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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, The University of Sheffield, United Kingdom
2003	Ph.D., Psychology, The University of Sheffield, United Kingdom

**Professional Appointments**

2002-2006	<b>Smith School of Business, Queen's University, Canada</b>	
	2002-2003	Adjunct Assistant Professor
	2003-2006	Assistant Professor, tenure-track
	2005-2006	Toller Family Research Fellow in Organizational Behaviour
2006-2015	<b>Asper School of Business, University of Manitoba, Canada</b>	
	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	<b>Haskayne School of Business, University of Calgary, Canada</b>	
	2015-now	Professor, tenured
	2016-now	Adjunct Professor, Department of Psychology
	2017-2023	Distinguished Research Chair in Business Leadership
	2019-now	Area Chair, Organizational Behaviour & Human Resources
	2023-now	Future Fund Research Chair in Leadership

## 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

### Journal Articles

- 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.
- Gardner, C., & Turner, N. (2002). Spaces for voices: A narrative of teaching outside our disciplines. *Teaching in Higher Education*, 7, 458-471.
- Turner, N., Barling, J., Epitropaki, O., Butcher, V., & Milner, C. (2002). Transformational leadership and moral reasoning. *Journal of Applied Psychology*, 87, 304-311.
- Inness, M., Barling, J., & Turner, N. (2005). Understanding supervisor-targeted aggression: A within-person, between-jobs design. *Journal of Applied Psychology*, 90, 731-739.
- 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.
- Parker, S.K., Williams, H.M., & Turner, N. (2006). Modeling the antecedents of proactive behavior at work. *Journal of Applied Psychology*, 91, 636-652.
- Tucker, S., Turner, N., Barling, J., Reid, E.M., & Elving, C. (2006). Apologies and transformational leadership. *Journal of Business Ethics*, 63, 195-207.
- 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.
- Carson, J., Barling, J., & Turner, N. (2007). Group alcohol climates, alcohol consumption, and student performance. *Group Dynamics: Theory, Research, & Practice*, 11, 31-41.
- 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.
- Williams, H.M., Parker, S.K., & Turner, N. (2007). Perceived dissimilarity and perspective-taking within work teams. *Group & Organization Management*, 32, 569-597.

- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- Christie, A., Barling, J., & Turner, N. (2011). Pseudo-transformational leadership: Model specification and outcomes. *Journal of Applied Social Psychology*, 41, 2943-2984.
- 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.
- Tucker, S., & Turner, N. (2011). Young worker safety behaviors: Development and validation of measures. *Accident Analysis & Prevention*, 43, 165-175.
- 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.

- Simola, S.K., Barling, J., & Turner, N. (2012). Transformational leadership and leaders' mode of care reasoning. *Journal of Business Ethics*, 108, 229-237.
- 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.
- Hopton, 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.
- 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.
- 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.
- 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.
- Tucker, S., & Turner, N. (2013). Waiting for safety: Responses of young workers in Canada to unsafe work. *Journal of Safety Research*, 45, 103-110.
- 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.
- 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.
- Tucker, S., & Turner, N. (2014). Safety voice among young workers facing dangerous work: A policy-capturing approach. *Safety Science*, 62, 530-537.
- Leblanc, M.M., Barling, J., & Turner, N. (2014). Intimate partner aggression and women's work outcomes. *Journal of Occupational Health Psychology*, 19, 399-412.
- 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.
- 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.
- 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.
- 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.
- 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.

- 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.
- 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
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.

- 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.
- 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.
- 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.
- Grocutt, A., Gulseren, D., Weatherhead, J.G., & Turner, N. (2022). Can mentoring programmes develop leadership? *Human Resource Development International*, 25, 404-414.
- Gulseren, D., Sayin, F.K., Turner, N., & Kelloway, E.K. (2022). Chronic pain and pain disability in the workplace: The next frontier for healthy and effective organizations. *Organizational Dynamics*, 51, 100926.
- Lyubikh, 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.
- Lyubikh, 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.
- Lyubikh, 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.
- Lyubikh, 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.
- Lyubikh, Z., Turner, N., Hershcovis, M.S., & Deng, C. (2022). A meta-analysis of leadership and employee safety: Examining relative importance, contingencies, and methodological moderators. *Journal of Applied Psychology*, 107, 2149-2175.
- Shooshtari, S., Menec, V., Stoesz, B., Bhojwani, D., Turner, N., & Piotrowski, C. (2022). 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*, 83, 371-378.
- Turner, N., Deng, C., Granger, S., Wingate, T.G., Shafqat, R., & Dueck, P.M. (2022). Young workers and safety: A critical review and future research agenda. *Journal of Safety Research*, 83, 79-95.
- Barling, J., Granger, S., Weatherhead, J.G., Turner, N., & Pupco, S. (2023). Early family socioeconomic status and leadership role occupancy: A multi-source lifespan study. *Journal of Organizational Behavior*, 44, 1129-1144.
- Deng, C., Gulseren, D., Isola, C., Grocutt, K., & Turner, N. (2023). Transformational leadership effectiveness: An evidence-based primer. *Human Resource Development International*, 26, 627-641.
- Grocutt, A., Granger, S., Turner, N., Fordham, M., & Chmiel, N. (2023). Relative influence of senior managers, direct supervisors, and coworkers on employee injuries and safety behaviors. *Safety Science*, 164, 106192.

- Isola, C., Granger, S., Turner, N., LeBlanc, M.M., & Barling, J. (2023). Intersection of intimate partner violence, partner interference, and family supportive supervision on victims' work withdrawal. *Occupational Health Science*, 7, 483–508.
- Nguyen, V.Q., Turner, N., Barling, J., Axtell, C.M., & Davies, S. (2023). Reconciling general and safety-specific transformational leadership: A paradox perspective. *Journal of Safety Research*, 84, 435-447.
- Reynolds, G., Samuels, K.L., Din, C., & Turner, N. (2023). Doing leadership development through mentoring in a social learning space: The case of the inaugural Leadership Learning Lab. *Journal of Management Development*, 42, 234-252.
- Samuels, K.L., Reynolds, G., & Turner, N. (2023). Finding fit in friction: The value of contrast in mentoring for leadership development. *Leadership & Organizational Development Journal*, 44, 291-303.
- Turner, N., Deng, C., Granger, S., & Dueck, P.M. (2023). How does subjective invulnerability impact young workers' safety voice? *Journal of Safety Research*, 85, 129-139.
- Davis, J., Granger, S., & Turner, N. (2024). Assessing psychological distress of healthcare workers with and without work injuries: The role of job control. *Journal of Safety Research*, 90, 333-340.
- Deng, C., & Turner, N. (2024). Identifying key mentor characteristics for successful workplace mentoring relationships and programmes. *Personnel Review*, 53, 580-604.
- Lyubkyh, Z., Alonso, N., & Turner, N. (2024). Beyond allies and recipients: Exploring observers' allyship emulation in response to leader allyship. *Organizational Behavior and Human Decision Processes*, 181, 104308.
- Stackhouse, M., Turner, N., & Kelley, K. (2024). Repairing damaged professional relationships with leader apologies: An examination of trust and forgiveness. *European Journal of Work and Organizational Psychology*, 33, 399-415.
- Granger, S., & Turner, N. (2025). Work injuries and mental health challenges: A meta-analysis of the bidirectional relationship. *Personnel Psychology*, 78, 11-57.
- Granger, S., Barling, J., & Turner, N. (in press). Pathways of affluence and adversity: Persistent early life socioeconomic status shapes leadership emergence via social capital. *Journal of Business and Psychology*.
- Lyubkyh, Z., Barclay, L.J., Turner, N., & Hershcovis, M.S. (in press). Perceiving the inevitable: Understanding observer reactions to workplace mistreatment through the lens of system justification theory. *Journal of Organizational Behavior*.
- Lyubkyh, Z., Turner, N., Weinhardt, J.M., Davis, J., & Dumaisnil, A. (in press). Facilitating mental health disclosure and better work outcomes: The role of organizational support for disclosing mental health concerns. *Human Resource Management*.

### **Book Chapters, Editorials, Commentaries, & Reprints**

- 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.
- 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.

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

- 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.
- 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.
- 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.
- Turner, N. (2017). Social relations in and around work [Editorial]. *Human Relations*, 70, 3-6.
- 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.
- Lyubkyh, 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.
- Turner, N. (2020). Being there (or not). In A. Sharman (Ed.) *One percent safer: The secrets to achieving safety excellence from the world's finest thinkers* (pp. 228-229). Maverick Eagle Press.
- Grocutt, A., Barling, J., & Turner, N. (2025). Reimagining occupational health and safety post-Covid-19 pandemic. In N. Ashkanasy, C. L. Cooper, & J. Barling (Eds.), *Imagining the Post-Covid workplace: Challenges and opportunities* (pp. 173-184). Routledge
- Barling, J., & Turner, N. (2025). Reassessing travel fatigue and cognitive performance in MLB umpires: Insights from “Just calling balls and strikes: The impact of business travel on cognitive performance,” by Ryan P. Terry, Jeffrey E. McGee, Deniz Gevrek, and David G. Collings. *Academy of Management Discoveries*, 11, xx-xx.
- Turner, N., & Deng, C. (in press). Work systems and safety. In E.K. Kelloway, J. Barling, & K. Nielsen (Eds.). *Work and health*. Oxford University Press.

### **Publicly Available Technical Reports**

- 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](https://www.safemanitoba.com/Page%20Related%20Documents/resources/microsoft_word_-_young_workers_responses_to_workplace_hazards_draft_final_sept_3_2010.pdf)
- 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.  
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- 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.  
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- 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.

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### **Selected Mass Media Publications**

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

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

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

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

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### Conference Presentations

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.

- 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.
- 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.
- Wood, S.J., Turner, N., Lasasosa, 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.
- 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.
- 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.
- Wood, S.J., Turner, N., Lasasosa, 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.

- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.

- 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.
- 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.
- 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.
- 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)
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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 and Labrador, Canada.
- 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 and Labrador, Canada.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- Hopton, 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.
- 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.
- 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.

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

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

- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- Aghakhani, H., Main, K., & Turner, N. (2011, May). *You're shady: The effect of pupil obscurity on consumers' perceived trust*. Paper presented at the Rupert's Land Consumer Behaviour Symposium, Regina, SK.
- 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.
- Aghakhani, H., Main, K., & Turner, N. (2011, October). *You're shady: The effect of pupil obscurity on consumers' perceived trust*. Poster presented at the Annual North American Conference of the Association of Consumer Research conference, St. Louis, MO.

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

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

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- Belanger, L., Turner, N., Lyubkykh, 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.
- Bozeman, J., Lyubkykh, 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.
- 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.
- 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.
- 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.
- Turner, N. (2019, July). *Young workers and safety*. Paper presented at the 8th Annual Occupational Health Psychology Summer Institute, Halifax, Canada.
- 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.
- 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.
- 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.
- Lyubkykh, 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.
- 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.
- Turner, N. (2019, November). *Social environment and workplace mistreatment*. Symposium chair at the 13th Interdisciplinary Conference on Occupational Stress and Health, Philadelphia, PA.
- 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.
- Lyubkykh, 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.
- Turner, N. (2020, January). *Perceptions of safety effectiveness and leadership*. Paper presented at the European Leadership for Safety Education Workshop, Nice, France.

- Steel, P., Turner, N., & Jones, D. (2020, March). Ethical Approach Scales: Operationalizing 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).
- 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).
- 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).
- Turner, N., Lyubych, 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).
- 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).
- 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).
- 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.
- 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 and Labrador.
- 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.
- 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).
- 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)
- 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.
- 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.
- Menec, V., & Turner, N. (2021, April). *Work-related injuries in middle-aged and older workers in Newfoundland and Labrador*. Presentation at WorkplaceNL, St. John's, NL.
- 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 presented at the 81st Annual Meeting of the Academy of Management (online).
- Lyubych, 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).
- 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)
- Lyubych, 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)
- Lyubych, 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.
- 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.
- Davis, J., Lyubych, 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.
- 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.

- 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.
- Lyubkykh, Z., Barclay, L.J., Turner, N., & Hershcovis, M.S. (2022, August). Justifying the inevitable: How observers of mistreatment can become accomplices. In Z. Lyubkykh (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.
- 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.
- 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.
- Lyubkykh, Z., Alonso, N., & Turner, N. (2023, May). *When and why leader allyship leads to positive or negative outcomes*. Paper presented at the 6th Interdisciplinary Perspectives on Leadership Symposium, Rhodes, Greece.
- Turner, N. (2023, July). *Management systems and workplace safety*. Paper presented at the 12th Annual Occupational Health Psychology Summer Institute, Halifax, Canada.
- Gulseren, D., Sayin, F.K., Kelloway, E.K., & Turner, N. (2023, August). Transformational leadership behaviors, chronic pain, and pain disability at work. In D. Gulseren & D. Samosh (Chairs). *Theoretical and empirical advancements in research on disability and leadership*. Symposium presented at 83rd Annual Meeting of the Academy of Management, Boston, MA.
- Lyubkykh, Z., Alonso, N., & Turner, N. (2023, August). Beyond allies and recipients: Exploring observers' allyship emulation in response to leader allyship. In Z. Lyubkykh (Chair). *Advancing gender equity and diversity in the workplace: The role of allyship and leadership*. Symposium presented at 83rd Annual Meeting of the Academy of Management, Boston, MA.
- Rex, R., Granger, S., Weatherhead, J.G., & Turner, N. (2023, August). Exploring the relative strength of five pathways between transformational leadership and employee psychological well-being. In A. Güntner & I. Inceoglu (Chairs). *Leadership and well-being: Putting leaders' and followers' good health front and center*. Symposium presented at 83rd Annual Meeting of the Academy of Management, Boston, MA.
- Rex, R., Alexander, S., Granger, S., Weatherhead, J.G., & Turner, N. (2024, June). Exploring the relative strength of five mechanisms linking transformational leadership and employee psychological well-being. In E.K. Kelloway (Chair). *Leadership and health*. Symposium presented at the 85th Annual National Convention of the Canadian Psychological Association, Ottawa.
- Ramazani, V., Steel, P., & Turner, N. (2025, May). *Semantic factor analysis for scale development*. Poster to be presented at the Artificial Intelligence and Machine Learning in Operations Management Research (AIMOR) Workshop, Banff, Canada.
- Bonaccio, S. (Moderator), Bourdage, J., Carleton, E., Finegan, J., Powell, D., & Turner, N. (2025, June). *Demystifying academic leadership roles: A conversation with experienced leaders in I-O psychology*. Panel to be presented at the 86th Annual National Convention of the Canadian Psychological Association, St. John's, NL, Canada.

- Dawson, A., Turner, N., & Granger, S. (2025, June). *Understanding psychological distress in the aftermath of workplace injuries: The moderating effects of safety support from three sources*. Poster to be presented at the 86th Annual National Convention of the Canadian Psychological Association, St. John's, NL.
- Turner, N., Alexander, S.M., Grocutt, A., Granger, S., & Pan, C. (2025, June). *Autonomy, task uncertainty, and work injuries*. Paper to be presented at the 86th Annual National Convention of the Canadian Psychological Association, St. John's, NL.
- Pan, C., Nguyen, V.Q., Granger, S., & Turner, N. (2025, July). *Work-related injuries and psychological distress: The buffering role of transformational leadership* [Poster withdrawn]. Poster presented at the Work, Stress and Health 2025 Conference, Seattle, WA.
- Rabbani, M., Merrifield, A., Granger, S., & Turner, N. (2025, July). *Family ties at work: How parent-child work arrangements and family safety climate impact young workers' injury risk* [Paper withdrawn]. Paper presented at the Work, Stress and Health 2025 Conference, Seattle, WA.
- Granger, S., & Turner, N. (2025, August). From socioeconomic adversity to affluence: Early life socioeconomic status shapes leadership role emergence in adulthood. In M. Ortynsky & A. Grocutt (Chairs). *Redefining the prototypical leader: Exploring non-traditional leaders at work*. Symposium to be presented at the 85th Annual Meeting of the Academy of Management, Copenhagen.
- Steel, P., Ramazani, V., Turner, N., & Dick, D.G. *Ethical approach scales: From moral theory foundations at work to AI-enhanced factor refinement*. Poster to be presented at 85th Annual Meeting of the Academy of Management, Copenhagen.
- Vuong, T.T., Turner, N., & Gulseren, D. (2025, August). *The rise and fall of pseudo-transformational leadership: Revisiting its relevance in leadership theory*. Paper to be presented at the 85th Annual Meeting of the Academy of Management, Copenhagen.

#### External and Matching Grants

1999-2001	BP Amoco Chemical Research Grants <i>Tracking the Implementation and Development of Self-Managing Teams</i> (with Ronny Lardner). £32,000
2004-2005	Centre of Research Expertise for the Prevention of Work-Related Musculoskeletal Disorders and Disability Seed Research Grant <i>Effects of Transformational Leadership on Musculoskeletal Disorders &amp; Minor Injuries in the Service Sector</i> (with Alysha Williams [PI] et al.). \$7,390 CDN
2005-2009	Social Sciences and Humanities Research Council of Canada Standard Research Grant <i>Constructing Safety while Building Bombs: Organizing Resilience in Wartime Munitions Work</i> (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 <i>CEOs and other Top Management Commitment to Workplace Safety</i>

	(with David Steuwe [PI] and Dov Zohar) \$93,258 CDN
2008-2011	Workers Compensation Board of Manitoba Community Initiatives and Research Program <i>Young Worker Responses to Hazards in the Workplace</i> (with Sean Tucker) \$55,232 CDN
2011-2016	Workers Compensation Board of Manitoba Research and Workplace Innovation Program <i>Young Worker Responses to Workplace Hazards, Responsibility for Safety, and Workplace Injuries across Time</i> (with Sean Tucker [PI]) \$92,390 CDN
2014-2017	Workers Compensation Board of Manitoba Research and Workplace Innovation Program <i>Safety Knowledge and Sharing Before Retirement: An Examination of Retiring Employees' Attitudes, Intentions and Behaviors</i> (with Krista Uggerslev and Kasey Martin) \$75,454 CDN
2016-2019	Social Sciences and Humanities Research Council of Canada Partnership Development Program <i>The Intersection of Teamwork, Culture, and Technology: Enhancing Soft Skill Development in Post-Secondary Education through Student-Centered Feedback</i> (with Tom O'Neill [PI] et al.) \$465,000 CDN
2016-2021	Monieson Centre Collaborative Research Grant Smith School of Business, Queen's University <i>Growing up Poor Limits Later Development of Leadership</i> (with Julian Barling and Julie Weatherhead) \$59,400 CDN
2018-2023	Social Sciences and Humanities Research Council of Canada Insight Grant <i>How can managers support and ensure the positive consequences of employees' disclosure of a mental health challenge?</i> (with Laurent Lapierre [PI] et al.) \$207,576 CDN
2018-2023	Social Sciences and Humanities Research Council of Canada Insight Grant <i>Early socioeconomic adversity and the development of later formal leadership</i> (with Julian Barling [PI]) \$209,046 CDN
2018-2020	Government of Alberta Occupational Health and Safety Futures - Research Funding Program <i>Human resource management practices and work injury rates in Alberta firms</i> (with Simon Raby and Connie Deng) \$17,071 CDN
2018-2020	MITACS Elevate Postdoctoral Fellowship Program

	<p><i>Leaders Enhancing Employee Wellbeing</i> (with Lisa Belanger &amp; ATB Financial) \$110,000 CDN</p>
2019-2020	<p>WorkplaceNL – Research Opportunities <i>Understanding work-related injuries, risk factors, and short-term outcomes among middle-aged and older workers using national data for provincial comparisons</i> (with Shahin Shooshtari [PI] et al.) \$66,931 CDN</p>
2019-2021	<p>Social Sciences and Humanities Research Council of Canada Insight Development Grant <i>Sleepiness, mindfulness, and bias against women in leadership positions</i> (with Erica Carleton [PI] et al.) \$55,000 CDN</p>
2020-2022	<p>Workplace NL – Research Opportunities <i>Work injuries and mental health</i> (with Steve Granger, Sean Tucker, &amp; Connie Deng) \$9,077 CDN</p>
2022-2027	<p>Social Sciences and Humanities Research Council of Canada Insight Grant <i>Leadership development and emergence among adolescents and young adults: A 10-year study</i> (with Julie Weatherhead &amp; Tim Wingate) \$294,838 CDN</p>
2023-now	<p>Cenovus Energy Inc. <i>Leadership development and emergence among adolescents and young adults: A 10-year study</i> (with Julie Weatherhead) \$250,000 CDN</p>
2023-2025	<p>MITACS Elevate Postdoctoral Fellowship Program <i>Monark Leadership Development</i> (with Lynden Jensen &amp; Monark) \$180,000 CDN</p>
2024-2025	<p>Haskayne Research Elevation Fund <i>Inaugural Equity, Diversity, and Inclusion in Organizations Workshop</i> \$27,620 CDN</p>
2024-2029	<p>Social Sciences and Humanities Research Council of Canada Insight Grant <i>Becoming a leader (or not): Navigating first-time leadership role transitions</i> (with Julian Barling [PI] and Cindy Suurd-Ralph) \$253,592 CDN</p>
2025-2026	<p>Haskayne Research Elevation Fund <i>Second Haskayne Equity, Diversity, and Inclusion in Organizations Workshop</i> \$25,825 CDN</p>
2025-2026	<p>Transdisciplinary Scholarship Connector Grant <i>Building transdisciplinary partnerships to advance post-secondary mental health</i></p>

*and well-being research and knowledge mobilization*  
(with Jennifer Thannhauser [PI] et al.)  
\$16,916.70 CDN

- 2025-2027 Office of Vice-President (Research), University of Calgary  
Postdoctoral Match-Funding (with Karen Samuels)  
\$50,000 matching funds
- 2025-2027 Haskayne Postdoctoral Program  
Postdoctoral Match-Funding (with Alyssa Grocutt)  
\$98,636.15 CDN contribution
- 2025-2029 Social Sciences and Humanities Research Council of Canada  
Insight Grant  
*Leading healthy and sustainable work: Exploring leadership's role in employee well-being*  
with Steve Granger [PI]  
\$223,204 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
- 2024 Golden Bull Award (November), Haskayne School of Business
- 2025 Killam Annual Professor

#### **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, <i>Journal of Management Inquiry</i>
2012-2017	Associate Editor, <i>Human Relations</i>
2012-2014	Associate Editor, <i>Canadian Journal of Administrative Sciences</i>
2014-2015	Acting Editor-in-Chief, <i>Human Relations</i>
2017-2021	Guest Editor, <i>Journal of Occupational Health Psychology</i>
2017-2020	Editor-in-Chief, <i>Human Relations</i>
2021-2022	Associate Editor, <i>Journal of Occupational &amp; Organizational Psychology</i>

### Editorial Board Memberships:

2006-2012	<i>Human Relations</i>
2007-2010	<i>Journal of Management Inquiry</i>
2008-2020	<i>Journal of Applied Psychology</i>
2008-now	<i>Journal of Business and Psychology</i>
2008-2012	<i>Employee Responsibilities and Rights Journal</i>
2010-2013	<i>Journal of Occupational Health Psychology</i>
2013-now	<i>Journal of Management Inquiry</i>
2015-now	<i>Journal of Occupational Health Psychology</i>
2016-now	<i>Occupational Health Science</i>

2020-now            *Group & Organization Management*  
2020-now            *Human Relations*

**Ad Hoc Reviewing for Journals:**

*Academy of Management Journal, Acta Psychologica, 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 Psychology Open, 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 Relations, Human Resource Management, Human Resource Management Journal, Industrial and Labor Relations Review, International Journal of Industrial Ergonomics, 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)  
Emond Publishing (Canada)  
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
2015-2018	Ethical Leadership	Haskayne BComm
2024	Research Methodologies (leave cover)	Haskayne BComm
2025	Capstone Applied Research Project I	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
2015-2016	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
2016-2017	Rik Mantel	Undergraduate Research Assistant
2016-2022	Steven Granger	PhD Management
2018-2022	Zhanna Lyubikh	PhD Management, co-chair
2018-2022	Aidan Dumaisnil	PhD Management, co-chair
2018-2021	Dr. 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
2019-2023	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
2020-2023	Ryan Rex	DBA Management, co-chair
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
2022-now	Glenda Reynolds	DBA Management, co-chair
2023-2025	Dr. Lynden Jensen	MITACS Elevate Postdoctoral Fellowship
2023-2024	Mariyam Rabbani	BComm Honours
2024-now	Dr. Sean Alexander	CCAL Senior Research Associate
2024-2025	Dr. Karen Samuels	Research Associate (part-time)
2024	Chelsea Pan	Undergraduate Research Experience Project
2024	Nimra Fayaaz	Undergraduate Research Assistant
2024-now	Anna Dawson	Undergraduate Research Assistant
2024-now	Chelsea Pan	Undergraduate Research Assistant

2025-now	Dr. Alyssa Grocutt	Haskayne/SSHRC Postdoctoral Fellow
2025-now	Dr. Karen Samuels	Postdoctoral Fellow

**University of Manitoba:**

2012-2013	Kasey Martin	Research Associate
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-Ray 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
2018-2019	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
2020-2024	Leah Pezer	PhD Psychology
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-now	Brittany Lindsay	PhD Psychology

2022	Morgan Rogers	PhD Kinesiology
2022	Eden-Ray Lukacik	PhD Psychology
2023-2024	Zaheera Soomar	DBA Management
2023-now	Mehnaz Rafi	PhD Management
2023-now	Brianna Davison	PhD Psychology
2023	Benjamin Moon	PhD Psychology
2024	Lucy Anowai	Master's in Nursing
2024-now	Ivy Mai	PhD Management
2024	Ade Ogunsanya	DBA Management
2024	Michelle DePodesta	Doctorate in Nursing
2024-2025	Jonn Henke	PhD Psychology
2025	Lena Le Huray	MSc Psychology
2025-	Marisa Vaglica	Doctorate in Nursing

**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:**

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
2022	Dallas Novakowski	PhD Management, Calgary
2023	Vanessa Shum	PhD Management, Simon Fraser
2025	Tessa Neilson	PhD Management, Guelph

### **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
2016-2023	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
2020-2023	Member, Academic Advisory Group, Centre for Corporate Sustainability
2021-2024	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
2022	Member, Robson Professorship in Entrepreneurship Renewal Committee
2023	Member, Nomination Committee for University Research Excellence Chairs
2021-2024	Chair, Canada Research Chair in EDI Leadership Search Committee
2023-now	Member, CHAIR Committee
2024-now	Member, Doctor in Business Administration Admissions Committee
2024-now	Member, Distinguished Business Leaders Scholarship Selection Committee
2024-now	Member, Arthur J.E. Child Scholarship in Business Selection Committee
2024-now	Member, Eric Homersham Memorial Scholarship Selection Committee
2025-now	Member, CPA Tax Research Fund Grant Adjudication Committee
2025-now	Member, CPA Managerial Accounting Fund Grant Adjudication Committee
2025	Member, Director of Energy Policy Search Committee, School of Policy Studies

#### **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, Smith School of Business

**University-Level Service**

**University of Calgary:**

2015-2016	Schulich School of Engineering Tenure & Promotion Committee
2017-2018	Advisory Decanal Review Committee (Business)
2019-2020	Selection Committee, Industrial-Organizational Psychology Position
2023-2025	Advisory Selection Committee for a Dean of the Faculty of Law
2023-2024	Werklund School of Education Tenure & Promotion Committee
2024-now	Senior Scholar, Graduate College
2025-now	Adjudication Committee, Graduate College Scholarship Applications
2025-now	Selection Committee, Canada Excellence Research Chair in Water Security

**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
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**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	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
2022-2025	Special Graduate Faculty, Department of Management, Gordon S. Lang School of Business, University of Guelph
2025-2028	Board of Directors, Minerva Canada

### **Consulting and Advisement**

Alexandria Moulding, Alexandria, Ontario  
British Petroleum plc, Grangemouth, UK  
Canada Revenue Agency  
Energy Safety Canada  
Jobs, Economy and Trade, Government of Alberta  
Manitoba Association of Crown Attorneys, Winnipeg, Canada  
Monark, Calgary  
The Keil Centre, Edinburgh, UK  
Winnipeg Regional Health Authority  
Workers Compensation Board of Manitoba