VITA

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Education

1996	B.Com. (Hons.), Queen's University, Canada
1997	B.A., Psychology, Queen's University, Canada
1998	M.Sc., Management, Queen's University, Canada
2001	PGCert, Higher Education, University of Sheffield, United Kingdom
2003	Ph.D., Psychology, University of Sheffield, United Kingdom

Professional Appointments

2002-2006   *Smith School of Business, Queen's University, Canada*

2002-2003	Adjunct Assistant Professor
2003-2006	Assistant Professor, tenure-track
2005-2006	Toller Family Research Fellow in Organizational Behaviour

2006-2015   *Asper School of Business, University of Manitoba, Canada*

2006-2012	Associate Professor, tenured
2007-2008	Head, Department of Business Administration
2008-2015	Associate Dean (Research & Graduate Programs)
2009-2010	Acting Head, Department of Accounting & Finance
2012-2015	Professor, tenured
2015-2017	Adjunct Professor

2015-now   *Haskayne School of Business, University of Calgary, Canada*

2015-now	Professor, tenured
2016-now	Adjunct Professor, Department of Psychology
2017-now	Distinguished Research Chair in Advanced Leadership
2019-now	Area Chair, Organizational Behaviour Area

Visiting Academic Appointments

Fall 2005	Visiting Senior Lecturer, Australian Graduate School of Management, University of New South Wales, Australia
Fall 2009	Visiting Research Fellow, Leeds University Business School, Leeds University, UK
July 2013	Visiting Scholar, Department of Psychology, University of Michigan
June 2017	Visiting Summer Scholar, Smith School of Business, Queen's University, Canada
July 2019	Visiting Professor, Leeds University Business School, Leeds University, UK

Academic Publications

1. Parker, S.K., Axtell, C.M., & Turner, N. (2001). Designing a safer workplace: Importance of job autonomy, communication quality, and supportive supervisors. *Journal of Occupational Health Psychology*, *6*, 211-228.

2. Gardner, C., & Turner, N. (2002). Spaces for voices: A narrative of teaching outside our disciplines. *Teaching in Higher Education*, *7*, 458-471.

3. Parker, S.K., & Turner, N. (2002). Work design and individual work performance: Research findings and an agenda for future inquiry. In S. Sonnentag (Ed.), *The psychological management of individual performance: A handbook in the psychology of the management of organizations* (pp. 69-93). Chichester, UK: Erlbaum.

4. Turner, N., Barling, J., Epitropaki, O., Butcher, V., & Milner, C. (2002). Transformational leadership and moral reasoning. *Journal of Applied Psychology*, *87*, 304-311.

5. Turner, N., Barling, J., & Zacharatos, A. (2002). Positive psychology at work. In C.R. Snyder & S.J. Lopez (Eds.), *The handbook of positive psychology* (pp. 715-728). Oxford, UK: Oxford University Press.

6. Parker, S.K., Turner, N., & Griffin, M.A. (2003). Designing healthy work. In D.A. Hofmann & L.E. Tetrick (Eds.), *Health and safety in organizations: A multilevel perspective* (pp. 91-130). San Francisco: Jossey-Bass.

7. Axtell, C.M., Fleck, S.J., & Turner, N. (2004). Virtual teams: Collaborating across distance. In C.L. Cooper & I.T. Robertson (Eds.). *International review of industrial and organizational psychology (Vol. 19)* (pp. 205-248). Chichester, UK: Wiley.

8. Sivanathan, N., Arnold, K.A., Turner, N., & Barling, J. (2004). Leading well: Transformational leadership and well-being. In A. Linley & S. Joseph (Eds.). *Positive psychology in practice* (pp. 241-255). Hoboken, NJ: Wiley.

9. Turner, N., & Parker, S.K. (2004). The effect of teamwork on safety processes and outcomes. In J. Barling & M.R. Frone (Eds.), *The psychology of workplace safety* (pp. 35-62). Washington, DC: American Psychological Association.

10. Inness, M., Barling, J., & Turner, N. (2005). Understanding supervisor-targeted aggression: A within-person, between-jobs design. *Journal of Applied Psychology, 90,* 731-739.

11. Turner, N., Chmiel, N., & Walls, M. (2005). Railing for safety: Job demands, job control, and safety citizenship role definition. *Journal of Occupational Health Psychology, 10,* 504-512.

12. Parker, S.K., Williams, H.M., & Turner, N. (2006). Modeling the antecedents of proactive behavior at work. *Journal of Applied Psychology*, *91*, 636-652.

13. Tucker, S., Turner, N., Barling, J., Reid, E.M., & Elving, C. (2006). Apologies and transformational leadership. *Journal of Business Ethics*, *63*, 195-207.

14. Turner, N., Parker, S.K., & Williams, H.M. (2006). Teamworking in organizations: Implications for workplace safety. In P.R. Jackson & M. Shams (Eds.). *Developments in work and organizational psychology: Implications for international business (Vol. 20)* (pp. 49-78). London: Elsevier.

15. Arnold, K.A., Turner, N., Barling, J., Kelloway, E.K., & McKee, M. (2007). Transformational leadership and psychological well-being: The mediating role of meaningful work. *Journal of Occupational Health Psychology*, *12*, 193-203.

16. Barling, J., & Turner, N. (2007). Workplace safety. In S. Rogelberg (Ed.) *Encyclopedia of industrial and organizational psychology (Vol. 2)* (pp. 902-905). Thousand Oaks, CA: Sage.

17. Carson, J., Barling, J., & Turner, N. (2007). Group alcohol climates, alcohol consumption, and student performance. *Group Dynamics: Theory*, *Research*, *& Practice*, *11*, 31-41.

18. Hershcovis, M.S., Turner, N., Barling, J., Arnold, K.A., Dupré, K.E., Inness, M., LeBlanc, M.M., & Sivanathan, N. (2007). Predicting workplace aggression: A meta-analysis. *Journal of Applied Psychology*, *92*, 228-238.

19. Sivanathan, N., Arnold, K.A., Turner, N., & Barling, J. (2007). Jak by? dobrym liderem: Przywództwo transformacyjne a dobrostan. In J. Czapiński (Ed.) *Psychologia pozytywna w praktyce* (pp. 153-169). Warsaw, Poland: Polish Scientific Publishers PWN. (Reprinted from *Positive psychology in practice, 2004,* pp. 241-255.)

20. Turner, N., & Barling, J. (2007). Workplace injuries. In S. Rogelberg (Ed.) *Encyclopedia of industrial and organizational psychology (Vol. 2)* (pp. 897-900). Thousand Oaks, CA: Sage.

21. Williams, H.M., Parker, S.K., & Turner, N. (2007). Perceived dissimilarity and perspective-taking within work teams. *Group & Organization Management*, *32*, 569-597.

22. Zacharatos, A., Hershcovis, M.S., Turner, N., & Barling, J. (2007). Human resource management in the North American automotive industry: A meta-analytic review. *Personnel Review*, *36*, 231-254.

23. Barling, J., Christie, A., & Turner, N. (2008). Pseudo-transformational leadership: Towards the development and test of a model. *Journal of Business Ethics*, *81*, 851-861.

24. Carroll, A.E., & Turner, N. (2008). Psychology of workplace safety: A thematic review and some possibilities. In J. Barling & C.L. Cooper (Eds.). *The SAGE handbook of organizational behavior (Vol. 1, Micro Approaches)* (pp. 541-557). Thousand Oaks, CA: Sage.

25. Inness, M., Barling, J., Rogers, K., & Turner, N. (2008). De-marketing tobacco through price changes and consumer attempts to quit smoking. *Journal of Business Ethics*, *77*, 405-416.

26. Tucker, S., Chmiel, N., Turner, N., Hershcovis, M.S., & Stride, C.B. (2008). Perceived organizational support for safety and employee safety voice: The mediating role of co-worker support for safety. *Journal of Occupational Health Psychology, 13*, 319-330.

27. Bruning, N.S., & Turner, N. (2009). Healthy and safe workplaces: Aspiring to contributions from multiple administrative disciplines [Introduction to special issue]. *Canadian Journal of Administrative Sciences, 26*, 3-6.

28. Turner, N., & Gray, G.C. (2009). Socially constructing safety [Introduction to special issue]. *Human Relations, 62,* 1259-1266.

29. Dupré, K.E., Barling, J., Turner, N., & Stride, C.B. (2010). Comparing perceived injustices from supervisors and romantic partners as predictors of aggression. *Journal of Occupational Health Psychology*, *15*, 359-370.

30. Inness, M., Turner, N., Barling, J., & Stride, C.B. (2010). Transformational leadership and employee safety performance: A within-person, between-job design. *Journal of Occupational Health Psychology*, *15*, 279-290.

31. Kelloway, E.K., Inness, M., Barling, J., Francis, L., & Turner, N. (2010). Loving one's job: Construct development and implications for individual well-being. In P.L. Perrewé & D.C. Ganster (Eds.). *New developments in theoretical and conceptual approaches to job stress. Research in occupational stress and well-being (Vol. 8.)* (pp. 111-137). London: Emerald.

32. Simola, S.K., Barling, J., & Turner, N. (2010). Transformational leadership and leader moral orientation: Contrasting an ethic of justice and an ethic of care. *The Leadership Quarterly*, *21*, 179-188.

33. Turner, N., Chmiel, N., Hershcovis, M.S., & Walls, M. (2010). Life on the line: Job demands, perceived co-worker support for safety, and hazardous work events. *Journal of Occupational Health Psychology*, *15*, 482-493.

34. Tucker, S., Turner, N., Barling, J., & McEvoy, M. (2010). Transformational leadership and children's aggression in team settings: A short-term longitudinal study. *The Leadership Quarterly*, *21*, 389-399.

35. Turner, N., & Tennant, S.J. (2010). "As far as is reasonably practicable": Socially constructing risk, safety, and accidents in military operations. *Journal of Business Ethics*, *91*, 21-33.

36. Unsworth, K.L., Turner, N., Williams, H.M., & Piccin-Houle, S. (2010). Giving thanks: The relational context of gratitude in postgraduate supervision. *Studies in Higher Education*, *35*, 871-888.

37. Williams, H.M., Parker, S.K., & Turner, N. (2010). Proactively performing teams: The role of work design, transformational leadership, and team composition. *Journal of Occupational and Organizational Psychology*, *83*, 301-324.

38. Arnold, K.A., Dupré, K.E., Hershcovis, M.S., & Turner, N. (2011). Interpersonal targets and types of workplace aggression as a function of perpetrator sex. *Employee Responsibilities and Rights Journal*, *23*, 163-170.

39. Christie, A., Barling, J., & Turner, N. (2011). Pseudo-transformational leadership: Model specification and outcomes. *Journal of Applied Social Psychology*, *41*, 2943-2984.

40. Mendelson, M.B., Turner, N., & Barling, J. (2011). Perceptions of the presence and effectiveness of high involvement work systems and their relationship with employee attitudes: A test of competing models. *Personnel Review*, *40*, 45-69.

41. Tucker, S., & Turner, N. (2011). Young worker safety behaviors: Development and validation of measures. *Accident Analysis & Prevention*, *43*, 165-175.

42. Kelloway, E.K., Turner, N., Barling, J., & Loughlin, C.A. (2012). Transformational leadership and employee psychological well-being: The mediating role of employee trust in leadership. *Work & Stress*, *26*, 39-55.

43. Simola, S.K., Barling, J., & Turner, N. (2012). Transformational leadership and leaders' mode of care reasoning. *Journal of Business Ethics*, *108*, 229-237.

44. Turner, N., Stride, C.B., Carter, A.J., McCaughey, D., & Carroll, A.E. (2012). Job Demands-Control-Support model and employee safety performance. *Accident Analysis & Prevention*, *45*, 811-817.

45. Arnold, K.A., Turner, N., Barling, J., Kelloway, E.K., & McKee, M. (2013). Transformational leadership and psychological well-being: The mediating role of meaningful work. In C.L. Cooper & I.T. Robertson (Eds.) *Management and happiness* (pp. 93-103). London: Edward Elgar. (Reprinted from *Journal of Occupational Health Psychology, 2007, 12,* pp. 193-203).

46. Hoption, C., Barling, J., & Turner, N. (2013). "It's not you, it's me": Transformational leadership and self-deprecating humor. *Leadership & Organization Development Journal*, *34*, 4-19.

47. Leach, D.J., Hagger-Johnson, G., Doerner, N., Wall, T.D., Turner, N., Dawson, J.F., & Grote, G. (2013). Developing a measure of work uncertainty. *Journal of Occupational and Organizational Psychology*, *86*, 85-99.

48. Litz, R.A., & Turner, N. (2013). Sins of the father's firm: Exploring responses to inherited ethical dilemmas in family business. *Journal of Business Ethics*, *113*, 297-315.

49. Stride, C.B., Turner, N., Hershcovis, M.S., Reich, T.C., Clegg, C.W., & Murphy, P. (2013). Negative safety events as correlates of work-safety tension. *Safety Science*, *53*, 45-50.

50. Tucker, S., & Turner, N. (2013). Waiting for safety: Responses of young workers in Canada to unsafe work. *Journal of Safety Research*, *45*, 103-110.

51. Turner, N., Hershcovis, M.S., Reich, T.C., & Totterdell, P.A. (2014). Work-family interference, psychological distress, and workplace injuries. *Journal of Occupational and Organizational Psychology, 87*, 715-732.

52. Tucker, S., Diekrager, D., Turner, N., & Kelloway, E.K. (2014). Work-related injury underreporting among young workers: Prevalence, gender differences, and explanations for underreporting. *Journal of Safety Research*, *50*, 67-73.

53. Tucker, S., & Turner, N. (2014). Safety voice among young workers facing dangerous work: A policy-capturing approach. *Safety Science, 62*, 530-537.

54. Leblanc, M.M., Barling, J., & Turner, N. (2014). Intimate partner aggression and women's work outcomes. *Journal of Occupational Health Psychology*, *19*, 399-412.

55. Litz, R.A., & Turner, N. (2014). Sins of the father's firm: Exploring responses to inherited ethical dilemmas in family business. In P. Sharma & L. Melin (Eds.). *Family business (Vol. 3: The family business,* pp. 69-99). Thousand Oaks, CA: Sage. (Reprinted from *Journal of Business Ethics, 2013, 113,* pp. 297-315.)

56. McCaughey, D., Turner, N., Kim, J., DelliFraine, J.L., & McGhan, G.E. (2015). Examining workplace hazard perceptions & employee outcomes in the long-term care industry. *Safety Science*, *78*, 190-197.

57. Tucker, S., & Turner, N. (2015). Sometimes it hurts when supervisors don't listen: Antecedents and consequences of safety voice among young workers. *Journal of Occupational Health Psychology*, *20*, 72-81.

58. Turner, N., & Dueck, P.M. (2015). Health and safety. In D.E. Guest & D. Needle (Eds.), *Wiley encyclopedia of management (3rd. ed., Vol. 5: Human resource management*, pp. 111-114). Wiley: London.

59. Turner, N., Tucker, S., & Kelloway, E.K. (2015). Prevalence and demographic correlates of microaccidents and reactions to dangerous work among young workers in Canada. *Journal of Safety Research*, *53*, 39-43.

60. Barling, J., & Turner, N. (2017a). Workplace injuries. In S.G. Rogelberg (Ed.) *Encyclopedia of industrial and organizational psychology (2nd ed.).* (pp. 1778-1779). Thousand Oaks, CA: Sage.

61. Barling, J., & Turner, N. (2017b). Workplace safety. In S.G. Rogelberg (Ed.) *Encyclopedia of industrial and organizational psychology (2nd ed.).* (pp. 1783-1785). Thousand Oaks, CA: Sage.

62. Pek, S., Turner, N., Tucker, S., Kelloway, E.K., & Morrish, J. (2017). Injunctive safety norms, young worker risk-taking, and workplace injuries. *Accident Analysis & Prevention, 106*, 202-210.

63. Turner, N. (2017). Social relations in and around work [Editorial]. *Human Relations, 70*, 3-6.

64. Casey, T.W., Krauss, A.D., & Turner, N. (2018). The one that got away: Lessons learned from evaluation of a psychology-based safety training intervention in the Australian prawn fishing industry. *Safety Science, 108,* 218-224.

65. Stackhouse, M., & Turner, N. (2019). How do organizational practices relate to perceived system safety effectiveness? Perceptions of safety climate and co-worker commitment to safety as workplace safety signals. *Journal of Safety Research, 70, 59-69.*

66. Arnold, K.A., Turner, N., Barling, J., & Iverson, R.D. (2020). Feeling safe while doing sex work: Motivation for entering sex work moderates the relationship between perceptions of physical danger and desire to leave sex work. *Safety Science, 129,* 104795

67. Bruning, P.F., Turner, N., & Lin, H. (2020). Transformational leadership, group affective tone, and group member social inferences: A leadership complementarity perspective. *Canadian Journal of Administrative Sciences, 37,* 383-395.

68. Epitropaki, O., & Turner, N. (2020). Gray zones in leadership and safety: Commentary on Katz-Navon, Kark, and Delegach (2020). *Academy of Management Discoveries, 6,* 142-145.

69. Granger, S., Neville, L., & Turner, N. (2020). Political knowledge at work: conceptualization, measurement, and applications to follower proactivity. *Journal of Occupational and Organizational Psychology, 93,* 431-471.

70. Lyubykh, Z., Hershcovis, M. S., & Turner, N. (2020). Understanding the role of affect in workplace aggression. In L.Q. Yang, R. Cropanzano, C. Daus, & V. Martinez-Tur (Eds.). *The Cambridge handbook of workplace affect* (pp. 270-283). Cambridge, UK: Cambridge University Press.

71. Stoesz, B., Chimney, K., Deng, C., Grogan, H., Menec, V., Piotrowski, C., Shooshtari, S., & Turner, N. (2020). Incidence, risk factors, and outcomes of non-fatal work-related injuries among older workers: A review of research from 2010-2019. *Safety Science, 126,* 104668.

72. Turner, N. (2020). Being there (or not). In A. Sharman (Ed.) *One Percent Safer* (pp. 228-229). Geneva: Maverick Eagle Press.

73. Turner, N., Deng, C., Barling, J., & Spencer, K. (2020). Differential mental health consequences of strikes and lockouts. *Canadian Journal of Behavioural Science, 52*, 149-153.

74. Turner, N., Tucker, S., & Deng, C. (2020). Revisiting vulnerability: Comparing young and adult worker safety voice intentions under different supervisory conditions *Accident Analysis & Prevention, 135,* 105372.

75. Casey, T.W., Turner, N., Hu, X., & Bancroft, K. (2021). Making safety training stickier: Towards a richer model of safety training transfer. *Journal of Safety Research, 78,* 303-313.

76. Goodbrand, P.T., Deng, C., Turner, N., Uggerslev, K.L., Gordon, J., Martin, K., & McClelland, C.R. (2021). Exploring safety knowledge sharing among novice and experienced workers. *Journal of Safety Research, 79,* 125-134.

77. Granger, S., Turner, N., & Grocutt, A. (2021). The next best safety dollar: Using evidence to decide how to invest in workplace safety. *Organizational Dynamics, 50,* 100774.

78. Gulseren, D., Lyubykh, Z., & Turner, N. (2021). Reimagining safety behaviors in light of COVID-19. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 14,* 214-216.

79. Gulseren, D.B., Turner, N., & Weinhardt, J.M. (2021). What makes ethics education effective? An umbrella review and evidence-led best practices. *Journal of Business Ethics Education, 18,* 5-24.

80. Lyubykh, Z., Turner, N., Barling, J., Reich, T.C., & Batten, S. (2021). Employee disability disclosure and managerial prejudices in the return to work context. *Personnel Review, 50,* 770-788.

81. Turner, N., Barling, J., Dawson, J.F., Deng, C., Parker, S.K., Patterson, M.G., & Stride, C.B. (2021). Human resource management practices and organizational injury rates. *Journal of Safety Research, 78,* 69-79.

82. Turner, N., Granger, S., Tucker, S., Deng, C., & Kelloway, E.K. (2021). Parents' work injuries and children's mental health: The moderating role of children's work centrality. *Journal of Safety Research, 77,* 61-66.

83. Wong, J.H.K., Turner, N., Kelloway, E.K., & Wadsworth, E. (2021). Tired, strained, and hurt: The indirect effect of negative affect on the relationship between poor quality sleep and work injuries. *Work & Stress, 35,* 153-170.

84. Barling, J., Weatherhead, J.G., Pupco, S., Turner, N., & Montgomery, A.W. (2022). Contextual, interpersonal, and personal predictors of young adults' affective-identity motivation to lead. *Leadership & Organization Development Journal, 43,* 1118-1139.

85. Deng, C., Gulseren, D., & Turner, N. (2022). How to match mentors and protégés for successful mentorship programs: A review of the evidence and recommendations for practitioners. *Leadership & Organization Development Journal, 43,* 386-403.

86. Granger, S., & Turner, N. (2022). Adapting, adopting, and advancing change: A framework for future research in the psychology of occupational safety. *Journal of Safety Research, 82,* 38-47.

87. Grocutt, A., Gulseren, D., Weatherhead, J.G., & Turner, N. (2022). Can mentoring programmes develop leadership? *Human Resource Development International, 25,* 404-414.

88. Lyubykh, Z., Bozeman, J., Hershcovis, M.S., Turner, N., & Shan, J.V. (2022). Employee performance and abusive supervision: The role of supervisor over-attributions. *Journal of Organizational Behavior, 43,* 125-145.

89. Lyubykh, Z., Dupré, K.E., Barling, J., & Turner, N. (2022). Retaliating against abusive supervision with aggression and violence: The moderating role of organizational intolerance of aggression. *Work & Stress, 36,* 164-182.

90. Lyubykh, Z., Gulseren, D., Premji, Z., Wingate, T.G., Deng, C., Bélanger, L.J., & Turner, N. (2022). Role of work breaks in well-being and performance: A systematic review and future research agenda. *Journal of Occupational Health Psychology, 27,* 470-487.

91. Lyubykh, Z., Gulseren, D., Turner, N., Barling, J., & Seifert, M. (2022). Shared transformational leadership and safety behaviours of employees, leaders, and teams: A multilevel investigation. *Journal of Occupational and Organizational Psychology, 95,* 431-458.

92. Deng, C., Gulseren, D., Isola, C., Grocutt, K., & Turner, N. (in press). Transformational leadership effectiveness: An evidence-based primer. *Human Resource Development International.*

93. Gulseren, D., Sayin, F.K., Turner, N., & Kelloway, E.K. (in press). Chronic pain and pain disability in the workplace: The next frontier for healthy and effective organizations. *Organizational Dynamics.*

94. Lyubykh, Z., Turner, N., Hershcovis, M.S., & Deng, C. (in press). A meta-analysis of leadership and employee safety: Examining relative importance, contingencies, and methodological moderators. *Journal of Applied Psychology.*

95. Nguyen, V.Q., Turner, N., Barling, J., Axtell, C.M., & Davies, S. (in press). Reconciling general and safety-specific transformational leadership: A paradox perspective. *Journal of Safety Research.*

96. Shooshtari, S., Menec, V., Stoesz, B., Bhojwani, D., Turner, N., & Piotrowski, C. (in press). Examining associations between work-related injuries and all-cause healthcare use among middle-aged and older workers in Canada using CLSA data. *Journal of Safety Research.*

97. Turner, N., Deng, C., Granger, S., & Dueck, P.M. (in press). Subjective invulnerability impacts young workers' safety voice. *Journal of Safety Research.*

98. Turner, N., Deng, C., Granger, S., Wingate, T.G., Shafqat, R., & Dueck, P.M. (in press). Young workers and safety: A critical review and future research agenda. *Journal of Safety Research.*

Publicly Available Technical Reports

1. Turner, N., & Tucker, S. (2010). *Young worker responses to workplace hazards.* Winnipeg, Manitoba: Workers Compensation Board of Manitoba.

https://www.safemanitoba.com/Page%20Related%20Documents/resources/microsoft_word_-young_workers_responses_to_workplace_hazards_draft_final_sept_3_2010.pdf

2. Tucker, S., & Turner, N. (2017). *Young worker responses to workplace hazards, responsibility for safety, and workplace injuries across time.* Winnipeg, Manitoba: Workers Compensation Board of Manitoba. https://www.wcb.mb.ca/sites/default/files/files/Young%20workers%20responses%20to%20hazards%20-%20final%20report%20(2).pdf

3. Goodbrand, P., McClelland, C., Turner, N., & Uggerslev, K. (2018). *Safety knowledge sharing in the culinary industry: An examination of employees' attitudes, intentions, and behaviours.* Winnipeg, Canada: Workers Compensation Board of Manitoba. https://www.wcb.mb.ca/sites/default/files/files/Safety%20knowledge%20sharing%20-%20final%20report%20-%20March%202023%20(final%20version)%20(002).pdf

4. Deng, C., Granger, S., Raby, S., & Turner, N. (2021). *Human resource management practices and work injury rates in Alberta small- and medium-sized firms.* [Technical report]. Edmonton, Canada: Government of Alberta, OHS Futures.

5. Stoesz, B.M., Shooshtari, S., Menec, V., Piotrowski, C., Bhojwani, D., & Turner, N. (2021). *Work-related injuries in middle-aged and older workers in Newfoundland and Labrador.* [Technical report]. St. John's, Canada: WorkplaceNL. Available at https://workplacenl.ca/site/uploads/2021/03/Work-Related-Injuries-in-Middle-Aged-and-Older-Workers-in-Newfoundland-and-Labrador.pdf

6. Turner, N., Granger, S., & Deng, C. (2022). *Work injuries and mental health*. [Technical report]. St. John's, Canada: WorkplaceNL.

Mass Media Publications

1. Turner, N. (1998, June 12). Dispatches from the summer job front. *The Toronto Star,* p. A24.

2. Turner, N. (2002). Queen's MSc in Management turns five. *Inquiry*, *31*, 24-25.

3. Barling, J., & Turner, N. (2005a). Transformational leadership and moral reasoning. *Canadian Business*, *78*, 12, 25.

4. Barling, J., & Turner, N. (2005b). Transformational leadership and moral reasoning. *Inquiry*, *37*, 15.

5. Turner, N. (2005). Perform for the king. Be kind to the fool. *Your Workplace Magazine*, *7*, *3*, 18-19.

6. Turner, N. (2007). Having coffee as sweet performance. *The University of Manitoba Bulletin*, *40*, 16, 4.

7. Turner, N. (2009). Do you really want to use that coupon you've clipped? *Marketplace*, *1*, 1, 34.

8. Turner, N. (2011). Bouncing ideas and floating control groups. *The Canadian Industrial & Organizational Psychologist*, *27*, 4, 10.

9. Turner, N. (2012). Scribble, Scribble, nibble, nibble. *The University of Manitoba Bulletin*, *45*, 16, 8.

10. Turner, N. (2017, 25 August). In the Trump age, is the word 'leadership' meaningless? *National Post.* Retrieved from http://nationalpost.com/pmn/news-pmn/in-the-trump-age-is-the-word-leadership-meaningless

11. Turner, N. (2017, 25 August). In the Trump age, is the word 'leadership' meaningless? *The Conversation.* Retrieved from https://theconversation.com/in-the-trump-age-is-the-word-leadership-meaningless-82724

12. Turner, N. (2017, 6 September). 'Leadership' a murky term in age of Trump. *Winnipeg Free Press.* Retrieved from https://www.winnipegfreepress.com/opinion/analysis/leadership-a-murky-term-in-age-of-trump-442833433.html

13. Turner, N. (2020, 8 October). Managers must listen to workers of all ages on COVID-19 safety. *The Conversation*. Retrieved from https://theconversation.com/managers-must-listen-to-workers-of-all-ages-on-covid-19-safety-146258

14. Gulseren, D., Sayin, F.K., Kelloway, E.K., & Turner, N. (2021, July 19). Leading employees in chronic pain. *Harvard Business Review.* Retrieved from https://hbr.org/2021/07/when-someone-on-your-team-has-chronic-pain?ab=hero-subleft-2

15. Lyubykh, Z., Bozeman, J., Turner, N., & Hershcovis, M.S. (2022, April 12). Abusive bosses often blame a worker's lack of effort for poor performance when it's their own biases that may be the problem. *The Conversation*. Retrieved from https://theconversation.com/abusive-bosses-often-blame-a-workers-lack-of-effort-or-care-for-poor-performance-when-its-their-own-biases-that-may-be-the-problem-172464

Conference Presentations

1. Parker, S.K., Axtell, C.M., & Turner, N. (1999, August). A commitment-oriented approach to promoting safe working: Evidence from a longitudinal study. In S.K. Parker & M.A. Griffin (Chairs), *Safety as a core management goal: Integrated approaches to improving safety.* Symposium at the 59th Annual Meeting of the Academy of Management, Chicago, IL.

2. Turner, N., & Barling, J. (1999, August). Moral reasoning and transformational leadership: An exploratory study. In J.A. Miles (Chair), *Current issues in the study of transformational leadership.* Symposium at the 59th Annual Meeting of the Academy of Management, Chicago, IL.

3. Williams, H.M., Parker, S.K., Turner, N., & Jackson, P.R. (1999, September). *Nesting organizational contexts within organizational contexts: The challenges of implementing teamworking.* Paper presented at the 3rd International Workshop on Teamworking, Surrey, UK.

4. Wood, S.J., Turner, N., Lasaosa, A., Barling, J., & Parker, S.K. (2000, March). HRM and safety. In T. Keenoy (Chair), *"What about the workers?" Employee perspectives on HRM.* Symposium at BUIRA HRM Study Group Conference, London, UK.

5. Turner, N., & Parker, S.K. (2000, April). Beyond compliance: Promoting active safety involvement through work design. In N. Turner & S.K. Parker (Chairs), *"Organizations care about safety; why don't we?": Integrating safety into I/O research.* Symposium at the 15th Annual Society for Industrial and Organizational Psychology conference, New Orleans, LA.

6. Williams, H.M., Turner, N., & Parker, S.K. (2000, August). The compensatory role of transformational leadership in promoting safety behaviors. In N. Turner & A. Zacharatos (Chairs), *"Taking the lead on safety": The role of leadership in improving occupational safety.* Symposium at the 60th Annual Meeting of the Academy of Management, Toronto, Canada.

7. Wood, S.J., Turner, N., Lasaosa, A., Barling, J., & Parker, S.K. (2000, August). Organizational practices and safety performance: An exploratory study. In N. Turner & J. Barling (Chairs), *New perspectives on HRM and performance.* Symposium at the 60th Annual Meeting of the Academy of Management, Toronto, Canada.

8. Walls, M., Chmiel, N., & Turner, N. (2001, February). Forming roles and fixing rails: Work characteristics, supervisory safety climate, and safety role breadth. In R. Flin (Chair), *Deconstructing safety climates.* Symposium at the British Psychological Society's Centenary Conference, Glasgow, UK.

9. Carter, A.J., Turner, N., Unsworth, K.L., & Ibberson, F. (2001, May). *Teams are good at lots of things: A field study of teamworking in a health care organization.* Paper presented at the 10th European Congress of Work and Organizational Psychology, Prague, Czech Republic.

10. Parker, S.K., Axtell, C.M., & Turner, N. (2001, June). Designing a safer workplace: Importance of job autonomy, communication quality, and supportive supervisors. In A. Neal & M.A. Griffin (Chairs), *High performance systems: Can they be safe?* Symposium at the 4th National Organizational and Industrial Psychology Conference, Sydney, Australia.

11. Gardner, C., & Turner, N. (2002, March). *Spaces for voices: A narrative of teaching outside our disciplines.* Poster presented at the Psychology Learning and Teaching Conference (PLAT), York, UK.

12. Turner, N. (2002, July). Safely leading the line? Discussant on S.J. Yule & R. Flin (Chairs), *Leading the line: Recent advances in safety leadership research.* Symposium at the 25th International Congress of Applied Psychology, Singapore.

13. Turner, N., Parker, S.K., & Williams, H.M. (2002, August). Self-managing teams and workplace safety: An employee-level investigation. In G. Chen & D.A. Hofmann (Chairs), *Safety in the new millennium: Multilevel examination of safety in organizations.* Symposium at the 62nd Annual Meeting of the Academy of Management, Denver, CO.

14. Grote, G., Turner, N., & Wall, T.D. (2003, March). The uncertain relationship between autonomy and safety. In D. Elisburg (Chair), *Occupational safety.* Symposium at the 5th APA/NIOSH Work, Stress, and Health conference, Toronto, Canada.

15. Turner, N., & Parker, S.K. (2003, March). The effect of teamwork on safety processes and outcomes. In N. Turner & E.K. Kelloway (Chairs), *Psychosocial factors and safety: Making sense of the latest research.* Symposium at the 5th APA/NIOSH Work, Stress, and Health conference, Toronto, Canada.

16. Turner, N. (2003, April). *Seeking safety with others: Understanding the effects of teamwork on safety.* Paper presented at the Industrial Accident and Prevention Association (Health & Safety Canada 2003) Conference and Trade Show, Toronto, Canada.

17. Williams, H.M., Parker, S.K., & Turner, N. (2003, June). The interactive effect of surface- and deep-level dissimilarity in predicting within-team perspective taking. In C. C. Collins (Chair), *Creating effective teams through closer attention to cognitive and motivational outcomes.* Symposium at the 5th Australian Industrial and Organizational Psychology Conference, Melbourne, Australia.

18. Tennant, S.J., & Turner, N. (2003, August). "As far as is reasonably practicable": Safety discourse among three enmeshed organizations. In N. Turner (Chair). *Socially constructing safety: Do accidents speak louder than words?* Symposium at the 63rd Annual Meeting of the Academy of Management, Seattle, WA.

19. Sivanathan, N., Arnold, K.A., Turner, N., & Barling, J. (2003, September). *Lead well to be well: Transformational leadership and well-being.* Poster presented at the 2nd International Positive Psychology Summit, Washington D.C., USA.

20. Turner, N. (2004, January). By accident or design? The effects of work design on employee safety. In N. Turner (Chair). *Seeking safety with others: An international symposium on the psychology of workplace safety.* Invited symposium at the British Psychological Society's Occupational Psychology Conference, Stratford, UK.

21. Sivanathan, N., Barling, J., & Turner, N. (2004, January). Transformational leadership and employee safety: A quasi-experiment. In N. Turner (Chair). *Seeking safety with others: An international symposium on the psychology of workplace safety.* Invited symposium at the British Psychological Society's Occupational Psychology Conference, Stratford, UK.

22. Parker, S.K., Williams, H.M., & Turner, N. (2004, June). *An optimistic perspective: How employees' self-efficacy and role orientations can be enhanced through organizational intervention.* Paper presented at the 2nd European Conference on Positive Psychology, Verbania Pallanza, Italy.

23. Hershcovis, M.S., Turner, N., Barling, J., Arnold, K.A., Dupré, K.E., Inness, M., LeBlanc, M.M., & Sivanathan, N. (2004, August). Predictors of workplace aggression: A meta-analysis. In J. H. Neuman (Chair). *Predicting workplace aggression and anger.* Paper presented at the 64th Annual Meeting of the Academy of Management, New Orleans, LA.

24. Tucker, S., Barling, J., & Turner, N. (2005, April). *Tough calls: Apologies and transformational leadership.* Poster presented at the 19th Annual Society for Industrial and Organizational Psychology meetings, Los Angeles, CA.

25. Chmiel, N., Turner, N., & Walls, M. (2005, May). *Safety citizenship and work characteristics: Job demand and job control.* Paper presented at the 12th European Congress of Work and Organizational Psychology, Istanbul, Turkey.

26. Turner, N., Chmiel, N., & Walls, M. (2005, June). Railing for safety. *Job demands, job autonomy, and employee attitudes towards improving safety.* Poster presented at the Association of Workers' Compensation Board of Canada's 2005 Public Forum, Vancouver, Canada.

27. Dupré, K.E., Barling, J., & Turner, N. (2005, August). Personal and situational predictors of aggression: A within-person analysis. In K.E. Dupré (Chair). *New directions in workplace aggression research.* Paper presented at the 65th Annual Meeting of the Academy of Management, Honolulu, HI.

28. Barling, J., Kelloway, E.K., Turner, N., Sivanathan, N., & Loughlin, C.A. (2005, August). Leading others to well-being: Direct and indirect effects of transformational leadership. In C. Mason, S.K. Parker, & M.A. Griffin (Chairs). *Transformational leadership: From leader interventions to team outcomes.* Paper presented at the 65th Annual Meeting of the Academy of Management, Honolulu, HI.

29. Sivanathan, N., Turner, N., & Barling, J. (2005, August). Effects of transformational leadership training on employee safety performance: A quasi-experiment. In J. Cordery (Chair). *Health, safety, and well-being in the workplace.* Paper presented at the 65th Annual Meeting of the Academy of Management, Honolulu, HI. (In Best Paper proceedings)

30. Arnold, K.A., Barling, J., & Turner, N. (2006, March). Transformational leadership and psychological well-being: The mediating role of meaningful work. In P. L. Perrewé (Chair). *Transformational leadership and occupational health.* Paper presented at the 6th Work, Stress, and Health conference, Miami, FL.

31. Turner, N., Hershcovis, S.M., Totterdell, P.A., & Harte, A. (2006, March). *Work-family conflict, psychological distress, and workplace injuries.* Poster presented at the 6th Work, Stress, and Health conference, Miami, FL.

32. Tucker, S., Turner, N., Chmiel, N., Stride, C.B., & Sarma, K. (2006, April). *Do accidents speak louder than words? Predictors of safety-specific voice.* Poster presented at Industrial Accident and Prevention Association (Health & Safety Canada 2006) Conference and Trade Show, Toronto, Canada.

33. Carson, J., Barling, J., & Turner, N. (2006, May). *Group alcohol climate, alcohol consumption, and student performance.* Poster presented at the 18th Annual Convention of the Association for Psychological Science, New York, NY.

34. Christie, A., Barling, J., & Turner, N. (2006, May). *Pseudo-transformational leadership: Towards the development and test of a model.* Poster presented at the 18th Annual Convention of the Association for Psychological Science, New York, NY.

35. Dupré, K.E., Barling, J., & Turner, N. (2006, May). *The role of perceptions of organizational sanctions in the prevention of aggression.* Poster presented at the 18th Annual Convention of the Association for Psychological Science, New York, NY.

36. Inness, M.L., Barling, J., Rogers, K., & Turner, N. (2006, May). *The impact of tobacco tax changes on attempts to quit smoking.* Poster presented at the 18th Annual Convention of the Association for Psychological Science, New York, NY.

37. Tucker, S., Turner, N., Barling, J., & McEvoy, M. (2006, May). *Interpersonal influences on teenagers' hostile aggression: A prospective study of ice hockey.* Poster presented at the 18th Annual Convention of the Association for Psychological Science, New York, NY.

38. Dupré, K.E., Barling, J., & Turner, N. (2006, June). *The progression of aggression: A longitudinal analysis of aggression directed at workplace supervisors.* Poster presented at the SafetyNet/Canadian Association for Research on Work and Health conference ("Research on Workplace Health and Safety: From the Core to the Margins"), St. John's, Newfoundland, Canada.

39. Turner, N., Barling, J., Dawson, J.F., Stride, C.B., Wall, T.D., Parker, S.K., Patterson, M.G., & West, M.A. (2006, June). *Human resource practices and safety performance.* Poster presented at the SafetyNet/Canadian Association for Research on Work and Health conference ("Research on Workplace Health and Safety: From the Core to the Margins"), St. John's, Newfoundland, Canada.

40. Christie, A., Barling, J., & Turner, N. (2006, August). Pseudo-transformational leadership: Towards the development and test of a model. In K. Campbell (Chair). *Understanding transformational leadership.* Paper presented at the 66th Annual Meeting of the Academy of Management, Atlanta, GA.

41. Dupré, K.E., Barling, J., & Turner, N. (2006, November). *Anger, injustice, and the target of aggression.* Poster presented at the 7th European Academy of Occupational Health Psychology, Dublin, Ireland.

42. Inness, M., Barling, J., & Turner, N. (2006, November). *Predicting workplace safety behaviors: A within-person, between-jobs design.* Poster presented at the 7th European Academy of Occupational Health Psychology, Dublin, Ireland.

43. Tucker, S., Chmiel, N., Turner, N., Hershcovis, M.S., Stride, C.B. (2006, November). *Do accidents speak louder than words? Predicting safety voice in the workplace.* Poster presented at the 7th European Academy of Occupational Health Psychology, Dublin, Ireland.

44. Turner, N., Parker, S.K., Williams, H.M., & Grote, G. (2006, November). *Team empowerment, production uncertainty, and workplace injuries.* Poster presented at the 7th European Academy of Occupational Health Psychology, Dublin, Ireland.

45. Turner, N., Hershcovis, M.S., Totterdell, P.A., & Harrison, A. (2006, November). *Work-family conflict, psychological distress, and workplace injuries.* Poster presented at the 7th European Academy of Occupational Health Psychology, Dublin, Ireland.

46. Inness, M., Barling, J., & Turner, N. (2007, April). Situation and person predictors of workplace safety behaviors: A within-person, between-jobs design. In S. Ohly & C. Fritz (Chairs). *Job demands and performance: Examining creativity, innovation and initiative.* Paper presented at the 21st Annual Society for Industrial and Organizational Psychology meetings, New York, NY.

47. Tucker, S., & Turner, N. (2007, April). *Exit, voice, loyalty, and neglect in the domain of workplace safety.* Poster presented at Industrial Accident and Prevention Association (Health & Safety Canada 2007) Conference, Toronto, Canada.

48. Hoption, C.B., Barling, J., & Turner, N. (2007, May). *Transformational leadership and humor.* Poster presented at the 19th Annual Convention of the Association for Psychological Science, Washington, DC.

49. Turner, N., Barling, J., Kelloway, E.K., Sivanathan, N., & Loughlin, C.A. (2007, May). Leading others to well-being: Direct and indirect effects of transformational leadership. In J. Barling (Chair). *New developments in work and well-being.* Paper presented at the 13th European Congress of Work and Organizational Psychology, Stockholm, Sweden.

50. Turner, N., Chmiel, N., Hershcovis, M.S., & Walls, M. (2007, May). Life on the line: Role demands, interpersonal support for safety, and hazardous events. In N. Chmiel (Chair). *Safety climate – what else?* Paper presented at the 13th European Congress of Work and Organizational Psychology, Stockholm, Sweden.

51. Tucker, S. & Turner, N. (2007, May). Exit, voice, loyalty, and neglect in the domain of workplace safety. In N. Chmiel (Chair). *Safety climate – what else?* Paper presented at the 13th European Congress of Work and Organizational Psychology, Stockholm, Sweden.

52. Simola, S.K., Barling, J., & Turner, N. (2007, August). Relationship between transformational leadership and moral problem solving orientation. In D.M. Mayer (Chair). *New developments in ethical leadership: Multilevel and international perspectives.* Paper presented at the 67th Annual Meeting of the Academy of Management, Philadelphia, PA.

53. Barling, J., Turner, N., Kelloway, E.K., Sivanathan, N., & Loughlin, C.A. (2008, January). Transformational leadership and employee well-being. In J. Barling (Chair). *New directions in work and well-being.* Paper presented at the British Psychological Society's Division of Occupational Psychology Conference, Stratford-upon-avon, UK.

54. Turner, N., Hershcovis, M.S., Totterdell, P.A., & Harrison, A. (2008, January). Work-family conflict, psychological distress, and workplace injuries. In J. Barling (Chair). *New directions in work and well-being.* Paper presented at the British Psychological Society's Division of Occupational Psychology Conference, Stratford-upon-avon, UK.

55. Tucker, S., Turner, N., & Fleck, S.J. (2008, March). Taking care: Relational motivation and proactive safety behavior. In P. Chen (Chair). *Workplace safety and health: New developments in the conceptualization of safety climate.* Paper presented at the 7th International Conference on Occupational Stress and Health, Washington DC, USA.

56. Christie, A.M., Barling, J., & Turner, N. (2008, May). *Attitudinal and behavioral outcomes of pseudo-transformational leadership.* Poster presented at the 20th Annual Convention of the Association for Psychological Science, Chicago, IL.

57. Tucker, S., & Turner, N. (2008, May). A short history of Albert Hirschman's ideas in organizational research. In W.H. Cooper (Chair). *Voice and loyalty.* Paper presented at the 51st Annual Conference of the Administrative Sciences Association of Canada, Halifax, Canada.

58. Williams, H.M., Parker, S.K., & Turner, N. (2008, June). Exploring the antecedents of team proactivity. In C.G. Collins (Chair). *Teamwork, Performance and Well-Being.* Paper presented at the Work, Well-being and Performance: New Perspectives for the Modern Workplace, Sheffield, UK

59. Turner, N. (2008, June). *Making a difference with health care research: Focus on evidence-based outcomes.* Symposium chair at the Work, Well-being and Performance: New Perspectives for the Modern Workplace, Sheffield, UK.

60. Barling, J., Turner, N., Dezan, H., & Carroll, A.E. (2008, August). Structure and correlates of apologies from leaders in organizations. In L. Erskine (Chair). *Leader behaviors.* Paper presented at the 68th Annual Meeting of the Academy of Management, Anaheim, CA.

61. Inness, M., Barling, J., & Turner, N. (2008, November). *Transformational leadership and safety performance: The mediating role of meaningful work.* Poster presented at the 8th European Academy of Occupational Health Psychology, Valencia, Spain.

62. Litz, R.A., & Turner, N. (2009, April). *Sins of the father's firm: The dilemma of inherited unethicality in family business.* Poster presented at the 5th Annual Family Enterprise Research Conference, Winnipeg, Canada.

63. Inness, M., Barling, J., & Turner, N. (2009, August). Transformational leadership and employee safety performance: Context specificity or spillover? In S. Nichols (Chair). *Predicting safety outcomes.* Paper presented at the 117th Annual Convention of the American Psychological Association, Toronto, Canada.

64. Arnold, K.A., Dupré, K.E., Hershcovis, M.S., & Turner, N. (2009, October). *Perpetrators of workplace aggression: Investigating sex, power and type of aggression.* Poster presented at New Directions in Health Research on Sex and Gender, St. John's, Newfoundland, Canada.

65. Bruning, P.F., & Turner, N. (2009, November). *Transformational leadership and team affective well-being: A moderation model.* Poster presented at Work, Stress, and Health 2009: Global Concerns and Approaches, San Juan, PR.

66. Tucker, S., & Turner, N. (2009, November). *Young worker responses to declining safety: A focus group study.* Poster presented at Work, Stress, and Health 2009: Global Concerns and Approaches, San Juan, PR.

67. Tucker, S., & Turner, N. (2009, November). New measures for assessing young worker safety behaviour. In E.K. Kelloway (Chair). *Measurement of risk factors.* Paper presented at Work, Stress, and Health 2009: Global Concerns and Approaches, San Juan, PR.

68. Turner, N., Barling, J., Reich, T.C., & Batten, S. (2009, November). *Managerial prejudices against type of employee disability in return-to-work accommodation.* Poster presented at Work, Stress, and Health 2009: Global Concerns and Approaches, San Juan, PR.

69. Turner, N., Bruning, P.F., Hershcovis, M.S., Sung, F., Li, C., & Chen, K. (2009, November). *Adding insult to injury: Experience of workplace injury, lack of interpersonal support, and subsequent psychological distress.* Poster presented at Work, Stress, and Health 2009: Global Concerns and Approaches, San Juan, PR.

70. Braaksma, B., Dakshinamurti, G., Turner, N., & De Jaeger, A. (2010, March). *Testing conventional wisdom with evidence-based management: The role of information literacy.* Paper presented at Librarians Information Literacy Annual Conference, Limerick, Ireland.

71. Tucker, S., & Turner, N. (2010, March). *Young workers' responses to workplace hazards.* Paper presented at the 2010 WCB Saskatchewan Comp Institute, Regina, Saskatchewan, Canada.

72. Turner, N., Stride, C. B., Carroll, A. E., McCaughey, D., & Carter, A. J. (2010, March). *Job demands-control-support model and employee safety performance.* Poster presented at the 9th Conference of the European Academy of Occupational Health Psychology, Rome, Italy.

73. Tucker, S., & Turner, N. (2010, May). Newcomer responses to declining workplace safety: A policy-capturing study with random assignment. In H. MacDonald (Chair). *Organizational behaviour methods.* Paper presented at 53rd Annual Conference of the Administrative Sciences Association of Canada, Regina, SK.

74. Turner, N., Barling, J., Dawson, J.F., Stride, C.B., Wall, T.D., Parker, S.K., Patterson, M.G., & West, M.A. (2010, May). Human resource management practices and workplace injury rates. In Y. Yanadori (Chair). *Management of the employment relationship.* Paper presented at 53rd Annual Conference of the Administrative Sciences Association of Canada, Regina, SK.

75. Braaksma, B., Dakshinamurti, G., Turner, N., & De Jaeger, A. (2010, June). *Testing conventional wisdom with evidence-based management: The role of information literacy.* Paper presented at LOEX-of-the-West, Calgary, Canada.

76. Tucker, S., & Turner, N. (2010, June). Predictors of injuries among teenaged workers: A longitudinal study. In L.H.M. de Witte & R.A. Karasek (Chairs). *Job insecurity and temporary work.* Paper presented at the 4th ICOH-WOPS Conference on Psychosocial Factors at Work, Amsterdam, The Netherlands.

77. Turner, N. (2010, June). Discussant's remarks. In N. Turner & S. Clarke (Eds.) *Psychology of workplace safety: UK-based research developments.* Symposium presented at the 2nd Biennial Institute of Work Psychology Conference on Work, Well-being, and Performance, Sheffield, UK.

78. Turner, N. (2010, June). Safe by design? The role of empowerment in employee safety. In N. Fassina (Chair). *Managing talent to make a difference.* Invited symposium at the 71st Annual Convention of the Canadian Psychological Association, Winnipeg, Canada.

79. Stride, C.B., Turner, N., Reich, T.C., Clegg, C.W., & Murphy, P. (2010, June). *Which negative safety events predict employee barriers to safe working?* Poster presented at the 2nd Biennial Conference of Work, Well-being, and Performance, Sheffield, UK.

80. Turner, N. (2010, June). Chair. *Safety*. Symposium presented at the 2nd Biennial Institute of Work Psychology Conference on Work, Well-being, and Performance, Sheffield, UK

81. Turner, N., Parker, S.K., Williams, H.M., & Grote, G. (2010, July). Team empowerment, production uncertainty, and workplace injuries. In H.P.N. Hughes and C.W. Clegg (Chairs). *New and emerging issues in the study of work teams.* Paper presented at the 3rd International Conference on Applied Human Factors and Ergonomics, Miami, FL.

82. Inness, M., Turner, N., Barling, J., & Stride, C.B. (2010, August). Transformational leadership and employee safety performance: A within-person, between-job design. In E.K. Kelloway (Chair). *Leadership and well-being.* Paper presented at the 70th Annual Meeting of the Academy of Management, Montréal, Canada.

83. Simola, S.K., Barling, J., & Turner, N. (2010, August). Transformational leadership and level of care reasoning. In J. Crotty (Chair). *Ethical climate and ethical leadership.* Paper presented at the 70th Annual Meeting of the Academy of Management, Montréal, Canada.

84. Tucker, S., & Turner, N. (2010, August). Exit and voice behavior of active and passive loyalists in an occupational safety context. In S.L. Wheeler-Smith (Chair). *Employee voice behavior.* Paper presented at the 70th Annual Meeting of the Academy of Management, Montréal, Canada.

85. Turner, N., Bruning, P.F., Hershcovis, M.S., Sung, F., Li, C., & Chen, K. (2011, April). Adding insult to injury: Experience of workplace injury, dissatisfaction with co-workers, and subsequent psychological distress. In S. DeArmond & G. Adams (Chairs). *Occupational stress and safety: Products of a research collision.* Paper presented at the 26th Annual Society for Industrial and Organizational Psychology conference, Chicago, IL.

86. Aghakhani, H., Main, K., & Turner, N. (2011, May). *You're shady: The effect of pupil obscuration on consumers' perceived trust.* Paper presented at the Rupert's Land Consumer Behaviour Symposium, Regina, SK.

87. Litz, R., & Turner, N. (2011, August). Sins of the father's firm: Exploring responses to ethical dilemmas in family business. In M. Singal (Chair). *It's all in the family: New research on*

management and strategy. Paper presented at 71st Annual Meeting of the Academy of Management, San Antonio, TX.

88. Aghakhani, H., Main, K., & Turner, N. (2011, October). *You're shady: The effect of pupil obscuration on consumers' perceived trust.* Poster presented at the Annual North American Conference of the Association of Consumer Research conference, St. Louis, MO.

89. Turner, N., Grote, G., Dawson, J.F., Dueck, P.M., & Caldwell, K. (2012, April). Autonomy, task uncertainty, and injuries: A model using meta-ethnographic data. In N. Turner & S. Conchie (Chair). *Psychology of workplace safety.* Paper presented at the 10th Conference of the European Academy of Occupational Health Psychology, Zurich, Switzerland.

90. Turner, N., (2012, June). Discussant's comments. In K. Mearns (Chair). *Motivating for safety: Maintaining and promoting safety performance in uncertain times.* Symposium presented at the 3rd Biennial Institute of Work Psychology Conference on Work, Well-being, and Performance, Sheffield, UK

91. Turner, N., Barling, J., Sasaki, S., & Spencer, K. (2012, June). *Some psychological consequences of strikes and lock-outs: The nature of the resolution makes a difference.* Poster presented at the 3rd Biennial Conference of Work, Well-being, and Performance, Sheffield, UK.

92. Hershcovis, M.S., Turner, N., Reich, T.C., & Christie, A.M. (2012, July). Observer reactions towards perpetrators and targets of abusive supervision. In J. Barling (Chair). *Advancing dignity and safety at work.* Paper presented at the 30th International Congress of Psychology, Cape Town, South Africa.

93. Tucker, S., Diekrager, D., Turner, N., & Kelloway, E.K. (2012, July). Safety behaviours and injury under-reporting among young workers in Canada. In J. Barling (Chair). *Advancing dignity and safety at work.* Paper presented at the 30th International Congress of Psychology, Cape Town, South Africa.

94. Litz, R., & Turner, N. (2013, March). *Wicked problems and the family firm: Exploring student perceptions of a succession decision in Per Fly's 'The Inheritance'.* Paper presented at Hickson Research Day, Winnipeg, Canada

95. Inness, M., Kelloway, E.K., Barling, J., & Turner, N. (2013, May). Loving one's job: A within-person, across-jobs approach. In E.K. Kelloway (Chairs). *A love/hate relationship with the job.* Paper presented at Work, Stress and Health 2013: Protecting and Promoting Total Worker Health, Los Angeles, CA.

96. Litz, R., Rau, S., & Turner, N. (2013, July). Responding to inherited dilemmas in family firms: A replication and cultural extension. In A. Calabro (Chair). *Family culture and ethics.* Paper presented at the International Family Enterprise Research Academy, St. Gallen, Switzerland.

97. Litz, R., Turner, N., Brundin E., & Von Schlippe, A. (2013, July). Wicked problems and the family firm: Exploring student perceptions of a succession decision in Per Fly's 'The Inheritance'. In M. Rautiainen (Chair) *Succession in family firms.* Paper presented at the International Family Enterprise Research Academy, St. Gallen, Switzerland.

98. Morrish, J., Tucker, S., Turner, N., Groff, P., Smith, V., & Kelloway, E.K. (2013, November). *Social influences on injuries and risk taking behaviours of unemployed youth participating in the Passport to Safety program.* Paper presented at the Canadian Injury Prevention and Safety Promotion conference, Montreal, PQ.

99. Pek, S., Tucker, S., Turner, N., Morrish, J., & Kelloway, E.K. (2014, April). Interpersonal influences and young adults' risk-taking behaviours at work. In S. Johnson (Chair). *Safety Culture and Climate II.* Paper presented at the 11th Conference of the European Academy of Occupational Health Psychology, London, UK.

100.Sekundiak, M., Hershcovis, M.S., Christie, A.M., Reich, T.C., Cortina, L.M., Turner, N. & McAmmond, S. (2014, May). Observing workplace aggression: Effects of observer power on incivility intervention. In J. Bunk & M.S. Hershcovis (Chairs). *Explaining reactions to workplace incivility: A collection of mediators.* Paper presented at the 29th Annual Society of Industrial and Organizational Psychology conference, Honolulu, HI.

101.Turner, N. (2014, May). Human resource management and workplace safety: Analyzing meta-ethnographic data. In A. Krauss & T. Casey (Chairs). *Widening the safety lens by exploring macro-organizational factors.* Paper presented at the 29th Annual Society for Industrial and Organizational Psychology conference, Honolulu, HI.

102.Tucker, S., & Turner, N. (2014, June). Having ideas about safety, speaking up about them, and future workplace injuries. In K. Unsworth (Chair). *To boldly go: Pushing creativity across other frontiers.* Paper presented at the 4th Biennial Conference of Work, Well-being, and Performance, Sheffield, UK.

103.Turner, N., Hershcovis, M.S., Reich, T.C., & Totterdell, P.A. (2014, June). *Work-family interference, psychological distress, and workplace injuries.* Paper presented at the 4th Biennial Conference of Work, Well-being, and Performance, Sheffield, UK.

104.Bruning, P.F., & Turner, N. (2016, April). Transformational leadership and group affective tone: The roles of leaders' psychological well-being and group potency. In E.K. Kelloway (Chair). *Leading toward well-being.* Paper presented at the 12th Conference of the European Academy of Occupational Health Psychology, Athens, Greece.

105.Granger, S., Neville, L., & Turner, N. (2016, April). *Reciprocal leadership: How political knowledge facilitates proactivity.* Poster presented at Hickson Research Day, Winnipeg, Canada.

106.Turner, N. (2016, April). Psychology of workplace safety. In R. Schulz (Chair), *Business schools and Minerva – The gaps and bridges; what else could be done?* Invited symposium at Minerva Learning Forum, Calgary, AB.

107.Bruning, P.F., Turner, N., & Lin, H. (2016, May). Indirect social influence of transformational leadership on employee outcomes: The roles of leader and workgroup psychological well-being. In E.K. Kelloway (Chair), *Mental health in the workplace.* Invited symposium at the 28th Annual Convention of the Association for Psychological Science, Chicago, IL.

108. Pek, S., Tucker, S., Turner, N., Kelloway, E.K., & Morrish, J. (2016, June). *Injunctive safety norms, young worker risk-taking behaviors, and workplace injuries.* Poster presented at the 5th Biennial Conference of Work, Well-being, and Performance, Sheffield, UK.

109. Stackhouse, M., & Turner, N. (2016, June). Safety climate facets and system safety effectiveness: The roles of management commitment to safety and co-worker disengagement with safety. In M. Mullaly (Chair), *Organizational behaviour 2.* Paper presented at 59th Annual Conference of the Administrative Sciences Association of Canada, Edmonton, AB.

110. Turner, N. (2016, June). *An organizational-level analysis of human resource management practices and workplace injury rates: A meta-ethnographic approach.* Poster presented at the 77th Annual Convention of the Canadian Psychological Association, Victoria, BC.

111. Granger, S., Neville, L., & Turner, N. (2016, August). Taking note: The development of the Follower Political Knowledge scale. In A. Wihler (Chair), *Politics in organizations.* Symposium at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.

112. Dumaisnil, A., Weinhardt, J., & Turner, N. (2017, April). *Consuming leadership: Examining effects of inspirational leadership quotes.* Poster presented at the 32nd Annual Conference of the Society of Industrial/Organizational Psychology, Orlando, FL.

113. Bruning, P.F., Turner, N., & Lin, H. (2017, May). A multi-level examination of transformational leadership and indirect social influence. In E. Carleton & J. Barling (Chairs), *Leadership and management: Outcomes of constructive/destructive leadership.* Symposium at the 17th European Congress of Work and Organizational Psychology, Dublin, Ireland.

114. Dumaisnil, A., Weinhardt, J., & Turner, N. (2017, May). *Do leadership quotes matter? An exploration into the romance of leadership in organizations.* Poster presented at the 17th European Congress of Work and Organizational Psychology, Dublin, Ireland.

115. Granger, S., Turner, N., Bruning, P.F., Hershcovis, M.S. (2017, May). Adding insult to injury: Experience of workplace injury, lack of interpersonal support, and subsequent physical distress. In I. Inceoglu (Chair), *Leadership and health: Perspectives of leaders and employees.* Symposium at the 17th European Congress of Work and Organizational Psychology, Dublin, Ireland.

116. Granger, S., Turner, N., Tucker, S., & Shafqat, R. (2017, June). *Young workers and occupational safety.* Poster presented at the 12th International Conference on Occupational Stress and Health, "Work, Stress and Health 2017: Contemporary Challenges and Opportunities", Minneapolis, MN.

117. Turner, N., Reich, T.C., Barling, J., & Batten, S. (2017, June). *Employee disability and managerial prejudices in accommodating graduated return to work.* Poster presented at the 12th International Conference on Occupational Stress and Health, "Work, Stress and Health 2017: Contemporary Challenges and Opportunities", Minneapolis, MN.

118. Weatherhead, J., Barling, J., & Turner, N. (2017, August). Growing up poor limits later leadership quality. In R. Purvanova (Chair). *Examining the under-examined: How economic*

status, social class, and low wages impact employees. Symposium at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.

119. Turner, N. (2017, October). Being there (or not): Early Tavistock research on work accidents in understanding the importance of job quality. In P.K. Edwards (Chair), *Can, and should, social science contribute to better quality jobs? A 70-year retrospect and prospect.* Symposium presented at Human Relations 70th Anniversary Workshop, London, UK.

120. Dumaisnil, A., Weinhardt, J., & Turner, N. (2018, January). *Leadership quotes in organizations: An exploration of the effects of popular leadership.* Poster presented at the 4th Israel Organizational Behavior Conference, Tel Aviv, Israel.

121. Bozeman, J., Shan, J.V., Hershcovis, M.S., & Turner, N. (2018, March). *Supervisor attributions: Linking employee performance and abusive supervision.* Poster presented at the 3rd International Conference on Attribution Theory, Tallahassee, FL.

122. Bozeman, J., Shan, J.V., Hershcovis, M.S., & Turner, N. (2018, April). Supervisor attributions: Linking employee performance and abusive supervision. In K. Robotham & L. Cortina (Chairs), *New insights and solutions to workplace mistreatment.* Symposium presented at 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

123. Granger, S., Turner, N., Hershcovis, M.S., & Bruning, P.F. (2018, April). *Consequences of work injuries on mental health among hospital personnel.* Poster presented at 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

124. Stackhouse, M., & Turner, N. (2018, April). Safety climate, co-worker engagement & safety effectiveness. In A. Neal (Chair), *Augmenting safety climate theory: Mediators and moderators.* Symposium presented at 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

125. Cloutier, A., Barling, J., & Turner, N. (2018, May). *Inter-partner violence and work outcomes: The moderating role of instrumental and emotional support.* Poster presented at the 30th American Psychology Society Convention, San Francisco, CA.

126. Carleton, E., & Turner, N. (2018, June). *Preventative health behaviours as personal resources in job demands-physical health.* Poster presented at the 29th International Congress of Applied Psychology, Montreal, PQ.

127. Inness, M., Turner, N., Kelloway, E.K., Barling, J., & Bygrave, C.E. (2018, June). Take this job and love it! The nature and measurement of the love of one's job. In G.P. Latham (Chair). *Mental health in the workplace.* Symposium presented at the 29th International Congress of Applied Psychology, Montreal, PQ.

128. Turner, N., Tucker, S., & Deng, C. (2018, June). *Supervisor safety commitment and employee safety voice intentions: Young workers and adult workers react differently.* Poster presented at the 6th Biennial Conference of Work, Well-being, and Performance, Sheffield, UK.

129. Wong, J., Turner, N., & Kelloway, E.K. (2018, June). Tired, sad, and hurt: Affect mediates the relationship between poor sleep and work injuries. In J. Wong (Chair). *Pursuing well-being: Organizational research on a multidimensional construct.* Symposium presented at the 6th Biennial Conference of Work, Well-being, and Performance, Sheffield, UK.

130. Turner, N. (2018, August). Panelist. In A.K. Schopf & J. Stouten (Chairs). *Leadership and safety in high-risk environments: Integration and development of a research agenda.* Symposium at the 78th Annual Meeting of the Academy of Management, Chicago, IL.

131. Goodbrand, P.T., McClelland, C.R., Turner, N., & Uggerslev, K.L. (2018, September). Safety knowledge sharing: On enacting safety climate among novice and more experienced workers. In S. Clarke (Chair). *Safety climate and safety culture.* Paper presented at the 13th European Academy of Occupational Health Psychology Conference, Lisbon, Portugal.

132. Granger, S., Turner, N., Barling, J., Akers, A., & Beiko, D. (2018, September). Leadership in the operating room: How surgeon involvement and elevation relate to surgical team and patient outcomes. In S. Granger (Chair). *Leadership and occupational safety and health.* Paper presented at the 13th European Academy of Occupational Health Psychology Conference, Lisbon, Portugal.

133. Deng, C., Turner, N., & Mantel, R. (2019, January). Human resource management practices and organizational injury rates: A meta-ethnographic study. In N. Turner (Chair). *HRM, climate, health and safety, and employers' associations.* Paper presented at the 3rd HR Division International Conference, Dublin, Ireland.

134. Belanger, L., Turner, N., Lyubykh, Z., & Premji, Z. (2019, May). During work breaks of knowledge workers: A systematic review. In L. Belanger (Chair). *Health promotion.* Symposium presented at the 19th European Congress of Work and Organizational Psychology, Turin, Italy.

135. Bozeman, J., Lyubykh, Z., Hershcovis, M.S., Turner, N., & Shan, J.V. (2019, May). Employee performance and experienced abusive supervision via supervisor attributions. In A. Cloutier (Chair). *Antecedents to leader emergence and leadership behaviours.* Symposium presented at the 19th European Congress of Work and Organizational Psychology, Turin, Italy.

136. Turner, N., Granger, S., Tucker, S., Deng, C., & Kelloway, E.K. (2019, May). Do teenagers' experiences of work injuries predict their mental health? The moderating role of work centrality. In M. Curcuruto & J. Morgan (Chairs). *Safety at work: Research developments in psychological health and safety climate from a social-exchange and work-value perspective.* Symposium presented at the 19th European Congress of Work and Organizational Psychology, Turin, Italy.

137. Weatherhead, J., Barling, J., Turner, N., & Montgomery, A. (2019, May). Leader identity, gender, and motivation to lead. In A. Cloutier (Chair). *Antecedents to leader emergence and leadership behaviours.* Symposium presented at the 19th European Congress of Work and Organizational Psychology, Turin, Italy.

138. Nguyen, Q., Turner, N., Barling, J., Axtell, C.M., Davies, S. (2019, June). *Generalized and safety-specific transformational leadership: Examining incremental validity of competing leadership behaviors.* In K. Arnold (Chair). Symposium presented at EAWOP Small Group Meeting: Leadership and Health/Well-being, Exeter, UK.

139. Dueck, P.M., Turner, N., Tucker, S., & Deng, C. (2019, November). Hazardous work, fear of injury, and safety voice: The role of danger invulnerability among young workers. In N. Turner (Chair). *Young workers and occupational health and safety.* Symposium presented at the 13th Interdisciplinary Conference on Occupational Stress and Health, Philadelphia, PA.

140. Grocutt, A., Granger, S., Turner, N., & O'Neill, T.A. (2019, November). *HRM systems and employee injuries: Worker involvement and work intensification as competing mechanisms.* Poster presented at the 13th Interdisciplinary Conference on Occupational Stress and Health, Philadelphia, PA.

141. Isola, C., Granger, S., Turner, N., Leblanc, M.M., & Barling, J. (2019, November). *Intimate partner aggression and victims' withdrawal from work: The roles of supportive supervision and partner interference with work.* Poster presented at the 13th Interdisciplinary Conference on Occupational Stress and Health, Philadelphia, PA.

142. Lyubykh, Z., Biricik Gulseren, D., & Turner, N. (2019, November). *Shared transformational leadership and employee safety: The moderating roles of intragroup conflict and team cohesion.* Poster presented at the 13th Interdisciplinary Conference on Occupational Stress and Health, Philadelphia, PA.

143. Turner, N., Deng, C., Barling, J. & Spencer, K. (2019, November). *Differential mental health consequences of strikes and lockouts.* Poster presented at the 13th Interdisciplinary Conference on Occupational Stress and Health, Philadelphia, PA.

144. Turner, N. (2019, November). *Social environment and workplace mistreatment.* Symposium chair at the 13th Interdisciplinary Conference on Occupational Stress and Health, Philadelphia, PA.

145. Somerville, K., Hershcovis, M.S., & Turner. N. (2019, November). *Testing gendered constructions of leadership.* Poster presented at the Student Union Undergraduate Research Symposium, Calgary, Alberta.

146. Lyubykh, Z., Turner, N., & Hershcovis, M.S. (2020, January). *A meta-analytic investigation of leadership and workplace safety: Addressing unanswered questions.* Paper presented at the European Leadership for Safety Education Workshop, Nice, France.

147. Turner, N. (2020, January). *Perceptions of safety effectiveness and leadership.* Paper presented at the European Leadership for Safety Education Workshop, Nice, France.

148. Steel, P., Turner, N., & Jones, D. (2020, March). Ethical Approach Scales: Opertionalizing moral theory at work. In A. Bolinger (Chair). *OB/HR I: Ethics & mindfulness.* Symposium presented at the 61st Annual Meeting of the Western Academy of Management, Kona, HI (Conference canceled).

149. Carleton, E.L., Montgomery, A.W., Akers, A.L., & Turner, N. (2020, April). Preventative health behaviors, JD-R, and general health: A 10-year longitudinal study. In J.K. Dimoff & T. Oxendahl (Chairs). *From the workplace to wellbeing: Exploring the intersection between work and health.* Symposium presented at the 35th Annual Conference of the Society of Industrial/Organizational Psychology, Austin, TX (Conference canceled).

150. Turner, N., Goodbrand, P., McClelland, C., Deng, C., & Uggerslev, K. (2020, April). Exploring dynamics of safety knowledge sharing. In T.W. Casey (Chair). *Investigations into factors that build positive safety capacity.* Symposium presented at the 35th Annual Conference of the Society of Industrial/Organizational Psychology, Austin, TX (Conference canceled).

151. Turner, N., Lyubykh, Z., Barling, J., Reich, T.C., & Batten, S. (2020, April). Employee disability disclosure and managerial prejudice in the return to work context. In J.K. Dimoff & T. Oxendahl (Chairs). *Managing workplace mental health: Implications for employees and employers.* Symposium presented at the 35th Annual Conference of the Society of Industrial/Organizational Psychology, Austin, TX (Conference canceled).

152. Barling, J., Granger, S., Weatherhead, J., & Turner, N. (2020, May). *Persistence and timing of family socioeconomic adversity and affluence and children's later leadership role occupancy.* Paper presented at the 5th Interdisciplinary Perspectives on Leadership Symposium, Mykonos, Greece (Conference canceled).

153. Grocutt, A., Granger, S., & Turner, N. (2020, May). *Who influences employee safety the most: Upper management, direct supervisors, or co-workers?* Poster presented at the 81st Annual Convention of the Canadian Psychological Association, Montreal, PQ (Conference canceled).

154. Arnold, K.A., Turner, N., Barling, J., & Iverson, R.D. (2020, June). Feeling safe while doing sex work: Motivation for entering sex work moderates the relationship between perceptions of physical danger and desire to leave sex work. In M. Curcuruto, S. Silva, & J. Morgan (Chairs). *Meaningful work and safety: Extending our understanding of safety behaviour criteria and antecedent influence mechanisms.* Symposium presented at Institute of Work Psychology International Conference, Sheffield, UK.

155. Gulseren, D.B., Sayin, K.F., Turner, N., & Kelloway, E.K. (2020, June). The role of transformational leadership in preventing chronic pain disability at work. In L. Bélisle (Chair). *Work in progress concurrent seminar 2.* Symposium presented at the 48th Annual Meeting of the Administrative Sciences Association of Canada, St. John's, Newfoundland.

156. Turner, N., Granger, S., Tucker, S., Deng, C., & Kelloway, E.K. (2020, July). Are parents' work injuries associated with their children's mental health? The moderating role of children's work centrality. In M. Gilek (Chair). *Work and well-being 2.* Symposium presented at EAWOP/ESRC Small Group Meeting on Young People's Work, Employment and Careers, Glasgow, UK.

157. Pupco, S., Barling, J., Turner, N., Weatherhead, J., & Montgomery, A.W. (2020, August). *Does socioeconomic status predict affective motivation to lead and why?* In D. Eden (Chair). *Leader traits and behavior.* Symposium presented at the 80th Annual Meeting of the Academy of Management, Vancouver, BC (Conference cancelled).

158. Grocutt, A., Granger, S., Turner, N., & O'Neill, T.A. (2020, September). *Human resource management systems and employee injuries: Worker involvement and work intensification as competing employee-level mechanisms.* Paper presented at 2020 British Academy of Management conference, Manchester, UK (Conference cancelled)

159. Inness, M., Biricik Gulseren, D., Turner, N., & Barling, J. (2020, September). Transformational leadership and love of one's job: A within-person, between-jobs design. In A. Day (Chair). *Leading the way to health & happiness? Leadership, innovation, social relationships, and wellbeing.* Symposium presented at the 14th European Academy of Occupational Health Psychology Conference, Nicosia, Cyprus.

160. Nguyen, Q., Turner, N., Barling, J., Axtell, C.M., & Davies, S. (2020, September). Generalized and safety-specific transformational leadership: Examining incremental validity of competing leadership behaviors. In H. Berthelsen (Chair). *Leadership and management 2.* Paper presented at the 14th European Academy of Occupational Health Psychology Conference, Nicosia, Cyprus.

161. Granger, S., Turner, N., Hershcovis, M.S., & Bruning, P. (2021, August). Consequences of work injuries on mental health: The role of social support. In E.H. Rosado-Solomon (Chair). *Mental Health Challenges at Work.* Symposium to be presented at the 81st Annual Meeting of the Academy of Management (online).

162. Lyubykh, Z., Gulseren, D., Turner, N., Barling, J., & Seifert, M. (2021, August). Shared transformational leadership and safety performance. In Y. Yin (Chair). *Transformational Leadership.* Paper presented at the 81st Annual Meeting of the Academy of Management (online).

163. Casey, T., Turner, N., Hu, X., & Bancroft, K. (2022, January). *Making safety training stickier: Development of a richer model of safety training engagement and transfer.* Paper presented at the 20th Congress of the European Association of Work & Organizational Psychology, Glasgow, UK (conference cancelled)

164. Lyubykh, Z., Turner, N., Hershcovis, M.S., & Deng, C. (2022, January). A meta-analysis of leadership behaviors and safety participation for workplace safety. In S. Conchie & M. Curcuruto (Chairs). *Factors that foster (or hinder) employees speaking-up about safety.* Symposium presented at the 20th Congress of the European Association of Work & Organizational Psychology, Glasgow, UK (conference cancelled)

165. Lyubykh, Z., Alonso, N., & Turner, N. (2022, March). *Does witnessing allyship from male leaders anger or elevate? Exploring male observers' differential reactions to allyship.* Paper presented at Shifting Diversity Equity Inclusion (DEI) Paradigms for Workplaces of the Future: Research to Practice, West Lafayette, IN.

166. Gulseren, D., Sayin, F., Kelloway, E.K., & Turner, N. (2022, April). Chronic pain and work disability: Two mechanisms and transformational leadership as a moderator. In S. Bonnacio (Chair). *Facilitators of positive work experience for employees with disabilities.* Symposium

presented at the Annual Meeting of the Society of Industrial and Organizational Psychology, Seattle, WA.

167. Davis, J., Lyubykh, Z., Turner, N., Dumaisnil, A., & Weinhardt, J.M. (2022, June). *Mental health disclosure climate at work: Conceptualization, scale development, and validation.* Poster presented at the 83rd Annual National Convention of the Canadian Psychological Association, Calgary, Canada.

168. Rex, R., Weatherhead, J.G., & Turner, N. (2022, July). How does transformational leadership affect employee wellbeing? An empirical test of five psychological mechanisms. In J. Hassard (Chair). *Exploring the role of managers and leaders in promoting and protecting mental health at work: Lessons from research and practice.* Symposium presented at the 15th European Academy of Occupational Health Psychology, Bordeaux, France.

169. Granger, S., & Turner, N. (2022, August). Mental health symptoms and subsequent work injuries: The role of cognitive functioning. In A. Cloutier & A. Byrne (Chairs). *Employee mental health: The impact on working lives.* Symposium presented at 82nd Annual Meeting of the Academy of Management, Seattle, WA.

170. Lyubykh, Z., Barclay, L.J., Turner, N., & Hershcovis, M.S. (2022, August). Justifying the inevitable: How observers of mistreatment can become accomplices. In Z. Lyubykh (Chair). *The enemy within: Colleagues who undermine and those who idly watch.* Symposium presented at 82nd Annual Meeting of the Academy of Management, Seattle, WA.

171. Scanlon, M., Barling, J., Granger, S., Pupco, S., Turner, N., Akers, A., & Beiko, D. (2022, August). Transformational leadership, team processes, and surgery outcomes: How directive leadership helps in highly complex conditions. In *Outcomes of leadership.* Symposium presented at the 82nd Annual Meeting of the Academy of Management, Seattle, WA.

172. Stackhouse, M., Turner, N., & Kelly, K. (2022, August). When does saying sorry help the story? The effects of leader apology types as trust signals for victim forgiveness. In *Justice, trust, and political behavior.* Symposium presented at the 82nd Annual Meeting of the Academy of Management, Seattle, WA.

External Grants

1999-2001	BP Amoco Chemical Research Grants
	Tracking the Implementation and Development of Self-Managing Teams (with Ronny Lardner).
	£32,000

2004-2005   Centre of Research Expertise for the Prevention of Work-Related
Musculoskeletal Disorders and Disability
Seed Research Grant
*Effects of Transformational Leadership on Musculoskeletal Disorders &
Minor Injuries in the Service Sector* (with Alysha Williams [PI] et al.).
$7,390 CDN

2005-2009   Social Sciences and Humanities Research Council of Canada
                Standard Research Grant
                Constructing Safety while Building Bombs: Organizing Resilience in
                Wartime Munitions Work (with Kerrie Unsworth and Andrew Hutton)
                $78,799 CDN with Research Time Stipend

2008-2009   Workers Compensation Board of Manitoba
                Community Initiatives and Research Program
                CEOs and other Top Management Commitment to Workplace Safety
                (with David Steuwe [PI] and Dov Zohar)
                $93,258 CDN

2008-2011   Workers Compensation Board of Manitoba
                Community Initiatives and Research Program
                Young Worker Responses to Hazards in the Workplace (with Sean Tucker)
                $55,232 CDN

2011-2016   Workers Compensation Board of Manitoba
                Research and Workplace Innovation Program
                Young Worker Responses to Workplace Hazards, Responsibility for Safety, and
                Workplace Injuries across Time (with Sean Tucker [PI])
                $92,390 CDN

2014-2017   Workers Compensation Board of Manitoba
                Research and Workplace Innovation Program
                Safety Knowledge and Sharing Before Retirement: An Examination of
                Retiring Employees' Attitudes, Intentions and Behaviors (with Krista Uggerslev and
                Kasey Martin)
                $75,454 CDN

2016-2019   Social Sciences and Humanities Research Council of Canada
                Partnership Development Program
                The Intersection of Teamwork, Culture, and Technology: Enhancing Soft Skill
                Development in Post-Secondary Education through Student-Centered Feedback (with
                Tom O'Neill [PI] et al.)
                $465,000 CDN

2016-2021   Monieson Centre Collaborative Research Grant
                Smith School of Business, Queen's University
                Growing up Poor Limits Later Development of Leadership (with Julian Barling and
                Julie Weatherhead)
                $59,400 CDN

2018-2023   Social Sciences and Humanities Research Council of Canada
                Insight Grant
                How can managers support and ensure the positive consequences of employees'
                disclosure of a mental health challenge? (with Laurent Lapierre [PI] et al.)

$207,576 CDN

2018-2023	Social Sciences and Humanities Research Council of Canada

2018-2023   Social Sciences and Humanities Research Council of Canada
Insight Grant
Early socioeconomic adversity and the development of later formal leadership (with Julian Barling [PI])
$209,046 CDN

2018-2020   Government of Alberta
Occupational Health and Safety Futures - Research Funding Program
Human resource management practices and work injury rates in Alberta firms (with Simon Raby and Connie Deng)
$17,071 CDN

2018-2020   MITACS Elevate Postdoctoral Fellowship Program
Leaders Enhancing Employee Wellbeing (with Lisa Belanger & ATB Financial)
$110,000 CDN

2019-2020   WorkplaceNL – Research Opportunities
Understanding work-related injuries, risk factors, and short-term outcomes among middle-aged and older workers using national data for provincial comparisons (with Shahin Shooshtari [PI] et al.)
$66,931 CDN

2019-2021   Social Sciences and Humanities Research Council of Canada
Insight Development Grant
Sleepiness, mindfulness, and bias against women in leadership positions (with Erica Carleton [PI] et al.)
$55,000 CDN

2020-2022   Workplace NL – Research Opportunities
Work injuries and mental health
(with Steve Granger, Sean Tucker, & Connie Deng)
$9,077 CDN

2022-2027   Social Sciences and Humanities Research Council of Canada
Insight Grant
Leadership development and emergence among adolescents and young adults: A 10-year study
(with Julie Weatherhead & Tim Wingate)
$294,838 CDN

Awards and Honours

1992-1994   Queen's Tricolour Scholarship
1997-1998   Ontario Graduate Award
1997-1998   Queen's D.I. McLeod Entrance Scholarship
1998-2001   Health & Safety Executive (UK) Fellowship

1998-2001	Ward-Lewis Fee Waivers
1998-2001	CVCP (UK) University Overseas Research Scholarship
1999-2001	University of Sheffield Postgraduate Travel Awards
2000	Canadian Centennial Scholarship
2000-2002	SSHRC Overseas Doctoral Research Fellowship
2002	Visiting Graduate Scholar, Queen's School of Business
2007	Asper Associates' Award for Achievement in Research
2007	University of Manitoba Merit Award for Research Excellence
2007	Reviewer of the Year, *Human Relations*
2008	Emerald Literati Network Awards for Excellence
	Highly Commended Paper (Zacharatos et al., 2007)
2010	Asper Associates' Award for Achievement in Research
2011	Kennesaw State University/Cox Family Enterprise Center Best Family Business
	Paper, Academy of Management Conference (with Reg Litz)
2011	Early Career Achievement Award, APA & NIOSH
2012	Asper Associates' Award for Achievement in Research
2012	Emerald Literati Network Awards for Excellence
	Highly Commended Paper (Mendelson et al., 2011)
2016	Honourable Mention, OB Division, Administrative Science Association of
	Canada conference: (Stackhouse & Turner, 2016)
2017	GREAT Supervisor Award, Faculty of Graduate Studies
2018	U Make a Difference Collaboration Award (Part of CCAL team)
2022	Outstanding Research Contribution, Haskayne School of Business

Departmental Colloquia and Invited Talks

1998-2001	British Petroleum plc (various locations)
1999	Lloyd's of London, London
2001	Cornell University, Industrial and Labor Relations
2001	Health and Safety Laboratory, Sheffield
2002	Queen's University, Queen's School of Business (twice)
2002	University of Western Ontario, Ivey Business School
2002	University of British Columbia, Sauder School of Business
2003	Workplace Safety and Insurance Board, Toronto, Ontario
2006	Memorial University, Faculty of Business Administration
2006	University of Manitoba, Asper School of Business
2010	Workers Compensation Board of Manitoba, Winnipeg
2010	University of New South Wales, Sydney, Australia
2010	Associates Board, Asper School of Business, Winnipeg
2010	Office of Research Services, University of Manitoba
2010	Wilfrid Laurier University, School of Business and Economics
2011	University College Dublin, Dublin, Ireland
2012	Office of Research Services, University of Manitoba
2013	Office of Research Services, University of Manitoba
2014	University of Calgary, Haskayne School of Business
2015	Workers Compensation Board of Manitoba, Winnipeg
2016	University of Greenwich, Greenwich Business School
2017	Memorial University, Faculty of Business Administration

2017	Queen's University, Smith School of Business
2017	University of Saskatchewan, Edwards School of Business
2018	University of Michigan, Ross School of Business
2018	University of Regina, Faculty of Business Administration
2019	University of Edinburgh, Business School
2019	ARC Financial Corporation, Calgary
2019	ARC Resources Limited, Calgary

Editorial Activities

Editorships:

2010-2013	Associate Editor, *Journal of Management Inquiry*
2012-2017	Associate Editor, *Human Relations*
2012-2014	Associate Editor, *Canadian Journal of Administrative Sciences*
2014-2015	Acting Editor-in-Chief, *Human Relations*
2017-2021	Guest Editor, *Journal of Occupational Health Psychology*
2017-2020	Editor-in-Chief, *Human Relations*
2021-2022	Associate Editor, *Journal of Occupational & Organizational Psychology*

Editorial Board Memberships:

2006-2012	*Human Relations*
2007-2010	*Journal of Management Inquiry*
2008-2020	*Journal of Applied Psychology*
2008-now	*Journal of Business and Psychology*
2008-2012	*Employee Responsibilities and Rights Journal*
2010-2013	*Journal of Occupational Health Psychology*
2013-now	*Journal of Management Inquiry*
2015-now	*Journal of Occupational Health Psychology*
2016-now	*Occupational Health Science*
2020-now	*Group & Organization Management*
2020-now	*Human Relations*

Ad Hoc Reviewing for Journals:

Academy of Management Journal, Accident Analysis & Prevention, Applied Ergonomics, Applied Psychology: An International Review, Asia Pacific Journal of Human Resources, Australian Journal of Management, Basic and Applied Social Psychology, Behavior & Information Technology, British Journal of Industrial Relations, British Journal of Management, Canadian Journal of Administrative Sciences, Canadian Journal of Behavioural Science, Canadian Journal of Public Health, European Journal of Psychological Assessment, European Journal of Work and Organizational Psychology, Group and Organization Management, Human Factors and Ergonomics in Manufacturing & Service Industries, Human Performance, Human Resource Management Journal, Human Relations, Industrial and Labor Relations Review, International Journal of Injury Control and Safety Promotion, International Journal of Workplace Health Management, Journal of Applied Behavioral Science, Journal of Applied Psychology, Journal of Applied Social Psychology, Journal of Business Ethics, Journal of Business Research, Journal of Management, Journal of Management Inquiry, Journal of Management Studies, Journal of Managerial

Psychology, Journal of Occupational and Organizational Psychology, Journal of Occupational Health Psychology, Journal of Operations Management, Journal of Organizational Behavior, Journal of Positive Psychology, Journal of Safety Research, Journal of Sport & Exercise Psychology, Leadership & Organization Development Journal, Organizational Analysis, Organizational Psychology Review, Organization Science, Organization Studies, Organizational Behavior & Human Decision Processes, Personnel Psychology, Personnel Review, Psychological Science, Psychology and Aging, Qualitative Research in Organizations and Management, R&D Management, Risk Analysis, Safety Science, Safety and Health at Work, Scandinavian Journal of Psychology, Sport, Exercise & Performance Psychology, Stress and Health, Theoretical Issues in Ergonomic Science, Work and Occupations, Work & Stress, Youth & Society

Ad Hoc Reviewing for Funding Agencies, Publishers, and Academic Conferences:

Academy of Management conferences (USA)
Canada Foundation for Innovation, Leaders Opportunity Fund (Canada)
Early Research Award, Government of Ontario (Canada)
Economic and Social Research Council (UK)
Israel Science Foundation (Israel)
McGraw-Hill Ryerson (Canada)
MITACS Accelerate Internship Program (Canada)
Ministry of Labour, Province of Ontario (Canada)
Nova Scotia Health Research Foundation (Canada)
Registered Nurses' Association of Ontario (Canada)
Routledge Taylor and Francis (USA)
Social Sciences and Humanities Research Council of Canada (SSHRC)
Workers Compensation Board of Manitoba (Canada)
Work, Stress, and Health conferences (USA)
WorkSafeBC (Canada)

Teaching

Undergraduate Courses:

2003-2005	Organizational Analysis	Queen's BCom
2006-2007	Introduction to Human Resource Management	Asper BComm
2015-now	Ethical Leadership	Haskayne BComm

Graduate Courses:

1999-2001	Presentation Skills	Sheffield MSc
1999-2001	Work Systems and Human Factors	Sheffield MSc
2003-2006	Relating and Organizing	Queen's PhD
2004-2006	Critical/Interpretative/Postmodern Approaches	Queen's PhD
2007-2014	Seminar in Micro-Organizational Behavior	Asper PhD
2010-2012	Power and Politics in Organizations	Asper MBA
2014-2015	New Directions in Leadership and Followership	Asper MBA/MSc
2015-now	Seminar in Micro-Organizational Behavior	Haskayne PhD
2016-now	Seminar in Occupational Health Psychology	Haskayne PhD

Research Supervision

University of Calgary:

2016	Rabeel Shafqat	PURE Summer Scholarship
2016-2022	Steven Granger	PhD Calgary
2018-2022	Zhanna Lyubykh	PhD Management, co-chair
2018-2022	Aidan Dumaisnil	PhD Management, co-chair
2018-2021	Lisa Bélanger	MITACS Elevate Postdoctoral Fellowship
2018-2019	Carlo Isola	Undergraduate Research Experience Projects
2018-2019	Alyssa Grocutt	Undergraduate Research Experience Projects
2019-2020	Alyssa Grocutt	BA Honours, co-chair
2019-2020	Kaylee Somerville	BComm Honours, co-chair
2019-2020	Olivia Pietras	BComm Honours, co-chair
2019-now	Connie Deng	CCAL Research Associate, co-supervisor
2019-2021	Duygu Gulseren	CCAL Senior Research Associate, co-supervisor
2020-2021	Joshua Davis	Undergraduate Research Experience Project
2020-2021	Anna Merrifield	Undergraduate Research Experience Project
2021-2022	Joshua Davis	BA Honours, co-chair
2021-2022	Anna Merrifield	BA Honours, co-chair
2021-2022	Timothy Wingate	CCAL Research Associate, co-supervisor
2021-now	Ton Vuong	PhD Management, co-chair

University of Manitoba:

2008-2010	Patrick Bruning	MSc Management
2010-2014	Jeremy Funk	PhD Management, co-chair
2011-2013	Paul Dueck	MSc Management

Queen's University:

2002-2003	Colette Hoption	MSc Management
2002-2003	Sarah Piccin	MSc Management
2004-2005	Cecilia Elving	MSc Management, co-chair
2004-2005	Kristy Holmes	MSc Management
2004-2005	Erin Reid	MSc Management, co-chair
2004-2005	Matthew McEvoy	BCom Research Project
2004-2005	Sean Tucker	MSc Management
2005-2010	Sean Tucker	PhD Management

University of Sheffield:

1998-1999	Vicky Butcher	MSc Occupational Psychology, co-chair
1999-2000	Melanie Walls	MSc Occupational Psychology, co-chair
2000-2001	Sarah Tennant	MSc Occupational Psychology

Thesis/Field Exam Committees

University of Calgary:

2015	Deanne Taylor	PhD Community Health Sciences
2015	Brenda Nguyen	PhD Management
2015-2021	Alyson House	PhD Management
2016	Eden-Raye Lukacik	MA Psychology
2016-2017	Manal Sheikh	MSc Community Health Sciences
2017	Genevieve Hoffart	MA Psychology
2017-2020	Nicole Larson	PhD Psychology
2017-2018	Samantha Jones	MA Psychology
2017	Alysia Wright	MA Social Work
2018-now	Renata Godlewski	PhD Psychology
2018	Tessa Nielson	MA Psychology
2018	David Mayers	PhD Psychology
2018	Clara Lee	PhD Psychology
2019-now	Samantha Jones	PhD Psychology
2018-2019	Matthew Learning	MBA Thesis
2020	Alexandra Lukic	MSc Psychology
2021	Amanda Julian	PhD Psychology
2021	Stephanie Law	PhD Psychology
2021	Brian Hanley	PhD Philosophy
2021	Nicola Cavanagh	PhD Community Health Sciences
2022	Brittany Lindsay	PhD Psychology
2022	Morgan Rogers	PhD Kinesiology
2022-	Glenda Reynolds	DBA

University of Manitoba:

2007-2011	Tara Reich	PhD Management
2008-2016	Jennifer Bozeman	PhD Management
2008-2010	Kent Walker	PhD Management
2009-2013	Stacey Sasaki	PhD Psychology
2009-2013	Kelley Robinson	PhD Psychology
2009-2011	Navin Bahl	MSc Management
2010-2015	Simmi Mann	PhD Psychology
2012-2013	Tamara Sucharyna	MA Psychology
2013-2016	David Kraichy	PhD Management
2013-2014	Daniella Penner	MSc Management
2014-2016	Stephen Arentsen	MA Interior Design

Queen's University:

2002-2004	Michelle Inness	PhD Management
2002-2004	Kathryne Dupré	PhD Management
2002-2005	Morris Mendelson	PhD Management
2003-2009	Manon LeBlanc	PhD Management

2004-2009	Colette Hoption	PhD Management
2004-2008	Amy Christie	PhD Management
2004-2005	Samantha Batten	MIR

University of Sheffield:

1999-2000	Tessa Webb	MSc Occupational Psychology
1999-2000	Jane Ward	MSc Occupational Psychology
2000-2001	Neil Walshe	MSc Occupational Psychology

External Examiner/Neutral Chair for Graduate Defences (University):

2004	Emily Novatsis	PhD Psychology, Monash
2008	David Yeo	PhD Education, Manitoba
2009	Bally Thun	PhD Management, St. Mary's
2010	Beatrice Moos	PhD Psychology, Waterloo
2011	Huiwen Lian	PhD Psychology, Waterloo
2013	Tatjana Ilic-Balas	PhD Psychology, Western
2014	Dana Bazarkulova	PhD Economics, Manitoba
2014	Saba Sharih	PhD Management, Wilfrid Laurier
2015	Scott Ruskin	PhD Management, Calgary
2017	Cathy Fitzgerald	PhD Management, Saint Mary's
2019	Md. Shahin Alam	MSc Management, Lethbridge
2019	Nikola Hartling	PhD Psychology, Saint Mary's
2020	Navio Kwok	PhD Psychology, Waterloo
2020	Nate Zettna	PhD Management, Sydney
2021	Shuai (Kevin) Yang	PhD Management, Calgary

School-Level Service

University of Calgary:

2015-2016	Academic Advisory Group, Canadian Centre for Advanced Leadership
2015-2016	Year-End Banquet, Student Award Committee
2015-2016	Judge, Undergraduate Business Ethics Competition
2015-2016	Co-Chair, Top Tier Committee
2015-2017	Member, Haskayne Engagement Committee
2015-2016	Member, Haskayne Student Engagement Committee
2015-2016	Queen Elizabeth II Graduate Scholarship Selection Committee
2015-now	PhD Selection Committee, Organizational Behaviour & Human Resources
2015-2016	Honorary Doctorate Nomination Committee
2016-2017	Member, OBHR Instructor Hiring Committee
2016-2017	Member, Haskayne Wellness Committee
2016-now	Chair, Academic Advisory Group, CCAL
2017-2018	Member, Finance Faculty Search Committee
2018	Doctorate of Business Administration (DBA) Advisory Committee
2018	Research Strategy Committee (alternate)
2018	Member, OBHR Instructor Hiring Committee

2018	Member, OBHR Academic Hiring Committee
2018	Member, Thesis Structure Guidelines Committee
2018-now	Chair, OBHR Academic Hiring Committee
2020-2021	Chair, Global Business Futures Initiative Grant Adjudication Committee
2020-now	Member, Academic Advisory Group, Centre for Corporate Sustainability
2021-2022	Member, Canada Research Chair in Fintech Search Committee
2021-2022	Member, Committee, Canadian Centre for Research Advanced Methods
2021-2022	Member, Master of Leadership Curriculum Advisory Committee

University of Manitoba:

2006-2015	Graduate Student Selection Committee, Business Administration
2006-2007	Member, Asper School Entertainment Committee
2007-2010	Member, Dean's Advisory Committee on Executive Education
2007-2008	Chair, Strategy/Business Policy Faculty Search Committee
2007-2008	Member, SSHRC Application Review Committee (SARC)
2008-2015	Director, PhD/MSc Programs, Asper School of Business
2008-2015	Chair, Asper School of Business Tenure Committee
2008-2015	Chair, Asper School of Business Promotion Committee
2008-2015	Member, Graduate Research Program Committee
2008-2015	Member, Research and Publications Committee
2008-2015	Member, Dean's Advisory Committee
2008-2015	Chair, F. Ross Johnson Awards Committee
2008-2015	Chair, Associates' Awards for Achievement Committee
2009-2010	Member, Leadership Curriculum Working Group
2009-2010	Member, Asper Green Team
2009-2010	Nominating Committee, Department of Accounting & Finance
2009-2010	Chair, Finance Faculty Search Committee
2009-2010	Chair, Head Search Committee, Department of Accounting & Finance
2009-2010	Chair, CMA Canada Merit Award Committee
2009-2010	Chair, CN Professorship Selection Committee
2010-2011	Member, Stu Clark Professorship Award Committee
2010-2011	Member, Stu Clark Fellows Program Awards Committee
2010-2011	Selection Committee, Secretary, Business Administration
2010-2011	Member, Canada Research Chair Search Committee
2011-2012	Chair, CN Professorship Renewal Committee
2011-2012	Chair, Tenure & Promotion Policy Review Committee
2011-2012	Chair, Head Search Committee, Department of Supply Chain Management
2011-2012	Member, Bryce Douglas Professorship Selection Committee
2011-2012	Admissions Appeal Committee, BCom Program
2011-2012	Chair, Business Policy/Stu Clark Chair Search Committee
2011-2012	Member, OB/HRM Faculty Search Committee
2011-2012	Selection Committee, Alumni Organizer, Asper School of Business
2012-2013	Member, Management & Organizations Major Review Committee
2012-2013	Member, HRM Faculty Search Committee
2012-2013	Chair, Guy Carpenter Professorship Selection Committee
2013-2015	Member, Dean's Advisory Committee on Executive Education
2013-2014	Member, Associates' Awards for Achievement Committee

2014-2015	Chair, BCom Special Consideration Admissions Appeal Committee
2014-2015	Chair, Professorship in Management Selection Committee
2014-2015	Chair, BCom Academic Integrity Investigation Committee
2014-2015	Member, HRM Faculty Search Committee
2014-2015	Chair, Stu Clark Chair Search Committee

Queen's University:

2003-2006	Member, Unit Research Ethics Committee
2003-2006	Member, Research Committee
2003-2006	Coordinator, OB Research Seminar Series
2003-2006	Member, Faculty Council, Queen's School of Business

University-Level Service

University of Calgary:

2015-2016	Engineering Faculty Tenure & Promotion Committee
2017-2018	Advisory Decanal Review Committee (Business)
2019-2020	Selection Committee, Industrial-Organizational Psychology Position

University of Manitoba:

2007-2008	Provost's Task Force on Student Leadership
2007-2008	Advisory Group, University Employment Equity Office
2008-2010	Composite Awards Committee, Faculty of Graduate Studies
2008-2010	Programs & Planning Committee, Faculty of Graduate Studies
2008-2015	Executive Committee, Faculty of Graduate Studies
2008-2015	Faculty Council, Faculty of Graduate Studies
2008-2015	Associate Deans/Research Liaison Officers Committee
2009-2010	Presidential Advisory Committee, Decanal Selection (Grad Studies)
2009-2011	Academic Synergies & Efficiencies (ASE) Project Group
2009-2010	SSHRC Vanier Doctoral Fellowship Award Committee
2009-2010	G. Clarence Elliott Fellowship Committee
2009-2010	Governor General's Award Committee
2010-2011	Member, Steering Committee, ROSE Project
2010-2011	Survey Pilot Group, Outstanding Workplace Initiative
2010-2011	Faculty Rep, Social Sciences Cluster (Arts, Management, Law)
2010-2011	Presidential Advisory Committee, Decanal Selection (Law)
2010-2011	HR Operating Committee, ROSE Project
2011-2012	Member, Investigation Committee, Office of the Vice-President Academic
2011-2012	Member, Extended Education Faculty Search Committee
2011-2012	Board of Directors, Legal Research Institute, Faculty of Law
2011-2015	Presidential Advisory Committee, Knight Visitors Program
2011-2012	Law Graduate Program Review, Faculty of Graduate Studies
2011-2015	Member, University of Manitoba Council of Associate Deans
2011-2012	Presidential Advisory Committee, Decanal Selection (Business)
2012-2013	Outstanding Workplace Initiative Leadership Advisory Team

2012-2015	Academic Guide Committee, Faculty of Graduate Studies
2014-2015	Violence & Injury Prevention Research Group Organizing Committee
2014-2015	University of Manitoba Senate Committee on Admissions

Queen's University:

| 1993-1994 | Alumni Teaching Award Committee, Queen's University |

Provincial/National/International Service

2003	Scientific Committee, APA Work, Stress, and Health conference
2005	Louis R. Pondy Award Committee, Academy of Management
2006-2007	Best Paper Committee, OMT Division, Academy of Management
2006-now	International Advisory Board, Centre for Applied Positive Psychology, UK
2008-2011	Member, Psychologically Healthy Workplace Award Committee
2009-2011	Member, SSHRC Research Grant Adjudication Committee 21
2010-now	International Advisory Board, Biennial IWP Conference, Sheffield, UK
2010	OB Doctoral Consortium, Academy of Management conference
2010, 2017	Doctoral Consortium Panelist, ASAC conference
2011-2012	Member, SSHRC Insight Grant Adjudication Committee 435-3A
2012-2013	Member, Manitoba Health Research Council Grant Adjudication Committees 4 & 5 (Social/Population Health)
2013-2014	Safety Climate Survey RFP Selection Committee, WCB Manitoba
2014-2015	Safety Climate Survey Advisory Board, WCB Manitoba
2014-2016	Manitoba Stakeholder Advisory Board (Bornstein et al.), WCB Manitoba
2008 & 2014	Member, Postgraduate and Early Career Event, IWP Biennial Conference
2017-2020	Human Relations Journal Management Committee, Tavistock Institute, London, UK
2020	Alvah H. Chapman Jr. Outstanding Dissertation Award, Academy of Management

Consulting and Advisement

Alexandria Moulding, Alexandria, Ontario
British Petroleum plc, Grangemouth, UK
Canada Revenue Agency
Manitoba Association of Crown Attorneys, Winnipeg, Canada
The Keil Centre, Edinburgh, UK
Winnipeg Regional Health Authority
Workers Compensation Board of Manitoba