

TUNDE OGUNFOWORA, PHD

Haskayne School of Business
University of Calgary
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Academic Positions

- Associate Professor** July 2016 – present
Organizational Behaviour and Human Resources
Haskayne School of Business
University of Calgary, AB, Canada
- Assistant Professor** July 2013 – June 2016
Human Resources and Organizational Dynamics
Strategy and Organizations area,
Haskayne School of Business
University of Calgary, AB, Canada
- Assistant Professor** July 2012 – June 2013
Organizational Behaviour and Human Resources
Goodman School of Business,
Brock University, St. Catharines, ON Canada
- Assistant Professor** July 2010 – June 2012
Organizational Behaviour and Human Resources
Faculty of Business Administration,
University of Regina, SK, Canada

Education

- University of Calgary** Sept 2006 – Nov 2009
Doctor of Philosophy
- Dissertation topic: *The Consequences of Ethical Leadership: Comparisons with Transformational Leadership and Abusive Supervision*
- McGill University** Sept 2004 – May 2006
Master of Arts, Psychology
- University of Calgary** Sept 2000 – April 2004
Bachelor of Science, First Class Honors in Psychology

Research Grants, Awards, and Scholarships

- SSHRC Insight Grant (173,634) April 2020 – March 2025
- Principal Applicant: Babatunde Ogunfowora; Collaborator: Piers Steel
 - Title: Construct clean up time: Moral character traits and their cognitive-emotional links to moral and immoral employee behaviours at work.

SSHRC Insight Development Grant (\$51,794)

June 2020 – May 2022

- Principal Applicant: Meena Andiappan; Co-applicant: Babatunde Ogunfowora
- Title: When doing good becomes doing bad: The effects of repeated necessary evil enactment on moral disengagement.

SSHRC Insight Grant (\$131,272)

July 2018 – June 2022

- Primary Applicant: Joshua Bourdage; Co-applicants: Babatunde Ogunfowora; Nicolas Roulin.
- Title: Manipulation and Influence in the Workplace

Eyes High Doctoral Recruitment Scholarship

Sept 2017 – August 2021

- Principal Applicant: Babatunde Ogunfowora
- Institutional funding competition to support the recruitment of top doctoral students
- \$100,000 over four years

SSHRC Insight Development Grant (\$72,372)

June 2014 – May 2016

- Primary Applicant: Ogunfowora, Babatunde; Co-applicant: Andiappan, Meena.
- Title: CEO Ethical Leadership and the Recruitment Process: Cultivating an Ethical Workforce by Attracting Ethical Job Seekers.

SSHRC Insight Development Grant (\$66,609)

June 2014 – May 2016

- Primary Applicant: Bourdage, Joshua; Co-applicant: Ogunfowora, Babatunde.
- Title: Understanding Workplace Impression Management: The Role of Target Characteristics.

HROD Research Grant (\$34,120)

Dec 2013 – Nov 2015

- Co-applicants: Ogunfowora, Babatunde; Meurs, James; Weinhardt, Justin.
- Title: Leadership, Motivation, and Stress
- Competitive award by the Haskayne School of Business, University of Calgary

Vice President's Research (VPR) Grant (\$5000)

Nov 2013 – May 2015

- Sole applicant
- Title: Attracting Ethical Job Applicants through CEO Ethical leadership
- University of Calgary Award

SSHRC Standard Research Grant (\$9800)

April 2011 - March 2012

- Sole applicant - SSHRC 4A one-year grant.
- Title: An Investigation of the Effects of Ethical Leadership on the Attraction of Organizational Insiders and Outsiders.

Recognition of Teaching Excellence

Fall 2010; Winter 2011

- Dean's office, Faculty of Business, University of Regina

Certificate of Academic Excellence

2010

Canadian Psychological Association

- Award for outstanding doctoral thesis for the academic year 2009-2010

Publications (* student collaborators)

1. Ogunfowora, B., *Nguyen, V. Q., *Lee, C. S., Babalola, M. T., & Ren, S. (2022). Do moral disengagers experience guilt following workplace misconduct? Consequences for emotional exhaustion and task performance. *Journal of Organizational Behavior*. <https://doi.org/10.1002/job.2668>. **AJG 4**.
2. Ogunfowora, B., *Nguyen, V. Q., Steel, P., & *Hwang, C. C. (2022). A meta-analytic investigation of the antecedents, theoretical correlates, and consequences of moral disengagement at work. *Journal of Applied Psychology*, 107(5), 746-775. **Financial Times (FT) 50, AJG 4***.
3. Babalola, M. T., Garcia, P., Ren, S., Ogunfowora, B., Gok, K. (2022). Stronger together: Understanding when and why group ethical voice inhibits group abusive supervision. *Journal of Organizational Behavior*, 43 (3), 386-409. **AJG 4**.
4. Ogunfowora, B., *Maerz, A., & *Varty, C. T. (2021). How do leaders foster morally courageous behavior in employees? Leader role modeling, moral ownership, and felt obligation. *Journal of Organizational Behavior*, 42(4), 483-503. **AJG 4**.
5. Ogunfowora, B., Weinhardt, J. M., & *Hwang, C. C. (2021). Abusive supervision differentiation and employee outcomes: The roles of envy, resentment, and insecure group attachment. *Journal of Management*, 47(3), 623-653. **Financial Times (FT) 50, AJG 4***.
6. Ogunfowora, B., Stackhouse, M., *Maerz, A., *Varty, C., *Hwang, C., & *Choi, J. (2021). The impact of team moral disengagement composition on team performance: The roles of team cooperation, team interpersonal deviance, and collective extraversion. *Journal of Business and Psychology*, 36, 479-494.
7. Babalola, M. T., Bligh, M. C., Ogunfowora, B., Guo, L., & Garba, O. A. (2019). The mind is willing, but the situation constrains: Why and when leader conscientiousness relates to ethical leadership. *Journal of Business Ethics*, 155 (1), 75-89. **Financial Times (FT) 50, AJG 3**.
8. Ogunfowora, B., *Stackhouse, M., & Oh, W. (2018). Media depictions of CEO ethics and stakeholder support of CSR initiatives: The Mediating Roles of CSR Motive Attributions and Cynicism. *Journal of Business Ethics*, 150 (2), 525-540. **Financial Times (FT) 50, AJG 3**.
9. Hershcovis, M. S., Ogunfowora, B., Reich, T. C., & Christie, A. M. (2017). Targeted workplace incivility: The roles of belongingness, embarrassment, and power. *Journal of Organizational Behavior*, 38, 1057-1075. **AJG 4**.
10. Tucker, S., Ogunfowora, B., & *Diekrager, D. (2016). Safety in the c-suite: How chief executive officers influence organizational safety climate and employee injuries. *Journal of Applied Psychology*, 101(9), 1228–1239. **Financial Times (FT) 50, AJG 4***.
11. Woodley, H. J., Bourdage, J. S., Ogunfowora, B., & *Nguyen, B. (2016). Examining Equity Sensitivity: An Investigation Using the Big Five and HEXACO Models of Personality. *Frontiers in psychology*, 6: 2000.
12. Ogunfowora, B., & Schmidt, J. (2015). A longitudinal study of the antecedents and consequences of collective personality. *Human Performance*, 28 (3), 222-243. **AJG 3**.

13. Ogunfowora, B. (2014). It's all a matter of consensus: Leader role modeling strength as a moderator of the links between ethical Leadership and employee outcomes. *Human Relations*, 67 (12), 1467-1490. **Financial Times (FT) 50, AJG 4.**
14. Ogunfowora, B. (2014). The impact of ethical leadership within the recruitment context: The roles of organizational reputation, applicant personality, and value congruence. *The Leadership Quarterly*, 25 (3), 528-543. **AJG 4.**
15. Ogunfowora, B. & Bourdage, J. (2014). Does Honesty-Humility influence evaluations of leadership emergence? The mediating role of moral disengagement. *Personality and Individual Differences*, 56, 95-99. **AJG 3.**
16. Ogunfowora, B. (2013). When the abuse is unevenly distributed: The effects of abusive supervision variability on work attitudes and behaviors. *Journal of Organizational Behavior*, 34(8), 1105-1123. **AJG 4.**
17. Ogunfowora, B., Bourdage, J., & Nguyen, B. (2013). An exploration of the dishonest side of Self-Monitoring: Links to moral disengagement and unethical business decision making. *European Journal of Personality*, 27(6), 532-544.
18. Schmidt, J., Ogunfowora, B., & Bourdage, J. (2012). No person is an island: The effects of group characteristics on individual trait expression. *Journal of Organizational Behavior*, 33(7), 925-945. **AJG 4.**
19. Ogunfowora, B., Bourdage, J., & Lee, K. (2010). Rater personality and performance dimension weighting in making overall performance judgments. *Journal of Business and Psychology*, 25(3), 465 - 476.
20. Lee, K., Ashton, M. C., Ogunfowora, B., Bourdage, J. S., & Shin, K. (2010). The personality bases of socio-political attitudes: The role of Honesty-Humility and Openness to Experience. *Journal of Research in Personality*, 44(1), 115-119.
21. Lee, K., Ashton, M. C., Pozzebon, J.A., Visser, B. A., Bourdage, J. S., & Ogunfowora, B. (2009). Similarity and assumed similarity in personality reports of well-acquainted persons. *Journal of Personality and Social Psychology*, 96(2), 460-472. **AJG 4.**
22. Ogunfowora, B., & Drapeau, M. (2008). A study on the relationship between personality traits and theoretical orientation preferences. *Counselling and Psychotherapy Research*, 8(3), 151-159.
23. Ogunfowora, B., & Drapeau, M. (2008). Comparing counselling and clinical psychology practitioners: Similarities and differences on theoretical orientations revisited. *International Journal for the Advancement of Counselling*, 30(2), 93-103.
24. Lee, K., Ogunfowora, B., & Ashton, M. C. (2005). Personality traits beyond the Big Five: Are they within the HEXACO space? *Journal of Personality*, 73(5), 1437-1463.

Manuscripts (Under review)

Ogunfowora, B., Andiappan, M., Stackhouse, M., & Varty, C. (2023). [Undisclosed title]. **2nd Round R&R complete, *Journal of Organizational Behavior*.**

Ogunfowora, B., Bourdage, J., Maerz, A., *Hwang, C., & Stackhouse, M. (2023). [Undisclosed title]. 1st **Round R&R complete, *Journal of Management***.

Conference Presentations (student collaborators are identified with *)

Ogunfowora, B., Andiappan, M., Stackhouse, M., & *Varty, C. (2022). CEO ethical leadership and CSR as unique sources of substantive and rhetoric signals for attracting job seekers: The moderating role of moral identity. Paper presented at the Western Academy of Management, Island of Hawaii, Hawaii, USA. March 16-19.

Ogunfowora, B., *Lee, C., *Nguyen, Q., Babalola, M., & Ren, S. (2020). Do moral disengagers feel guilt and shame? Moral self-condemnation following immoral work behaviors. Paper presented at the 80th annual meeting of the Academy of Management, Virtual event. August 7-11.

Ogunfowora, B., Bourdage, J., *Maerz, A., Stackhouse, M., & *Hwang, C. (2020). An exploration of how ethical leaders mitigate the deviance of dispositionally dishonest employees. Paper presented at the 80th annual meeting of the Academy of Management, Virtual event. August 7-11.

*Maerz, A., *Varty, C., & Ogunfowora, B. (2018). Supervisors don't do it alone: How role models affect employee ethical and safety behavior at work. Paper presented at the 78th annual meeting of the Academy of Management, Chicago, IL, USA. August 5-9.

*Maerz, A., Bourdage, J., & Ogunfowora, B. (2018). How and when (low) Honesty-Humility leads to employee deviance at work. The roles of moral disengagement and supervisor leadership. Symposium paper presented at the 19th European Conference on Personality, Zadar, Croatia. July 17-21.

Nguyen, Q., & Ogunfowora, B. (2018). Moral disengagement and adverse outcomes in the workplace: A meta-analysis. 29th International Congress of Applied Psychology, Montreal, QC. June 26-30.

Ogunfowora, B., *Maerz, A., & *Varty, C. (2016). Does social learning theory matter? An investigation of the impact of supervisory and non-supervisory role models on employee behaviour. Symposium paper presented at the 31st International Congress of Psychology conference. Yokohama, Japan. July 24-29.

Ogunfowora, B., Weinhardt, J., & Hwang, C. (2016). The impact of abusive supervision differentiation on workgroup attachment. Symposium paper presented at the 76th annual meeting of the Academy of Management, Anaheim, CA, USA. August 5-9.

Babalola, M. T., Bligh, M. C., Ogunfowora, B., Guo, L. (2016). When and why conscientious leaders are seen as ethical: A moderated mediation model. Paper presented at the 76th annual meeting of the Academy of Management, Anaheim, CA, USA. August 5-9.

Ogunfowora, B., & Weinhardt, J. (2015). Understanding abusive supervision climate from an interpersonal perspective. Symposium paper presented at the 75th annual meeting of the Academy of Management, Vancouver, BC, Canada. August 7-11.

Ogunfowora, B., *Stackhouse, M., Oh, W. (2015). CSR motive attributions: The roles of executive leadership ethics and consumer cynicism. Paper presented at the 75th annual meeting of the Academy of Management, Vancouver, BC, Canada. August 7-11.

Tucker, S., Ogunfowora, B., & Diekrager, D. (2015). The impact of CEO ethical leadership on frontline

- employee injuries. Symposium paper presented at the 30th Annual Conference of the Society of Industrial and Organizational Psychology. Philadelphia, Pennsylvania: USA. April 23-25.
- Bourdage, J.S., *Maerz, A., Ogunfowora, B., Henley, L., & Vockeroth, E. (2015). Disentangling the link between Honesty-Humility and detrimental workplace behaviors: The role of ethical leadership and organizational justice. Symposium paper presented at the annual International Society for the Study of Individual Differences (ISSID) conference. London, Ontario: Canada. July 27-31.
- *Hwang, C., & Ogunfowora, B. (2015). A study on leadership, team member characteristics, and team effectiveness. Poster presented at 76th annual convention of the Canadian Psychological Association, Ottawa, Ontario, Canada. June 4-6.
- *Maerz, A., & Ogunfowora, B. (2015). Ethical leadership and ethical role modeling: A study of leadership and role modeling within and outside the workplace. Poster presented at 76th annual convention of the Canadian Psychological Association, Ottawa, Ontario, Canada. June 4-6.
- *Maerz, A., *Choi, J., Ogunfowora, B., *Song, Y., *Varty, C., *del Fierro, M., *Hwang, C., & *Ritchie, E. (2015). You are only as good as the company you keep: The impact of team moral disengagement composition on team performance. Poster presented at 76th annual convention of the Canadian Psychological Association, Ottawa, Ontario, Canada. June 4-6.
- Bourdage, J., *Law, S., & Ogunfowora, B. (2015). Impression management behavior: A function of the target characteristics? Poster presented at 76th annual convention of the Canadian Psychological Association, Ottawa, Ontario, Canada. June 4-6.
- Ogunfowora, B., & *Matthews, M. (2014). Supervisor moral attentiveness, ethical leadership, and employee unethical decision making. Paper presented at the 74th annual meeting of the Academy of Management, Philadelphia, PA, USA. August 1-5.
- Ogunfowora, B., & *Matthews, M. (2014). Do supervisor moral cognitions affect employee ethical choice? The roles of ethical leadership and employee cognitions. Paper presented at the 14th Annual Conference of the European Academy of Management (EURAM), Valencia, Spain. June 4-7.
- Ogunfowora, B., *Dube, B., & Bourdage, J. (2013, June). An examination of the validity of leadership emergence ratings. 74th Convention of the Canadian Psychological Association Quebec City, Quebec: Canada. June 13-15.
- Ogunfowora, B. (2013). *The Effects of CEO Ethicality on Prospective Job Applicants: The role of Honesty-Humility Personality*. Symposium paper presented at the 1st World Conference on Personality. Stellenbosch, South Africa. March 19-23.
- Ogunfowora, B. (2013). *A longitudinal study of collective personality: Stability, Antecedents, and Consequences*. 28th Annual Convention of the Society of Industrial and Organizational Psychology. Houston, Texas: USA. April 11-13.
- Schmidt, J.A., Bourdage, J.S., & Ogunfowora, B. (2013). *Understanding performance variability: The role of group personality faultlines*. 28th Annual Convention of the Society of Industrial and Organizational Psychology. Houston, Texas: USA. April 11-13.

- Ogunfowora, B., Bourdage, J., & *Wiltshire, J. (2012). *The effects of CEO ethicality on the attraction of prospective job applicants*. 12th Annual European Academy of Management (EURAM) Conference. Rotterdam: The Netherlands. June 6- 8.
- Ogunfowora, B., Bourdage, J., & *Nguyen, B. (2012). “*You underestimate the power of the dark side*”: An exploration of the dishonest side of self-monitoring. 27th Annual Convention of the Society of Industrial and Organizational Psychology. San Diego, California: USA. April 11-13.
- Schmidt, J., & Ogunfowora, B. (2011). *Performance camouflage: Does the conceptualization of performance variability hide trends?* 26th Annual Convention of the Society of Industrial and Organizational Psychology. Chicago, Illinois: USA. April 14-16.
- Bourdage, J.S., Lee, K., *Wiltshire, J., & Ogunfowora, B. (2011). *Liar Liar? Self-coworker correlations in personality and impression management*. 26th Annual Convention of the Society of Industrial and Organizational Psychology. Chicago, Illinois: USA. April 14-16.
- Bourdage, J.S., Lee, K., *Wiltshire, J., & Ogunfowora, B. (2011). *Good soldiers versus good actors: Investigating the personality correlates of OCB motives*. 15th European Congress of Work and Organizational Psychology. Maastricht: The Netherlands. May 25-28.
- *Wiltshire, J., Lee, K., Bourdage, J., & Ogunfowora, B. (2011). *Exploring potential moderators of the relationship between perceptions of organizational politics and its outcomes*. 15th European Congress of Work and Organizational Psychology. Maastricht, The Netherlands. May 25-28.
- Ogunfowora, B., Bourdage, B., & *Nguyen, B. (2010). *The effects of supervisor-focused justice climate on employee behaviors: A replication and extension*. 70th Annual Meeting of the Academy of Management. Montreal, Quebec: Canada.
- Schmidt, J., Bourdage, J., & Ogunfowora, B. (2010). *Cross-level interactions of individual conscientiousness, group personality, and emergent states*. 70th Annual Meeting of the Academy of Management. Montreal, Quebec: Canada.
- *Nguyen, B., Ogunfowora, B., & Bourdage, J.S. (2010). *An investigation of major personality traits underlying self-monitoring*. 25th Annual Convention of the Society of Industrial and Organizational Psychology (SIOP) conference. Atlanta, Georgia: United States.
- Bourdage, J., Ogunfowora, B., *Nguyen, B., Lee, K., & Schmidt, J. (2010). *Understanding political skill: An examination of personality correlates of political skill and influence on supervisor ratings of OCB*. 71st Convention of the Canadian Psychological Association. Winnipeg, Manitoba: Canada.
- *Nguyen, B., Ogunfowora, B., Bourdage, J., & Lee, K. (2010). *Examining the personality correlates of equity sensitivity*. 71st Convention of the Canadian Psychological Association. Winnipeg, Manitoba: Canada.
- Ogunfowora, B., & Bourdage, J. (2009). *The validity of behavior-based competencies in predicting leadership emergence*. 69th Annual Meeting of the Academy of Management. Chicago, Illinois: United States.
- Ogunfowora, B., & Lee, K. (2009). *The relative validity of ethical leadership in predicting employee performance behaviours*. 70th Convention of the Canadian Psychological Association. Montreal, Quebec: Canada.

- Schmidt, J., Ogunfowora, B., & Bourdage, J. (2009). *Individual personality, group personality composition, and job performance behaviors*. 24th Annual Society of Industrial and Organizational Psychology (SIOP) conference. New Orleans, Louisiana: United States.
- Bourdage, J., Lee, K., & Ogunfowora, B. (2009). *Antecedents and consequences of Impression Management: A field study*. 24th Annual Society of Industrial and Organizational Psychology (SIOP) conference. New Orleans, Louisiana: United States.
- Bourdage, J., & Ogunfowora, B. (2008). *Rater personality and job performance dimension weightings*. 23rd Annual Society of Industrial and Organizational Psychology (SIOP) conference. San Francisco, California: United States.
- Martodam, Y., Cox, V., & Ogunfowora, B. (2008). *Fostering the future of leadership development at the VRRRI*. Annual Alberta Council of Disability Services (ACDS) Conference. Edmonton, Alberta: Canada.

Conference Proceedings

- Maerz, A., Varty, C., & Ogunfowora, B. (2018). Supervisors don't do it alone: How role models affect employee ethical and safety behavior at work. In L. A. Toombs (Ed.), *Best paper proceedings of the 78th Annual Meeting of the Academy of Management (CD)*, ISSN 1543-8643.
- Ogunfowora, B., *Stackhouse, M., Oh, W. (2015). CSR motive attributions: The roles of executive leadership ethics and consumer cynicism. In L. A. Toombs (Ed.), *Best paper proceedings of the 75th Annual Meeting of the Academy of Management (CD)*, ISSN 1543-8643. Finalist for the **Best Paper Award** in the Social Issues in Management (SIM) division.
- Ogunfowora, B., Bourdage, J., & *Nguyen, B. (2010). The effects of supervisor-focused justice climate on employee behaviors: A replication and extension. In L. A. Toombs (Ed.), *Best paper proceedings of the 70th Annual Meeting of the Academy of Management (CD)*, ISSN 1543-8643.

Technical Reports and Other Publications

- Bourdage, J., & Ogunfowora, B. (2016). The pitfalls of office politics and how to avoid them. *The Globe and Mail*. Sept 29, 2016.
- Ogunfowora, B. (2015). How a hostile working environment affects your organization. *The Globe and Mail*. Jan 29, 2015.
- Ogunfowora, B. (2011). Who am I? What do I do? *Canadian Society for Industrial/Organizational Psychology (CSIOP) newsletter*, 27(4), 10-11.
- Ogunfowora, B. (2009). Hiring for fit: Taking organizational culture into account. *Business Edge*, 1 (8), 16-17.
- Ogunfowora, B., & Bourdage, J. (2009). *Report on the validation study of the VRRRI leadership competency model*. Prepared for the Vocational Rehabilitation and Research Institute (VRRRI). Calgary, AB: VRRRI.
- Bourdage, J., & Ogunfowora, B. (2009). The cost benefits of a leadership development program: Results of a utility analysis. *Disability Digest*.

Ogunfowora, B., & Bourdage, J. (2008). *Utility analysis and return on investment (ROI) estimates of the leadership development program*. Prepared for the Vocational Rehabilitation and Research Institute (VRRRI). Calgary, AB: VRRRI.

Ogunfowora, B. (2008). The leadership development initiative of a Community Disability Services agency. *Disability Digest*.

Ogunfowora, B., & Simpson, N. (2007). *The leadership development initiative*. Prepared for the Vocational Rehabilitation and Research Institute (VRRRI). Calgary, AB: VRRRI.

Teaching

Haskayne School of Business, University of Calgary

Linear and Multilevel Modeling in Mplus (MGST 799.12) - PhD	Sept 2015 – present
Organizational behavior (OBHR 601) - MBA and executive MBA	Sept 2016 – present
Advanced Leadership (OBHR 621/721) – MBA and executive MBA	Jan 2016 – present
Executive Education seminars (topics: leadership, culture, and organizational behaviour)	Sept – Dec 2017
Recruitment and Selection (OBHR 559)	Sept 2016; Jan 2018
Working with People (MGST 495); multiple sections	May 2014 – Oct 2015

Department of Psychology, University of Calgary

Independent research courses

Research in Psychology: Leader ethical role modeling at work (Psyc 504)	Sept 2014 – April 2015
Research in Psychology: Abusive supervision at work (Psyc 504)	Sept 2014 – April 2015

Goodman School of Business, Brock University

Organizational Behaviour (OBHR 2P91)	Sept 2012 – April 2013
Organizational Behaviour and Design (MBA 5P04; Graduate seminar)	

Faculty of Business, University of Regina

Introduction to Organizational Behaviour (BUS 260)	May 2010 – April 2012
Staffing Organizations (BUS 356)	
Management of Performance (BUS 361)	
Managing Diversity (GBUS 876; Graduate seminar)	
Strategic Human Resources Management (MBA 843; Graduate seminar)	

Department of Psychology, University of Calgary

Sessional Instructor

Course: Personnel Psychology (Psych 421)

Jan 2009 – April 2009

Lab Instructor

Courses:

- | | |
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| • Experimental Design and Quantitative Methods (Psych 312) | Fall/Winter 2007-2008 |
| • Psychometrics (Psych 407) | Fall, 2006 |
| • Design & Analysis in Research (Psych 411) | Winter, 2006 |

Student training and supervision

Doctoral student supervision

1. Mohammad Khalilinejad	Jan 2023 – present
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- HEXACO at Work – Scale development and Validation
2. Quan Nguyen Sept 2017 – present
 - Moral cognitions and attitudes in the workplace; workplace safety
 3. Madelynn Stackhouse July 2015 – August 2017
 - Topic: Supervisor Unforgiveness in the Workplace: A Risk Protection Framework
 - Co-supervised with Dr. Loren Falkenberg

Undergraduate honours thesis supervision July 2015 – April 2016

1. Christine Hwang
 - Topic: The consequences of abusive supervision differentiation on employee affiliation with the work team.
2. Christianne Varty July 2015 – April 2016
 - Topic: Validation of a leader role modeling measure in the workplace safety context.

Full year undergraduate independent research courses

1. Kaitlyn Guenther (co-supervision with Dr. Bourdage) Sept 2020-April 2021
 - Topic: Gaslighting in the workplace.
2. Addison Maerz Sept 2014 – April 2015
 - Topic: The development and validation of an ethical role modeling in the workplace measure.
3. Christine Hwang Sept 2014 – April 2015
 - Topic: Employee reaction to the abusive treatment of fellow team members: The roles of employee Honesty-Humility and moral courage.

Leadership and Individual Differences lab

- Includes undergraduate students and a supervising graduate student.
- Lab members are involved in different aspects of the research process, including research survey design, research implementation,

University Services

Haskayne School of Business Services

1. Hiring committee, OBHR area (2019; 2022 competitions)
2. Committee Member, MBA Advisory Committee
3. Committee Member, Canadian Centre for Advanced Leadership (CCAL) Academic Advisory Group
4. Committee Member, Assurance of Learning (AACSB)
5. Committee Member, Strategy Steering Committee
6. Ethics and Research, Guided Path, Canadian Centre for Advanced Leadership (CCAL) Initiative
7. Committee Member, Strategy and Organizations Recruitment/Hiring Committee
8. Committee member, HROD curriculum review
9. Dissertation committee member: Brenda Nguyen
10. Dissertation Committee Member: Madelynn Matthews-Stackhouse
11. Column writer for Haskayne, Leadership lab in the Globe and Mail

External Committee Services

1. Faculty and AHS leadership development initiatives 2017- present
 - Leadership skills, abilities, and competencies evaluation and development planning, Cumming School of Business and broader AHS
2. I/O Psychology hiring committee member (2022), Department of Psychology, University of Calgary
3. Doctoral thesis external examiner (2021): Manuel Rengifo, Melbourne School of Psychological Sciences, University of Melbourne, Australia
4. Doctoral thesis external examiner (2022): Shambhavi Tiwari, Dept of Psychology, University of

Copenhagen, Denmark

5. Social psychology area search committee member, Department of Psychology, University of Calgary
6. Master's thesis committee member: Naomi Lee, Department of Psychology, University of Calgary
7. Master's thesis committee member: Raye Lukacik, Department of Psychology, University of Calgary
8. Undergraduate honours thesis examiner: Mitchell Godor, Dpt. of Psychology, University of Calgary
9. External adviser, Faculty of Medicine leadership development project
10. Doctoral thesis external examiner (2015): Kim Louw, Dept of Psychology, University of Western Australia

Assurance of Learning (AACSB) Committee Member Sept 2012 – April 2013
Goodman School of Business, Brock University

Undergraduate Program Committee Member Sept 2011 – June 2012
Faculty of Business, University of Regina

Faculty Representative to the Faculty of Social Sciences Sept 2010 – April 2011
Faculty of Business, University of Regina

Professional Services

Editorial Board Member

1. Journal of Organizational Behavior Nov 2022 – present

Ad-hoc Reviewer:

1. Journal of Applied Psychology (ABS 4*; FT 50)
2. Journal of Management Studies (ABS 4*; FT 50)
3. Journal of Management (ABS 4; FT 50)
4. Organizational Behavior and Human Decision Processes (ABS 4; FT 50)
5. Human Relations (ABS 4; FT 50)
6. Journal of Organizational Behaviour (ABS 4)
7. The Leadership Quarterly (ABS 4)
8. Journal of Occupational and Organizational Psychology (ABS 4)
9. Journal of Occupational and Health Psychology (ABS 4)
10. Journal of Business Ethics (ABS 3; FT 50)
11. Applied Psychology: An International Review (ABS 2)
12. Personnel Review (ABS 2)

Conference Reviewer for:

1. Academy of Management Annual Meeting
2. Annual conference of the Society of Industrial and Organizational Psychology (SIOP)
3. Convention of the Canadian Psychological Association, Canadian Society of Industrial/Organizational Psychology (CSIOP) division

Grant Reviewer

1. Initial Application Assessment Evaluator for 2013 SSHRC Insight Grant Competition

Professional Affiliations

1. Member of the Academy of Management
2. Member of the European Academy of Management
3. Member of the Society of Industrial and Organizational Psychology (SIOP)
4. Member of the Canadian Psychological Association (Canadian SIOP division)

Non-Academic Positions

Strategy Consultant

Cummings School of Business, University of Calgary

May 2017

- Co-led a strategy session with senior management on the links between leadership, corporate strategy, and organizational culture at the CSM.

Consultant

July 2009 – Nov 2009

SPB Organizational Psychology

- Worked as part of a team of consultants to deliver organizational effectiveness mandates to external clients in various industries.
- Organizational development initiatives included: Employee Selection Processes and Tools, e-solutions for employment testing, Job Analysis, Training, and Leadership Assessment and Development.

Human Resources Consultant

May 2007 – June 2009

The Vocational and Rehabilitation Research Institute

Leadership Development

- Designed a leadership development program aimed at identifying and supporting the development of emerging leaders within the agency.
- Worked as part of team to design and implement a pilot run of the leadership development program.
- Conducted a utility analysis and return on investment (ROI) evaluation of the leadership program.

Performance Management

- Worked on revamping the organization's existing performance management system.
- Designed and implemented training for users of the revised performance review system.
- Conducted job analysis of newly created jobs to identify critical tasks, knowledge, skills, and abilities, as well as core performance standards for evaluating employee performance.