

Updated: January, 2023

## Jennifer L. Robertson Curriculum Vitae

DAN Department of Management and Organizational Studies, Faculty of Social Science,  
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### POSITIONS

- July 1, 2019- Present Associate Professor (with tenure), Human Resource Management, DAN Department of Management and Organizational Studies, Western University (formerly known as The University of Western Ontario), London, ON, Canada.
- December 1, 2015- Present Adjunct Research Professor, Industrial/Organizational Psychology, Department of Psychology, Western University (formerly known as The University of Western Ontario), London, ON, Canada.
- July 1, 2013- June 30, 2019 Assistant Professor, Human Resource Management, DAN Department of Management and Organizational Studies, Western University (formerly known as The University of Western Ontario), London, ON, Canada.

### Visiting Titles

- July 21, 2014- July 21, 2017 Visiting Research Fellow, Leeds University Business School, Leeds University, Leeds, UK.

### Leaves

- July 1, 2018- June 30, 2019 Parental Leave.

### EDUCATION

- 2009-2014 Ph.D., Organizational Behavior, Smith School of Business, Kingston, ON, Canada.  
*Dissertation Title:* "Greening Organizations: The Roles of Leadership and Organizational Citizenship Behaviors."  
*Supervisor:* Dr. Julian Barling.  
*Committee Members:* Dr. William Cooper; Dr. Laurence Ashworth; Dr. Tara MacDonald; Dr. Elizabeth Nisbet.

- 2008-2009 M.Sc., Organizational Behavior, Smith School of Business, Kingston, ON, Canada.  
*Thesis Title:* “Do as I Say and as I Do: Environmentally Specific Transformational Leadership, Modeling and Employees’ Pro-Environmental Behaviors.”  
*Committee Members:* Dr. Julian Barling (supervisor), Dr. Jana Raver (second reader).
- 2006-2008 B.A. with Distinction, Psychology, University of Victoria, Victoria, BC, Canada.
- 2003-2006 Associate’s Degree, Psychology, Thompson Rivers University, Kamloops, BC, Canada.

## **AWARDS AND AWARD NOMINATIONS**

### **Awards**

Best Reviewer Award for the Academy of Management Perspectives. 2022.

Best Paper Proceedings of the 2022 Academy of Management Meeting, “Why Firms Hide Their Light: Brownwash, Silence, and Variegated Stakeholder Non-Communication”

Highly Commendable Paper Award in the Emerald Literati Awards, 2019, “Linking attachment theory to abusive supervision.” *Journal of Managerial Psychology*.

Emerald Citations of Excellence Award, 2016, “Greening organizations through leaders’ influence on employees’ pro-environmental behaviors.” *Journal of Organizational Behavior*.

### **Award Nominations**

Nominated for the Organizations and The Natural Environment Division of the Academy of Management Book Award for *The Psychology of Green Organizations* in 2016, 2017, 2018.

Nominated for Western University’s Award of Excellence in Undergraduate Teaching. Co-Awarded by The University Student’s Council, The Bank of Nova Scotia and UWO Alumni Association, 2015

Finalist for best paper award in *The Leadership Quarterly*, 2014. “The influence of leaders’ diminished psychological resources on leadership behaviors.”

## PUBLICATIONS

### Refereed Journal Articles

**Robertson, J.L.**, Montgomery, A.W., & Ozbilir, T. (2023). Employees' Response to Corporate Greenwashing. *Business, Strategy and the Environment*. <https://doi.org/10.1002/bse.3351>

Baird, N.A., **Robertson, J.L.**, & McLarnon, M (2022). Looking in the Mirror: Including the Reflected Best Self Exercise in Management Curricula to Increase Students' Interview Self-Efficacy. *Academy of Management Learning and Education*. DOI: [10.5465/amle.2021.0347](https://doi.org/10.5465/amle.2021.0347)

Cleveland, M., **Robertson, J.L.** & Volk, V (2020). Environmental locus of control, pro-environmental behaviors, and mediating enablers and constraints. *Journal of Cleaner Production*, 249, 119394.

Simpson, B., **Robertson, J.L.**, & White, K. (2020). How co-creation increases employee corporate social responsibility and organizational engagement: The moderating role of self-construal. *Journal of Business Ethics*, 166, 331-350.

Tian, Q., & **Robertson, J.L.** (2019). How and when does perceived CSR affect employees' engagement in voluntary pro-environmental behavior? *Journal of Business Ethics*, 155, 399-412.

**Robertson, J.L.** (2018). The nature, measurement and nomological network of environmentally specific transformational leadership. *Journal of Business Ethics*, 151, 961-975.

**Robertson, J.L.**, Dionisi, A.M., & Barling, J. (2018). Linking attachment theory to abusive supervision. *Journal of Managerial Psychology*, 33, 214-228. (Selected as a highly commendable paper in the 2019 Emerald Literati Awards).

**Robertson, J.L.**, & Carleton, E. (2018). Uncovering how and when environmental leadership affects employees' voluntary pro-environmental behavior. *Journal of Leadership and Organizational Studies*, 25, 197-210.

**Robertson, J.L.**, & Barling, J. (2017). Toward a new measure of organizational environmental citizenship behavior. *Journal of Business Research*, 75, 57-66.

**Robertson, J.L.**, & Barling, J. (2017). Contrasting the nature and effects of environmentally specific and general transformational leadership. *Leadership and Organization Development Journal*, 38, 22-41.

Byrne, A., Dionisi, A., Barling, J., Akers, A., **Robertson, J.L.**, Lys, R., Dupre, K.E., & Wylie, J. (2014). The depleted leader: The influence of leaders' diminished psychological resources on leadership behaviors. *The Leadership Quarterly*, 25, 344-357. (Finalist for best paper award in *The Leadership Quarterly* for 2014).

**Robertson, J.L., & Barling, J.** (2013). Greening organizations through leaders' influence on employees' pro-environmental behaviors. *Journal of Organizational Behavior*, *34*, 176-194. (Winning paper in the prestigious Emerald Citations of Excellence for 2016).

### **Edited Book**

**Robertson, J.L., & Barling, J.** (Eds.). (2015). *The Psychology of Green Organizations*. New York: Oxford University Press. (Nominated for the Organizations and The Natural Environment Division of The Academy of Management Book Award in 2016, 2017 and 2018).

### **Chapters in Edited Books**

Karamally, T., & **Robertson, J.L.** (2023). Green Leadership. In D. McKenzie (Eds.), *Handbook of Climate Change Leadership in Organizations*. London: Rutledge.

Bratton, A., Paulet, R., & **Robertson, J.L.** (2022). Leading Pro-Environmental Change. In J. Bratton (Eds.), *Organizational Leadership*. London: Sage.

**Robertson, J.L., & Barling J.** (2015). The role of leadership in promoting workplace pro-environmental behaviors. In J.L. Robertson & J. Barling (Eds.), *The Psychology of Green Organizations*. New York: Oxford University Press.

**Robertson, J.L., & Barling J.** (2015). Introduction. In J.L. Robertson & J. Barling (Eds.), *The Psychology of Green Organizations*. New York: Oxford University Press.

**Robertson, J.L., & Barling, J.** (2014). Lead well, be well: Leadership behaviors influence employee well-being. In P. Chen & C.L. Cooper (Eds.), *Well-being: A Complete Reference Guide*. London: Wiley-Blackwell.

**Robertson, J.L., & Barling J.** (2014). Corporate social responsibility and psychologically healthy workplaces. In A. Day, E.K. Kelloway & J. Hurrell (Eds.), *Workplace Well-Being: Building Positive & Psychologically Healthy Workplaces*. London: Wiley-Blackwell.

### **MANUSCRIPTS UNDER REVIEW**

Montgomery, A.W. & **Robertson, J.L.** Why Firms Hide Their Light: Brownwash, Silence and Variegated Stakeholder Non-Communication.

Kelloway, E.K., Dimoff, J.K., Gilbert, S.L., Mullen, J., Gunz, A., **Robertson, J.L.**, Thibault, T., & Chick., R-J. Organizational Response to Disease Outbreak: Healthcare Study.

### **WORKING PAPERS AND RESEARCH IN PROGRESS**

Bratton, A.J., **Robertson, J.L.** & Paulet, R. Environmental leadership reconceptualized: The role of employee voice in the emergence of environmental leadership. Preparing for journal submission.

Grabarski, M., Konrad, A.M., Monzani, L., & **Robertson, J.L.** Career Empowerment and Leadership: Maintaining Sustainable Careers in Light of the COVID-19 Pandemic. Data collection underway.

**Robertson, J.L.**, Simpson, B., Montgomery, A.W., & Karamally, T. Effects of Greenwashing on Job Seekers. Data collection underway.

**Robertson, J.L.**, Simpson, B., Montgomery, A.W., & Karamally, T. Effects of Varying Forms of Corporate Environmental Communication on Job Seekers. Data collection underway.

## GRANTS

### External Grants

- 2022 Social Sciences and Humanities Research Council of Canada (SSHRC) Insight Grant, **Principal Investigator**. “Cultivating Environmental Leadership Through a Mindfulness Intervention.” **Applied for** in October 2022. (\$253,220).
- 2021 NSF Trans-Atlantic Platform Recovery, Renewal and Resilience in a Post Pandemic World (T-AP RRR) Program, Co-Investigator. “Building Resilience and Enhancing Sustainability Performance in SMEs by Tackling Employee Mental Health and Wellbeing Issues: Recovering Productivity and Renewing Strategies.” **Applied for** in July 2021.
- 2020 Social Sciences and Humanities Research Council of Canada (SSHRC) Explore Research Grant, **Co-Investigator**. “Career Empowerment and Leadership: Maintaining Sustainable Careers in Light of the COVID-19 Pandemic.” **Awarded** in June 2020. (\$6,988)
- 2018 Social Sciences and Humanities Research Council of Canada (SSHRC) Insight Development Grant, **Co-Investigator**. “A Dynamic Model of Misleading Corporate Environmental Communication.” **Awarded** in June 2018. (\$60,803)
- 2016 Social Sciences and Humanities Research Council of Canada (SSHRC) Insight Development Grant, **Principal Investigator**. “The Causes, Methods and Effects of Brownwashing.” **Awarded** in June 2016. (\$49,305)

### Internal Grants

- 2018 Dancap Private Equity Faculty Conference Award: “33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology (Chicago, IL).” Awarded by the DAN Department of Management and Organizational Studies, Faculty of Social Science, Western University. (\$2,581.83)

- 2017 Dancap Private Equity Faculty Research Award: “Co-creating Corporate Social Responsibility as a Means of Positively Impacting Employees, Study 2” (Co-applicant with Dr. Bonnie Simpson). Awarded by the DAN Department of Management and Organizational Studies, Faculty of Social Science, Western University. (\$3,960)
- Dancap Private Equity Faculty Research Award (Co-applicant with Dr. Bonnie Simpson): “Co-creating Corporate Social Responsibility as a Means of Positively Impacting Employees.” Awarded by the DAN Department of Management and Organizational Studies, Faculty of Social Science, Western University. (\$1,050)
- Dancap Private Equity Faculty Conference Award: “Corporate Social Responsibility Summit” Awarded by the DAN Department of Management and Organizational Studies, Faculty of Social Science, Western University. (\$1,993.74)
- Dancap Private Equity Faculty Research Award (Co-applicant with Dr. Mark Cleveland): “Environmental Locus of Control, Pro-environmental Behaviors and Enablers and Constraints.” Awarded by the DAN Department of Management and Organizational Studies, Faculty of Social Science, Western University. (\$2,004.75)
- Dancap Private Equity Faculty Conference Award: “76th Annual Meeting of the Academy of Management, Anaheim CA.” Awarded by the DAN Department of Management and Organizational Studies, Faculty of Social Science, Western University. (\$2,342.57)
- 2015 Dancap Private Equity Faculty Conference Award: “75th Annual Meeting of the Academy of Management, Vancouver, BC.” Awarded by the DAN Department of Management and Organizational Studies, Faculty of Social Science, Western University. (\$2,451.36)
- Social Science Faculty Directed Research Fund Travel Grant: “75th Annual Meeting of the Academy of Management, Vancouver, BC.” Awarded by the Faculty of Social Science, Western University. (\$1,464.16)
- 2014 Social Science and Humanities Research Board Seed Research Grant. “Environmentally Specific Transformational Leadership: Scale Validation.” Awarded by Western Strategic Support for SSHRC Success, Research Development and Services, Western University. (\$16,107)
- Dancap Private Equity Faculty Conference Award: “74th Annual Meeting of the Academy of Management, Philadelphia, PA.” Awarded by the DAN Department of Management and Organizational Studies, Faculty of Social Science, Western University. (\$2,065.25)

Social Science Faculty Directed Research Fund Travel Grant: “74th Annual Meeting of the Academy of Management, Philadelphia, PA.” Awarded by the Faculty of Social Science, Western University. (\$1,272.75)

Dancap Private Equity Faculty Conference Award: “International Congress of Applied Psychology Conference, Paris, France.” Awarded by the DAN Department of Management and Organizational Studies, Faculty of Social Science, Western University. (\$3,170.35)

2013 Dancap Private Equity Faculty Research Award: “Sustainability Climate and its Effects on Pro-environmental Behavior.” Awarded by the DAN Department of Management and Organizational Studies, Faculty of Social Science, Western University. (\$2,630)

Social Science Faculty Directed Research Fund Small Grant: “Organizational Citizenship Behaviors and The Natural Environment: Scale Development and Validation.” Awarded by the Faculty of Social Science, Western University. (\$3,466)

Faculty of Social Science (Western University) New Faculty Start Up Research Grant. (\$8,000)

### **Doctoral Scholarships**

2011-2013 Social Sciences and Humanities Research Council of Canada (SSHRC) Doctoral Fellowship. Awarded after a national competition.

2011-2012 Ontario Graduate Scholarship (OGS). Awarded by the Ontario Ministry of Training, Colleges and Universities (declined).

### **INVITED TALKS**

**Robertson, J.L.**, Keynote Speaker at the Norwegian Network for Environmental Psychology Conference for Environmental Psychology (November, 2021). *Corporate Environmental Responsibility and Employees*. Lillehammer, Norway.

**Robertson, J.L.**, Carleton University, Department of Psychology Colloquium Series (March 2020). *Corporate Environmental Responsibility and Employees*. Carleton University, Ottawa, ON. **Note: Talk was cancelled due to the COVID-19 pandemic.**

**Robertson, J.L.**, Saint Mary’s University, Department of Psychology (March 2020). *Corporate Environmental Responsibility and Employees*. Saint Mary’s University, Halifax, NS. **Note: Talk was cancelled due to the COVID-19 pandemic.**

**Robertson, J.L.**, Montgomery, A.W., & Lyon, T.P. Ivey Sustainability Conference, Richard Ivey School of Business (December 2019). *The Deleterious Effects of Greenwashing on Employees*. Western University, London, ON.

Lyon, T.P, Montgomery, A.W., & **Robertson, J.L.** Academic seminar for UCLA Department of Sociology Movements, Organizations and Markets Working Group (February 2018). *Green Claims and Ecolabels*. UCLA, Los Angeles, CA.

Simpson, B., & **Robertson, J.L.** Ivey Sustainability Conference, Richard Ivey School of Business (December 2017). *The Effect of Co-creating CSR on Employees: The Moderating Role of Self-construal*. Western University, London, ON.

**Robertson, J.L.**, Montgomery, A.W., & Lyon, T.P. Ivey Sustainability Conference, Richard Ivey School of Business (December 2017). *The Causes, Methods and Consequences of Brownwashing*. Western University, London, ON.

**Robertson, J.L.** Keynote speaker for the Hire WesternU Industry Partnership Celebration, Western University (June 2017). *Transformational Leadership*. Western University, London, ON.

**Robertson, J.L.** Leeds University Business School, Socio-Technical Centre Seminar Series (July 2014). *Greening Organizations Through Environmentally Specific Transformational Leadership*. Leeds University, Leeds, UK.

**Robertson, J.L.** University of Strathclyde, Human Resource Management Department, Research Seminar Series (June 2012). *Greening Organizations Through Leaders' Influence on Workplace Pro-Environmental Behaviors*. University of Strathclyde, Glasgow, UK.

## REFEREED CONFERENCE PRESENTATIONS

### Conference Sessions Organized/Chaired

**Robertson, J.L.** (Co-organizer and Chair). (2015). Session co-organizer and chair for Symposium, "Environmental Leadership". Conducted at The Academy of Management Annual Conference, Vancouver, BC. August 2015.

### Scholarly Papers

Montgomery, A.W. & **Robertson, J. L.** "Why Firms Hide Their Light: Brownwash, Silence, and Variegated Stakeholder Non-Communication" Paper presented at Academy of Management Conference. Seattle, WA. August 2022.

#### o Best Paper Proceedings of the 2022 Academy of Management Meeting

Montgomery, A.W. & **Robertson, J. L.** "Why Firms Hide Their Light: Brownwash, Silence, and Variegated Stakeholder Non-Communication" Paper presented at The Alliance for Research on Corporate Sustainability Conference. Bocconi U., Milan, Italy. June 2022.



Bratton, A., **Robertson, J.L.**, & Paulet, R. Environmental Leadership Reconceptualised: The Role of Employee Voice In The Emergence Of Environmental Leadership. Paper presented at the British Academy of Management (BAM) HRM International Symposium, Monash University Prato Centre, Tuscany, Italy. June 2022.

**Robertson, J.L.**, Montgomery, A.W., & Lyon, T.P. *Employees' Response to Corporate Greenwashing*. Paper presented The Alliance for Research on Corporate Sustainability Virtual Conference. June 2021.

**Robertson, J.L.**, Montgomery, A.W., & Lyon, T.P. *Employees' Response to Corporate Greenwashing*. Paper presented The Academy of Management Virtual Conference. August 2021.

Baird, N.A., **Robertson, J.L.**, & McLarnon, M. *Effects of the Reflected Best Self Exercise on Interview Self-Efficacy*. Poster Presentation at the Society for Industrial and Organizational Psychology Virtual Conference. April 2021.

**Robertson, J.L.**, Montgomery, A.W., & Lyon, T.P. *The Deleterious Effects of Greenwashing on Employees*. Poster Presentation at the Society for Industrial and Organizational Psychology Virtual Conference. April 2020.

Montgomery, A.W., Lyon, T. P. & **Robertson, J.L.** *Subsustainability: Integrated Strategy and the Design of Industry Sustainability Standards*. Paper presented The Academy of Management Virtual Conference. August 2020.

Montgomery, A.W., Lyon, T. P. & **Robertson, J.L.** *Subsustainability: Integrated Strategy and the Design of Industry Sustainability Standards*. Paper presented The Alliance for Research on Corporate Sustainability Virtual Seminar Series. April 2020.

Baird, N. A., Benson, A. J., **Robertson, J.L.**, & Moosavi, S. *Leadership on the Ropes: How Hostile Followership Affects Leadership Behaviour*. Poster presentation at the meeting of the Canadian Psychological Association, Halifax, Nova Scotia. June 2019.

Cleveland, M., & **Robertson, J.L.** *Powerful Others and Chance or Fate: How Perceptions of Enablers and Constraints Mediate the External Environmental Locus-Of-Control and Proenvironmental Behavior Relationship*. Paper presented and published in conference proceedings at the 22<sup>nd</sup> Academy of Marketing Science World Marketing Congress, Edinburgh, Scotland. June 2019.

Baird, N., **Robertson, J.L.**, & Simpson, B. *Co-creating Corporate Social Responsibility as a Means of Positively Impacting Employees*. Poster Presentation at the International Congress of Applied Psychology Conference, Montreal, QC. June 2018.

Cleveland, M., **Robertson, J.L.**, & Volk, V. *Abetting or Thwarting: The Mediating Role of Subjective Enablers and Constraints in the Pro-environmental Attitude-Behavior Relationship*. Paper presented at Symposium, "Green Marketing/Sustainability and Bottom-of-the-Pyramid

Marketing,” at The 21st Academy of Marketing Science World Marketing Congress, Porto, Portugal. June 2018.

**Robertson, J.L.,** Dionisi, A.M., & Barling, J. *Linking Attachment Theory to Abusive Supervision*. Poster Presentation at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL. April 2018.

**Robertson, J.L.,** & Carleton, E. *Linking Leadership to Employees' Green Behaviors Through Pro-environmental Work Climate*. Paper presented at Symposium, “Leading Through Climate and Culture,” at The Academy of Management Annual Conference, Anaheim, CA. August 2016.

**Robertson, J.L.** *Environmentally Specific Transformational Leadership: Scale Development and Validation*. Paper presented at Symposium, “Environmental Leadership,” at The Academy of Management Annual Conference, Vancouver, BC. August 2015.

**Robertson, J.L.** *Environmentally Specific Transformational Leadership as an Intervention to Support Workplace Pro-Environmental Behavior*. Paper Presented at Symposium, “Promoting Pro-Environmental Behavior in Organizations,” at The Academy of Management Annual Conference, Philadelphia, PA. August 2014.

**Robertson, J.L.,** & Barling, J. *The Role of Environmentally Specific Transformational Leadership in Corporate Environmental Sustainability*. Paper Presented at Symposium, “Green Organizations: Pro-environmental Behavior in the Workplace,” at The International Congress of Applied Psychology Conference, Paris, France. July 2014.

Bergenwall, A.L., Barling, J., Byrne, A., Dionisi, A., Dupre, K.E., Lys, R.E., **Robertson, J.L.,** & Wylie, J. *Being Well, Leading Well: Leaders' Psychological Well-being Predicts Leadership Behaviors*. Poster Presentation at the Society for Industrial and Organizational Psychology Annual Conference, San Diego, CA. April 2012.

**Robertson, J.L.,** & Barling, J. *Organizational Citizenship Behaviors (OCBs) and the Environment: An Extension on the Different Forms of OCBs*. Paper Presented at Symposium, “Green Shoots: New Directions and Opportunities for Workplace Pro-Environmental Behavior Research,” at The Academy of Management Annual Conference, Montreal, QC. August 2010.

**Robertson, J.L.,** & Barling, J. *Do as I Say and as I Do: Environmentally Specific Transformational Leadership, Modeling and Employees' Pro-Environmental Behaviors*. Poster Presentation at the Society for Industrial and Organizational Psychology Annual Conference, Atlanta, GA. April 2010.

### **Conference Professional Workshop**

**Robertson, J.L.** Facilitator for M.C. Davis, R. Challenger, S. Russell & K. Unsworth (organizers), *A Passion for Sustainability: Corporate Sustainability Auditing and Workplace Interventions*. Professional Development Workshop conducted at the Academy of Management Annual Conference, Boston, MA. August 2012.

## TEACHING EXPERIENCE AND STUDENT ADVISING

### Courses Taught

2014-2021 Professor for Management and Organizational Studies course “Essentials of Human Resources for Non HR Students” (MOS 3385), DAN Department of Management and Organizational Studies, Western University, London, ON, Canada. **Average scores for item “Effective as a university instructor” range from 5.5 to 6.6 on a 7-point scale.**

Professor for Management and Organizational Studies course “Compensation and Benefits Management” (MOS 3342), DAN Department of Management and Organizational Studies, Western University, London, ON, Canada. **Average scores for item “Effective as a university instructor” range from 5.5 to 6.7 on a 7-point scale.**

2011 Professor for Commerce course “Introduction to Human Resource Management” (COMM 181), Smith School of Business, Kingston, ON, Canada. **Average score for item “Overall this instructor is an effective teacher” was 3.4 on a 5-point scale.**

### Research Supervision and Committees

#### Graduate Thesis Advisor:

- Talib Karamally, M.Sc. (2021-present). Thesis title: TBD. Department of Psychology.
- Noelle Baird, Ph.D. (2019-present). Thesis title: Transformational Followership. Co-supervised with Dr. Alex Benson. Department of Psychology.
- Noelle Baird, M.Sc. (2017-2019). *Leadership on the Ropes: How Hostile Followership Affects Leadership Behavior*. Co-supervised with Dr. Alex Benson. Department of Psychology.

#### Undergraduate Thesis Advisor:

- Wei Zhou, Undergraduate honour thesis (2017-2018). *Understanding the Effect of Message Framing on Influencing Consumer Attitudes Toward Green Products: The Moderating Roles of Self-Construal and Internal Environmental Locus of Control*. Co-supervised with Dr. Mark Cleveland. DAN Department of Management and Organizational Studies.

#### Ph.D. Committees:

- Jennifer Lynch (2025, expected). Thesis Title: TBD. Department of Psychology, Western University. **Thesis Advisor:** Dr. Alex Benson.

- Eva Kwan (2023, expected). *Stay Where You Belong: Developing a Scale of Inclusive Mentorship*. Department of Psychology, Western University. **Thesis Advisor:** Dr. Johanna Weststar.
- Timur Ozbilir (2021). *The Impact of Corporate Social Responsibility on Employee Outcomes*. Department of Psychology, St. Mary's University. **Thesis Advisor:** Dr. E. Kevin Kelloway.
- Erica Giammarco (2020). *The Measurement of Job Satisfaction Among Leaders in the Workplace*. Department of Psychology, Western University. **Thesis Advisors:** Dr. Richard Goffin and Dr. Tony Vernon.

**M.Sc. Advisory Committees:**

- Tianyue Xu (2021). *How Narcissism Relates to Social Rank Dynamics in Teams*. Department of Psychology, Western University. **Thesis Advisor:** Dr. Alex Benson.

**DAN Department of Management and Organizational Studies Honors Thesis Second Reader:**

- Meghan Maguire (2021). *How Consumption Target Shapes Consumer Preference for Social-Good Products*. **Advisor:** Dr. Bonnie Simpson.
- Adna Dozo (2017). *Impression Management in Action: Consumer Spending as a Way of Impressing Others*. **Advisors:** Dr. Mark Cleveland and Dr. Bonnie Simpson.
- Arshia Asif (2015). *Police Record Check Use in Hiring Practices: Implications for Policy and Practice*. **Advisor:** Dr. Johanna Weststar.
- Victoria Volk (2014). *Factors Affecting Pro-environmental Behaviors*. **Advisor:** Dr. Mark Cleveland.

**Thesis Examiner:**

Ph.D.

- Natasha Ouslis (2021). *Finding Teams that Fight Fair: Exploring Team Task and Relationship Conflict Over Time*. Department of Psychology, Western University. **Thesis Advisor:** Dr. Natalie Allen.
- Nicholas Bremner (2016). *An Investigation of the Role of Corporate Social Responsibility Features in Attracting and Retaining Employees*. Department of Psychology, Western University. **Thesis Advisor:** Dr. John Meyer.

M.Sc.

- Shruti Kumar (2020). *The Motherhood Penalty: Not So Black and White*. Department of Psychology, Western University. **Thesis Advisor:** Dr. Johanna Weststar.
- Julia McMenamin (2017). *The Influence of Beliefs and Gender on Choosing and Feeling Like You Belong in Engineering*. Department of Psychology, Western University. **Thesis Advisor:** Dr. Natalie Allen.

- Christina Politis (2017). *Women's Experience of Incivility in Professional Occupations: The Roles of Gender Representation and Occupational Commitment*. Department of Psychology, Western University. **Thesis Advisor:** Dr. John Meyer.

## TEACHING DEVELOPMENT

### Workshops

- 2020 Consultation for the DAN Department of Management and Organizational Studies: Online Assessments. Presented by the Centre for Teaching and Learning, Western University.
- 2019 Who's Calling the Shots? Negotiating a Fair and Balanced Workload for Graduate Supervisors and Students. Presented by the Centre for Teaching and Learning, Western University.
- 2018 Development of a Teaching Dossier and Teaching Philosophy Statement, Presented by the Centre for Teaching and Learning, Western University.
- 2017 Setting Expectations with your Graduate Students, Presented by the Centre for Teaching and Learning, Western University.
- 2011 Preparing a Teaching Dossier Workshop. Presented by Dr. Andy Ledger at the Centre for Teaching and Learning, Queen's University.

### Certificates

- 2011 Program in University Teaching and Learning Certificate II: Practical Experience. Awarded by the Centre for Teaching and Learning, Queen's University.
- 2011 Program in University Teaching and Learning Certificate III: Scholarship. Awarded by the Centre for Teaching and Learning, Queen's University.

### Other

- 2010 Course credit for MGMT 993: Foundations of Teaching and Learning, Smith School of Business.

## UNIVERSITY SERVICE

- 2021-2022 Member, DAN Management and Organizational Studies Advisory Committee

- Member, Western University Non-Medical Ethical Research Board
- Member, DAN Management and Organizational Studies Research Participant Pool Committee
- Member, DAN Management and Organizational Studies Workload Committee
- 2020-2021 Member, DAN Management and Organizational Studies Advisory Committee
- Member, Western University Non-Medical Ethical Research Board
- 2018-2020 No service provided due to parental leave and subsequent sabbatical
- 2017-2018 Chair, DAN Management and Organizational Studies Faculty Research Awards Committee
- Member, Western University Non-Medical Ethical Research Board
- Member, DAN Management and Organizational Studies Research Participant Pool Committee
- Member, Dancap Private Equity Faculty Fellowship Committee
- 2016-2017 Member, Western University Non-Medical Ethical Research Board
- Co-organizer of the DAN Management and Organizational Studies Brown Bag Series
- Chair, DAN Management and Organizational Studies Research Participant Pool Committee
- Member, Dancap Private Equity Faculty Fellowship Committee
- Member, DAN Management and Organizational Studies Student Awards Committee
- Hooder, Spring Convocation
- Volunteer at March Break Open House
- 2015-2016 Member, Western University Non-Medical Ethical Research Board
- Chair, DAN Management and Organizational Studies Research Participant Pool Committee

Member, DAN Management and Organizational Studies Faculty Research Awards Committee

Member, DAN Management and Organizational Studies Student Awards Committee

Hooder, Spring Convocation

2014-2015 Chair, DAN Management and Organizational Studies Research Participant Pool Committee

Member, DAN Management and Organizational Studies Faculty Research Awards Committee

Hooder, Spring Convocation

2011 Preliminary Round Marker, Inter-Collegiate Business Case Competition (I.C.B.C.), Human Resources Category

2010-2011 Ph.D. Representative, Smith School of Business Research Committee

2010 Judge, Smith School of Business Corporate Social Responsibility/Responsible Leadership Weekend Case Competition

## **ACADEMIC SERVICE**

### **Ad Hoc Reviewing for Journals**

*Environmental Values*

*Frontiers in Psychology*

*Human Relations*

*Human Resource Management Journal*

*Industrielles Relations*

*Journal of Business Ethics*

*Journal of Cleaner Production*

*Journal of Environmental Psychology*

*Journal of Experimental Psychology- Applied*

*Journal of Integrative Environmental Sciences*

*Journal of Management*

*Journal of Organizational Behavior*

*Leadership and Organization Development Journal*

*Organization and Environment*

*Personality and Individual Differences*

*The Academy of Management Proceedings*

## **Research Grant Reviewing**

External Reviewer for the Swiss National Science Foundation Program (2022)

External Reviewer for the Social Sciences and Humanities Research Council Insight Grant Program (2021)

Academic reviewer for Mitacs Accelerate Research Proposal (2018)

## **COMMUNITY SERVICE**

- 2017-2018 Board Member, Heritage London Foundation
- 2007-2008 Member, Sexual Assault Response Team, Victoria, BC Sexual Assault Centre
- 2007 No One is Illegal Member and Conference Organizer, No One is Illegal, Victoria, BC Chapter
- 2006 Delegate, Thompson Rivers University U-PASS Committee

## **PROFESSIONAL DEVELOPMENT**

### **Workshops**

- 2017 Tenure and Promotion Under the Collective Agreement: How the Process Works. Presented by the Centre for Teaching and Learning, Western University.
- 2016 Professional Development Workshop, "Congratulations, You Got an R & R. Now What?" Presented at the Academy of Management Annual Meeting.
- 2015 Publish and Flourish: Become a Prolific Scholar. Presented by Dr. Tara Gray at the Centre for Teaching and Learning, Western University.
- 2014 Professional Development Workshop, "Finding Value in Academic Life: A PDW for Junior Faculty." Presented at the Academy of Management Annual Meeting.
- 2013 Tenure and Promotion Under the Collective Agreement: How the Process Works. Presented by the Centre for Teaching and Learning, Western University.
- 2012 Mplus Workshop. Presented by Dr. E. Kevin Kelloway at Smith School of Business.
- Society for Industrial and Organizational Psychology 8<sup>th</sup> Annual Leading



Edge Consortium, *Environmental Sustainability at Work: Advancing Research, Enhancing Practice*.

- 2011            Multilevel Modeling. Presented by Dr. Elizabeth Page-Gould at the Association for Psychological Science Annual Meeting.
- 2009            Advanced Analytic Techniques using SPSS. Presented by Dr. E. Kevin Kelloway at Smith School of Business.
- 2009            Society for Industrial and Organizational Psychology Master's Consortium.

### **Certificates**

- 2021            Call it out: Racism, Racial Discrimination and Human Rights Certificate. Awarded by the Ontario Human Rights Commission.
- Human Rights and the Duty to Accommodate Certificate. Awarded by the Ontario Human Rights Commission.
- Bias in Peer Review Module. Awarded by the Canadian Tri-Agencies for Research in Canada.

### **MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS**

Academy of Management (AOM)  
Society for Industrial and Organizational Psychology (SIOP)  
Affiliate of the Greening Organizations and Work Network (GROW) sponsored by the  
Worldwide Universities Network