**Academic Positions**

**Haskayne School of Business, University of Calgary 2024 - Present**

Assistant Professor, Organizational Behaviour and Human Resources Area

**Sauder School of Business, University of British Columbia 2022 - 2024**

Montalbano Centre for Responsible Leadership Development

Postdoctoral Research Fellow

**Education**

**Eccles School of Business, University of Utah 2022**

Ph.D., Management (Emphasis: Organizational Behavior, Minor: Gender Studies)

**Marriott School of Business, Brigham Young University**   **2015**

B.S., Management (Emphasis: Organizational Behavior and Human Resources), *cum laude*

**Research Interests**

My research focuses on when and why women experiencing adversity at work are evaluated as deserving of support and opportunity, as well as more broadly how to alleviate suffering in organizations. My methodological toolbox includes experimental paradigms, experience sampling, archival text analysis, interviews, and survey-based field research.

**Publications**

**Dodson, S.J.,**Goodwin, R.D., Wakslak, C., Diekmann, K.A., & Graham, J. (In press). She sees the trees, he sees the forest: Descriptive gender stereotypes of concreteness and abstractness. *Journal of Personality and Social Psychology.*DOI: 10.1037/pspa0000453

**Dodson, S.J.,** Goodwin, R.D., Graham, J., & Diekmann, K.A. (2023). Moral foundations, himpathy, and punishment following sexual misconduct allegations. *Organization Science, 34(*5), 1651-1996. <https://doi.org/10.1287/orsc.2022.1652>

**Dodson, S.J.** & Heng, Y.T. (2022). Self-compassion in organizational research: A review and future research agenda. *Journal of Organizational Behavior, 43(*2), 168-196*.* <https://doi.org/10.1002/job.2556>

* Top Cited JOB Article 2022-2023

Goodwin, R.D., **Dodson, S.J.,** Chen, J.M., & Diekmann, K.A. (2020). Gender, sense of power, and desire to lead: Why women don’t “lean in” to apply to leadership groups that are majority-male. *Psychology of Women Quarterly, 44(*4), 468-487*.* <https://doi.org/10.1177/0361684320939065>

**Papers In Revision**

Goodwin, R.D., **Dodson, S. J.,** Dehghani, M., Graham, J., & Diekmann, K.A. [Responses to sexual harassment]. *1st Revise and Resubmit, Personnel Psychology.*

**Papers Under Review**

**Dodson, S.J.** & Skarlicki, D.P. [Ethics of Robin Hoodism]. *Personnel Psychology.*

**Working Papers**

**\***Previously submitted, incorporating feedback from reviewers/editor

**\*Dodson, S.J.,** Goodwin, R.D., Tideman, S., Wakslak, C., Graham, J., & Diekmann, K.A. [Leader gender and abstraction]. *Target journal: Academy of Management Journal.*

Goodwin, R.D., **Dodson, S.J.,** & Diekmann, K.A. [Power shifts following sexual harassment allegations]. *Target journal: Journal of Applied Psychology.*

\*Goodwin, R.D., **Dodson, S. J.,** & Diekmann, K.A. [Impression management following sexual harassment allegations]. *Target journal: Journal of Applied Psychology.*

\*Rochford, K.C., Bergeron, D., Yoon, S., **Dodson, S.J.**, & Koopman, J. [Workplace loneliness]. *Target journal: Journal of Management Scientific Reports.*

**Selected Research in Progress**

**Dodson, S.J.** The interplay of construal level and gender in professional image management.

Status: *Data collection, 4th study*

**Dodson, S.J.** & Goodwin, R.D. The daily causes and consequences of working parents’ mental load.

Status: *Data collection, 2nd study*

Heng, Y.T., Stillwell, E.E., & **Dodson, S.J.** Lay theories of grief and work outcomes.

Status: *Data collection, 2nd study*

Goodwin, R.D., Newman, A., & **Dodson, S.J.** Managing the tension of concrete and abstract business demands for female entrepreneurs.

Status: *Data collection, 2nd round interviews*

**Dodson, S.J.,** Evans, W., Willness C.R., Weinhardt, J.M., Steel, P. Sexual harassment meta-analysis.

Status: *Data collection and coding*

**Invited Talks**

University of Calgary, Haskayne School of Business, December 2023

University of Georgia, Terry School of Business, December 2023

University of Southern California, Marshall School of Business, November 2023

University of British Columbia, Sauder School of Business, February 2023

Utah State University, Huntsman School of Business, October 2021

**Media Coverage**

“Healthy Workplaces: The Human Cost of Systemic Failure” (March 4, 2025). *Haskayne Business Exchange.* <https://haskayne.ucalgary.ca/research-and-faculty/haskayne-business-exchange>

“Himpathy: The psychology of why some people side with perpetrators of sexual misconduct” (September 26, 2024). In *The Conversation Weekly Podcast.* The Conversation. <https://theconversation.com/himpathy-the-psychology-of-why-some-people-side-with-perpetrators-of-sexual-misconduct-podcast-239860>

Collis, M.R. (July 30, 2024). *Addressing himpathy: How organizations can navigate bias in sexual assault allegations* (research brief). Gender and the Economy. <https://www.gendereconomy.org/addressing-himpathy-how-organizations-can-navigate-bias-in-sexual-assault-allegations/>

Dodson, S.D. & Goodwin, R.D. (March 20, 2024). Himpathy helps explain why perpetrators of sexual misconduct often escape repercussions. In *The Conversation Canada.* <https://theconversation.com/how-himpathy-helps-shield-perpetrators-of-sexual-misconduct-from-repercussions-224594>

“No gender parity until 2129: Canadian women less likely to be managers than U.S., Mexico, France” (March 7, 2024). In *Canadian HR Reporter.* <https://www.hrreporter.com/focus-areas/diversity/no-gender-parity-until-2129-canadian-women-less-likely-to-be-managers-than-us-mexico-france/384294>

EP81: Dr. Samantha Dodson on women, systems, and leaning in vs. out (September 26, 2023). In *See, Hear, Feel.* <https://christinejko.buzzsprout.com/1954860/13528879-ep81-dr-samantha-dodson-on-women-systems-and-leaning-in-vs-out>

The morality of himpathy for sexual harassers (July 20, 2023). In *The Academic Minute.* National Public Radio (NPR). <https://academicminute.org/2023/07/samantha-dodson-university-of-british-columbia-the-morality-of-himpathy-for-sexual-harassers/>

“From tackling gender discrimination to addressing climate change, this new UBC Sauder researcher means business” (June 6, 2022). In *The Daily Hive Vancouver*. <https://dailyhive.com/vancouver/vancouver-ubc-sauder-business-responsible-leadership>

**Academic Awards and Grants**

SSHRC Insight Development Grant ($15,800 CAD) **2023 - 2024**

Doctoral Teaching Excellence Award **2022**

Women in Leadership David Eccles School of Business Research Grant ($16,500 USD) **2018**

Brigham Young University scholarship ($11,500 USD) **2010 - 2015**

Marriott School of Management scholarship ($1,450 USD) **2013 - 2014**

Phi Eta Sigma national scholarship ($6,300 USD) **2012 - 2013**

**Teaching Experience**

**Instructor,** *Haskayne School of Business, University of Calgary*

Fundamentals of Human Behavior in Organizations (Undergraduate) **2025 - Present**

Gender and Work (Undergraduate) **2025 - Present**

**Guest Lecturer,** *College of Business, University of Nevada, Reno* **2023**

Leadership (Ph.D.), “New Directions in Leadership Research”

**Guest Lecturer,** *Sauder School of Business, University of British Columbia* **2023**

Business Fundamentals (Undergraduate), “Equity, Diversity, and Inclusion”

**Instructor,** *David Eccles School of Business, University of Utah*

Business Scholars (Undergraduate honors), *Not rated* **2021-2022**

Human Behavior in Organizations (Undergraduate; online) **2020**

Bootcamp (Ph.D.), “Primary Data and Validity”**2020-2021**

**Guest Lecturer**, *David Eccles School of Business, University of Utah*

Managing & Leading in Organizations (MBA), “Evidence-Based Management” **2019**

**Professional Service**

**Ad Hoc Peer Reviewer**  **2018 - Present**

*Organization Science*

*Organizational Behavior and Human Decision Processes*

*Journal of Applied Psychology*

*Journal of Organizational Behavior*

*Personality and Social Psychology Bulletin*

*Journal of Vocational Behavior*

**Internal Service**

Advisor, Business Pride Club **2024 - Present**

Organization Committee Lead, EDI in Organizations Research Workshop **2024 – Present**

**Work Experience**

**Consultant,** DecisionWise  **2015 - 2017**

* Administered employee engagement surveys, 360 feedback surveys, and psychometric assessments to over 50,000 people worldwide for 40+ organizations
* Compiled findings and analyses into extensive reports and presented findings to executive leaders
* Consulted HR leaders on best practices for communicating and implementing leadership development and organizational change strategies

**Professional Affiliations**

Academy of Management

International Association for Conflict Management

Center for Positive Organizations’ Community of Scholars

Positive Relationships at Work Micro-community

Distance in Organizations Group