

Michael Daniels

Sauder School of Business
University of British Columbia
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Vancouver, B.C. Canada V6T 1Z2
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ACADEMIC POSITIONS

- Jul, 2015 – Present Assistant Professor of Organizational Behaviour and Human Resources,
University of British Columbia
- Aug, 2012 – May, 2015 Visiting Scholar of Organisational Behaviour and Human
Resources, Singapore Management University
- Aug, 2011 – Aug, 2012 Visiting Lecturer of Organisational Behaviour and Human Resources,
Singapore Management University

RESEARCH POSITION

- Mar, 2014 – May, 2015 Senior Research Associate, Human Capital Leadership Institute,
Singapore Management University

EDUCATION

Bowling Green State University, Bowling Green, OH (August 07 – August, 2015)

Doctor of Philosophy in Industrial/Organizational Psychology, August, 2015
Dissertation: *Shame as a Mechanism for the Abusive Supervision-Job Performance
Relation and the Role of Power Distance*
Advisor: Dr. Scott Highhouse

Master of Arts in Industrial/Organizational Psychology, December 2010
Thesis: *The Roles of Personal Agency and Emotional Discrepancy in Emotion Regulation*
Advisor: Dr. Jennifer Z. Gillespie

Michigan State University, East Lansing, MI (August 03 – May 07)

Bachelors of Science in Psychology (May 07), Honors College, Magna Cum Laude
Honors Thesis: *Goal Revision Over Time: The Effect of Goal-Setting Style on
Performance*
Advisor: Dr. Richard P. DeShon

PEER REVIEWED JOURNAL ARTICLES

- Dhaliwal, N., Skarlicki, D., Hoegg, J., & **Daniels, M. A.** (In Press). Consequentialist Motives for Punishment Signal Trustworthiness. *Journal of Business Ethics*.
- Treister, D. E., **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.
- Oc, B., **Daniels, M. A.**, Diefendorff, J. M., Bashshur, M. R., Greguras, G. J. (2020). Humility breeds authenticity: How authentic leader humility shapes follower vulnerability and felt authenticity. *Organizational Behavior and Human Decision Processes*, 158, 112-125.
- Daniels, M. A.**, & Robinson, S. L. (2019). The Shame of it all: A review of shame in organizational life. *Journal of Management*, 45, 2248-2473.
- 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.

WORKS IN PROGRESS

- Bashshur, M. R., Greguras, G. J., Diefendorff, M. R., Oc, B., & Daniels, M. A. Development of a subordinate- and self-rated leader humility scale. In preparation.
- Daniels, M. A., Kay, A. A., & Skarlicki, D. Soothing the Ego: Self-Compassion and the Authenticity to be Humble and Helpful. In preparation.
- 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. In preparation.
- Daniels, M. A., Highhouse, S., & Greguras, G. J. Shame as a mechanism for the abusive supervision-job performance relation and the role of power distance. In preparation.

Daniels, M. A., Greguras, G. J., & Gillespie, J. Z. Surface acting through the lens of mental construal. In preparation.

Nguyen, H., Daniels, M. A., Ashkanasy, N., & Yu, L. Abusive Supervision and team processes.

TECHNICAL REPORTS

Daniels, M.A., Greguras, G. J., Diefendorff, J. M., Bashshur, M. R., & Oc, B. (2014). *Leader humility in Singapore: Development of scales*. Technical report presented to the Human Capital Leadership Institute: Singapore.

Oc, B., Bashshur, M. R., **Daniels, M. A.**, Greguras, G. J., & Diefendorff, J. M. (2013). *Leader humility in Singapore*. Technical report presented to the Human Capital Leadership Institute: Singapore.

Daniels, M. A., Lake, C. J., & Gillespie, M. A. (2010). *Surveying alumni attitudes toward implementation of membership dues*. Report presented (written and oral) to the BGSU Alumni Association. Institute for Psychological Research and Application: Bowling Green, OH.

Gillespie, J. Z., Alexander, K. N., Dalal, D. K., **Daniels, M. A.**, Garcia-Michael, V., Kain, J. M., Lin, B.C., Nolan, K. P., Park, Y., Sakurai, K., Sliter, M. T., Smith, E. N., & Wolford, K. A. (2009). *Toledo Zoo culture assessment: Final report*. Report presented to the Toledo Zoo. Bowling Green State University: Bowling Green, OH.

Zickar, M. J., Fritz, C., **Daniels, M. A.**, Diab, D., & Sliter, M. T. (2008). *Value of higher education: Final report*. Report presented to the Office of the President and the College of Arts and Sciences. Institute for Psychological Research and Application: Bowling Green, OH.

OTHER PUBLICATIONS

Carter, N.T., & **Daniels, M.A.** (2017). The history corner: Reflections on the SIOP 2017 Living History Series with Sheldon Zedeck. *The Industrial-Organizational Psychologist*, 57.

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.

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.

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.

GRANTS

- Daniels, M. A.** & Robinson, S. L. (2016). Social shaming in the workplace: Antecedents, motives, and multi-party outcomes. *Social Sciences and Humanities Research Council Insight Grant* (\$156,771 CAD/ 4 years).
- Daniels, M. A.** (2015). Perceptions and motives for mob shaming behavior. *University of British Columbia Hampton Grant*. (\$9,750 CAD).
- Daniels, M. A.**, & Greguras, G. J. (2013). Humble leadership: Processes, contingencies, and outcomes. *Behavioral Sciences Institute, Singapore Management University*. (\$4,832.50 SGD).
- Daniels, M. A.** (2012). Who benefits most from transformational leaders?: The moderating, and overlooked, role of individual identity in shaping employee outcomes. *Behavioral Sciences Institute, Singapore Management University*. (\$5,260.23 SGD).
- Greguras, G. J., **Daniels, M. A.**, & Oc, B. (2012). Conceptualization and operationalization of leader humility. *Human Capital Leadership Institute* (\$54,125 SGD).
- Daniels, M. A.**, Gillespie, J. Z., Conley, C. J., Ritter, L., & Bollin, S. J. (2009). Emotional labor and long-term care work: A look at antecedents, consequences, and the role of intrinsic motivation. *SIOP Small Grant Program* (\$4,623 USD).

REFEREED ACADEMIC PRESENTATIONS

- Zhong, R., **Daniels, M. A.**, & Robinson, S. L. (2020). I am Ashamed of You!: Examining the Impact of Follower Unethical Behavior on Leader Outcomes. In M. Daniels & S. Robinson (Chairs), *Shame at Work: Multiple Conceptualizations of Shame and Its Impact on Individual Outcomes*. Symposium accepted at the 80th Annual Meeting of the Academy of Management: Online.
- Daniels, M.A.**, & Robinson, S. L. (2020). Shame at Work: Multiple Conceptualizations of Shame and Its Impact on Individual Outcomes. Symposium accepted at the 80th Annual Meeting of the Academy of Management: Online.
- Bahmannia, S., Bharanitharan, K., Lowe, K., & **Daniels, M.** (2019). 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. A.**, Diefendorff, J., Bashshur, M., & Greguras, G. (2018). Humility Breeds Authenticity: How Humble Leaders Shape Follower Authenticity and Job Performance. 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. A.**, DeCremer, D., Treister, D., Keeney, J., Wiesenfeld, B. (2018). 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. (2016, August). 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.**, Greguras, G. J., Bashshur, M. R., & Oc, B. (2016, August). 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. (2016, June). 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.

MEDIA CONTRIBUTIONS

The Walrus: The Emotional Tax of Essential Work. <https://thewalrus.ca/the-emotional-tax-of-essential-work/>

Canadian HR Reporter: Tips on How to Reduce Employee Burnout. <https://www.hrreporter.com/focus-areas/wellness-mental-health/tips-on-how-to-reduce-employee-burnout/336102>

Ideasforleaders.com: 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>

CBC.ca: 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>

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).

INVITED TALKS

“Leadership” and the Abuse of Power. UBC Sauder Leading with Confidence. March 30, 2019.

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

Authenticity and Truth in a Post-Truth Era. Invited discussant at Green College event, “A Conversational Happy Hour,” September 26, 2018

Unskilled and (Un)Aware? Humility and the Legitimacy of Leaders. Sauder School of Business, May 4, 2018.

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.

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.

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

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

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

Leader Humility: Processes, Contingencies, and Outcomes. SMU Behavioral Sciences Institute. September, 2013.

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

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

A New Perspective on Emotion Regulation: Is Surface Acting Always Detrimental to Well-Being? BGSU I/O brownbag presentation. April, 2011.

Latent Profile Analysis and It's Use for Research on Goal Orientation. BGSU I/O brownbag presentation. September, 2009.

TEACHING EXPERIENCE

University of British Columbia

Advanced Topics in Organizational Behaviour (PhD): Fall, 2015

Seminar in Human Resources Management (PhD): Spring, 2017; Spring, 2019, Spring 2021

Managing the Employment Relationship (undergraduate): Spring, 2016; Spring, 2017; Spring, 2018; Spring, 2019
Values, Ethics, and Community (undergraduate): Fall, 2020

Singapore Management University

Managing People at Work (undergraduate): Fall (2011), Fall (2012), Spring (2013), Fall (2014)

Bowling Green State University

Laboratory in I-O Psychology (undergraduate): Fall (2010)

Graduate Teaching Assistant for Introductory Psychology (undergraduate): Fall and Spring (2008-2010)

AWARDS/HONORS

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

University of British Columbia, Green College Leading Scholar, 2015-2017

BGSU IOAC (IO academic challenge) Fellowship, Summer 2009.

Lim Kim San Fellowship, Spring, 2011. Fellowship awarded to work with OBHR faculty at Singapore Management University.

CONSULTING EXPERIENCE

Bowling Green State University Alumni Association, Bowling Green, OH

Consultant, Institute for Psychological Research and Application (IPRA), September 09 – June 10

Conducted alumni-wide survey of attitudes toward becoming a dues-paying association. Results were analyzed and written in a formal technical report for the client including recommendations for action.

The Toledo Zoo, Toledo, OH

Consultant, IPRA, Jan 09 – May 09

Conducted organizational culture assessment of The Toledo Zoo. Presented results to zoo staff and executives and led an organization-wide discussion of the implications.

BGSU Office of the President and the College of Arts and Sciences, Bowling Green, OH

Consultant, IPRA, Jan 08 – Aug 08

Created and administered survey to undergraduate population regarding college experiences and attitudes towards those experiences. Data were analyzed and presented to the client in a formal technical report.

DEPARTMENTAL SERVICE ACTIVITIES

Awards and Performance Advisory Committee (APAC), Member, 2017-2020
BCOM Review Values and Professionalism Working Group Member, June-Dec, 2019
OBHR Hiring Committee, Member, 2015-2020
OBHR Seminar Speaker Series, Coordinator, 2015-2020
Faculty Advisor to the Undergraduate HR Club, 2015-2021
Faculty mentor, Undergraduate Research Opportunities Club, 2015

PROFESSIONAL SERVICE

Ad Hoc Reviewer, *Journal of Occupational Health Psychology, Human Performance, Human Relations, Administrative Sciences Quarterly, Organizational Psychology Review, Organizational Behavior and Human Decision Processes, Journal of Research in Personality, Journal of Organizational Behavior, Journal of Occupational and Organizational Psychology*

Conference Reviewer, Society for Industrial-Organizational Psychology, Academy of Management, European Academy of Management

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

PROFESSIONAL AFFILIATIONS

AOM (Academy of Management)
SIOP (Society for Industrial and Organizational Psychology)