

**M. SANDY HERSHCOVIS**  
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[https://scholar.google.ca/citations?user=2EPL\\_t4AAAAJ&hl=en&oi=ao](https://scholar.google.ca/citations?user=2EPL_t4AAAAJ&hl=en&oi=ao)

## **EDUCATION**

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- 2006      Queen's School of Business, Queen's University, Canada  
Ph.D., Management
- 2002      Queen's School of Business, Queen's University, Canada  
M.Sc., Management
- 2001      Haskayne School of Business, University of Calgary, Canada  
B.Com., Distinction

## **FACULTY POSITIONS**

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- 2021-      Future Fund Professorship in Equity, Diversity, and Inclusion
- 2018-      Professor, Haskayne School of Business  
University of Calgary, AB
- 2015-      Associate Professor, Haskayne School of Business  
University of Calgary, Calgary, AB
- 2010-15    Associate Professor, I.H. Asper School of Business  
University of Manitoba, Winnipeg, MB
- 2013      Visiting scholar, Department of Psychology  
University of Michigan (summer)
- 2006-10    Assistant Professor, I.H. Asper School of Business  
University of Manitoba, Winnipeg, Canada
- 2009      Early Career Visiting Scholar, Institute of Work Psychology  
University of Sheffield, United Kingdom

## **ADMINISTRATIVE POSITIONS**

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2023-	Senior Associate Dean, Academic and Research
2019 -	Associate Dean, Academic Haskayne School of Business, University of Calgary
2015-2019	Area Chair, Strategy & Organizations Haskayne School of Business, University of Calgary
2012-2015	Head, Department of Business Administration, I.H. Asper School of Business, University of Manitoba, Canada

## **RESEARCH INTERESTS**

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- Workplace aggression, social undermining, incivility, abusive supervision, bullying, counterproductive work behaviors, workplace deviance, sexual harassment
- Equity, diversity, and inclusion
- Workplace safety and employee well-being

## **RESEARCH GRANTS**

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2025 – 2030	Principal Investigator, Insight Grant, Social Sciences and Humanities Research Council of Canada (\$220,988). In collaboration with Zhanna Lyubykh (co-investigator) and Ivana Vranjes (collaborator)
2019 – 2025	Principal Investigator, Insight Grant, Social Sciences and Humanities Research Council of Canada (\$225,259). In collaboration with Lukas Neville (co-investigator) and Tara C. Reich (collaborator) *Grant extended one year due to illness
2014	Collaborator, Institute for Research on Women & Gender, Collaborative Planning Grant, University of Michigan (\$8,000), with Lilia Cortina and Sari Van Anders
2013-2019	Principal Investigator, Insight Grant, Social Sciences and Humanities Research Council of Canada (\$209,640). In collaboration with Amy Christie (co-investigator), Tara Reich, and Lilia Cortina (collaborators)
2010-2013	Principal Investigator, Standard Research Grant, Social Sciences and Humanities Research Council of Canada (\$75,719). In collaboration with Sharon K. Parker (collaborator).

2007-2010 Principal Investigator, Standard Research Grant, Social Sciences and Humanities Research Council of Canada (\$111,300) – includes RTS. In collaboration with Sharon K. Parker (collaborator).

## **HONOURS AND AWARDS (RESEARCH)**

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2023 Honor Roll of Responsible Research in Business and Management  
2023 Honorable Mention, William A. Owens Scholarly Achievement Award, SIOP  
2021 Fellow, Society of Industrial and Organizational Psychology  
2020 Royal Society of Canada, College of New Scholars, Artists and Scientists  
2019 Peak Scholar, University of Calgary  
2019 MOC Division Award for Best Submission with Practical Implications  
2018 Dean's Award for Research Excellence  
2018 OBHR Research Professorship  
2013 Rh Research Award, University of Manitoba  
2011 University of Manitoba Merit Award for Research  
2010 Certified Management Accountant (CMA) Merit Award for Research, Teaching, and Service at the Asper School of Business (2006-2010)  
2009 Associates Achievement Award, Research, Asper School of Business  
2008 Emerald Literati Award for Excellence, Highly Commended Paper  
2007 Associates Achievement Award, Research, Asper School of Business

## **PUBLICATIONS AND WORKS IN PROGRESS**

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\* indicates student or post-doc supervised.

### **Books**

1. Bowling, N. & **Hershcovis**, M.S. (Eds.) (2017). *Research and Theory on Workplace Aggression*. Cambridge University Press, Cambridge, UK.

### **Refereed Articles**

2. Workman-Stark, A., Vranjes, I.\*, Lyubkykh, Z\*., Cortina, L., **Hershcovis**, M.S., Berdahl, J., & Chrusch, C. (in press). How signals of silence sustain sexual harassment and what to do about it. *Human Resource Management*. FT-50, AJG4. [doi/10.1002/hrm.70063](https://doi.org/10.1002/hrm.70063)
3. Vranjes, I\*., Lyubkykh, Z.\*, Caza, B. & **Hershcovis**, M. S., (2025). Understanding Perpetrator Reactions to Bystander Intervention in Interpersonal Workplace Aggression. *Academy of Management Review*, 50(2), 224-250. <http://doi.org/10.5465/amr.2020.0396>. FT-50<sup>1</sup>, AJG4\*.

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<sup>1</sup> The FT-50 is the most widely recognized and used top-tier journal list in management.

4. Lyubikh, Z\*, Barclay, L., **Hershcovis**, M.S., & Turner, N. (2025). Perceiving the Inevitable: Understanding observer reactions to workplace mistreatment through the lens of system justification theory. *Journal of Organizational Behavior*, 46(5), 721-744. <http://doi.org/10.1002/job.2854>. AJG4<sup>2</sup>.
5. Lyubikh, Z.\*, Zhong, R, Vuong, T\*, Robinson, S. L., & **Hershcovis**, M.S. (2025) Understanding the Impact of Witnessed Workplace Mistreatment: A meta-analysis of Observer Deontic Reactions and Employee Outcomes. *Journal of Applied Psychology*, 381-403. <https://doi.org/10.1037/apl0001239> FT-50, AJG4\*.
6. Zhong, R, Lian, H., & **Hershcovis**, M.S., & Robinson, S.L. (2023). Mitigating or enhancing harmful effects of workplace mistreatment. An integrative review. *Academy of Management Annals*, 17, 516-545. AJG4\*.
7. Lyubikh, Z\*., Turner, N., & **Hershcovis**, M.S. A meta-analytic investigation of leadership and employee safety. (2022). *Journal of Applied Psychology*, 107, 2149-2175. FT-50, AJG4\*.
8. Lyubikh, Z.,\* Bozeman, J.,\* **Hershcovis**, M.S., Turner, N. & Shan, V\*. (2022). Attribution biases as a predictor of abusive supervision. *Journal of Organizational Behavior*, 43, 125-145. AJG4.
9. Grandey, A. A., Beehr, T., & **Hershcovis**, S. (2022). A call for preventing interpersonal stressors at work. *Journal of Occupational Health Psychology*, 27(1), 3. AJG4.
10. Cortina, L. M., **Hershcovis**, M. S., Clancy, K. (2022). The Embodiment of Insult: A Theory of Biobehavioral Response to Workplace Incivility. *Journal of Management*, 48, 738-763. FT-50, AJG4\*
11. **Hershcovis**, Vranjes, I\*., Berdahl, J.L., & M. S., Cortina, L. M. & (2022). See no evil, hear no evil, speak no evil: Theorizing network silence around sexual harassment. *Journal of Applied Psychology*, 106, 1834-1847 Impact factor: 4.64. Honor roll of Responsible Research in Business and Management. FT-50, AJG4\*.
12. Reich, T.C.\* , **Hershcovis**, M.S., Niven K., Parker, S.K., & Stride, C. (2021). It's a matter of perspective: Attitudinal responses to witnessed mistreatment at work. *Journal of Occupational Health Psychology*, 26, 374-392. AJG4.
13. **Hershcovis**, M.S., Cortina, L. M., & Robinson, S. L. (2020). Social and situational dynamics surrounding workplace mistreatment: Context matters. *Journal of Organizational Behavior*, 41, 699-705. AJG4.

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<sup>2</sup> The AJG list is a widely used and comprehensive UK list that rates journal quality based on four metrics: impact factor, SJR, SNIP, and CiteScore. The ratings, according to the AJG methodology, are as follows: 1 (recognized journals with a modest standard in their field), 2 (journals that publish original research of acceptable quality), 3 (rated journals that published original and well-executed research and are highly regarded), 4 (journals publish the most original and best-executed research), and 4\* (journals of distinction and are exemplary).

14. **Hershcovis**, M.S., Cameron, A.F., Gervais, L.,\* & Bozeman, J.\* (2018) The Effects of Confrontation and Avoidance Coping in Response to Workplace Incivility. *Journal of Occupational Health Psychology*, 163-174. AJG4.
15. **Hershcovis**, M. S., & Bhatnagar, N. (2017). When fellow customers behave badly: Witness reactions to employee mistreatment by customers. *Journal of Applied Psychology*, 102,1528-1544. FT-50, AJG4\*
16. **Hershcovis**, M.S., Neville, L., Reich, T.C.,\* Cortina, L.M., Christie, A. & Shan, J. V.\* (2017). Witnessing wrongdoing: The effects of observer power on incivility intervention in the workplace. *Organizational Behavior and Human Decision Processes*, 142, 45-57. FT50, AJG4.
17. **Hershcovis**, M.S., Ogunfowora, T., & Reich, T.C.\* , Christie, A.M. (2017). Targeted workplace Incivility: The Roles of Belongingness, Embarrassment, and Power. *Journal of Organizational Behavior*, 38, 1057-1075. AJG4.
18. Reich, T.C.\* & **Hershcovis**, M.S., (2015). Observing Workplace Incivility. *Journal of Applied Psychology*, 100, 203-215. FT-50, AJG4\*.
19. Turner, N., **Hershcovis**, M.S., Reich, T.C.\* , Totterdell, P.A, & Harrison, A. (2014). Work-family conflict, psychological distress, and workplace injuries. *Journal of Occupational and Organizational Psychology*. 87, 715-432. AJG4.
20. **Hershcovis**, M.S. & Reich, T.C\* (2013). Integrating workplace aggression research: Relational, contextual, and method considerations. *Journal of Organizational Behavior*. S1, 26-42. DOI: 10.1002/job.1886. AJG4.
21. 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. AJG2.
22. Totterdell, P., **Hershcovis**, M.S., Niven, K., Reich, T.C.\* & Stride, C. (2012). Can employees be emotionally drained by witnessing unpleasant interactions between coworkers? A diary study of induced emotion regulation. *Work & Stress*, 26, 112-129. AJG4.
23. **Hershcovis**, M.S., Reich, T.C,\* Parker, S. K. & Bozeman, J.\* (2012). The relationship between workplace aggression and target deviant behaviour: the moderating roles of power and task interdependence, *Work & Stress*, 26, 1-20. AJG4.
24. **Hershcovis**, M. S. (2011). Incivility, social undermining, bullying...Oh My! A call to reconcile constructs within workplace aggression research. *Journal of Organizational Behavior*. 32, 499-519. AJG4.

25. **Hershcovis**, M. S. & Cameron, A. F. (2011). Invited Reaction: Managing Workplace Incivility: The Role of Conflict Management Styles – Antecedent or Antidote? *Human Resource Development Quarterly*, 4, 425-435. AJG2.
26. 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. AJG2.
27. **Hershcovis**, M.S., & Barling, J. (2010). Comparing victim attributions and outcomes for workplace aggression and sexual harassment. *Journal of Applied Psychology*. 95, 874-888. FT-50, AJG4\*.
28. 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. AJG4.
29. **Hershcovis**, M.S., Parker, S.K., Reich, T.C.\* (2010). Moderating effect of equal opportunity support and confidence in grievance procedures on sexual harassment from different perpetrators. *Journal of Business Ethics*, 92, 415-432. FT-50, AJG3.
30. **Hershcovis**, M.S. & Barling, J. (2010). Towards a multi-foci approach to workplace aggression: A meta-analytic review of outcomes from different perpetrators. *Journal of Organizational Behavior*, 31, 24-44. AJG4.
31. Herremans, I.M., **Hershcovis**, M.S., & Bertels, S. (2009). Leaders and laggards: The influence of competing logics on corporate environmental action. *Journal of Business Ethics*, 89, 449-472. (authors contributed equally). FT-50, AJG3.
32. 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 coworker support for safety. *Journal of Occupational Health Psychology*, 13, 319-330. AJG4.
33. **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. FT-50, AJG4\*.
34. Zacharatos, A., **Hershcovis**, M.S., Turner, N., & Barling, J. (2007). Human resource management practices in the North American automotive industry: A meta-analytic review. *Personnel Review*, 36, 231-254. (Emerald Literati Award: Highly Commended Paper). AJG2.
35. Herremans, I.M. & **Hershcovis**, M.S. (2006). Sustainability reporting: Creating an internal self-driving mechanism. *Environmental Quality Management*, 15, 3, 19-29.

## Book Chapters

36. **Hershcovis, M.S. & Grandy, G. (2025).** *The Importance of Effective (Men) Allyship for Women Leaders*, in E. King, M. Heble, & Q. Conally (Eds.) *Research on Social Issues in Management: Call to Action for Policymakers: Defending and Advancing Diversity, Equity, and Inclusion (DEI) Initiatives*. Information Age Publishing.
37. Vranjes, I\*., Lyubykh, Z\*., **Hershcovis, M. S., (2021).** Observer intervention on workplace harassment. In EK Kelloway & C. Cooper (Eds.) *Research Agenda for Workplace Stress and Wellbeing*. (pp. 73-90). Edward Elgar Publishing.
38. Lyubykh, \*Z., **Hershcovis, M. S., & Turner, N. (2020).** Workplace aggression and workplace affect. In L.Q. Yang, R. Cropanzano, C. Daus, and V. Martinez-Tur (Eds.). *The Cambridge Handbook of Workplace Affect*. (pp. 270-283). Cambridge, UK: Cambridge University Press.
39. **Hershcovis, M. S. & Bowling, (2017).** Introduction. In N. A. Bowling & M. S. Hershcovis (Eds.) *Research and Theory on Workplace Aggression*. Cambridge, UK: Cambridge University Press
40. Tarraf, R\*., **Hershcovis, M. S., & Bowling, N. A. (2017).** Moving the Field of Workplace Aggression Forward: Thoughts and Recommendations. In N. A. Bowling & M. S. Hershcovis (Eds.) *Research and Theory on Workplace Aggression*. (pp. 350-370). Cambridge, UK: Cambridge University Press.
41. **Hershcovis, M.S. & Rafferty, A. (2012).** Predicting abusive supervision. In Houdmont, J., Leka, S., & Sinclair, R. (Eds.) (2012). *Contemporary occupational health psychology: Global perspectives on research and practice*, vol 2. (pp. 92-108). Chichester: Wiley-Blackwell.
42. Reich, T.C.\* & **Hershcovis, M.S. (2012).** Observing sexual harassment at work: A gendered extension of a gendered construct. In S. Fox & T. Lituchy (Eds.) *Gender and Dysfunctional Workplace*. (pp. 120-134). London, UK: Edward Elgar.
43. Bozeman, J.\* & **Hershcovis, M.S. (2012).** Victim role in precipitating aggression. In M. Paludi (Ed.). *Managing Diversity in Today's Workplace*, (pp. 49-75). Praeger: Santa Barbara, CA.
44. Reich, T.C.\* & **Hershcovis, M.S. (2010).** Interpersonal relationships at work. In S. Zedeck (Ed.), *Handbook of Industrial and Organizational Psychology* (volume III, pp. 223-248), Washington, DC: American Psychological Association.
45. **Hershcovis, M. S. & Reich, T. C.\* (2010).** Occupational stress. In I. Weiner & E. Craighead (Eds.). *Corsini Encyclopedia of Psychology and Behavioral Science* (4<sup>th</sup> ed., pp. 1124-1125). Hoboken, NJ: John Wiley & Sons.

46. **Hershcovis, M.S., & Barling, J. (2007).** Towards A relational model of workplace aggression. In J. Langan-Fox, C.L. Cooper, & R. Klimoski (Eds.), *Dysfunctional Workplace: Management Challenges and Symptoms*, (p. 268-284). Cheltenham, UK: Edward Elgar Publishing Ltd.
47. **Hershcovis, M.S., & Barling, J. (2006).** Preventing workplace violence. In E. K. Kelloway, J. Barling, & J. Hurrell (Eds.), *Handbook of Workplace Violence*, (pp. 607-632). Sage Publications.

### **Manuscripts under Review or Revision**

Alonso, N., Lyubykh, Z.\*, & Hershcovis, M.S. (revise and resubmit) Playing Dumb: Fear of facing allegation and strategic ignorance about what constitutes sexual harassment.

### **Manuscripts in Preparation/Working Papers**

Caza, B., Hershcovis, M. S., Reich, T. C., & Lambert, B. (Working paper). Coming out later in life: Effects of identity transition on workplace engagement.

Vuong, T\*, Vranjes, I., Neville, L. Reich, T. C., & Hershcovis, M.S. (Working paper). Perpetrator reactions to observer intervention.

Vuong, T.\*, Deng, C., & Hershcovis, M.S. Construct clean-up ten years later: A meta-analysis.

Vuong, T.\*, Turner, N., & Hershcovis, M.S. Fourth party reactions to bystander intervention.

Workman-Stark, A., Vranjes, I., Lyubykh, Z., & Hershcovis, M.S. Training bystanders to intervene on sexual harassment at work.

### **Practitioner Articles**

Lyubykh, Z., Zhong, R., Robinson, S.L., Hershcovis, M.S., & Vuong, T. (2025). Workplace aggression causes real harm—leaders must take action against it. *The Conversation*.

Vranjes, I., Lyubykh, Z, Hershcovis, M.S., & Caza, B. (2024). How to intervene when you witness workplace aggression. *Harvard Business Review*.

Hershcovis, M.S., Caza, B.B., Vranjes, I., & Lyubykh, Z. (2023). Workplace tensions: How and when bystanders can make a difference. *The Conversation*.

Lyubykh, Z., Bozeman, J., Turner, N., & Hershcovis, S. (2022). Abusive bosses often blame a worker’s lack of effort or care for poor performance when it’s their own biases that may be the problem. *The Conversation*.

Hershcovis, M.S., Vranjes, I., Berdahl, J.L. & Cortina, L.M. (2021). Complicity and silence around sexual harassment are common – Cuomo and his protectors were a textbook example. *The Conversation*.

Hershcovis, M.S., Reich, T.C., & Niven, K. (2015). Workplace bullying: Causes, consequences, and intervention strategies. *SIOP White Paper Series*, 3-22.

### **CONFERENCE PARTICIPATION (Discussant, Chair, Panelist)**

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Hershcovis, M.S. (Discussant). New Research Examining Far-Reaching Implications of Masculinity Contest Culture. Academy of Management Annual Conference, 2025, Copenhagen.

Hershcovis, M.S. (Panelist). Toxic Ties: Bystander Reactions to Harassment and the Role of Observers. In A. Bevacqua and M. Craven (co-chairs) Toxic Ties: An International Perspective on Workplace Bullying, Harassment, and Incivility. Academy of Management Annual Conference, 2025, Copenhagen.

Hershcovis, M.S., (Panelist). Too many constructs in the kitchen? The future of measurement in mistreatment research. Society of Industrial and Organizational Psychology, 2024, Chicago, IL.

Hershcovis, M.S., (Discussant). Bystander in Workplace Sexual Harassment: Silence and Intervention Behaviors (Kim, S.H. & Park, Y., Chairs). *Society of Industrial and Organizational Psychology*, 2023, Boston, MA.

Hershcovis, M.S. & Schouten, M. E. (Chairs). *Gender equity at work? Pay inequity and underrepresentation*. 2019 Annual Meeting of the Academy of Management, Boston, MA

Hershcovis, M.S. (Panelist). *Nevertheless She Persisted: Succeeding as a Women Academic*. PDW, 2019 Annual Meetings of the Academy of Management, Boston, MA.

Hershcovis, M.S. (Panelist). *Congratulations, you got a revise and resubmit! Now what?* PDW, 2019 Annual Meetings of the Academy of Management, Boston, MA.

Hershcovis, M. S. (Discussant). *Aggression in service interactions: New directions in customer mistreatment* (Rajiv Amarnani and Ruodan Shao, Chairs). 2019 Annual Academy of Management Conference, Boston, MA

Hershcovis, M. S. (Discussant). *Consequences of abusive supervision at work: Expanding boundary conditions and mechanisms*. (Wei Wang and Simon Restubog, Chairs). 2019 Annual Meetings of the Academy of Management, Boston, MA

- Hershcovis, M.S. (Discussant). *Workplace Incivility: New Frontiers and Research Directions* (Pauline Schilpzand and Troy Pounds, Chairs). 2018 Annual Academy of Management Conference, Chicago, IL.
- Hershcovis, M.S. (Discussant). *Toward a better understanding of workplace mistreatment* (G. Thrasher, S. Ran, & L. A. Marchiando, Chairs). 2015 Annual Academy of Management Conference, Vancouver, BC, Canada.
- Hershcovis, M.S. (Discussant). *The social context of workplace mistreatment: Multiple levels of analysis and mitigating factors* (B. J. Lyons & I. C. Chadwick, Chairs). 2015 Annual Academy of Management Conference, Vancouver, BC, Canada.
- Hershcovis, M.S. (Chair). *Contextualizing workplace incivility*. 2014 Society of Industrial and Organizational Psychology Conference, Honolulu, HI.
- Hershcovis, M.S. and J. Bunk (Chairs). *Explaining reactions to workplace incivility: A collection of mediators*. 2014 Society of Industrial and Organizational Psychology Conference, Honolulu, HI.
- Hershcovis, M.S. (Discussant). *New Findings from the Dark Side: Racism, Sexism, and Heterosexism in Organizations*. 2013 Work, Stress, & Health, Orlando, FL.
- Hershcovis, M.S. (Panelist). *Publishing in top Non-US Journals – Why and How?* 2017 PDW, Annual Meetings of the Academy of Management, Atlanta, GA.
- Hershcovis, M.S. (Panelist). *Workplace Incivility Research Incubator*. PDW. 2015 Annual Academy of Management Conference, Vancouver, BC, Canada.
- Hershcovis, M.S. (Panelist). *Workplace Incivility Research Incubator*. PDW. 2013 Annual meeting of the Academy of Management, Orlando, FL.
- Hershcovis, M.S. (Panelist). *Toward a Greater Understanding of Civility and Incivility in the Workplace*, 2011 Society of Industrial and Organizational Psychology.
- Hershcovis, M.S. (Chair). *The power of power: Examining power in workplace mistreatment experiences*. 2010 Meetings of the Academy of Management, Montreal, Canada.
- Hershcovis, M.S. (Panelist). *Dealing with rejection in the publication process*. Administrative Sciences Association of Canada doctoral consortium, Regina, SK
- Hershcovis, M.S. (Chair). *Ostracism and social exclusion*. 2008 Meetings of the Academy of Management, Anaheim, CA.

Hershcovis, M.S. & Reich, T.C. (Chairs). *Bringing the relationship into the experience of workplace aggression*. 2008 Meetings of the Society of Industrial and Organizational Psychology, San Francisco, CA.

Schat, A. & Hershcovis, M.S. (Chairs). *Towards a relational model of workplace aggression*. 2007 Meetings of the Society of Industrial and Organizational Psychology, New York, NY.

## **CONFERENCE PRESENTATIONS**

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Vranjes, I\*., Vuong, T\*., Neville, Reich, T. C., & Hershcovis, M.S. (2025). Investigating the backlash effect of bystander interventions in workplace incivility. In Bowling, N.A. & Su, S. (chairs). *Recent Developments in the Study of Workplace Incivility. Society for Industrial and Organizational Psychology*. Chicago, IL

Vranjes, I\*., Vuong, T\*., Neville, Reich, T. C., & Hershcovis, M.S. (2024). Investigating the backlash effect of bystander interventions in workplace incivility. In Bowling, N.A. & Su, S. (chairs). *Recent Developments in the Study of Workplace Incivility. Society for Industrial and Organizational Psychology*. Chicago, IL

Vranjes, I\*., Vuong, T\*., Hershcovis, M.S., Neville, Reich, T. C. (2023). Perpetrator reactions to observer intervention. In Hunt, A., Yang, L.Q., & Baker, N.M. (chairs). *Perpetrator Perspective of Workplace Mistreatment: Why's and How's. Society for Industrial and Organizational Psychology*. Boston, MA.

Hershcovis, M.S. (2022). *Bystander Intervention in Workplace Harassment: Insights from Research*. Featured Speaker at Canadian Psychological Association annual convention, Calgary, Ab.

Vranjes, I\*., Lyubykh, Z\*., & Hershcovis, M.S. (2020). *Third party reactions to observer intervention*. Virtually presented at 2020 Academy of Management Conference.

Hershcovis, M. S., Cortina, L.M., Berdahl, J.L., & Vranjes, I\* . (2019). Shrouds of silence: Unpacking social network systems surrounding sexual harassment. *European Association of Work and Organizational Psychology, Turin, Italy*.

Hershcovis, M. S., Reich, T. C\* . Niven, K., Parker, S. K., & Stride, C. (2018). *Making sense of observer reactions to witnessed mistreatment at work*. Academy of Management, Chicago, IL.

Granger, S\*., Turner, N., & Hershcovis, M.S. (2018). Consequences of workplace injuries on mental health among hospital personnel. *Society of Industrial and Organizational Psychology Conference*. Chicago, IL

- Bozeman, J\*., Lyubykh, Z\*., Hershcovis, M.S., Turner, N. & Shan, V\*. (2018). Attribution biases as a predictor of abusive supervision. *Society of Industrial and Organizational Psychology Conference*. Chicago, IL.
- Hershcovis, M.S., Neville, L., Reich, T.C\*., Cortina, L.M., Christie, A. & Shan, J. V\*. (2017). *Witnessing wrongdoing: The effects of observer power on incivility intervention in the workplace*. Academy of Management Conference, Atlanta, GA
- Hershcovis, M.S. & Bhatnagar, N. (2017). *Witness reactions to server mistreatment*. Annual Academy of Management Conference, Atlanta, GA.
- Hershcovis, M.S. & Bhatnagar, N. (2017). *Co-customer Reactions to Employee Mistreatment in Customer Service Interactions*. Annual Frontiers in Service Conference, NY, NY.
- Hershcovis, M.S. & Bhatnagar, N. (2016). *When customers behave badly: A silver lining to customer incivility*. 2016 Annual Academy of Management Conference, Anaheim, CA.
- Gervais, L.\* & Hershcovis, M.S. (2015, April). *The effects of target competence on witness reactions to incivility*. In K. Miner, L. Wooderson, & C.D. White (chairs) New Directions in Workplace Incivility Research. Presented at the Society of Industrial and Organizational Psychology Annual Conference, Philadelphia, PA
- Hershcovis, M.S., Christie, A.M., & Reich, T.C.\* (2014, August). *Isolation and embarrassment in reaction to daily incidents of workplace incivility*. Academy of Management Conference, Philadelphia.
- Gervais, L., Hershcovis, M.S., Cameron, A.F., & Sekundiak, M\*. (2014, May). *Coping with incivility: Consequences of different coping styles*. In J. Bunk & M.S. Hershcovis (chairs). Explaining Reactions to Workplace Incivility: A Collection of Mediators. Society of Industrial and Organizational Psychology Annual Conference, Honolulu, HI.
- 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. Presented at the Society of Industrial and Organizational Psychology Annual Conference, Honolulu, HI.
- Reich, T. C. & Hershcovis, M. S. (2013 August). *Third-party reactions to witnessed mistreatment: Overcoming a predisposition*. Paper presented at the annual meeting of the Academy of Management, Orlando, FL.
- Wooderson, R.L\*., Miner, K.N., & Hershcovis, M.S. (2013). *Workplace incivility, political orientation, and health during Canadian and American elections*. *Work, Stress, & Health Conference*, Los Angeles, CA.

- Wooderson, R.L\*., Miner, K.N., & Hershcovis, M.S. (2013, April). *Workplace incivility during election season: Do we target political outgroups?* Society of Industrial and Organizational Psychology, Houston, TX.
- Christie, A., Hershcovis, M.S., & Reich, T.C\*. (2013, April). *Observer reactions towards workplace incivility: Role of power.* Presented at the Society of Industrial and Organizational Psychology, Houston, TX
- Bozeman, J\*., Hershcovis, M.S. & Bowling, (2012). Victim precipitation and retaliation. The role of victim personality. Presented at the Academy of Management Conference, Boston, MA.
- Rafferty, A. & Hershcovis, M.S. (2012, August). *Employee Neuroticism and performance as antecedents of abusive supervision: A victim precipitation model.* Presented at the Academy of Management Conference, Boston, MA.
- Totterdell, P., Hershcovis, M.S., Niven, K., Reich, T.C\*., Stride, C. (2012, April). *Induced Emotion Regulation: How Others' Interactions Can Leave You Drained.* Presented at the Society of Industrial and Organizational Psychology, San Diego, CA.
- Reich, T.Cv., Hershcovis, M.S., Stride, C., Parker, S.K., Totterdell, P., Niven, K., Carter, A. (2012, April). *It's a matter of perspective: Attitudinal responses to witnessed aggression at work.* Presented at the Society of Industrial and Organizational Psychology, San Diego, CA.
- Hershcovis, M.S., Visperas, A.\* , Turner, N., & Reich, T.C. \* (2012). *Observer reactions towards perpetrators and targets of incivility.* Presented at the European Association of Occupational Health Psychology, Zurich, Switzerland.
- Bozeman, J., Hershcovis, M.S., & Bowling, N.A. (2011, April). *The Moderating Role of Self-Esteem on the Abusive Supervision-Outcome Relationship.* Presented at the Society of Industrial and Organizational Psychology, Chicago, IL.
- Reich, T.C. \* & Hershcovis, M.S. (2011, April). *Observing aggression at work.* Presented the Society of Industrial and Organizational Psychology, Chicago, IL.
- Kirkendall, C., Bowling, N.A., Hershcovis, M.S., & Bozeman, J. \* (2011). Examining the factor structure of workplace aggression: Toward a more parsimonious model. Presented at Work, Stress, & Health, Orlando, FL.
- Totterdell, P., Hershcovis, S., Niven, K., Reich, T. \*, & Stride, C. B. (2011) *Draining the Pool: Why Witnessing Unpleasant Interactions Is Emotionally Exhausting.* ISRE 2011, Kyoto
- Strauss, K. & Hershcovis, M.S. (2010, August). Ideal and feared future selves: the influence on hope and optimism on future-oriented identities. Presented at the Academy of Management Meetings, Montreal, CA.

- Reich, T.C. \* & Hershcovis, M.S. (2010). *The influence of power dynamics on observers of aggression at work*. Presented at the Academy of Management Meetings, Montreal, CA.
- Bozeman, J. \* & Hershcovis, M.S. (2010). *Moral agency and workplace aggression*. Presented at the European Academy of Occupational Health Psychology Conference, Rome, Italy.
- Hershcovis, M. S. & Barling, J. (2010). Comparing the outcomes of sexual harassment and workplace aggression: A meta-analysis to guide future research. Presented at the Society of Industrial and Organizational Psychology Conference, Atlanta, GA.
- Reich, T.C. \* & Hershcovis, M.S. (2010). *Workplace aggression from the perspective of the observer*. Presented at the Society of Industrial and Organizational Psychology Conference, Atlanta, GA.
- Hershcovis, M.S., Reich, T.C. \*, Parker, S.K., & Bozeman, J. \* (2010). *The moderating effect of power and interdependence on the relationship between aggression and deviance*. Presented at the Canadian Psychological Association Conference, Winnipeg, MB.
- Arnold, K.A., Dupré, K.E., Hershcovis, M.S., & Turner, N. (2009, October). *Perpetrators of workplace aggression: Investigating sex, power and type of aggression*. Presented at New Directions in Health Research on Sex and Gender, St. John's, Newfoundland, Canada.
- Reich, T.C. \*, Hershcovis, M.S., & Unsworth, K. (2009). *Attributions for workplace mistreatment: Blogging to the New York Times*. Presented at the 2009 Work, Stress, & Health Conference, San Juan, Puerto Rico.
- Hershcovis, M. S. (2009). *Incivility, social undermining, bullying...Oh My! A call to reconcile constructs within workplace aggression research*. Presented at the 2009 Work, Stress, & Health Conference. San Juan, Puerto Rico.
- Reich, T.C. \* & Hershcovis, M.S. (2009). *Observing Aggression in the Workplace*. Presented at the 2009 Work, Stress, & Health Conference, San Juan, Puerto Rico.
- Turner, N., Bruning, P. \*, Hershcovis, M.S., Sung, F.C., Li, C.Y., & Chen, K.R. (2009). *Interpersonal mistreatment and job-related psychological strain*. Presented at the 2009 Work, Stress, & Health Conference, San Juan, Puerto Rico.
- Hershcovis, M.S., & Reich, T.C. \*, (2009). *Testing a relational model of workplace aggression*. Presented at the Annual Academy of Management Meetings, Chicago, IL.
- Herremans, I.M., Hershcovis, M.S., & Warsame, H. (2009). *The role of internal processes in the sustainability performance and disclosure relationship*. Presented at the American Accounting Association conference, New York, NY.

- Herremans, I.M., Hershcovis, M.S. & Warsame, H. (2009). *The role of internal processes in the sustainability performance and disclosure relationship*. Presented at the Canadian Academic Accounting Association Conference, Montreal, CA.
- Reich, T.C. \*, & Hershcovis, M.S. (2008). *Rallying in the workplace: Turning observers into aggressors*. Presented at the Annual Academy of Management Meetings, Anaheim, CA.
- Reich, T.C. \*, Hershcovis, M.S., & Parker, S.K. (2008). *Responses to Workplace Aggression: A Qualitative Examination of Relationships*. Presented at the 23<sup>rd</sup> Annual Society of Industrial and Organizational Psychology Conference, San Francisco, CA.
- Hershcovis, M.S., & Barling, J. (2008). *Outcomes of workplace aggression and sexual harassment: A meta-analytic comparison*. Presented at the 7<sup>th</sup> Annual Work, Stress, & Health Conference, Washington, DC.
- 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.
- Hershcovis, M.S. & Barling, J. (2007, April). *Towards a relational model of workplace aggression: Some meta-analytic evidence*. Paper presented at the 22nd Annual Society of Industrial Organizational Psychology Conference, New York, NY.
- Hershcovis, M.S. & Parker, S.K. (2007, April). *Sexual harassment in the police force: Does source matter?* Poster presented at the 22nd Annual Society of Industrial Organizational Psychology Conference, New York, NY.
- Hershcovis, M.S. & Barling, J. (2006, November). *Towards a relational model of workplace aggression: Some meta-analytic evidence*. Presented at the 7th Conference of the European Academy of Occupational Health Psychology, Dublin, Ireland.
- Dupré, K.E., Barling, J., & Hershcovis, M.S. (2006, November). *Comparing supervisor- and coworker-targeted aggression*. Poster presented at the 7th Conference of the European Academy of Occupational Health Psychology, Dublin, Ireland.
- Turner, N., Hershcovis, M.S., Totterdell, P.A., & Harte, A. (2006, November). *Work-family conflict, psychological distress, and occupational injuries*. Poster presented at the 7th Conference of the European Academy of Occupational Health Psychology, Dublin, Ireland.
- Arnold, K.A., Dupré, K.E. & Hershcovis, M.S. (2006, July). *Instigators of workplace aggression: An analysis of aggression enacted by women and men*. Poster presented at the International

Congress of Applied Psychology, Athens, Greece.

Dupré, K.E., Barling, J., & Hershcovis, M.S. (2006, June). *Target-specific nature of workplace aggression*. Poster presented at the Canadian Association for Research on Work and Health Joint International Conference, St. John's, Newfoundland.

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

Hershcovis, M.S., & Barling, J. (2005, August). *Adding insult to injury: A meta-analysis on the outcomes of workplace aggression*. Paper presented at the Annual Academy of Management Conference, Honolulu, HI.

Hershcovis, M.S. & Herremans, I. (2005). *Mind the gap: A multi-level model of cultural embeddedness and legitimacy*. Paper presented at the Annual Academy of Management Conference, Honolulu, HI.

Hershcovis, M.S., Turner, N., Barling, J., Arnold, K.A., Dupré, K.E., Inness, M., LeBlanc, M.M., Sivanathan, N. (2004). *Right on target. A meta-analysis of the predictors of insider-initiated workplace aggression*. Paper presented at the Annual Academy of Management Conference, New Orleans, LA.

Herremans, I.M. and Hershcovis, M.S. (2001, June). *The evolution of environmental reporting in the petroleum industry in Canada*. Paper presented at the Canadian International Petroleum Conference, Calgary, Alberta.

## **INVITED TALKS AND WORKSHOPS**

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2024 Workplace incivility: Contours, consequences, and actions. UCalgary Academic Leadership Academy.

2024 *Workplace harassment: Forms, Consequences, and Causes*. Bennett Jones LLP, June 28, 2024.

2022 Bystander intervention in workplace harassment: Insights from research. Featured Speaker at *Canadian Society of Industrial and Organizational Psychology*.

2019 Bystander Intervention and Using the Community to Address Behavior Before it Escalates. *National Academies of Sciences, Engineering, and Medicine*, Seattle, WA.

- 2019 Standing Together Conference, Alberta Network of Immigrant Women, *Witnessing Workplace Harassment workshop*
- 2018 *Witnessing reactions to customer aggression*, Oakland University, School of Business
- 2017 *When customers behave badly: Witness reactions to server mistreatment*. University of Michigan, Interdisciplinary Committee on Organizational Studies (ICOS) Speaker Series
- 2016 Panelist. Memorial University Conference on Workplace Aggression and Violence.
- 2016 University of Calgary, Psychology Department Speaker Series
- 2016 University of Calgary and Calgary Public Library “Idea Igniters” talk on workplace bullying
- 2014 *Witness Reactions to Workplace Aggression*, University of Manitoba Human Rights “Critical Conversations” speaker series on Sexual and Reproductive Rights
- 2013 Panelist, University of Manitoba Visionary Conversations: *Sticks and Stones: Are we a Society of Bullies?*
- 2012 Keynote address, *Aggression in the Workplace*, Northwest Conference on Workplace Aggression/Violence, Portland, Oregon.
- 2011 Speaker, *Dealing with rejection in the publication process*, University College Dublin, Smurfit Graduate Business School, Dublin
- 2011 Speaker, *Witnessing workplace aggression*. Wilfrid Laurier University lecture series, Waterloo, ON
- 2010 Speaker, *Workplace aggression and sexual harassment*, University of New South Wales, Australian School of Business, Sydney, Australia
- 2010 Speaker, *How to get published*. Institute of Work Psychology doctoral consortium, Sheffield, UK
- 2009 Speaker, *Workplace Aggression*. Institute of Work Psychology, Sheffield, United Kingdom
- 2008 Speaker, *Aggression in the Workplace*, Canadian Forces and Department of National Defense, Winnipeg, Canada
- 2008 Speaker, *Aggression in the Workplace*, Wellness Institute at Seven Oaks General Hospital, Winnipeg, Canada

## **OTHER PUBLICATIONS**

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Hershcovis, M. S. & Weinhardt, J. (June 1, 2015). Women in leadership: Walking the gender tightrope. *Globe & Mail Leadership Lab*.

Hershcovis, M.S. & Barling, J. (July 7, 2008). Workplace bullying costs companies time and talent. *Winnipeg Free Press*.

Hershcovis, M.S. (2007). Teaching must not be trumped by research. *Canadian Association of University Teachers Bulletin*. 54(7).

Herremans, I.M. and Hershcovis, M.S. (2002). The evolution of environmental reporting in the petroleum industry in Canada, *Journal of Canadian Petroleum Technology*, 41, 9, 8-10. (Invited Editorial.)

## **CONSULTING AND EXPERT WITNESS TESTIMONY**

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2025      McLennan Ross LLP  
2025      Osler, Hoskin, & Harcourt LLP  
2022-now   Bennett Jones LLP (multiple cases)  
2021      Equal Voice  
2019-21   College of Physicians and Surgeons of Alberta (multiple cases)  
2019-19   Department of Justice  
2018      Expert Witness, Senate Harassment Policy  
2018      Expert Witness, House of Commons Standing Committee on Human Resources, Skills and Social Development, and the Status of Persons with Disabilities on Bill C-65  
2018-19   Shores Jardine LLP  
2014      Deeley Fabbri Sellen LLP  
2009      Inkster Christie Hughes LLP  
2009      Deeley Fabbri Sellen LLP

## **TEACHING**

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2017-22      MGST 797: Advanced Topics in Organizational Behaviour (PhD)  
  
2017      HROD 317: Organizational Behaviour  
            Haskayne School of Business, University of Calgary  
  
2016      HROD 317: Organizational Behaviour  
            Haskayne School of Business, University of Calgary

2015	HROD 317: Organizational Behaviour Haskayne School of Business, University of Calgary
2014	GMGT 7400: Workplace Mistreatment I. H. Asper School of Business, University of Manitoba (PhD seminar)
2010-	PHDM 7120: Management Research Project 1 (theoretical)
2010-	PHDM 7130: Management Research Project 2 (empirical)
2008-09	GMGT 7400: The Dark Side of Organizations Readings in sexual harassment, workplace aggression, and injustice.
2007-2014	GMGT 2070: Introduction to Organizational Behavior I. H. Asper School of Business, University of Manitoba (19 sections)
2005 – 06	Organizational Behavior (Distance Education) Queen’s School of Business, Queen’s University
2004 – 2006	Executive Consultant/Tutor Queen’s School of Business Executive Development Program

## **EDIA & INDIGENOUS PROFESSIONAL DEVELOPMENT**

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2025	Four Seasons of Truth & Reconciliation online course
2025	A Conversation on Truth & Reconciliation with Cadmus Delorme
2025	Beginning the Journey Towards Reconciliation
2025	Equitable and Inclusive Hiring for Academic Selection
2024	Courageous Conversation on Intersectionality
2024	Responding to Disclosures of Sexual Harassment
2024	The Story of ii’ taa’poh’to’p
2023	21 Things You Didn’t Know about the Indian Act workshop
2023	EDIA 101: Bathroom Panic workshop
2023	Out in Business Panel
2023	Black in Business – Canada’s Economy
2023	Tokens Lecture Series
2023	Bannock, Business, and Storytelling
2022	Kendal Netmaker – Indigenous Awareness Workshop
2021	Courageous Conversations on Anti-Racism and Decolonization

## **STUDENT SUPERVISION/COMMITTEES**

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### **University of Calgary**

2025-now	PhD Co-supervisor, Kate Qi (Haskayne)
2022-now	PhD Co-Supervisor, Ton Vuong (Haskayne)
2022-2024	PhD Candidacy committee member, Harrison Boss (Psychology)
2020-2024	PhD Candidacy committee member, Quan Nguyen (Haskayne)
2019-2020	Honour's Co-supervisor, Olivia Pietras (Haskayne)
2019-2020	Honour's Co-supervisor, Kaylee Somerville (Haskayne)
2018-2020	Post-doc Supervisor, Ivana Vranjes (Haskayne)
2018-2023	PhD Co-Supervisor, Zhanna Lyubykh (Haskayne)
2018-2022	PhD Candidacy committee member, Aidan Dumaisnil (Haskayne)
2018-2023	PhD Candidacy committee member, Steve Granger (Haskayne)
2017	PhD Candidacy committee member, Stephanie Law (Psychology)
2017	PhD Candidacy committee member, Sam Chow (Psychology)
2016	PhD Supervisor, Valerie Shan (Haskayne)
2016	MSc Thesis Committee member, Caitlin Comeau (Psychology)
2016	PhD Candidacy committee member, David Mayers (Psychology)
2015	MSc Thesis Committee member, Amanda Julian (Psychology)

### **University of Manitoba**

2014-15	MSc Supervisor, Sarah McAmmond (Asper)
2013-15	PhD Program Committee member, Tamara Alexandra (Psychology)
2013	MSc Supervisor, Loie Gervais (Asper)
2013	PhD Program Committee member, Anastasia Szykh (Asper)
2013-14	Honour's supervisor, Melissa Sekundiak (Psychology)
2012-13	MSc Program Committee member, Paul Dueck (Asper)
2012-13	Honour's supervisor, Vanna Leta, University of Manitoba (Psychology)
2012-13	Honour's supervisor, Anna Visperas, University of Manitoba (Psychology)
2010-12	MSc Program Committee member, Matt Aldeman (Asper)
2010-14	PhD Program and thesis Committee member, Olya Bullard (Asper)
2008-16	PhD Program and Thesis Committee Supervisor, Jennifer Bozeman (Asper)
2008- 2010	MSc Program Committee member, Patrick Bruning (Asper)
2007-2011	PhD Program and Thesis Committee Supervisor, Tara C. Reich (Asper)
2007-2009	PhD Program Committee member, Aijing Ran (Asper)

### **Other**

2022	PhD External Examiner, Andrea Kessler, University of Oslo
2017	PhD External Examiner, Nicole Wilson, University of Alberta

2015-	PhD Program Committee member, Rima Tarraf, University of Western Ontario
2013	PhD External Examiner, Jane O'Reilly, University of British Columbia (Sauder School of Business)
2012	PhD External Examiner, Patrick Garcia, Australian National University
2010	PhD External Examiner, Bobbi Stadnyk, University of Regina

## TEACHING CASES

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Hershcovis, M.S. (2006). CAMPFIRE: A sustainable use of wildlife resources? In I.M. Herremans (Ed.), *Cases in Sustainable Tourism: An Experiential approach to Making Decisions*, (p. 245-261). Binghamton, NY: Haworth Hospitality Press.

## PROFESSIONAL SERVICE

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2020-2022	Special Issue Editor, <i>Journal of Occupational Health Psychology</i> (with Alicia Grandey and Terry Beehr)
2019-2023	Associate Editor, <i>Journal of Occupational Health Psychology</i>
2017-2019	Co-Editor, Special Issue, <i>Journal of Organizational Behavior</i> (with Lilia Cortina, and Sandra Robinson)
2016-2021	Associate Editor, <i>Journal of Occupational and Organizational Psychology</i>
2016-now	Editorial Board, <i>Occupational Health Science</i>
2013-now	Editorial Board, <i>Journal of Applied Psychology</i>
2013-2019	Editorial Board, <i>Journal of Occupational Health Psychology</i>
2012-2019	Editorial Board, <i>Human Relations</i>
2012-2019	Editorial Board, <i>Canadian Journal of Administrative Sciences</i>
2009-2013	Editorial Board, <i>Journal of Business and Psychology</i>

Ad hoc journal reviewing:

*Academy of Management Journal, Applied Psychology: An International Review, Employee Responsibilities and Rights Journal, Group and Organization Management, Human Performance, Journal of Business Ethics, Journal of Business and Psychology, Journal of Management, Journal of Managerial Psychology, Journal of Personality and Social Psychology, Organizational Behavior and Human Decision Processes, European Journal of Work & Organizational Psychology, Work & Stress.*

Reviewing for granting agencies:

*Social Sciences and Humanities Research Council of Canada (SSHRC), CFI and Insight Israel Science Foundation (ISF)*

Ad hoc conference reviewing:

*Academy of Management conference, Administrative Sciences Association of Canada conference, APA/NIOSH Work, Stress, & Health conference, Society of Industrial and Organizational Psychology conference*

## **SERVICE**

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### ***General***

2019-2020	SIOP Taskforce on workplace harassment
2017	Sub-committee Chair, Hunter-Schmidt Meta-Analysis Award, Society of Industrial and Organizational Psychology
2016	Sub-committee Chair, Hunter-Schmidt Meta-Analysis Award, Society of Industrial and Organizational Psychology

### ***University of Calgary***

2025	Chair, AI Selection Committee
2025	Chair, RMIN Chair Selection Committee
2025	Member, Associate Dean Undergraduate Selection Committee
2024-now	Member, Faculty of Graduate Council Dean's Advisory Group
2024	Co-chair, Haskayne EDI Workshop
2023-now	Member, Associate Dean Research Council
2023-now	Member, Faculty of Graduate Studies Council
2023	Member, Dean Haskayne School of Business Selection Committee
2023-now	Member, CHAIR selection committee
2020-	Member, EDI Leads Advisory Group
2020	Chair, Selection Committee for Professor in Management (Haskayne)
2020-	Member, EDI Network (U of C)
2020-2022	Chair, Equity, Diversity, and Inclusion Taskforce (Haskayne)
2020-	Member, Dimensions Steering Committee (U of C)
2020	Chair, Selection committee in Operations and Supply Chain Management (Haskayne)
2019	Chair, Selection Committee for Teaching Fellows (Haskayne)
2019-	Chair, Associate Dean and Area Chair Committee (Haskayne)
2019-20	Chair, New Faculty Orientation Development Committee
2018-19	Member, Task Force on Relationships (U of C)
2018	Chair, OBHR Selection Committee, Assistant Professor (Haskayne)
2018	Chair, OBHR Selection Committee, Instructor (Haskayne)
2017-	Member, Executive Council (Haskayne)
2016-2019	Member, Diversity and Equity Network (U of C)
2016	Member, Marketing faculty selection committee (Haskayne)
2016	Chair, HROD instructor selection committee (Haskayne)
2015	Member, Economics Headship Committee (Faculty of Arts)
2015	Member, Psychology Search Committee (Faculty of Arts)
2015	Member, Executive Committee (Haskayne)
2015	Member, Strategy and Global Management Search Committee (Haskayne)
2015	Chair, Ad hoc curriculum review committee (HROD) (Haskayne)

2015-2019 Chair, Ad hoc PhD admission process committee (Haskayne)

***University of Manitoba***

2014-15 Member, University of Manitoba, President's Advisor Committee on Respect  
2014 Member, University of Manitoba Strategic Planning Committee  
2013-14 Member, Tenure Policy Revision Committee  
2013-14 Chair, HR/OB Hiring Committee  
2013- Chair, Entrepreneurship Hiring Committee  
2013 Organizer, New Faculty Orientation week, Asper School of Business  
2013 Presenter, University of Manitoba "Road to Tenure" workshop, University of Manitoba  
2012-now Member, Faculty of Graduate Studies Appeals Committee, University of Manitoba  
2012 Member, Budget Office Search Committee, Asper School of Business  
2012-13 Member, Strategic Planning Committee, Asper School of Business  
2012 Chair, HR Hiring Committee, Asper School of Business  
2012 Member, Undergraduate Program Committee, Asper School of Business  
2012 Member, Supply Chain Department Chair Hiring Committee, Asper School of Business  
2012 Member, Dean's Advisor Committee on Tenure and Promotion Policy, Asper School of Business  
2012 Member, Faculty of Graduate Studies Awards Committee, University of Manitoba  
2011 Chair, OB/HR Hiring Committee, Asper School of Business  
2011 Member, Strategy and Entrepreneurship Hiring Committee, Asper School of Business  
2011 Member, Supply Chain Hiring Committee, Asper School of Business  
2010 Member, Canada Research Chair Hiring Committee, Asper School of Business  
2010-12 Member, Faculty of Graduate Studies Executive Committee, University of Manitoba  
2010 External member, Political Sciences Hiring Committee, Faculty of Arts  
2010 Department representative, Promotion Committee, Asper School of Business  
2010 Member, Tenure Committee, Asper School of Business  
2010-11 Member, MBA Program Committee, Asper School of Business  
2010 Presenter, Preparing an SSHRC Standard Research Grant Proposal, University of Manitoba  
2010-11 Chair, Graduate Research and PhD Committee, Asper School of Business  
2009 Acting Faculty Advisor, Commerce Student Association, Asper School of Business  
2009 Member, Reappointment (Dean) Advisory Committee, University of Manitoba  
2008-09 Member, Nominating Committee, Asper School of Business  
2008-09 Chair, Research and Publications Committee, Asper School of Business  
2008-11 Chair, Departmental Graduate Research & PhD Committee, Department of Business Administration, Asper School of Business

2008-09	Hiring Committee, Accounting and Finance, Department of Accounting & Finance, Asper School of Business
2008-11	Hiring Committee, Supply Chain Management, Department of Supply Chain Management, Asper School of Business
2008-09 2008	Faculty of Graduate Studies, Awards Committee, University of Manitoba Department Head Search Committee, Department of Business Administration, Asper School of Business
2007-09	Graduate Research and PhD Committee, Asper School of Business
2007-10	Faculty of Management Representative, Graduate Programs Council, University of Manitoba
2006-08	Member, Hiring Committee, Business Policy and Strategy, Department of Business Administration, Asper School of Business
2006-07	Member, Faculty Entertainment Committee, Asper School of Business

### **PROFESSIONAL AFFILIATIONS**

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Academy of Management (USA)  
 American Psychological Association (USA)  
 Canadian Psychological Association  
 Society of Industrial and Organizational Psychology (USA)

### **DISSEMINATION OF RESEARCH TO MEDIA**

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Television	CBC National News, CBC Newsworld, CTV National News, CTV Calgary, CBC News at 6 (Calgary, Winnipeg), CBC News at 11 news (Calgary), Global TV (Calgary)
Radio	CBC national syndication programming (coast-to-coast interviews), CBC Homestretch, CBC Alberta at Noon, 98.5 FM (Montreal), 630 CHED (Edmonton), 660 News (Calgary), CFUN 1410 AM (Vancouver), CJOB 680 Winnipeg, CBC Radio Saskatchewan, CBC Radio 1 Winnipeg, CBC Radio Regina, News 1130 (Vancouver), Newstalk 1010 CFRB (Toronto), AM900 CHML (Hamilton), Andy Oudman Show (Hamilton), Charles Adler Show on National Radio (covering 14 cities), TCSN News (US)
Newspaper	Calgary Sun, Chicago Tribune, Chronicle Herald (Nova Scotia), China Daily News, Chronicle of Higher Education, Edmonton Sun, El Mundo (Spain), Financial Post, Globe and Mail, The Indian, La Presse (Montreal), Maariv (Tel Aviv, Israel), Montreal Gazette, Mumbai Mirror (India), National Post, New Zealand Herald, Newsday (New York), Ottawa Sun, Perfil (Argentina), Toronto Star, Toronto Sun, Vancouver Province, Vancouver Sun, Wall Street Journal, Washington Post, Winnipeg Free Press, Winnipeg Sun

Internet	ABC News, AOL on-line, allheadlinenews.com, Canadian Press, Canstar News, CanWest National, CBC National, CTV.ca, LiveScience.com, Macleans.ca, Reuters, Medical News Today, Scienceblog.com, Science Daily, thespec.com, Canada.com, Yahoo!
Magazines	APA Monitor, HR Magazine, HRReporter, Forbes, Occupational Health and Safety Canada, Scientific American Mind, Working Well Magazine