

THE UNIVERSITY OF BRITISH COLUMBIA
Curriculum Vitae for Faculty Members

Date: February 15, 2020

Initials: MAD

1. **SURNAME:** Daniels **FIRST NAME:** Michael
MIDDLE NAME(S): Alan
2. **DEPARTMENT/SCHOOL:** Organizational Behaviour and Human Resources
3. **FACULTY:** Sauder School of Business
4. **PRESENT RANK:** Assistant Professor **SINCE:** July 2015
5. **POST-SECONDARY EDUCATION**

University or Institution	Degree	Subject Area	Date
Bowling Green State University	PhD	I-O Psychology	2015
Bowling Green State University	MA	I-O Psychology	2010
Michigan State University	BS	Psychology	2007

Special Professional Qualifications

6. **EMPLOYMENT RECORD**

(a) *Prior to coming to UBC*

University, Company or Organization	Rank or Title	Dates
Human Capital Leadership Institute	Senior Research Associate	March 2014 – May 2015
Singapore Management University	Visiting Scholar	August 2012 – May 2015
Singapore Management University	Visiting Lecturer	August 2011 – August 2012

(b) *At UBC*

Rank or Title	Dates
Assistant Professor	July 2015

(c) *Date of granting of tenure at U.B.C.:*

7. **LEAVES OF ABSENCE**

University, Company or Organization at which Leave was taken	Type of Leave	Dates

8. **TEACHING**(a) *Areas of special interest and accomplishments*

Organizational Behaviour, Human Resources, Leadership, Emotions

(b) *Courses Taught at UBC*

Session	Course Number	Scheduled Hours	Class Size	Hours Taught			
				Lectures	Tutorials	Labs	Other
Spring, 2020	Comm 203	3	59	3			
Spring, 2020	Comm 203	3	60	3			
Summer, 2019	BA 514	.50	44	.50			
Spring, 2019	Comm 203	3	58	3			
Spring, 2019	Comm 203	3	57	3			
Spring, 2019	Comm 621	3	4	3			
Spring, 2018	Comm 203	3	40	3			
Spring, 2018	Comm 203	3	52	3			
Spring, 2018	Comm 203	3	58	3			
Fall, 2017	BA 501	.25	27	.25			
Spring, 2017	Comm 203	3	57	3			
Spring, 2017	Comm 203	3	58	3			
Spring, 2017	Comm 621	3	4	3			
Spring, 2016	Comm 203	3	66	3			
Spring, 2016	Comm 203	3	65	3			
Fall, 2015	Comm 625	3	4	3			

I've also taught two modules in the MTLC exec ed program (November 28, 2017 and June 18, 2019)

(c) *Graduate Students Supervised*

Student Name	Program Type	Year		Supervisory Role (supervisor, co-supervisor, committee member)
		Start	Finish	

Nathan Dhaliwal	PhD (Sauder, Marketing)	2019		Committee Member
Sharon Provost	PhD (UBC Interdisciplinary Studies)	2015		Committee Member

(d) *Continuing Education Activities*

March 19, 2020 – OBHR Teaching Lunch

January 16, 2020 - Food for Thought Seminar –Transitioning from Teaching Undergrad to MBA to Exec Ed

December 3, 2019 - Food for Thought Seminar – Teams in the Classroom

October 31, 2019 – Food for Thought Seminar – Fresh Perspectives from New Faculty

October 5-6, 2019 - Academy of Management Discoveries Paper Development Workshop

September 26, 2019 – Food for Thought Seminar - Wellbeing in Learning Environments: Resilience in our Students

August 20, 2019 – Food for Thought Seminar – Preparing for the Upcoming Term

August 9-10 - OB Junior Faculty Consortium

March 15, 2019 – OBHR Teaching Lunch

March 13, 20, 2019 – Participated in Peer Review of Teaching (Evaluated by Greg Werker and Adam Pankratz)

December 7-8, 2018 – Mediation/Moderation Workshop Part 2 by Andrew Hayes

August 28, 2018 – Ivey Case Method Workshop

June 4-8, 2018 – Hierarchical Linear Modeling Workshop through CARMA (Detroit, MI)

March 16/17, 2018 – Mediation/Moderation Workshop by Andrew Hayes

March 6, 2018 – Food for Thought Seminar – Inclusive Classrooms

March 1, 2018 – OBHR Teaching Lunch

February 26, 2018 – OMT Paper Development Workshop

December 7, 2017 – Food for Thought Seminar - Handling Disruptive Students

September 21, 2017 - Food for Thought Seminar- The Art of Feedback

March 11, 2016 – Sauder Media Training

February 11, 2016 – Food for Thought Seminar – Strategies for Student-centered Course Design and Teaching

December 10, 2015 – Food for Thought Seminar – Effective Strategies for Facilitating and Debriefing Class Discussions

(e) *Visiting Lecturer (indicate university/organization and dates)*

Singapore Management University August 2011- August 2012 (See Employment Record Above)

(f) *Other*

Faculty Sponsor for a Student Directed Readings Course (ASTU 400E- Emotions: A Psychosocial Approach). I was responsible for overseeing the development of the course. I was also the guest speaker for the first class (January 7, 2019).

9. SCHOLARLY AND PROFESSIONAL ACTIVITIES

(a) *Areas of special interest and accomplishments*

2015-2017: Selected as Leading Scholar – Green College

2015– 2019: Faculty Member of the Common Room – Green College

(b) *Research or equivalent grants (indicate under COMP whether grants were obtained competitively (C) or non-competitively (NC))*

Granting Agency	Subject	COMP	\$ Per Year	Year	Principal Investigator	Co-Investigator(s)
SSHRC IG	Social shaming in the workplace: Antecedents, motives, and multi-party outcomes	C	\$39,192/ year (4 years)	2016-2021	Michael Daniels	Sandra Robinson
Hampton	Perceptions and Motives for Mob Shaming Behavior	C	\$4,875/ year (2 years)	2015-2017	Michael Daniels	
Behavioral Sciences Institute (SMU)	Humble leadership: Processes, contingencies, and outcomes.	C	\$4,832.50 SGD (1 year)	2013	Michael Daniels	
Behavioral Sciences Institute (SMU)	Who benefits most from transformational leaders?: The moderating, and overlooked, role of individual identity in shaping employee outcomes	C	\$5,260.23 SGD (1 year)	2012	Michael Daniels	
Human Capital Leadership Institute	Conceptualization and operationalization of leader humility	C	\$54,125 SGD (1 year)	2012	Gary Greguras	Michael Daniels, Burak Oc, Michael Bashshur, Jim Diefendorff
Society for Industrial/Organizational Psychology	Emotional labor and long-term care work: A look at antecedents, consequences, and the role of intrinsic motivation.	C	\$4,623 USD (1 year)	2009	Michael Daniels	Gillespie, Conley, Ritter, & Bollin

(c) *Research or equivalent contracts (indicate under COMP whether grants were obtained competitively (C) or non-competitively (NC)).*

Granting Agency	Subject	COMP	\$ Per Year	Year	Principal Investigator	Co-Investigator(s)

(d) *Invited Presentations*

“Leadership” and the Abuse of Power. UBC Sauder Leading with Confidence Program (run by the BCC). March 30, 2019.

Unskilled and (Un)Aware? Humility and the Legitimacy of Leaders. University of Georgia Psychology Department. November 27, 2018.

Panelist for PhD Student Q&A. Distance in Organizations Conference, McGill University. May 12, 2018.

Discussant for Paper Session. Distance in Organizations Conference, McGill University. May 12, 2018.

Unskilled and (Un)Aware? Humility and the Legitimacy of Leaders. UBC Marketing and Behavioural Sciences Division. May 4, 2018.

Developing a “Humble” Program of Research in OB. Talk given to the Commerce Scholars Program. March 7, 2018.

Authenticity and Truth in a Post-Truth Era. Invited discussant at Green College event, “A Conversational Happy Hour,” September 26, 2017.

Leading with Humility. Talk at CDL West Dinner. March 29, 2017.

EHL Workshop: Leading with Humility. Custom workshop for Emerging Health Leaders. February 17, 2017.

Leader Humility: Sign of Weakness or Winning Strategy? BCC Alumni Webinar. January 24, 2017.

My Research Journey. Guest Lecture for Keith Head’s Comm 693 class. November 8, 2017

Can we Shame for Good? Green College Leading Scholars Speaker Series. October 25, 2016.

Leadership in the Knowledge Economy. Sauder BCC Staff Meeting. October 12, 2016.

Leader Humility. Guest Lecture for Tracy Gurton’s Leadership Class. September 29, 2016.

Leadership in the Knowledge Economy. LifeSciencesBC Event. September 22, 2016.

Leader Humility: Sign of Weakness or Winning Strategy? Sauder FAB Dinner. May 5, 2016.

Leader Humility. Invited speaker at the Green College Leading Scholars dinner. April 26, 2016.

The Symbolic Meaning of Abusive Supervision: The Overlooked Roles of Shame and Power Distance Orientation. Talk at Indian School of Business. October 21, 2014.

The Symbolic Meaning of Abusive Supervision: The Overlooked Roles of Shame and Power Distance Orientation. Essec Business School. November 12, 2014.

The Symbolic Meaning of Abusive Supervision: The Overlooked Roles of Shame and Power Distance Orientation. University College Dublin. November 18, 2014.

The Symbolic Meaning of Abusive Supervision: The Overlooked Roles of Shame and Power Distance Orientation. University of British Columbia. December 2, 2014.

The Symbolic Meaning of Abusive Supervision: The Overlooked Roles of Shame and Power Distance Orientation. Koc University. December 11, 2014.

Leader Humility: Processes, Contingencies, and Outcomes. Invited speaker at the SMU Behavioral Sciences Institute. September, 2013.

Who Benefits Most from Transformational Leaders?: The Moderating, and Overlooked, Role of Individual Identity in Shaping Employee Outcomes. Invited speaker at the SMU Behavioral Sciences Institute. September, 2012.

Motivational Traits, Emotional Labor, and Leadership: New Directions. Invited speaker at SMU OBHR brownbag presentation. March, 2012.

(e) *Other Presentations*

Bahmannia, S., Bharanitharan, K., Lowe, K., & Daniels, M. (2019, August). After All, I Care: The Dual Effect of Leader Humility on Employees Cooperative Behavior. Paper presented at the 79th Annual Meeting of the Academy of Management: Boston, MA.

Oc, B., Daniels, M., Diefendorff, J., Bashshur, M., & Greguras, G. Humility Breeds Authenticity: How Humble Leaders Shape Follower Authenticity and Job Performance (2018, August). In M. Lehmann & A. Ou (Chairs), The Virtue of Humility in the Workplace: Antecedents, Benefits, and Boundary Conditions. Symposium presented at the 78th Annual Meeting of the Academy of Management: Chicago, IL.

Cantwell-Staats, T., Daniels, M., DeCremer, D., Treister, D., Keeney, J., Wiesenfeld, B. (2018, May). Getting the Big Picture from the Details: A Meta-analysis of Construal Level Theory in Organizational Research. Paper Presented at the Distance in Organizations Workshop: McGill University, Montreal, Qc.

Daniels, M. A., Highhouse, S., & Greguras, G. J. (2017, August). Abusive Supervision as a Symbolic Act: The Roles of Shame and Power Distance. In J. Gooty & C. Williams (Chairs), The Role of Discrete Emotions in Organizations: An Empirical Investigation of Work Outcomes. Symposium presented at the 77th Annual Meeting of the Academy of Management: Atlanta, Georgia.

Daniels, M. A., Kay, A. A., & Skarlicki, D. (2017, August). Soothing the Ego: Self-Compassion Improves Performance via Humility. Paper presented at the 77th Annual Meeting of the Academy of Management: Atlanta, Georgia.

Efrat Treister, D., Robinson, S. L., Daniels, M. A., & Jeong, E. (2017, August). Applying Construal Theory to Buffering Aggression in Queues. In J. E. Keeney (Chair), Construal at the Interface: Applying Construal Level Theory in Organizational Research. Symposium presented at the 77th Annual Meeting of the Academy of Management: Atlanta, Georgia.

- Carter, N. T., Daniels, M. A., Harris, A. M., & Nolan, K. P. (Chairs, 2017, April). The SIOP Living History Series Presents: Sheldon Zedeck. Presented at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology: Orlando, FL.
- Daniels, M.A., Kay, A., Skarlicki, D. (August, 2016). Mindfulness and Performance: Exploring the Mediating Role of Humility. In T. Allen (Chair), *Workplace Mindfulness: New Directions for Research and Practice*. Symposium presented at the 76th Annual Meeting of the Academy of Management (Anaheim, California).
- Daniels, M. A. & Bashshur, M. R. (August, 2016), Leader Humility: Outcomes, Moderators, and Assessment at Multiple Levels. Symposium organized at the 76th Annual Meeting of the Academy of Management (Anaheim, California).
- Daniels, M. A., Greguras, G. J., Bashshur, M. R., & Oc, B. (August, 2016). Who's Judging?: Humility and Competence as Sources of Leader Legitimacy. In M. A. Daniels & M. R. Bashshur (Chairs), *Leader Humility: Outcomes, Moderators, and Assessment at Multiple Levels*. Symposium presented at the 76th Annual Meeting of the Academy of Management (Anaheim, California).
- Daniels, M. A., Greguras, G. J., Bashshur, M. R., & Oc, B. (June, 2016). Humility and Competence as Sources of Leader Legitimacy: The Role of Power Distance Orientation. Paper presented at the Annual Meeting of the European Academy of Management (Paris, France).
- Gabriel, A. S., Daniels, M. A., Diefendorff, J. M., & Greguras, G. J. (2016, April). Fit for one or for all? Profiles of perceived fit. In C. Harold (Chair), *Contemporary approaches to person-environment fit research*. Paper presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Daniels, M. A., Kay, A. A., & Skarlicki, D. (2016, April). Mindfulness, humility, and performance: A mediation model. Paper presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Bashshur, M. R., Daniels, M. A., Greguras, G. J., Diefendorff, J. M., & Oc, B. (2015, August). Leader humility in Singapore: An inductively developed measure. Paper presented at the 75th Annual Meeting of the Academy of Management (Vancouver, BC, Canada).
- Greguras, G. J., Daniels, M. A., Bashshur, M., Oc, B., Diefendorff, J. M., & Ramakrishnan, M. (2015, May). Leader humility, LMX, and subordinate need satisfaction: The role of power distance values. In M. Gagne (Chair), *Using self-determination theory to understand respectful leadership in turbulent times*. Paper presented at the 17th European Congress of Work and Organizational Psychology: Oslo, Norway.
- Daniels, M. A., Greguras, G. J., Bashshur, M. R., & Oc, B. (2014, August). Do humble leaders affect all followers similarly? The role of power distance. In C. Chia-Yen (Chair), *Leader Humility: The Boundary Conditions, Cross-Cultural Comparisons, and Practical Implications*. Paper to be presented at the 74th Annual Academy of Management Conference, Philadelphia, PA.
- Daniels, M.A., Greguras, G.J., & Gillespie, J.Z. (2014, August). Mental construal and perceived job control as antecedents of emotional labor and well-being. Paper to be presented at the 74th Annual Academy of Management Conference, Philadelphia, PA.
- Oc, B., Bashshur, M.R., Daniels, M.A., Greguras, G.J., & Ramakrishnan, M. (2014, May). Leader humility in Singapore. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Zhu, X., Daniels, M.A., & Dalal, D. (2013, November). Maximizing tendencies: Cross-cultural differences in decision regret and life satisfaction. Paper presented at the Annual Conference of the Society for Judgment and Decision Making, Toronto, ON.

- Daniels, M. A., & Oc, B. (Chairs, 2013, August). Leading from the Back or the Front: A Look at Humble and Narcissistic Leadership. Chaired symposium at the 73rd Annual Academy of Management Conference, Orlando, FL.
- Daniels, M. A., Oc, B., Bashshur, M., Greguras, G. J. (2013, August). *To be effective, incompetent leaders should at least be humble*. In M. A. Daniels and B. Oc (Chairs), *Leading from the Back or the Front: A Look at Humble and Narcissistic Leadership*. Paper presented at the 73rd Annual Academy of Management Conference, Orlando, FL.
- Daniels, M. A., & Greguras, G. J. (2013, August). *Humble leaders and satisfied followers: The roles of LMX and neuroticism*. In D.L. Ferris (Chair), *Self-Determination Theory Research in Organizations*. Paper presented at the 73rd Annual Academy of Management Conference, Orlando, FL.
- Gabriel, A. S., Daniels, M. A., Diefendorff, J. M., & Greguras, G. J. (2013, April). *Latent profiles of emotional labor actors*. In Gabriel, A. S. & Dahling, J. (Chairs), *Understanding Employee Motivation to Perform Emotional Labor*. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Greguras, G. J., Daniels, M. A., & Diefendorff, J. M. (2013, April). *Who benefits most from transformational leaders? The moderating, and overlooked, role of individual identity in shaping employee outcomes*. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Daniels, M. A., Greguras, G. J., Thompson, L. F., & Diefendorff, J. M. (2012, August). *Making work fun: A process model of goal concordance at work*. In Adriasola, E. & Unsworth, K. (Chairs), *Self-concordance: How Connecting a Person's Needs to their Behaviours Affects Workplace Outcomes*. Paper presented at the 72nd Annual Academy of Management Conference, Boston, MA.
- Daniels, M. A. & Greguras, G. J. (2012, April). *Emotional dissonance and well-being: The role of personal agency*. Paper presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Daniels, M. A., & Gillespie, J. Z. (2011, August). *The roles of personal agency and emotional discrepancy in emotion regulation*. Paper presented at the 71st Annual Academy of Management Conference, San Antonio, Texas.
- Sprung, J., Daniels, M. A., Gillespie, J. Z., & Conley, C. J. (2011, April). *The role of intrinsic motivation in the emotional labor process*. Paper presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Daniels, M. A., Kain, J. M., Gillespie, J. Z., & Schmidt, A. M. (2010, August). *Latent profiles of goal orientation and motivational outcomes*. In A. M. Schmidt (Chair), *A Lens on the World: Traits and States Influencing Motivational Processes*. Paper presented at the 70th Annual Academy of Management Conference, Montreal, QC.
- Daniels, M. A., Sliter, M. T., Barger, T., Gillespie, J. Z., Northern, J., & Kirkendall, S. R. (2010, August). *The effects of emotion regulation and emotional disclosure on strain*. Paper presented at the 118th Annual Conference of the American Psychological Association, San Diego, CA.
- Daniels, M. A., Pui, S. Y., Diab, D., Alexander, K. N., & Brooks, M. E. (2009, November). *Effects of imperfect information and risk on job choice behavior of indecisives and maximizers*. Paper presented at the Annual Conference of the Society for Judgment and Decision Making, Boston, MA.
- Diab, D., Alexander, K. N., Daniels, M. A., Pui, S. Y., & Brooks, M. E. (2009, November). *Individual differences and susceptibility to context effects in an organizational recruitment setting*. Paper presented at the Annual Conference of the Society for Judgment and Decision Making, Boston, MA.
- Alexander, K. N., Daniels, M. A., Diab, D., Pui, S. Y., & Brooks, M. E. (2008, November). *I'll have what she's having: The nomological net of indecisiveness*. Paper presented at the Annual Conference of the Society for Judgment and Decision Making, Chicago, IL.

Daniels, M. A., Nolan, K. P., & Highhouse, S. (2008, November). *Source bias in occupational prestige judgments*. Paper presented at the Annual Conference of the Society for Judgment and Decision Making, Chicago, IL.

Pachulicz, S., Oberlander, E. M., Oswald, F. L., Daniels, M. A., & Wong, W. Y. (2007, August). *Personality as a predictor of multitasking performance during high-stress versus low stress*. Paper presented at the 115th Annual Conference of the American Psychological Association, San Francisco, CA.

(f) *Other*

Faculty sponsor for OBHR Visiting PhD Student Program

Bailey Bigelow (University of Central Florida), co-sponsored with Sandra Robinson – February-March, 2020
 Lauren Locklear (University of Central Florida), co-sponsored with Sandra Robinson – February-March, 2020
 Hieu Nguyen (University of Queensland) – January/February, 2018
 Darren Bharanitharan (The Australian National University) – September, 2018 – March, 2019

(g) *Conference Participation (Organizer, Keynote Speaker, etc.)*

Program Committee Member for Distance in Organizations Workshop. McGill University, Montreal, QC, May 11-12.

10. **SERVICE TO THE UNIVERSITY**

(a) *Areas of special interest and accomplishments*

(b) *Memberships on committees, including offices held and dates*

- BCOM Review Values and Professionalism Working Group Member (June-Dec, 2019)
- APAC Committee Member (Fall, 2017-present)
- OBHR Speaker Series Coordinator (Fall, 2015 – Present)
 * Co-coordinated with David Clough starting September, 2018
- OBHR Hiring Committee Member (2015-present)
- OBHR PhD Student Recruitment (2015-present)

(c) *Other service, including dates*

- Presented at a Lunch and Learn regarding classroom experiences with Riipen (August 20, 2019)
- Co-Organized (with Sima Sajjadiani, HRMC, BCC) HR Career Event to Introduce Undergrads to the HR Option and Career (March 13, 2019)
- Represented junior faculty at the Sauder accreditation meeting (March 4, 2019)
- Judge for HR club case competition (January 10, 2018)
- Comm 203 Course Coordinator (Fall, 2017 – Spring, 2019)
- Wrote and graded comprehensive exam questions (2017/2018/2019)
- Helped develop the OBHR Division Visiting PhD Program (Spring, 2017)
- Selected and Coached UBC team for HRC West Case Competition (Fall, 2017)
- Presented to the Sauder Option Insider series for the OBHR Division (March 16, 2016/ March 3, 2017/ March 29, 2018/ March 12, 2019).

- Faculty Advisor to the HR Club (Fall, 2015 – present)
- Faculty Mentor for the Undergraduate Research Opportunities Club
- Co-Advisor (with Danielle van Jaarsveld) for Austin Lee’s Psychology Honors Thesis (2015-2016)
* Student won the 2016 CPA Certificate of Academic Excellence
- Helped to re-design Comm 203 course (Fall, 2015)
- Panelist at HR Club event on career options with an OBHR degree (September 30, 2015)

11. SERVICE TO THE COMMUNITY

(a) *Memberships on scholarly societies, including offices held and dates*

Society for Industrial-Organizational Psychology Member (2007 – present)
Academy of Management Member (2009 –present)
European Academy of Management Member (2016)

(b) *Memberships on other societies, including offices held and dates*

(c) *Memberships on scholarly committees, including offices held and dates*

Society for Industrial-Organizational Psychology, History Committee Member, 2017-2018

(d) *Memberships on other committees, including offices held and dates*

(e) *Editorships (list journal and dates)*

(f) *Reviewer (journal, agency, etc. including dates)*

Journal of Occupational and Organizational Psychology, 2020
Organizational Behavior and Human Decision Processes, 2018 (2 papers)
Journal of Organizational Behavior, 2018, 2019
Administrative Sciences Quarterly, 2018, 2019
Journal of Research in Personality, 2018, 2019
Journal of Occupational Health Psychology, 2017
Human Performance, 2017
Human Relations, 2017
Academy of Management, OB, HR, and OMT divisions, Conference Reviewer, 2015-2017
Society for Industrial-Organizational Psychology, Conference Reviewer, 2015-2017
European Academy of Management, Conference Reviewer, 2016
SSHRC Insight Grant Reviewer, 2018, 2020

(g) *External examiner (indicate universities and dates)*

Resham Vasandani, M.A., Adler University, April 11, 2018

Ang Yang Ting, Ph.D., Singapore Management University, June 16, 2017

(h) *Consultant (indicate organization and dates)*

(i) *Other service to the community*

12. AWARDS AND DISTINCTIONS

(a) *Awards for Teaching (indicate name of award, awarding organizations, date)*

Len Henriksson Award, Commerce Undergraduate Society (UBC), March 23, 2018

(b) *Awards for Scholarship (indicate name of award, awarding organizations, date)*

(c) *Awards for Service (indicate name of award, awarding organizations, date)*

(d) *Other Awards*

13. OTHER RELEVANT INFORMATION (Maximum One Page)

Media Cites:

Cited in Manila Standard Article: Philippines in Top 10 for Gender Balance in Business.

http://manilastandard.net/mobile/article/289502?fbclid=IwAR2r2NjVm_HvcaVksB8xv7GfTtG4qugyz8G0cT_HU5It018Jr1un8KXtOhM

CPA Magazine. Interview on having difficult conversations with employees.

BC Business Magazine. Interview on Sauder MBA and changing nature of work

Cited in Ideasforleaders.com article: How Leadership Humility is Defined in East and in the West.

<https://www.ideasforleaders.com/ideas/how-leadership-humility-is-defined-in-the-east-and-in-the-west>

Cited in CBC.ca article: How games, social media are changing the way people get hired.

<http://www.cbc.ca/news/technology/how-games-social-media-are-changing-the-way-people-get-hired-1.3194664>

Helped Marcom with story on Sauder faculty predictions for 2018

http://www.sauder.ubc.ca/News/2017/UBC_Sauder_professors_offer_their_predictions_for_the_events_to_watch_in_2018

Globe and Mail: Interviewed for piece on leader humility

<http://www.globeinvestor.com/servlet/ArticleNews/story/GAM/20170602/RBCAHUMILITY>

THE UNIVERSITY OF BRITISH COLUMBIA***Publications Record*****SURNAME:** Daniels**FIRST NAME:** Michael**Initials:** MAD**MIDDLE NAME(S):** Alan**Date:** April 23, 2019**1. REFEREED PUBLICATIONS****(a) *Journals***

Oc, B., Daniels, M. A., Diefendorff, J. M., Bashshur, M. R., Greguras, G. J. (In Press). Humility Breeds Authenticity: How Authentic Leader Humility Shapes Follower Vulnerability and Felt Authenticity. *Organizational Behavior and Human Decision Processes*.

Efrat-Treister, D., Daniels, M.A., & Robinson, S. L. (2020). Putting Time in Perspective: How and Why Construal Level Buffers the Relationship between Wait Time and Aggressive Tendencies. *Journal of Organizational Behavior*, *41*, 294-309.

Daniels, M. A., & Robinson, S. L. (2019). The Shame of It All: A Review of Shame in Organizational Life. *Journal of Management*, *45*(6), 2448-2473.

Gabriel, A. S., Daniels, M. A., Diefendorff, J. M., & Greguras, G. J. (2015). Emotional labor actors: A latent profile analysis of emotional labor strategies. *Journal of Applied Psychology*, *100* (3), 863-879.

Oc, B., Bashshur, M. R., Daniels, M. A., Greguras, G. J., & Diefendorff, J. M. (2015). Leader humility in Singapore. *The Leadership Quarterly*, *26* (1), 68-80.

Daniels, M. A., & Greguras, G. J. (2014). Exploring the nature of power distance: Implications for micro- and macro-level theories, processes, and outcomes. *Journal of Management*, *40*(4), 1-28.

Carter, N. T., Daniels, M. A., & Zickar, M. J. (2013). Projective testing: Historical foundations and uses for human resources management. *Human Resource Management Review*, *23*, 205-218.

(b) *Conference Proceedings***(c) *Other*****2. NON-REFEREED PUBLICATIONS****(a) *Journals*****(b) *Conference Proceedings*****(c) *Other***

Daniels, M. A. (2015). *The Gender Gap: What Asia can Learn from the Philippines*. HQ Asia magazine Issue 9 (HQAsia.org).

Daniels, M. A. (2015). *The Pitfalls of Destructive Leadership*. HQ Asia magazine Issue 9 (HQAsia.org).

Daniels, M. A. (2014). *Humility: An Asian Leadership Value*. HQ Asia magazine Issue 8 (HQAsia.org).

Koh, A., Kwan, C. W., & Daniels, M. A. (2015). *Steady Leadership in Choppy Seas: An Asian Maritime Perspective*. Case Study and Teaching Note. Singapore Management University Case Centre.

Bashshur, M. R., Daniels, M. A., & Mathur, S. (2016). *Olam International: Sowing the Seeds of Humility throughout the Organisation*. Case Study and Teaching Note. Singapore Management University Case Centre.

3. BOOKS

(a) *Authored*

(b) *Edited*

(c) *Chapters*

Reb, J., Greguras, G. J., Luan, S., & Daniels, M. A. (2013). *Performance Appraisals as Heuristic Under Uncertainty*. In S. Highhouse, R.S. Dalal, & E. Salas (Eds.) *Judgment and Decision Making at Work*, (pp. 13-36). New York, NY: Routledge.

4. PATENTS

5. SPECIAL COPYRIGHTS

6. ARTISTIC WORKS, PERFORMANCES, DESIGNS

7. OTHER WORKS

8. WORK SUBMITTED (including publisher and date of submission)

9. WORK IN PROGRESS (including degree of completion)

Only projects with data included:

- Dhaliwal, N., Skarlicki, D., Hoegg, J., & Daniels, M. A. Consequentialist Motives for Punishment Signal Trustworthiness. *Journal of Business Ethics*. Preparation for 2nd Round Review.
- Daniels, M. A., Kay, A. A., & Skarlicki, D. Soothing the Ego: Self-Compassion Improves Organizational Citizenship Behaviors via Humility. Collecting new data.
- Daniels, M. A., Greguras, G. J., Oc, B., & Bashshur, M. R. Humility and Competence as Sources of Leader Legitimacy: The Role of Power Distance Orientation. Writing.
- Daniels, M. A. Shame as a Mechanism for the Abusive Supervision-Job Performance Relation and the Role of Power Distance. Writing.
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