under Review at *The Journal of Applied Psychology*.

MANUSCRIPTS IN PREPARATION

- Lyons B.J, **Bryan, C.**, Volpone, S., & Culaco, C. Biracial identity and evaluator discomfort. In preparation for *The Academy of Management Journal*
- **Bryan, C.**, Lyons, B.J., & Volpone, S. The Black Sheep Effect and People of Color's reactions to Stigma Identity Management. In preparation for *Journal of Applied Psychology*.
- **Bryan, C.**, & Bell, C. Does the Deferential Black man get ahead? Deference as a strategy against identity threat. In preparation for *Administrative Science Quarterly*.

PRESENTATIONS

Bryan, C., Lyons, B.J, Baldrige, D., Yang, LQ, & Dirmyer, R. 2020. Presentation. Hearing loss and career attitudes: Disengaging from lower quality LMX. Academy of Management Conference, Vancouver, British Columbia.¹

Bryan, C., & Lyons, B.J. (2020). Symposium. Under Threat: Dominant group members experiences of Identity Threat. Academy of Management Conference, Vancouver, British Columbia.¹

Bryan, C., & Bell, C.M (2020). Presentation. Does the deferential Black man get ahead? Deference as a strategy against identity threat from dominant group members. Academy of Management Conference, Vancouver, British Columbia.¹

Colaco, C., **Bryan, C.**, Lyons, B.J., & Volpone, S. (2020). Poster. Biracial identity management and evaluators' discomfort in hiring contexts. Canadian Psychological Association's Annual National Convention, Montreal, Quebec.¹

Bryan, C., Lyons, B.J, & Volpone, S. (2020). Presentation. The Black Sheep Effect and People of Color's reactions to Stigma Identity Management. Annual Conference of the Society for Industrial and Organizational Psychology, Austin. Texas¹

Bhattacharyya, B., **Bryan, C.**, Lyons, B.J., & Kakoshka, K. (2019). Presentation. The Burden of Emotional Labor and People of Color's Identity Management Decisions. Annual Conference of the Society for Industrial and Organizational Psychology, National Harbour, Maryland.

Bryan, C., & Bell, C.M (2018). Presentation. Envy and the future possible selves: Implications for career development. Academy of Management Conference, Chicago, Illinois.

Bryan, C. (2016, May). Presentation. Workplace Fairness Perceptions: The Role of Anxious Attachment. Paper presented at the 46th meeting of the Ontario Psychology Undergraduate Thesis Conference, Waterloo, Ontario, Canada.

Bell, C.M. & **Bryan, C.** (2016). Presentation. Anxious Attachment and perceptions of fairness: How relationship insecurities determine when, how, and why workplace fairness matters. 16th Biennial Meeting of the International Society of Justice Research, University of Kent, Canterbury, UK.

¹ Conference cancelled due to COVID-19

SERVICE AND PROFESSIONAL AFFILIATIONS

Ad-hoc Reviewer – Academy of Management Annual Meeting 2017-present

Organizer of Organization Studies’ Brown Bag seminars 2019-present

Professional Affiliations

- Academy of Management 2017-present
- Society for Industrial and Organizational Psychology 2019-present

President’s Ambassador for York University 2018

- 1 of 25 students chosen to represent the over 60 000 York University students

PROFESSIONAL EXPERIENCE

Program Fundraising Manager – Public Outreach **September 2010- August 2012**

Toronto, Ontario

- Led a team of 20~ people, ensured they met the fundraising targets and served as ambassadors of charity
- Developed new marketing/sales strategies for team members, which produced a 32% increase in average donation
- Finalist in the National Competition for Best Charity Fundraiser (in terms of donations)
- Met with heads of charity in order to execute fundraising and marketing plans, such as the “Do the Happy” campaign from Sick Kids Hospital, producing over \$400 000 in donations
- Implemented fundraising campaigns for PLAN Canada, Doctors without Borders, Save the Children, Centre for Addiction and Mental Health (CAMH), Amnesty International,