**THE TON VUONG**

Ph.D. Candidate in Organizational Behaviour and Human Resources

Haskayne School of Business, University of Calgary

2500 University Drive NW,   
Calgary, Alberta, T2N 1N4 Canada TEL: +1 (587) 894-2023  
Email: [ton.vuong@ucalgary.ca](mailto:ton.vuong@ucalgary.ca)

Office: SH480 A-I

**EDUCATION**

2021-Present Haskayne School of Business, University of Calgary

ABD, Organizational Behaviour and Human Resources

2014-2016 Graduate School of Management, Ritsumeikan Asia Pacific University

MBA, Marketing and Management

2010-2014 College of International Management, Ritsumeikan Asia Pacific University

BBA, Management

**RESEARCH INTERESTS**

* Workplace Mistreatment
* Emotions and Moral Emotions
* Leadership Ethics
* Employee Well-beings

**HONORS AND AWARDS**

2021-2025 International Graduate Tuition Award, Faculty of Graduate Studies, University of Calgary

2016 Outstanding Master’s Thesis Award, Ritsumeikan Asia Pacific University

2014 Oita Prefectural Scholarship for Academic Excellent Students, Prefectural Governor, Oita Prefecture

2013 JASSO Honors Scholarship for Privately-Financed International Students, Japanese Student Services Organization

2013 Academic Merit Certificate for Exemplary Students, Ritsumeikan Asia Pacific University

**PUBLICATIONS & WORKS IN PROGRESS**

**Peer-reviewed Articles**

Lyubykh, Z., Zhong, R., **Vuong, T. T.**, Robinson, S. L., & Hershcovis, M. S. (2024). Understanding the impact of witnessed workplace mistreatment: A meta-analysis of observer deontic reactions and employee outcomes. *Journal of Applied Psychology.* Advance online publication. [https://doi.org/10.1037/apl0001239](https://psycnet.apa.org/doi/10.1037/apl0001239)

**Book Chapters**

Hayes, A. F., & **Vuong, T. T.** (in press). Moderated mediation and (not) “mediated moderation”. In A. L. Nichols & J. E. Edlund (Eds.), *Cambridge handbook of research methods and statistics for the social and behavioral sciences*. Cambridge, UK: Cambridge University Press.

**Works in Progress**

Vranjes, I., **Vuong, T. T.**, Neville, L., Reich, T. C., & Hershcovis, M. S. (2025). Investigating the backlash effects of bystander intervention in workplace incivility. (Working paper). University of Calgary.

**Vuong, T. T.**, Huray, L. L., Cohen, N., Bélanger, L., J., & Turner, N. (2025). Interpersonal determinants of microbreaks and their influences on employee wellbeing (Working paper). University of Calgary.

**Vuong, T.T.,** Turner, N., Gulseren, D. B., & Barling, J. (2025). Reviving pseudo-transformational leadership (Working paper). University of Calgary.

**Vuong, T. T.**, Hershcovis, M. S., & Turner, N. (2025). [Fourth-party reactions to bystander intervention] [Unpublished raw data]. University of Calgary.

**Vuong**, T. V., Hershcovis, M. S., & Deng, C. (2025). [Construct proliferation in workplace mistreatment literature: meta-analytic data] [Unpublished raw data]. University of Calgary.

**CONFERENCE PAPERS & PRESENTATIONS**

**Accepted Papers & Presentations**

**Vuong, T. T.**, Dugyu, B. G., Turner, N., & Barling, J. (2025, July). *The rise and fall of pseudo-transformational leadership: Revisiting its relevance in leadership theory* (Paper presentation). Paper accepted for presentation at the Academy of Management Annual Meeting. Copenhagen, Denmark.

Vranjes, I., **Vuong, T. T.**, Neville, L., Reich, T. C., & Hershcovis, M. S. (2025, April). Investigating the backlash effects of bystander intervention in workplace incivility. In S. Su. & C. H. Chang (Chairs), *Recent developments in the study of workplace incivility*. Paper accepted for presentation at the Society for Industrial and Organizational Psychology. Denver, CO, United States.

Vranjes, I., **Vuong, T. T.**, Neville, L., Reich, T. C., & Hershcovis, M. S., (2023, April 20). Perpetrator reactions to bystander intervention. In A. Hunt, L. Q. Yang, & N. M. Baker (Chairs), *Perpetrator perspective of workplace mistreatment: Why’s and how’s*. Presented at the Society for Industrial and Organizational Psychology. Boston, MA, United States.

**Vuong, T. T.** (2014, November). *Celebrity endorsement versus anonymous endorsement in high-involvement situations* (Paper presentation). Presented at The International Winter Conference on Business and Economics Research. Beppu, Oita, Japan.

**OTHER PUBLICATIONS & WORKS IN PROGRESS**

Lyubykh, Z., Zhong, R., **Vuong, T. T.**, Robinson, S. L., & Hershcovis, M. S. (forthcoming). Workplace aggression causes real harm – leaders must take action against it. *The Conversation.* [https://theconversation.com/workplace-aggression-causes-real-harm-leaders-must-take-action-against-it-249938]

**TEACHING**

2025 OBHR 317: Introduction to Organizational Behaviour

Haskayne School of Business, University of Calgary

2024 OBHR 317: Introduction to Organizational Behaviour

Haskayne School of Business, University of Calgary

**REFERENCES**

Available upon request