# Heidi Weigand

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Organizations, Faculty of Management, Dalhousie University
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## EDUCATION

2017 Ph.D. in Management (Business Administration)
Sobey School of Business, Saint Mary's University, Halifax, Nova Scotia, Canada

2008 Master of Management (Business Administration)
Sobey School of Business, Saint Mary's University, Halifax, Nova Scotia, Canada

1987 Bachelor of Arts (Languages)
University of King's College, Dalhousie University, Halifax, Nova Scotia, Canada

## RESEARCH INTERESTS

Indigenous Marine Governance & Collaborative Leadership • Marine Carbon Dioxide Removal (mCDR) & Sustainable Innovation • Whale Sanctuaries & Marine Protected Areas (MPAs) • Blue Economy & Community Resiliency • Quadruple Bottom Line Sustainability

## RESEARCH AFFILIATIONS & EMPLOYMENT

Dalhousie University (2020 to Present)
Associate Professor,
Department of Leadership and Organization

Saint Mary's University (2026 to Present)
Adjunct Professor, Sobey School of Business

Mount Saint Vincent University (2018 to 2020)
Assistant Professor, Tenure-Track,
Department of Business and Tourism

Mount Saint Vincent University (2017 to 2018)
10-Month Limited Term,
Department of Business and Tourism

The Centre for Research in Supply Chain Analytics (CRSSCA) (2024 to Present)
(https://www.dal.ca/faculty/management/crssca.html

Safe Assured Pharmacy Research Team (2020 to Present)
https://www.dal.ca/sites/safe-assured/program-leadership.html

Scott McCain & Leslie McLean Centre for Sport, Business and Health (2017 to 2021)
https://www.smu.ca/mccainmcleancentre/about-us.html

## ARTICLES IN REFEREED JOURNALS

Hartt, C. M., **Weigand, H.,** MacDonald, A. J., Barker, J. R., & MacKinnon, N. J. (2024). Pharmacists' perceptions of error reporting systems. *Journal of Patient Safety and Risk Management*, *29*(6), 268-273.

Parmaksız, D., Ülkü, M. A., & **Weigand, H.** (2024). Investigating Rural Logistics and Transportation through the Lens of Quadruple Bottom Line Sustainability. *Logistics*, *8*(3), 81.

**Weigand, H.,** Williams, K.S., Okoroafor, S., Weigand, E. and Liuzzo, G. (2024), "Does kindness matter? Discourses on kindness during the pandemic", *Qualitative Research in Organizations and Management*, Vol. ahead-of-print No. ahead-of-print. https://doi.org/10.1108/QROM-12-2023-2640

Winham, N., Williams, K. S., Jamjoom, L. A., Watson, K., **Weigand, H.,** & Deal, N. M. (2024). Creating good knowledge together: heartful-communal storytelling at the Intersection of caregiving and academia. *Equality, Diversity and Inclusion: An International Journal*, *43*(5), 764-783

Etezad, S., Fleming, M., **Weigand, H.** A., Hartt, C. M., Dutton, D. J., Barker, J. R., & Brunt, K. R. (2023). Exploring the well-being of community pharmacy professionals, turnover intention and patient safety: Time to include operational responsibility. *Canadian Pharmacists Journal/Revue des Pharmaciens du Canada*, *156*(2), 71-84.

Williams, K. S., **Weigand, H**., Okoroafor, S., Liuzzo, G., & Ganuelas Weigand, E. (2023). Kindness-informed allyship praxis. *Equality, Diversity and Inclusion: An International Journal*, 42(9), 1-15. doi 10.1108/EDI-06-2021-0145

**Weigand, H.,** Webb, S. R., Mills, A. J., & Helms Mills, J. C. (2017). The Junctures of Intersectionality: Race, Gender, Class, and Nationality and the Making of Pan American Airways, 1929–1989☆. In *Insights and Research on the Study of Gender and Intersectionality in International Airline Cultures* (pp. 417-444). Emerald Publishing Limited.

**Weigand, H.,** Mills, A., (2015). Analysis of the Role of Sports in the Management Textbook: A Study of Sports Images in Organizational Behaviour Textbooks from 1992 to 2011, *International Journal of Sports Science*, 3, pp. 246-256. Impact factor: .48.

Kelloway, K., **Weigand, H**., McKee, M., and Das, H., (2013). Positive Leadership, International *Journal of Leadership and Organizational Studies*, 20(1), 107-117.

**Weigand, H.,** Mills, A., (2011). The Olivieri Case: An Ethical Dilemma of Clinical Research and Corporate Sponsorship, *International Journal of Case Studies in Management*, 9 (4).

## PEER-REVIEWED EDITED BOOK SERIES

Williams, K. S., Mills, A. J., & **Weigand, H.** (Eds.). (2025). *Management Education in Canada: Historical Reflections*. Taylor & Francis.

## PEER-REVIEWED BOOK CHAPTERS

**Weigand, H**., Sundararajan, B., & Williams, K. S. (2025). 8 Embracing "SANKOFA" at Dalhousie. In K.S. Williams, A.J. Mills & H. Weigand. (Eds.). *Management Education in Canada: Historical Reflections*, Routledge, New York, USA

Coller, K., & **Weigand, H.** (2025). The Administrative Sciences Association of Canada and the development of management studies: 1979 to present day, In K.S. Williams, A.J. Mills & H. Weigand. (Eds.). *Management Education in Canada: Historical Reflections*, Routledge, New York, USA

Williams, K, Ward, J & **Weigand, H**. (2025). NIKANA'LULKWIK (LEADERSHIP), In K.S. Williams, A.J. Mills & H. Weigand. (Eds.). *Management Education in Canada: Historical Reflections*, Routledge, New York, USA

**Weigand, H**., & Williams, T. (2025). Missing and murdered indigenous women and girl's crisis. In *Elgar Encyclopedia on Gender in Management* (pp. 345-348). Edward Elgar Publishing.

Williams, T., & **Weigand, H**. (2025). Indigenous women's health inequities. In *Elgar Encyclopedia on Gender in Management* (pp. 247-249). Edward Elgar Publishing.

Williams, T., & **Weigand, H.** (2025). Indigenous matriarchal systems. In *Elgar Encyclopedia on Gender in Management* (pp. 243-246). Edward Elgar Publishing.

**Weigand, H.,** Price, S. & Williams, T. (2023). The Clayoquot Biosphere Trust: A UNESCO Biosphere Region Preserving Place as Sacred. In J.M. Fontan, A.J. Martinez-Cosio, J. Newton, N. Pole & M. Rabinowitz Bussell. (Eds.). *A New Look at Place-based Philanthropy: Insights from Canada and the US*, (pp. pages of chapter, when available). Friesen Press, Altona, Canada.

Price, S., **Weigand, H**. & Mills, B. (2023). The Gordon Foundation: Empowering Canada's Northern Voices and Sense of Home. In J.M. Fontan, A.J. Martinez-Cosio, J. Newton, N. Pole & M. Rabinowitz Bussell. (Eds.). A New Look at Place-based Philanthropy: Insights from Canada and the US, (pp. pages of chapter, when available). Friesen Press, Altona, Canada.

**Weigand, H**., Mackinnon, H., Hepworth, J., & Weigand, E. (2022). Intergenerational stories of kindness: A catalyst for bouncing back. Chapter in M. Thomason (Eds.), *Kindness and Management and Organizational Studies*, Emerald Publishing Limited - Main Author.

Williams, K., & **Weigand, H**. (2022). Exploring the meaning of kindness: Prevailing ideas from millennials and generation Z. Chapter in M. Thomason (Eds.), *Kindness and Management and Organizational Studies,* Emerald Publishing Limited

Williams, T., & **Weigand, H**. (2022). Dear Masie: A Story-net of Kindness. Chapter in M. Thomason (Eds.), *Kindness and Management and Organizational Studies*, Emerald Publishing Limited

Price, S. T., Fogarty, M., Sheppard DA., Campbell, G., Cartwright, S., Ito, K., MacDonald, R., Guzman Skotnitsk, S., **Weigand, H.,** * Smith, K. (2022). Leading with Compassion: Co-design Workshop That Responds to a Report of Sexual Harassment or Discrimination with Unbiased Compassion. Chapter in M. Thomason (Eds.), Kindness and Management and Organizational Studies, Emerald Publishing Limited

**Weigand, H.,** & Howell, C. (2021). Sport, Globalization, and the Bordering Process: The Iroquois National Lacrosse Team and the Issue of Contested National Identities. Konrad, V., & Kelly, M. (Eds.), *Borders, Culture, and Globalization: A Canadian Perspective*. University of Ottawa Press.- Main Author.

**Weigand, H**., Webb, S. R., Mills, A. J., & Helms Mills, J. C. (2017). The Junctures of Intersectionality: Race, Gender, Class, and Nationality and the Making of Pan American Airways, 1929–1989☆. *In Insights and Research on the Study of Gender and Intersectionality in International*

*Airline Cultures* (pp. 417-444). Emerald Publishing Limited. – Main Author

**Weigand, H. A**. (2017). Accentuate the positive: organizational and personal consequences of positive leadership.

**Weigand, H.A**, Webb, S., Mills, A., and Helms-Mills, J., (2014). The Junctures of Intersectionality: Race, Gender, Class and Nationality and the Making of Pan American Airways, 1929-1989. In D. Bridges, S.J. Neal-Smith & A.J. Mills (Eds), *Absent Aviators: Gender Issues in Aviation* (pp. 15-42). London: Ashgate. – Main Author

## PEER-REVIEWED TEACHING CASE

*Peer-reviewed journals*

Rixon, D., Brown, L., & Weigand, H. (2023), Mental Health Cooperative, Teaching Cases in a Philanthropic and Nonprofit Sector, Sagamore Publishing. https://www.vitalsource.com/products/teaching-cases-in-the-philanthropic-and-nonprofit-emma-a-powell-paloma-raggo-v9781952815706, ISBN 9781952815706, 1952815703

**Weigand, H.,** & Mills, A. J. (2013). The Olivieri case. The Dark Side 2: Critical Cases on the Downside of Business, 2, 223. – Main Author

## DOCTORAL RESEARCH THESIS

**Weigand, H. A.** (2017). Accentuate the positive: Organizational and personal consequences of positive leadership.

## RESEARCH UNDER REVIEW / EDITOR DESK

***Peer-reviewed journals***

**Weigand, H**., Furey, M., Rixon, D., & Hinds, D. (Editor's Desk). Distributed leadership in decentralized teams: learning from close calls in turbulent environments, *Management Decision (Aug 2025)*

## RESEARCH IN PROGRESS

*Peer-Reviewed Journal Submissions in Progress*

**Weigand, H.**, Mandeya, N, Kerr, D, Frempong, G. African Nova Scotian Economic Well-Being Collaboration Framework.

Williams, T, **Weigand, H**, Price, S., & Pictou, S, A Further Decolonization of the Indigenous Research. A 7-Direction Medicine Wheel Indigenous Research Model.

## RESEARCH FUNDING

### External Grants

**Mitacs Accelerate (November 2025**), awarded, principal investigator, students: Kaelea White, Aaron Prosper, An Indigenous-Led Research Methodology: A 7-Direction Medicine Wheel, $270,000 over three years. Partner Organization: Mi'kmaq Native Friendship Centre

**Ocean Frontier Institute, Converge CDR (Sept 2025**), awarded, principal investigator, student: PostDoc TBD, Co-Creating Equitable Marine Carbon Dioxide Removal (mCDR) Pathways through Free, Prior, and Informed Consent (FPIC) with Mi'kmaq Communities in Nova Scotia, $180,000 over 2 years. Partner Organization: Confederacy of Mainland Mi'kmaq

**Mitacs Accelerate (June 2025**), awarded, principal investigator, student: Denise Hinds, *Two-Eyed Seeing Mental Health Cultural Care Research*, $90,000. Partner Organization: Eskasoni First Nation.

**SSHRC Insights Development Grant (June 2025),** awarded, principal investigator. Breaking barriers and facing backlash: Indigenous women leaders' experiences in Canada, *$64,777. Co-applicants: Wendy Carroll (Saint Mary's University), Daphne Rixon (Saint Mary's University).*

**Mitacs Accelerate (December 2024**), awarded, principal investigator, student: Olivia Rose, *Evaluating and Refining Regional Fund Allocation Models: Impact of Residential Schools and Global Comparisons Research Project*, $15,000. Partner Organization: National Indian Brotherhood

**SSHRC Explore Grants (Aug 2023)**, principal investigator *An exploration of safe housing models for Indigenous women, girls, and two-spirit people project*, $5,000.

**SSHRC Insights Grant (May 2023),** awarded, co-applicant, *Building healthy leadership systems Starts with our leaders, $300,000. Principal Dr. Catherine Loughlin.*

**Mental Health Foundation (June 2022**), co-applicant, *Thriving in a Complex World Research Project*, $15,000. Principal Dr. Kristin Williams

**Mitacs Indigenous Pathways (June 2022**), principal investigator, student: Jessica Hepworth, *Understanding Decolonization of an Indigenous-led Organization in a Western Funded World. Research Project*, $15,000.

**Mental Health Foundation, (July 2022)**, co-applicant. Thriving in a complex world, $10,000. Principal Dr. Kristin Williams.

**Mitacs Accelerate Grant (2022)**, principal investigator, student: Hudson Varner, *Electric Vehicles (EVs) Impact on Labour Market and Independent Retail Gasoline Dealers and Auto Service & Repair Industry Research Project*, $15,000. **Principal: Dr. Weigand**

**Mitacs Accelerate Grant (2022)**, principal investigator, student: Katherine Wagar, *Contagious Resilient Leadership Workshop Series Evaluation Research Project*, $15,000. **Principal: Dr. Weigand**

**Mitacs Accelerate Grant (2022)**, principal investigator, students: Nyasha Mandeya and David Kerr, *Economic Prosperity Collaborative Research Project*, $30,000. **Principal: Dr. Weigand**

**SSHRC Connections Grant (2022)**, principal investigator, *Decolonization of Contagious Resilient Leadership and Dissemination to Gen Z and Alpha Youth*, $50,000. **Principal: Dr. Weigand**

**SSHRC Partnership Engagement Grant (2021)**, co-investigator, *Mental Health and Covid-19: Bridging The Gap*, $25,000. **Principal: Dr. Rixon**

**Mitacs Business Strategy Internship Grant (2021)**, co-applicant with Dr. James Barker, student: Riasat Ahmed, *Pharmaceutical Training COVID-19*, $10,000. **Co-Applicants Dr. J. Barker and**

**Dr. Heidi Weigand**

**SSHRC awarded to Canadian Philanthropy Research Network (2020)**, sub-applicant, principal investigator Jean-Marc Fontan, *Indigenous Philanthropy in Atlantic Canada*, $2,500. **Principal: Dr. Weigand**

**SSHRC awarded to Borders in Globalization (2017)**, sub-applicant, principal investigator Victor Konrad, *Globalization and the Bordering Process: The Iroquois National Lacrosse Team and the Issue of Contested National Identities*, $6,000. **Principal: Dr. Weigand**

**Mental Health, Children's and Addictions Branch, Department of Health and Wellness Grant (2013–2016)**, principal investigator, *Cultural Youth Resiliency: Motivation for Success study*, $75,000. **Principal: Dr. Weigand**

***Internal Grants***

**Mawkwil~mn~j - Let's Look for it Together (January 2025) - $3,000,** Dalhousie Indigenous Research Seed Fund, Title: Exploring a Decolonized Lens of Women's Economic Contribution to the Atlantic Economy. Partnership: Mi'kmaq Native Friendship Centre and Dr. Heidi Weigand.

**Deans Partnership Grant (December 2024) - $5,000.** Title: Transformative engagement – a decolonized approach to Indigenous community research. Co-Applicants: Dr. Megan Bailey, Dr. Mike Smit. Partners: Confederacy of Mainland Mi'kmaq, Atlantic Policy Congress of First Nation Chiefs Secretariat Inc, Unama'ki Institute of Natural Resources.

**Mawkwil~mn~j - Let's Look for it Together (2024)** - $3,000, Dalhousie Indigenous Research Seed Fund, Title: Eskasoni Two-Eyed Seeing Mental Health Care Framework Support.Partnership: Eskasoni First Nation and Dr. Heidi Weigand.

**Global Research Seed Fund (GRSF) (2023**) - $5,000, Dalhousie Global Research Seed Fund**,** Getting to the heart of the matter: Barriers and enablers for Indigenous Research Institutes in university settings.
Principal: Dr. Megan Bailey; **Co-Applicants Dr. Heidi Weigand** and Catherine Martin
International Partner Institution: Ngai Tahu Research Center at the University of Canterbury, New Zealand.

**Faculty Internal Research Grant (2021)** – $15,000**,** Rowe School of Business, Dalhousie University. **Principal: Dr. Weigand**

**Rowe School of Business Research Grant (2021)** - $4,500, A Unicorn Effect? Exploring the unfathomable forgiveness in Rwanda post the 1994 genocide. **Principal: Dr. Weigand**

**New Scholar's Grant (2019)** – Generation Z Leadership Research $10,000, Business and Tourism, Mount Saint Vincent University. **Principal: Dr. Weigand**

## REFEREED CONFERENCE POSTERS/PRESENTATIONS

Hinds, D., **Weigand, H.,** & Rixon, D. (2026, June). Covid-19 and Mental Health: Bridging the gap through community collaboration, ASAC, Calgary, Canada.

Hinds, D., Furey, M. A., Rixon, D., & **Weigand, H.** (2026, June). Distributed Leadership in

Decentralized Teams: Learning from Close Calls in Turbulent Environments, Calgary, Canada.

Bundy, A., Nevin, M., Denny, S., & **Weigand, H.** (April 2026). Fisheries and Oceans Canada's Maritimes Region Ecosystem-Based Management Framework for Sustainable Management. Paper to be presented at the 2026 World Small Scale Fisheries Congress, Dusit Thani Hua Hin, Thailand.

**Weigand, H**., Rixon, D., & Hinds, D. (2024, May), Education: Enabling Indigenous Women's Leadership, presented at the Equity, Diversity, and Inclusion, Sevilla, Spain.

**Weigand, H,** & Williams, T. (2024, June) A Two-Eyed Seeing Reflection of Allyship. Paper presented at the Gender, Work and Organization, Sydney, Canada.

Dana, L.P., **Weigand, H.**, & James, A. (2024, May), Building Sustainable Partnerships for Social Responsibility. Paper presented at Eastern Academy of Management.

Williams, K, Ward, J & **Weigand, H**. (2023, August) NIKANA'LULKWIK (LEADERSHIP), Paper presented at the Academy of Management, Boston, USA.

**Weigand, H**., & Denny-Sylliboy, A., (2023, June) Collaboration: Eskasoni Mental Health Crisis Pathways, Paper presented at the Fear Family Conference, Halifax, Canada.

**Weigand, H.,** Rixon, D., Serban, D., & Hepworth, J. (2022, July), Covid 19 and Mental Health: Bridging the Gap. Paper presented at Equity, Diversity and Inclusion International Conference, Cape Town, South Africa.

Etezad, S., Fleming, M., **Weigand, H**., Hartt, C., Dutton, D, J., Barker, J.R., & Brunt, K., (2022, June) Exploring the well-being of community pharmacists and its association with patient safety culture. Poster to be presented at Canadian Psychology Association, Calgary, Canada.

William, T., **Weigand, H.,** James, A., & Dana, L, P. (2022, June), Epistemology Decolonizing Framework. Paper presented at Administrative Sciences Association of Canada, Halifax, Canada.

Williams, K.S., **Weigand, H**., & Mills, M. (2022, June), Management Education in Canada: Historical Reflections. Symposium presented at Administrative Sciences Association of Canada, Halifax, Canada.

**Weigand, H**., Williams, K.S., Okoroafor, S., Liuzzo, G., & Weigand, E. (2021, June) Does kindness matter? Intergenerational discourses on kindness and motivation in COVID-19. Paper to be presented at Academy of Management, virtually, no location specified.

**Weigand, H.,** & Williams, K.S., (2021, July), At the intersection of BLM and COVID-19: Investigating to be presented at European Group for Organizational Studies, virtually in Amsterdam, The Netherlands.

**Weigand, H.,** Williams, K.S., Wagar, T., & Webb, M. (2021, June), Missing the Maradona's: Relative age effects in youth soccer. Paper presented at Administrative Sciences Association of Canada, virtually, no location specified.

Jamjoom, L. A., Williams, K. S., Winham, N., Hendricks, K., **Weigand, H.,** Price, S., & Deal, N. (2021). Personal reflections and collective resistance: Motherhood and caregiving at the intersection of PhD pursuits. EDI Conference Online July 12–14, 2021.

Rixon, D., & **Weigand, H.** (2020). Healthy Minds Co-operative, *North America Case Research Association Conference*, virtual, October 20.

**Weigand, H**., Price, T., Weigand, E., & Wanless, M. (2020, June), Positive Support: Development and Validation of a Measure of Spectator Behaviour In Youth Sport. Paper presented at Administrative Sciences Association of Canada, virtually in St. John's, Newfoundland.

Barker, J. R., Beaton, C., Hartt, C., & **Weigand, H**. (2020, October). Common technical errors in community pharmacy today. Pharmacy Association of Nova Scotia Annual Conference. Halifax, Canada.

**Weigand, H.** (2019, May), *Accentuate the Positive: Organizational and Personal Consequences of Positive Leadership*. Paper presented at Administrative Sciences Association of Canada, St Catherine's, Ontario.

**Weigand, H.,** & Yue, A. (2018, May). *Building Self-Efficacy in Underserved Youth Through Learning Goal Development*. Paper presented at Canadian Industrial Relations Association, Montreal, Quebec.

Melenchuk, M., **Weigand, H.,** & Wagar, T. (2018, May). *To Hire and Retain the Best Lifeguards, Aquatic Leadership Must Use an Effective Hiring Process*. Paper presented at Administrative Sciences Association of Canada, Toronto, Ontario.

**Weigand, H.,** Webb, S., & Wagar, T. (2016, October). *Relative Age Effect in Soccer*. Paper presented at Atlantic School of Business, Halifax, Nova Scotia.

**Weigand, H**., Webb, S., & Wagar, T. (2016, October). *Relative Age Effect in Soccer*. Paper presented at Atlantic School of Business, Halifax, Nova Scotia.

Melenchuk, M., Wagar, T, & **Weigand, H.** (2015, November). *Examining Selection and Performance Management: Evidence from Surf Legends.* Paper presented at World Conference on Drowning Prevention, Penang, Malaysia.

**Weigand, H.,** Mills, A. (2012, May). *A Picture is Worth a Thousand Words, Analysis of the Role of Sport in the Management Textbook: A Study of Sports Images in OB Textbooks from 1992 to 2011*. Paper presented at Administrative Sciences Association of Canada, St John's, Newfoundland.

**Weigand, H.,** Webb, S., Helm-Mills, J., & Mills, A. (2012, July), *The Junctures of Intersectionality: Race, Gender, Class and Nationality and the Making of Pan American Airways, 1929-1989*. Paper presented at European Group of Organization Studies, Helsinki, Finland.

**Weigand, H.** (2010, August). *The Olivieri Case: An Ethical Dilemma of Clinical Research and Corporate Sponsorship.* Paper presented at Academy of Management Darkside Case Competition Finalist, Montreal, Quebec.

## MEDIA ENGAGEMENTS

McDuff, E. (2019, April 11). Marking 25 years since the Rwandan genocide – Mount student recalls her profound encounter with Retired Lt.-Gen Romeo Dallaire. [Coverage of the Rwanda Generation Z leadership project – the initial days by Dr. H Weigand.]. MSVU News. Retrieved from https://www.msvu.ca/en/home/aboutus/news/FammyUwantege.aspx

McDuff, E. (2018, August,23). Leading Change: Meet Dr. Heidi Weigand. [Coverage of the research on positive leadership project by Dr. H Weigand.]. MSVU News. Retrieved from

https://www.msvu.ca/en/home/aboutus/news/HeidiWeigand.aspx

Sanderson, B. (2016, August,23). How athletes keep their spirits burning after the Olympics. [Coverage of the research on student-athlete mental health project by Dr. H Weigand.]. CBC News. Retrieved from https://www.cbc.ca/news/canada/olympic-athletes-after-rio-1.3730048

Rhodes, B. (2015, September 09). Saint Mary's University counters rape chant with workshops. [Coverage of the applied research on student-athlete mental health project by Dr. H Weigand.]. CBC News. Retrieved from https://www.cbc.ca/news/canada/nova-scotia/saint-mary-s-university-counters-rape-chant-with-workshops-1.3221539

Wong, J. (2013, June,13). Update: Ex-Olympian spirals into depression, calls for more mental health education in sports. [Coverage of the research on student-athlete mental health project by Dr. H Weigand.]. Global News. Retrieved from https://globalnews.ca/news/612249/ex-olympian-spirals-into-depression-calls-for-more-mental-health-education/

## INVITED SPEAKER

Dalhousie DPMG Conference, June 2025, Keynote Speaker.

Fear Family Conference, Presenter, Faculty of Medicine, Dalhousie University, June 2025

Atlantic Indigenous Health Priorities, Atlantic Indigenous Health Directors Partnership, September 11, 2024.

Atlantic Indigenous Health Priorities, All Chiefs Summit, March 15, 2024.

The Future of Work Summit Panelist, Benefits Canada Webinar, Virtually, October 2023

Atlantic Indigenous Mental Health and Addictions, to the Regional Medical Officers of Health, Virtually, Forum, March 2023.

Missing and Murdered Indigenous Women, Girls, Boys, and Two-Spirited (MMIWGB2S) Atlantic Calls to Justice" at the National Meeting for the MMIWGB2S Families and Survivors Conference, Vancouver, BC, February 2023.

Communal Commercial Licensing Policy" at the Atlantic Regional Chiefs Meeting, Dartmouth, NS, January 2023.

Actionable EDIAD in Leadership, at the Emerging Leaders in Academic Medicine Program, Halifax, NS, May 2023.

Beating Burnout. Guest speaker at the Pharmacy Association of Nova Scotia Webinar, Halifax, NS, January 2023 – Co-presenter with Dr. Barbara Hamilton-Hinch, Vice-Provost of Equity Diversity and Inclusion, Dalhousie University.

Beating Burnout. Guest speaker at the National Meeting for the Student-Athlete Mental Health Initiative, Ottawa, ON, Forum, January 2022.

Generational Differences in Leadership. Guest speaker at the GoverNext Annual General Meeting for the Nova Scotia Provincial Government, Halifax, NS, Canada, March 2022

How to talk to your teammates about mental health. Keynote speaker, Student-athlete mental health

initiative at Dalhousie University, Halifax, NS, Canada, March 2022.

Leadership Resiliency During the Pandemic. Keynote speaker, Nursing Homes of Nova Scotia Association, Halifax, NS, Canada, January 2021.

The Secret to Inspiring Gen Z Leadership. Ted Talk at Saint Mary's University. Co-developed by Weigand, H., & Bell, K, February 2020.
https://www.ted.com/talks/heidi_weigand_kanaar_bell_the_secret_to_inspiring_gen_z_leadership_may_2020/up-next

Youth Leadership Resiliency. Research and Applied talk during Counsellor Recruitment Week, Mount Saint Vincent University, Halifax, NS, Canada, July 2019.

Resilient Leadership. Keynote speaker, Rwanda 25th Commemoration, Saint Mary's University, Halifax, NS, April 2019.

Youth Leadership Resiliency. Research and Applied talk during PACK Leadership Development Weekend, Saint Mary's University, Halifax, NS, Canada, August 2018.

Youth Leadership Resiliency. Research and Applied talk during Shinerama Leadership Development Week, Saint Mary's University, Halifax, NS, Canada, July 2017.
Accentuate the Positive: Resilient Leadership Strategies. Research and Applied talk during Canadian College and University Food Service Association, Westin Hotel, Halifax, NS, Canada, June 2017.

Positive Leadership and Innovation. Research and Applied talk during Canadian Business School Conference, Dalhousie University, Halifax, NS, Canada, June 2017.

Leadership Resiliency. Research and Applied talk during Scotiabank Quarterly Kickoff. Scotiabank Atlantic Halifax, NS, Canada, March 2017.

Mental Health: Developing a Healthy and Resilient Working Climate. Research and Applied talk at the 2015 International Federation of Employee Benefit Plan: Raising Resilience: Protecting Mental Health at Work Conference, Las Vegas, Nevada, November 2015.

## RESEARCH INDUSTRY PARTNERS

| **Partner** | **Project Topic** |
|---|---|
| Mi'kmaq Native Friendship Centre | Decolonization Organizations and Pgms |
| Eskasoni First Nation Mental Health Centre | Mental Health Pathways Evaluation |
| Delmore Buddy Daye Learning Institute | Economic Prosperity in African NS Comm. |
| Prudentia Institute | Contagious Resilient Leadership for Youth |
| Native Women's Association of Nova Scotia | Murdered and Missing Women and Girls |
| Atlantic Policy Congress of First Nations Chiefs | Indigenous Mental Health Determinants |
| 2024 First Nation Climate Leadership Agenda Report | Atlantic Policy Congress Secretariat Inc. |
| 2024 Climate Action Research Report | Atlantic Policy Congress Secretariat Inc. |

## INDUSTRY RESEARCH REPORTS

The following list of reports is relevant to the Business at the Ocean Climate Nexus research agenda I have presented in the Tier 2 CRC application.

**Weigand, H.** (2026). *Indigenous Fisheries Governance in Canada: A Review of the Fisheries ACT UNDA Alignment Policy Reform Report, Atlantic Policy Congress of First Nations Chiefs Secretariat,*

Website. **Principal Investigator.**

**Weigand, H.,** & Schrempf, S. (2025). *Indigenous Knowledge Systems Symposium Report, Atlantic Policy Congress of First Nations Chiefs Secretariat,* Website. **Principal Investigator.**

**Weigand, H.,** & Schrempf, S. (2025). *Modernize the 1993 Aboriginal Fisheries Policy Report, Atlantic Policy Congress of First Nations Chiefs Secretariat,* Website. **Principal Investigator.**

**Weigand, H.,** Hepworth, S., & Varner, H. (2025). *Indigenous Habitat Protection Program Community Report, Atlantic Policy Congress of First Nations Chiefs Secretariat,* Website. **Principal Investigator.**

**Weigand, H.,** Hepworth, S., & Weigand, E. (2025). *Unama'ki Protected and Conserved Areas Community Feedback, Unama'ki Institute of Natural Resources,* Website. **Principal Investigator.**

**Weigand, H**., & Weigand, E., (2024). *Indigenous Climate Action Leadership Agenda, Atlantic Policy Congress of First Nations Chiefs Secretariat,* Website. **Principal Investigator.**

**Weigand, H.,** Hepworth, S., & Weigand, E. (2024). *Ecosystem-Based Management in the Maritime Region, Atlantic Policy Congress of First Nations Chiefs Secretariat,* Website. **Principal Investigator.**

**Weigand, H.,** Glode-Desrochers, P., Rixon, D., & Williams, K.S. (2024). *Perspectives on Decolonizing the Work Readiness Programs for Urban Indigenous Youth.* Atlantic Canada Opportunities Agency, Website. **Principal Investigator.**

**Weigand.,** H. (2024). *Atlantic Indigenous Fish and Fish Habitat Protection*, Atlantic Policy Congress of First Nations Chiefs Secretariat Inc. Funder: Fisheries and Oceans Canada. **Principal Investigator.**

**Weigand., H**. (2023). *Application of United Nations Rights of Indigenous Peoples Fisheries Act Application Research* (2023), Atlantic Policy Congress of First Nations Chiefs Secretariat Inc. Kjipuktuk, Mi'kma'ki. Funder: Fisheries and Oceans Canada. Principal Investigator. **Principal Investigator.**

Weigand, H. (2022). *Communal Commercial Licensing Policy (CCLP)*, Atlantic Policy Congress of First Nations Chiefs Secretariat Inc. Funder: Fisheries and Oceans. **Principal Investigator.**

## ACADEMIC AWARDS AND HONOURS

2025 Award for Excellence in Education for Equity, Dalhousie University, Halifax, Canada
2023 Outstanding Reviewer Emerald Literati Awards by Emerald Publishing
2018 Commerce Professor of the Year, Saint Mary's University, Halifax, Canada
2017 Commerce Professor of the Year, Saint Mary's University, Halifax, Canada
2015 Commerce Professor of the Year, Saint Mary's University, Halifax, Canada
2009 Darkside Case Competition Award Finalist, Academy of Management, Montreal, Canada.

## COURSES TAUGHT

*Since joining Dalhousie University
2025 BUSI 6326 Management Skills Development, Dalhousie University, Halifax, Canada
2025 BUSI 6998 Building Collaborative Capacity, Dalhousie University, Halifax, Canada

2024 BUSI 6997 Leading Change, Dalhousie University, Halifax, Canada
2024 BUSI 6313 Organizational Change, Dalhousie University, Halifax, Canada
2023 BUSI 6994 Leading in Complexity, Dalhousie University, Halifax, Canada
2023 BUSI 6998 Building Collaborative Capacity, Dalhousie University, Halifax, Canada
2023 BUSI 6997 Leading Change, Dalhousie University, Halifax, Canada
2022 BUSI 6313 Organizational Change, Dalhousie University, Halifax, Canada
2022 BUSI 6994 Leading in Complexity, Dalhousie University, Halifax, Canada
2022 BUSI 6998 Building Collaborative Capacity, Dalhousie University, Halifax, Canada
2022 BUSI 6996 Sustainable Leadership, Dalhousie University, Halifax, Canada
2022 BUSI 6313 Organizational Change, Dalhousie University, Halifax, Canada
2021 BUSI 6997 Leading Change, Dalhousie University, Halifax, Canada
2021 BUSI 6900 Ethics and Corporate Responsibility, Dalhousie University, Halifax, Canada
2021 BUSI 6996 Sustainable Leadership, Dalhousie University, Halifax, Canada
2021 COMM 3310 Reflections on Leadership, Dalhousie University, Halifax, Canada
2021 BUSI 6994 Leading in Complexity, Dalhousie University, Halifax, Canada
2021 BUSI 6313 Organizational Change, Dalhousie University, Halifax, Canada

## COURSES DEVELOPED

*Since joining Dalhousie University
2025 BUSI 6326 Management Skills Development, Dalhousie University, Halifax, Canada
2024 BUSI 6998 Building Collaborative Capacity, Dalhousie University, Halifax, Canada
2024 BUSI 6997 Leading Change, Dalhousie University, Halifax, Canada
2024 BUSI 6326 Management Skills Development, Dalhousie University, Halifax, Canada
2022 BUSI 6998 Building Collaborative Capacity, Dalhousie University, Halifax, Canada
2021 BUSI 6997 Leading Change, Dalhousie University, Halifax, Canada
2021 NSCAD and Dalhousie Creativity and Innovation, Dalhousie University, Halifax, Canada

## DALHOUSIE EXECUTIVE EDUCATION ACCREDITATION

2024 MBA Leadership Certificate: Leading collaboratively in a complex world, Faculty of Management, Dalhousie University, Halifax, Canada
2023 Health Leadership; Navigating conflict and thriving in complexity, Faculty of Medicine, and Faculty of Management Joint Initiative, Dalhousie University, Halifax, Canada

## EXECUTIVE EDUCATION TEACHING

*Since joining Dalhousie University

Faculty of Medicine
2024 Leading with Operational Strength, Faculty of Medicine, Dalhousie University, Halifax, Canada
2024 Leading in Our Community: Creating Healthy Work, Dalhousie University, Halifax, Canada
2023 Emergency Leaders in Academic Medicine, Dalhousie University, Halifax Canada

Faculty of Open Learning and Career Development
2024 Academic Leadership Certificate, Dalhousie University, Halifax Canada
2023 Academic Leadership Certificate, Dalhousie University, Halifax Canada
2023 Shannex Academic Leadership Certificate, Dalhousie University, Halifax Canada
2023 NBCC Academic Leadership Certificate, Dalhousie University, Halifax Canada
2022 Executive Master in Business Administration, Dalhousie University, Halifax, Canada.
2021 NSCAD and Dalhousie Creativity and Innovation, Dalhousie University, Halifax, Canada
2021 Academic Leadership Certificate, Dalhousie University, Halifax Canada

## STUDENT SUPERVISION

Dalhousie University

2025 - Current Supervisor for Denise Hinds – Doctor of Management, Dalhousie University. Topic: Two-Eyed Seeing Cultural Care Framework

2025 - Current Co-Supervisor for Kaela White – Master of Science Program, Dalhousie University. Co-Supervisor: Binod Sundararajan. Topic: To be decided in September.

2024 – 2025 Committee member for Derya Parmakuz – Master of Science Program, Dalhousie University. Supervisor: Dr. Ali Ulke. Topic: Enhancing Access and Sustainability for Rural Communities: Optimal Models for Integrated Passenger and Freight Transportation

2024 - 2025 Committee member for Maria Adams – Master of Science Program, Dalhousie University. Supervisor: Dr. Anika Cloutier. Topic: Disclosing Mental Illness: A Leader-Follower Comparison.

2021-Current Doctoral Committee Member for Tamsyn Brennan – Interdisciplinary Program, Dalhousie University. Supervisor Dr. Michael Unger, Topic: Development of a business model to support social worker mental health.

2020-Current Doctoral Committee Member for Ashley MacDonald –Agricultural Sciences., Dalhousie University. Supervisor Dr. Chris Hartt, Topic: Why they do what they do: An Actor-network and Non-Corporeal Actant Theory Approach to Dairy Farmers Decision-Making.

2022-2023 Committee member for Sevara Dekhkonova – Master of Science Program, Dalhousie University. Supervisor: Dr. Kabat-Farr. Topic: Does Rudeness Reduce Creativity? Examining the Role of Appraisals and Rumination Following Incivility at Work.

2021-2022 Supervisor for Zaman Kamruzzaman Bhuiyan – Master of Science Program, Dalhousie University. Committee: Dr. Sundararajan and Dr. Aghakhani. Topic: Counterproductive behaviours in the workplace.

Mount Saint Vincent University

2023-Current Committee member for Crystal Dorey – Master of Public Relations Program, Mount Saint Vincent University. Supervisor: Dr. Amy Thurlow. Topic: Remuneration for indigenous knowledge, as in cultural and historical knowledge provided by Indigenous Knowledge Keepers and Elders.

2019-2022 Master's Committee Member for Seana Jewer – MA in Education. Mount Saint Vincent University. Supervisor Dr. Patricia Gouthro, Committee Members: Dr. Heidi Weigand. Topic: Striking the Balance: Understanding the Executive Director Learning Path through Life History.

Saint Mary's University

2024 Committee Member for Mark MacIzaac, PhD in Business Administration, Saint Mary's University. Supervisor: Dr. Catherine Loughlin. Topic Idea: Leadership Mental Health in Sport.

2018-2020 Masters Co-Supervisor for Tammy Williams – MA in Women and Gender Studies., Saint Mary's University. Co-Supervisor Dr. Sherry Pictou & Dr. Heidi Weigand, and Elder Debbie Eisen. Topic: Developing a Mi'kmaq research paradigm from an urban L'nu perspective.

## STUDENT RESEARCH COLLABORATORS

2023-2024 Zach Robar, Undergraduate Student, Master of Science, Dalhousie University

2022-2023 Rachel Creaser, Master Student, Criminology, Saint Mary's University

2020-2023 Diana Serban, Doctoral Student, I/O Psychology, Saint Mary's University

2017-2020 Tammy Williams, Master Student, MA Gender Studies, Saint Mary's University

2021-2023 Daniel Race, Master Student, CRMBA, Dalhousie University

2021-2023 Clayton Bell, Master Student, CRMBA, Dalhousie University

2021-2023 Katie Wagar, Master Student, Kinesiology, University of Ottawa

2020-2021 Siobhan Wiggins, Master Student, Library Services, Dalhousie University

## ACADEMIC SERVICE

### REVIEWER FOR ACADEMIC JOURNALS

2023-Present Culture and Organization (C&O)
2023-Present Journal of Management History (JMH)
2021-Present Equality, Diversity, and Inclusion: An International Journal (EDI)
2020-Present Qualitative Research in Organizations and Management (QROM)
2021-2022 SAGE Open

### REVIEWER FOR ACADEMIC CONFERENCES

2024-Present Atlantic Schools of Business Conference, Best Paper Award
2023-Present Academy of Management, Management Education
2023-Present Academy of Management, Business History
2023-Present Academy of Management, Equity, Diversity, and Inclusion
2018-Present Administrative Sciences Association of Canada, Management Education
2019-Present Atlantic Schools of Business Conference, Ethics and Social Issues
2018- 2019 Academy of Management, Human Resources
2018- 2019 Academy of Management, Organizational Behaviour
2013- 2018 Administrative Sciences Association of Canada, Human Resources
2012- 2017 Atlantic Schools of Business Conference, Management

### REVIEWER FOR FUNDING AGENCIES

2025 Reviewer SSHRC Partnership Engagement Grants
2021– 2024 Reviewer, SSHRC Connections Grant Adjudication Committee
2024-Present Chair, SSHRC Connections Grant Adjudication Committee

### VOLUNTEER AND COMMITTEE FOR ACADEMIC CONFERENCES

2022 Division Co-Chair, Management Education (ME) Administrative Sciences Association of Canada
2021 Division Editor, Management Education (ME) Administrative Sciences Association of Canada
2020 Program Coordinator, Management Education (ME) Administrative Sciences Association of Canada

## UNIVERSITY SERVICE

2024-Present Senate Committee
Sub-Committee: Senate Academic Programs and Research Committee
2023-Present Indigenous Research Policy Framework Steering Committee
Sub-Committee: Cultural Protocols, Community Engagement and Partnerships
2023-Present MBA Faculty Committee
2023 Committee member, Climate Change Instructor Position, Recruitment Committee
2022 Committee member, Joudrey Chair Recruitment Committee
2021-2023 Area group representative, MBA program
2022 Co-chair Inclusive Innovation, Faculty of Management Strategic Plan
2023 Committee member, Climate Change Instructor Position, Recruitment Committee
2022 Committee member, Joudrey Chair Recruitment Committee
2022 Group Member, Indigenous Law, Governance and Indigenomics Wikuom
2021-2023 Faculty Tenure and Promotions Advisory Committee

## PROFESSIONAL SERVICE

2021-Present Prudentia Institute, Advisory Committee
2023 Canada Benefits: Future of Work Survey, Advisory Committee
2014-Present Chair of the Board, Motivate Canada
2017-Present Board Member, Venture 2 Impact

2011-2014 Board Member, Canadian Centre for Ethics in Public Affairs
2012-2013 Council Member, Executive MBA Alumni Council
2009-2013 Volunteer Chair, 2011 Canada Games, Assistant Division Chair, Marketing

## PROFESSIONAL WORK EXPERIENCE

My 20+ years of industry experience in the US and Canada provides support for my ability to build research collaborations with industry partners.

**Senior Management Consultant, Atlantic First Nations and SMEs**
2006–2017
Over twelve (12) years of experience working with Atlantic Canadian Businesses and First Nation Communities to help improve organizational effectiveness by building strong foundations for success. Projects have ranged from strategic plans, business plans, market plans, market research, governance strategies, and talent management planning. The projects typically encompass extensive market research in both North American and International markets through the use of focus groups, surveys and interviews to identify the target markets, consumer preferences and staffing requirements for Tourism, Fisheries, Retail and Forestry markets. Clients include over 35 Atlantic Canadian First Nation Communities and 100 Atlantic Canadian Businesses.

Business Analysis Experience
***Certified Black Belt,* North American Lean Six Sigma Operations, Rochester, NY** 2004–2006
Led multiple Lean Six Sigma projects in North America focused on reducing error levels and streamlining business processes to maximize the bottom-line performance. Responsibilities included the facilitation of projects to draw out expertise from subject matter experts, data analysis using statistical tools such as Minitab to ensure the objectivity of the data and solution brainstorming with implementation and control measures to provide a close loop process of evaluation.

Corporate Management Experience
**Corporate Executive, Toronto, Canada & Rochester, New York** 1998–2006
Recruited and managed several Canadian and North America marketing and sales teams in a wide variety of topics. Some of these included product marketing, channels marketing as well as advertising and promotions. Each role required significant focus on transferring of knowledge to junior and senior sales and marketing representatives during significantly difficult financial times for Xerox. Marketing and Sales was considered the lifeblood of Xerox's future and needed an infusion of motivation to beat out the competition. This role required ingenuity, dedication and passion to drive Xerox to the front of the leader board once again.

Sales and Engineering Experience
**Sales Executive, Toronto, Canada** 1987–1998
Superior client management skills developed through extensive training with both Xerox and IBM account management development staff. Experience in a variety of industries including Banking, Insurance, Graphic Arts, Real Estate, Education, Forestry, Federal and Provincial Governments, First Nations, and the small and medium general marketplace. Prior to joining sales, held systems engineering position