

Updated: 28 June 2020

Jonathan B. Evans
University of British Columbia
Sauder School of Business
2053 Main Mall
Vancouver, B.C. V6T 1Z2
Phone: (406) 879-6559
E-mail: jon.evans@sauder.ubc.ca

Education

- Ph.D.** University of Arizona, Eller College of Management, Department of Management and Organizations, 2020
- M.B.A.** University of Texas at Austin, McCombs School of Business, 2011
- B.S.** Mechanical Engineering, Brigham Young University, 2002

Academic Positions

2020 – Present **Assistant Professor**, Organizational Behavior and Human Resources Division, Sauder School of Business, University of British Columbia

Research Interests

My research focuses on how leader impression management influences both leadership perceptions as well as the attitudes and behaviors of followers. One stream of this research investigates how stereotypes affect leader evaluations, and another stream looks at how different social images influence follower behavior. A secondary research interest includes understanding the influence of interpersonal behavior on employee well-being.

Refereed Publications

Evans, J.B., Slaughter J.E., Ellis, A.P.J., & Rivin, J.M. (2019) Gender and the evaluation of humor at work. *Journal of Applied Psychology*, 104, 1077-1087.

Media coverage by Washington Post, Forbes, Financial Times, The Daily Mail, KVOA-TV, The Seattle Times, The Ellen DeGeneres Show

Additional Publications

Evans, J.B., Slaughter J.E., Ellis, A.P.J., & Rivin, J.M. (2019) Making jokes during a presentation helps men but hurts women. *Harvard Business Review*, online only.

Updated: 28 June 2020

Slaughter, J.E., & **Evans, J.B.** (2017). Organizational image and reputation. In R. W. Griffin (Ed.), *Oxford Bibliographies in Management*. New York: Oxford University Press.

Manuscripts Under Review

Motro, D, **Evans, J.B.**, Ellis, A.P.J., & Benson, L. (under 3rd review) Subject: Racial stereotypes and expressing anger at work [Title redacted to protect blind review process] *Journal of Applied Psychology*

Chawla, N., Gabriel, A.S., **Evans, J.B.**, Koopman, J., Rosen, C., Hochwarter, W.A., Palmer, J., & Jordan, S. (under 2nd review) Subject: Latent profiles of impression management [Title redacted to protect blind review process] *Personnel Psychology*.

Evans, J.B., & Slaughter, J.E. (revise and resubmit requested) Subject: Development of active-passive framework of counterproductive work behavior [Title redacted to protect blind review process] *Journal of Organizational Behavior*.

Selected Works in Progress

Evans, J.B., Slaughter, J.E., & Ganster, M. *Ratcheting up or pulling back? A daily investigation of exposure to incivility and enacted counterproductive work behavior*

- Data analysis in progress

Evans, J.B., & Schilke, O. *Two sides of the same coin? The effect of power framing on the exploration-exploitation dilemma*

- Data collection for second study in progress
- Target journal: *Organization Science*

Gabriel, A., Rosen, C., Koopman, J., Lee, Y.E., **Evans, J.B.**, & Johnson, R.E. *The social consequences of venting at work: A dynamic perspective*

- Manuscript preparation in progress
- Target journal: *Journal of Applied Psychology*

Hatch, D., Ellis, A.P.J., **Evans, J.B.**, & Martinez, T. *Examining the effects of birth order on unethical behavior: An evolutionary approach*

- Data analysis in progress
- Target journal: *Journal of Business Ethics*

Organizer of Conference Sessions

Hebl, M., Fleming, A.C., & **Evans, J.B.** (Co-chairs). *Overlooked differences in women's experiences in the workplace*. Presenter symposium at the 2019 Society for Industrial and Organizational Psychology annual conference, Washington, D.C.

Evans, J.B., Chawla, N., & Gabriel, A.S. (Co-chairs). *Expanding the social context surrounding impression management at work*. Presenter symposium at the 2018 Annual Proceedings of the Academy of Management, Chicago, IL.

Conference Presentations

Motro, D*, **Evans, J.B.**, Ellis, A.P.J., & Benson, L. *Race and Reactions to Negative Feedback: Examining the Effects of the "Angry Black Woman" Stereotype*. Paper presentation at the 79th Annual Meeting of the Academy of Management, Boston, MA, August 2019.

Evans, J.B.*, Slaughter, J.E., Ellis, A.P.J., & Rivin, J. *Gender and the evaluation of humor at work*. Paper presentation at Society for Industrial Organizational Psychology annual conference, Washington, D.C., April 2019.

Motro, D*, **Evans, J.B.**, Ellis, A.P.J., & Benson, L. *Race and Reactions to Negative Feedback Among Women at Work: Examining the Effects of the "Angry Black Woman" Stereotype*. Paper presentation at the Annual Meeting for the Society of Judgement and Decision Making, New Orleans, LA, November 2018.

Evans, J.B.*, Chawla, N., Gabriel, A.S., Koopman, J., Hochwarter, W., & Arnold, J. *Exploring the Structure of Impression Management Strategies Within Social Hierarchies*. Paper presentation at impression management symposium, Academy of Management, Chicago, IL, August 2018.

Evans, J.B., & Slaughter, J.E. *Validation of an active-passive scale of Counterproductive Work Behavior*. Poster presentation at Society for Industrial Organizational Psychology annual conference, Chicago, IL, April 2018.

Evans, J.B.*, Motro, D., & Kugler, T. *You Don't Want to Lie to Me When I'm Angry: The Effect of Emotion on Detecting Deception in Social Dilemmas*. Presented at International Conference on Social Dilemmas, Hong Kong, June 2015.

Evans, J.B.*, Kugler, T., & Ellis, A.P.J. *Unethical Behavior and the Illusory Transference of Morality*. Poster presentation at Morality, Incentives and Unethical Behavior Conference, San Diego, CA, March 2015.

* Denotes Presenter

Other Professional Experience

2008-2014 Project Engineer, ExxonMobil Development Company, Houston, TX

2002-2008 Officer, Civil Engineer Corps, U.S. Navy

Summary of ExxonMobil responsibilities:

- Responsible for 25-person Japanese site contractor and 3,500-person Pakistani subcontractor in construction of \$450 million natural gas processing facility.
- Managed and coordinated 33-person team in the execution of 2011 Offshore Campaign of \$8 billion project in Sakhalin, Russia.
- Managed 6-person team responsible for concept selection, design, and project execution for offshore projects in Nigeria, Malaysia, and Gulf of Mexico.
- Taught three Construction Engineering & Management courses. Two of the three highest rated courses in Houston and highest rated course in Nigeria.
- 2010 ExxonMobil Excellence in Instruction award winner.

Summary of U.S. Navy responsibilities:

- Led 41-person multi-national department responsible for planning, programming, construction, and environmental protection of 420 Navy facilities in Okinawa, Japan.
- Provided training and leadership to construction management office and local contractors; led transition to web-based construction management system.
- Managed post-award contract administration of 34 construction contracts worth over \$11.6 million in Okinawa, Japan.
- Led 21-person construction team providing facility maintenance and construction at Naval Base Point Loma, CA.
- Developed and led program for training housing and command support staff personnel in facility repairs that increased Seabee/self-help workday ratio by over 50%.

Awarded Grants

2019 University of Arizona, Eller College of Management, Departmental Research Grant: Awarded \$2,980 for “Intrapersonal Consequences of CWB”

2018 University of Arizona, Eller College of Management, Departmental Research Grant: Awarded \$5,000 for “Transparency in Prosocial Influence Attempts”

2018 University of Arizona, Eller College of Management, Departmental Research Grant: Awarded \$2,280 for “Power Framing and Exploration-Exploitation”

2018 University of Arizona, Graduate & Profession Student Council Research Grant: Awarded \$900 for “Power Framing and Exploration-Exploitation”

Updated: 28 June 2020

- 2017 University of Arizona, Eller College of Management, Departmental Research Grant: Awarded \$5,280 for “Impression Management Profiles” and \$2,000 for “Gender and Humor Expressions,”
- 2017 University of Arizona, Eller College of Management, Center for Leadership Ethics Grant: Awarded \$1,920 for “Active-Passive CWB”
- 2016 University of Arizona, Eller College of Management, Departmental Research Grant: Awarded \$4,800 for “Power Framing and Trust,” \$2,400 for “Gender and Leadership,” and \$765 for “Active-Passive CWB”
- 2016 University of Arizona, Eller College of Management, Center for Leadership Ethics Grant: Awarded \$1,350 for “Gender and Moral Licensing” and \$1,145 for “Within-person Variation of OCB and CWB”
- 2015 University of Arizona, Eller College of Management, Center for Leadership Ethics Grant: Awarded \$3,500 for “Unethical Behavior and the Illusory Transference of Morality”
- 2014 University of Arizona, Eller College of Management, Center for Leadership Ethics Grant: Awarded \$3,100 for “You Don't Want to Lie to Me When I'm Angry: The Influence of Emotion on Detecting Deception in Social Dilemmas”

Honors and Awards

- 2018 Outstanding Graduate Student Teaching Award, \$500
- 2015 Stephen J. Robbins Doctoral Fellowship, \$5,000

Teaching Experience

- MGMT 310A, Organizational Behavior, University of Arizona, Spring 2020,
Teaching Effectiveness: not assessed due to COVID-19
- MGMT 202, Ethical Issues in Business, Online, University of Arizona, Summer
2019, Teaching Effectiveness: 4.5/5.0
- MGMT 440, Leadership in a Complex World, University of Arizona, Fall 2017,
Teaching Effectiveness: 4.9/5.0
- MGMT 276, Statistical Inference in Management, University of Arizona, Summer
2015, Teaching Effectiveness: 4.8/5.0

Updated: 28 June 2020

Service

Ad-hoc reviewer:

Journal of Experimental Social Psychology
Organization Science

Professional Affiliations

Academy of Management
Society for Industrial and Organizational Psychology