

**THE UNIVERSITY OF BRITISH COLUMBIA**  
**Sandra Lynn Robinson**  
**Professor, Distinguished University Scholar**  
**Organizational Behaviour and Human Resources**  
**Sauder School of Business**

April 2021

**EDUCATION**

<b>University or Institution</b>	<b>Degree</b>	<b>Subject Area</b>	<b>Date</b>
Northwestern University	PhD	Organizational Behavior	1992
University of British Columbia	MSc	Business Administration	1988
University of British Columbia	BA	Psychology (Arts)	1985

**EMPLOYMENT RECORD**

**UBC**

Full Professor	2004 - present
Associate Member	2000 - present
Associate Professor	1999 - 2004
Assistant Professor	1998 - 1999

**ELSEWHERE**

New York University	Associate Professor	1996 - 1997
New York University	Assistant Professor	1992 - 1996
Northwestern University	Lecturer	1990 - 1992

## AWARDS AND DISTINCTIONS

<b>Name</b>	<b>Awarded By</b>	<b>Date</b>
Jacoby Biely Research Prize, UBC's Premier Research Award	University of British Columbia	2021
Nominated for Lifetime Achievement Award	Organizational Behavior Division Academy of Management	2020
Nominated for UBC Biely Research Prize	University of British Columbia	2018
Senior Faculty Research Award	Sauder School of Business	2014
JMI Distinguished Scholar	Western Academy of Management	2014
Outstanding Reviewer Award	Academy of Management Discoveries	2014
Outstanding Service Award, for Division Chair 2006-2011	Organizational Behavior Division, Academy of Management	2011
SSHRC 2009- Ranked 6 out of 107 proposals; 1 of 7 to receive RTS	Social Sciences and Humanities Research Council, Canadian Government	2009
Killam Faculty Research Prize	University of British Columbia	2009
Excellent Reviewer Award	Academy of Management Journal Editorial Board	1997
Distinguished University Scholar Chair	University of British Columbia	2003 -present
Service Award for Contributions	Western Academy of Management Executive Committee	2002
Stanley Kwok Professorship in Business	Faculty of Commerce	2002-2003
Nominated for the "Teacher of the Year Award"	Commerce Undergraduate Society	2002

Cummings Award	Academy of Management OB Division	2000
Outstanding Services Award, Representative-at-large Executive Committee	Organizational Behavior Division of Academy of Management	2000
Outstanding Publication Award in Conflict Management	International Association of Conflict Management	1999
Excellence in Research Award	Faculty of Commerce	1999
Ascendant Scholar	Western Academy of Management	1998
Best Paper Award, Organizational Behavior Division	Academy of Management Meeting	1998
Best Paper Award, Organizational Behavior Division	Administrative Science Association of Canada National Meeting	1993
Dissertation Research Award	American Psychological Association Science Directorate	1992
Faculty Honor Roll	Northwestern University	1991

## PUBLICATIONS

### REFEREED

- Zhong, R. & Robinson, S. (Forthcoming). What Happens to Bad Actors in Organizations/ A review of Actor-Centric Outcomes of Negative Behavior. *Journal of Management*. Online Dec 12, 2020
- Campagna, R., King, A., Dirks, K, Crossley, C & Robinson, S. L. (2020). Who Trusts You? Do You Know? Determinants and Implications of Leader Trust Meta-Accuracy. *Journal of Applied Psychology*, 105(9), 994.
- Treister, D., Daniels, M & Robinson, S. (2020). Putting Time in Perspective: How and Why Construal Level Buffers the Relationship between Wait Time and Aggressive Tendencies. *Journal of Organizational Behavior*, 41(3), 294-309.
- Daniels, M., & Robinson, S. (2019): Shame in Organizations: A Review and Synthesis. *Journal of Management*, 45(6), 2448- 2473.
- Schabram, K., Robinson, S., & Cruz., K. (2018). Honor Among Thieves: The Interaction of Team and Member Deviance on Trust in the Team, *Journal of Applied Psychology*, 103, 1057-1066.
- Cui, V., Vertinsky, I., Robinson, S. L., Branzei, O. (2018). Trust in the workplace: The role of social-network diversity in the community and in the workplace. *Business and Society*, 57(2), 378 – 412
- Xu, E., Huang, X. & Robinson, S. (2017). When Self-View is at Stake: Responses to Ostracism Through the Lens of Self-Verification Theory. *Journal of Management*, 43(7), 2281 – 2302
- Villafranca, A., Hamlin, C., Rodebaugh, T., Robinson, S., Jacobsohn, E, (2017, online before print). Development of survey scales for measuring exposure and behavioral responses to disruptive intraoperative behavior. *Journal of Patient Safety*.
- Villafranca, A, Robinson, S., Rodebaugh, T., Mashour, G., Avidan, M. & Jacobsohn E. (2017). Validation of a questionnaire measuring exposure to negative intraoperative behaviors: 17AP2-2. *European Journal of Anaesthesiology*, 31, 251-252
- Almost, J., Wolff, A., Mildon, B., Price, S., Godfrey, C., Robinson, S., Ross-White, A., & Mercado-Mallari, S. (2015). Positive and negative behaviours in workplace relationships: a scoping review protocol. *British Medical Journal Open*, 5, e007685. doi:10.1136/bmjopen-2015- 007685.
- O'Reilly, J., Robinson, S.L., Banki, S., & Berdahl, J., (2014). Is negative attention better than no attention? The comparative effects of ostracism and harassment at work. *Organizational Science*. 26(3), pp. 774–793
- Brown G., Crossley, C., & Robinson, S. L. (2014). Psychological ownership territoriality behavior and being perceived as a team contributor: The critical role of trust in the work environment. *Personnel Psychology*, 67, 463-485.
- Villafranca, A., Robinson, S., Rodebaugh, T., Villafranca, P., Yasinski, L., Jacobsohn, E. (2014). Validation of a questionnaire measuring exposure to negative intraoperative behaviors: 17AP2-6. *European Journal of Anaesthesiology*, 31, 253.
- Robinson, S. L., Kiewitz, C., & Wang, W. (2014). Coworkers Behaving Badly: The impact of coworker deviant behavior upon individual employees. *Annual Review of Organizational Psychology and Organizational Behavior*, 1, 123-143
- Robinson, S. L. Wang, W., & O'Reilly, J. (2012). Invisible at Work: What We Know and Need to Learn about Ostracism in Organizations. *Journal of Management*, 39, 203-231.

- Houshmand, M., O'Reilly, J. Robinson, S. L., & Wolff, A. (2012) Escaping bullying: The simultaneous impact of individual and unit-level bullying on turnover intentions *Human Relations*, 65 (7), 901-918
- Dodek, P., Wong, H., Heyland, D., Cook, D., Rucker, G., Kutsogiannis, D., Dale, C., Fowler, R., Robinson, S. & Ayas, N. (2012). "The relationship between organizational culture and family satisfaction in critical care\*." *Critical care medicine* 40, no. 5 (2012): 1506-1512.
- Brown, G., & Robinson, S. L. (2011). Reactions to territorial infringement. *Organization Science*, 22(1), 210-224.
- Wolff, A. C., Ratner, P. A., Robinson, S. L., Oliffe, J. L., & Hall, L. (2010). Beyond generational differences: A literature review of the impact of relational diversity on nurses' attitudes and work Journal of Nursing Management, 18(8), 948-969.
- Madani, A. Dodek, P., Wong, H., Norena, M., Honeyman, C., Etminan, M., Wang, H., Heyland, D., Cook, D., Henrich, G., Kutsogiannis J., Rucker, Robinson, S., Millar, J., Dale, C., Fowler, R., Ayas, N. (2010). Qualitative Analysis Enhances a Quantitative ICU Family Satisfaction Survey , American Journal of Respiratory Critical Care Medicine,
- Deutsch-Salamon, S., Robinson, S.L. (2008). The impact of employees' perceptions of being trusted on organizational performance. *Journal of Applied Psychology*, 93, 593 – 601
- Ashforth, B., Goia, D., Robinson, S.L., Trevino, L. (2008). Corruption in organizations. *Academy of Management Review*, 33(3), 670 - 684.
- Lawrence, T., Robinson, S.L. (2007). Ain't Misbehavin: Workplace deviance as organizational resistance. *Journal of Management*, 33, 378 – 394
- Brown, G., Lawrence, T., Robinson, S.L. (2005). Territoriality in organizations. *Academy of Management Review*, 30, 577 - 594.
- Dietz, J., Robinson, S.L., Folger, R., Baron, R & Schulz, M. (2003). The impact of community violence and an organization's procedural justice climate on workplace aggression. *Academy of Management Journal*, 46(3), 317 - 326.
- Bennett, R., Robinson, S.L. (2000). The development of a measure of workplace deviance. *Journal of Applied Psychology*, 85(3), 349 - 360.
- Robinson, S.L., Morrison, E. (2000). The development of psychological contract breach and violation: A longitudinal study. *Journal of Organizational Behavior*, 21, 525 - 546.
- Frost, P., Robinson, S.L. (1999). Toxic handling: Managing emotions in organizations. *Harvard Business Review*, 97 - 106.
- Robinson, S.L., O'Leary, K. (1998). Monkey see, monkey do: The influence of work groups on the antisocial behavior of employees. *Academy of Management Journal*, 41, 658 - 672.
- Morrison, E., Robinson, S.L. (1997). When employees feel betrayed: A model of how psychological contract violation develops. *Academy of Management Review*, 22, 226 - 256.
- Robinson, S.L. (1996). Trust and breach of the psychological contract. *Administrative Science Quarterly*, 41, 574 - 599.
- Robinson, S.L., Morrison, E. (1995). Psychological contracts and OCB: The effects of unfulfilled obligations. *Journal of Organizational Behavior*, 16, 289 – 298
- Robinson, S.L., Bennett, R. (1995). A typology of deviant workforce behaviors: A multi-dimensional scaling study. *Academy of Management Journal*, 38, 555 - 572.
- Robinson, S.L., Kraatz, M., Rousseau, D. (1994). Changing obligations and the psychological contract: A longitudinal study. *Academy of Management Journal*, 37, 137 – 152

Robinson, S.L., Rousseau, D. (1994). Violating the psychological contract: Not the exception but the norm. *Journal of Organizational Behavior*, 15, 245 - 259. (Formally recognized at the *Journal of OB's 30<sup>th</sup> anniversary*, as one of the eight most significant articles published in *JOB* since it's founding).

Robinson, S.L., Weldon, E. (1993). Feedback setting in groups: a theoretical perspective. *British Journal of Social Psychology*, 32, 71 – 86

Rachman, S., Robinson, S.L., Lopatka, C. (1987). Is incomplete fear reduction followed by a return of fear? *Behavioral Research & Therapy*, 25, 67 - 69.

### **Refereed Conference Proceedings**

Xu, E, Huang, X. & Robinson, S. (2015) Popular narcissists: Power dependence and social acceptance in the workplace. *Best Paper Proceedings, Academy of Management Meeting*, Vancouver.

O'Reilly, J., Robinson, S.L. (2009). Ostracism at Work: The Impact of Ostracism on Belonging and Work Contributions. *Best Paper Proceedings, Academy of Management Meeting*, Chicago.

Robinson, S.L., Folger, R., Dietz, J., Parks, J., Baron, R. (1998). When colleagues become violent: Employee threats and assaults as a function of societal violence and organizational injustice. *Best Paper Proceedings, Academy of Management Meetings*, San Diego

Robinson, S.L., O'Leary, K. (1996). Monkey see, monkey do: The role of role models in predicting workplace aggression. *Best Paper Proceedings, Academy of Management Meetings*, Atlanta.

### **NON-REFEREED PUBLICATIONS**

Hershcovis, S., Cortina, L. & Robinson, S. L. (2021). Social and situational dynamics surrounding workplace mistreatment: Context matters. Introduction to Special Issue, *Journal of Organizational Behavior*, 41(8), 699-705.

Robinson, S. L. (forthcoming). Tales from a Late Bloomer: Ten Principles for Influential Scholarship. In X-P. Chen and H.K. Steensma (Eds.), *A Journey Toward Influential Scholarship: Insights from Leading Management Scholars*. Oxford University Press.

Griep, Y., CL Cooper, S Robinson, DM Rousseau, S Hansen, M et al. 2019. Psychological Contracts: Back to the Future. *Handbook of Research on the Psychological Contract at Work: New Horizons in Management Series*, pp, 397-414. Cheltenham, UK: Edward Elgar Publishing Ltd.

Robinson, S. L. & Schabram, K. (Nov, 2016; forthcoming). What to do When You're the Person Your Colleagues Vent to. *Harvard Business Review* and forthcoming in *Mindful Listening*, by Harvard Business Review Press. <https://hbr.org/2016/11/when-youre-the-person-your-colleagues-always-vent-to>

Robinson, S. L. (2019). What's a pre-theory paper: Some insights to help you recognize or create a pre-theory paper for AMD. *Academy of Management Discoveries*, 5(1), 1-7.

Robinson, S. L. & Schabram, K. (2019). *Workplace Ostracism: What Is It Good For?* In Rudert, S. C., Greifeneder, R., & Williams, K. D. (Eds.) *Current Directions in Ostracism, Social Exclusion and Rejection Research*. Pp 155-170. New York: Routledge.

Robinson, S. L. & Schabram, K. (April 13, 2017). What to do When a Colleague Excludes You. *Harvard Business Review*. <https://hbr.org/2017/04/what-to-do-when-a-colleague-excludes-you>

Robinson, S. L. & Schabram, K. (2017). What to do if you're a toxic handler. In A. Wieschowski *HBR Guide to Emotional Intelligence*. Cambridge, MA: Harvard University Press.

Robinson, S. L. & Schabram, K. (2017). Invisible at work: Workplace ostracism as aggression. In N. A. Bowling & M. S. Hershcovis, M.S. (Eds.), *Research and theory on workplace aggression*. 221-244 Cambridge: Cambridge University Press.

Robinson, S. L. & Schabram, K. (2016). Ostracism at Work. Ostracism, Social Exclusion, & Rejection, *Frontiers of Social Psychology*, Kipling Williams & Stephen Nida (Eds). Pp 224-238. New York: Routledge, Taylor & Francis.

O'Reilly, J., Robinson, S. L., & Schabram, K. (2013). The Impact of Ostracism and Social Exclusion on Well-Being. In Robert Giacalone and Mark D. Promislo (Eds.), *Handbook of Unethical Work Behavior: Implications for Well-Being*, M. E. Sharpe, pp 107-122.

Henrich, N., Aazadeh, M., Dodek P., Wong, H., Norena, M., Honeyman, C., Etminan, M., Wang H., Heyland, D., Cook D., Rocker, G., Kutsogiannis, J., Robinson, S., Millar, J., Dale, C., Fowler, R., Ayas, N. (2010). Qualitative Analysis Enhances A Quantitative ICU Family Satisfaction Survey, In *Relationship Between ICU Structures/Processes And Outcomes*, A2404-A2404, American Thoracic Society.

Dodek, P, Wong, H., Norena, M., Honeyman, C., Etminan, M., Wang, H., Heyland, D., Cook, G, Rocker, D, Kutsogiannis, D., Robinson, S., Millar, J., Dale, C., Fowler, R. (2009). Relationship between Organizational Culture and Family Satisfaction in Critical Care. *Cost Effectiveness Of Critical Care And Organization*. P. A2474. American Thoracic Society

Robinson, S.L. (2008). Dysfunction in the Workplace. In J. Barling (Ed.), *Sage Handbook of Organizational Behavior*. (Volume 1, pp. 141 – 160

Robinson, S.L., Brown, G. (2007). The Dysfunction of Territoriality in Organizations. In J. Langon-Fox, C. Cooper, R. Klimoski (Eds.), *Research Companion to the Dysfunctional Workplaces: Management Challenges and Symptoms*, 252 - 268.

Robinson, S.L., Brown, G. (2004). Psychological Contract Breach and Violation: A Review. In R. Griffin, K. O'Leary (Eds.), *Darkside of Organizational Behaviour*, Jossey-Bass

Robinson, S.L., Dirks, K., Ozelik, H. (2004). Untangling the Knot of trust and Betrayal. In K. Cook, R. Kramer (Eds.), *Trust and Distrust in Organizations*. Oxford, UK: Oxford University Press.

Morrison, E., Robinson, S.L. (2004). The employment relationship from two sides: Incongruence in employees' and employers' perceptions of obligations. In J. Coyle-Shapiro, L. Shore, S. Taylor, L. Tetrick (Eds.), *The Employment Relationship: Examining Psychological and Contextual Perspectives*. Oxford, UK: Oxford University Press.

Shore, L., Tetrick, L., Taylor, S., Coyle Shapiro, J., Liden, R., Parks, J., Wolfe Morrison, E., Porter, L., Robinson, S., Roehling, M., Rousseau, M., Schalk, R., Tsui, A., Dyne, L. (2004). The employee-organization relationship: A timely concept in a period of transition. *Research in Personnel and Human Resources Management*, 23, 291-370.

Robinson, S.L., Bennett, R. (2003). The past, present and future of workplace deviance research. In J. Greenberg (Ed.), *Organizational behavior: The state of the science*. Mahwah, NJ: Lawrence Erlbaum

Robinson, S.L., Greenberg, J. (1998). Employees behaving badly: Dimensions, determinants and dilemmas in the study of workplace deviance. *Journal of Organizational Behavior*, Volume 5

Robinson, S.L., Kraatz, M. (1998). Constructing the reality of normative behavior: The use of neutralization strategies by deviant individuals and organizations. In J. Collins, R. Griffin, K. O'Leary (Eds.), *Dysfunctional Behavior in Organizations: Violent and Deviant Behavior*. Greenwich, CT: JAI Press.

Robinson, S.L., Bennett, R. (1997). Workplace deviance: Its definition, its nature and its causes. *Research on Negotiation in Organizations*, Volume 7

Robinson, S.L. (1995). Violation of psychological contracts: Impact on employee attitudes. In J. Barling, L. Tetrick (Eds.), *Changing Employment Relationship: Behavioral and Social Perspectives*. Washington DC: American Psychological Association

Robinson, S.L. (1993). Retreat, voice, silence and destruction: A typology of employees' behavioral responses to dissatisfaction. Proceedings of the *Administrative Science Association of Canada National Meeting*, Lake Louise, 1993.

Robinson, S.L., Jehn, K. (1992). Gender differences in organizations: Two studies of the task/emotion dimension. Proceedings of the *First Biannual Conference on Advances in Management*, Orlando, 1992.

Robinson, S.L., Jehn, K. (1992). Secret tests: Information seeking about relationships within organizations. Proceedings of the *First Biannual Conference on Advances in Management*, Orlando, 1992.

Robinson, S.L., Weldon, E. (1991). Group feedback seeking. Proceedings of the *Administrative Science Association of Canada National Meeting*, Niagara Falls, 1991.

Robinson, S.L., Moore, L. (1989). Human resource management present and future: Highlights from a western Canadian survey of practitioners' perceptions. Proceedings of the *Administrative Science Association of Canada National Meeting*, Montreal, 1989.

## **OTHER WORKS**

Findings of my research have appeared in The Policy Research Group in the Department of Psychology at the University of Cambridge [Insights for Impact report](#).

Featured Interviewee in Sage's JMI Six Degrees Podcast series.

<http://managementink.wordpress.com/2011/11/26/jmi-six-degrees-podcast-series/>

Goulet, L.(1996). *Modelling aggression in the workplace: The role of role models (1c)*. In S.L. Robinson (Ed.), 3. 84 - 85.

Braun, C. (1996). *Organizational infidelity: How violations of trust affect the employee-employer relationship (1c)*. In S.L. Robinson (Ed.), 4. 94 - 95.

## GRADUATE STUDENT SUPERVISION

Student Name	Program	Start Year	Finish Year	Role	Other Supervisors/ Committee Members
Reza Abbasy	PhD	2019		Supervisor	
Rui Zhong	PhD	2018		Supervisor	
Pascale Friske	PhD	2016	2022	Co-supervisor	Danielle van Jaarsveld
Natalya Alonso	PhD	2015	2021	Co-supervisor	Jennifer Berdahl
Peggy Flanagan	PhD	2013	2018	Co-supervisor	Kay Devine
Dorit Treister	Post Doc	2014	2016	Supervisor	
Kira Schabram	Ph.D. OB	2010	2016	Principal supervisor/committee chair	Danielle Van Jaarsveld, Amy Wriesnewski
Victor Cui	Ph.D OB	2005	2010	Co-supervisor/committee member	Ilan Vertinsky
Ozen Asik	PhD OB Bogazici University, Turkey	2006	2009	Co-supervisor/committee member	Hayat Kabasakal
Angela Wolff	PhD Nursing	2003	2009	Co-supervisor/committee member	Pamela Ratner
Meredith Ferguson	PhD Vanderbilt	2000	2007	Co-supervisor/committee member	Bruce Barry
Vivian Chan	PhD Interdisciplinary	2007		Co-supervisor/committee member	
Ali Dashti	PhD MIS	2007		Co-supervisor/committee member	Izak Benbasat
Saheed Sahami	PhD Engineering	2007		Co-supervisor/committee member	Jaqueline Jenkins
Laurie Barclay	PhD OB	1999	2006	Co-supervisor/committee member	Daniel Skarlicki
Zehra LeRoy	Masters I/O Psychology	2003	2005	Co-supervisor/committee member	Ralph Hakstian
Graham Brown	PhD OB	1999	2005	Principal supervisor/committee chair	
Hakan Ozcelik	PhD OB	1997	2004	Principal supervisor/committee chair	
Sabrina Deutsch	PhD OB	1997	2004	Principal supervisor/committee	

				chair	
Kelly Main	PhD Marketing	2002	2003	Co-supervisor/committee member	Peter Darke (Principal), Darren Dahl (Co-supervisor)
Genevieve Basselier	PhD MIS	2001	2003	Co-supervisor/committee member	Izak Benbasat
Andrew Kong	MSc MIS	2001	2001	Co-supervisor/committee member	Izak Benbasat
Lucian Conway	PhD Psychology	2001	2001	Co-supervisor/committee member	Darren Lehman
Dora Lau	PhD OB	1997	2001	Principal supervisor/committee chair	Brian Bemmels
Charlene Zietsma	PhD OB	1996	2001	Co-supervisor/committee member	Ilan Vertinsky
Errol Smythe	PhD MIS	1999		Co-supervisor/committee member	Izak Benbasat

## RESEARCH GRANTS

Granting Agency	Subject	COMP	\$	Years	Principal Investigator	Co-Investigator
Responsible Leadership, Sauder	Vicarious Shame of Leaders	C	TBD	2021-2022	Rui Zhong	Sandra Robinson, Michael Daniels
SSHRC	Incivility	C	172,699	2020-2025	Lingtao Yu	Sandra Robinson
SSHRC	Organizational Bad Actors	C	128,000	2018-2023	Sandra Robinson	
UBC	Big Data Cluster Grant	C	99,900	2018-2019	David Tindall	Sandra Robinson (and many others)
SSHRC	Shaming	C	156,000	2016-2021	Michael Daniels	Sandra Robinson
SSHRC	Technology and Unethical Behaviour	C	111,993	2015-2019	Ronald Cenfetelli	Sandra Robinson
SSHRC	Trust in Teams	C	70,580	2013-2016	Sandra Robinson	
CIHR-Knowledge Synthesis	Positive and Negative Workplace Behaviors	C	50,000	2013-2014	Joan Almost	Angela Wolff, Christine Godfrey, Sheil Malary, Sheila Price, Suzanne Maranda, Barbara Mildon
Sauder Internal Grant		NC	7,730	2012-2013	Robinson, Sandra Lynn	
Sauder Internal Grant	Multi-level study of Trust	NC	8,000	2011-2012	Robinson, Sandra Lynn	
Social Science and Humanities Research Council (SSHRC)	Ostracism at Work	C	71250	2009 - 2012	Robinson, Sandra Lynn	
Fraser Health Authority	Ostracism	C	10,000	2009-2010	Angela Wolf	Robinson, Sandra Lynn
Michael Smith Foundation	ICU Patient Safety Team	C	372870	2005 - 2008	Dodek, Peter	Robinson, Sandra Lynn
Michael Smith Foundation	Organizational Culture and Family	C	75000	2005 - 2008	Dodek, Peter	Robinson, Sandra Lynn

	Satisfaction in Critical Care					
Canadian Institutes of Health Research	Organizational Culture and Family Satisfaction in Critical Care	C	73071	2005 - 2008	Dodek, Peter	Robinson, Sandra Lynn
SSHRC	Territoriality	C	63750	2004 - 2007	Robinson, Sandra Lynn	
Michael Smith Foundation Planning Grant	INTEGRATION: Interdisciplinary Team Generating Research on Complex Patients to Develop Innovative Solutions	C	50,000	2006	Levin, Adeera	Robinson, Sandra Lynn
HSS Small Grant	Territoriality	C	1,823	2004 - 2005	Robinson, Sandra Lynn	
Social Sciences and Humanities Research Council of Canada (SSHRC)	Aggression	C	62250	2002 - 2005	Dietz, Joerg	Robinson, Sandra Lynn
HSS Small Grant	Territoriality	C	1,000	2003 - 2004	Robinson, Sandra Lynn	
Research Grants Council of Hong Kong	Trust	C	8,369	2003 - 2004	Lau, Dora	Robinson, Sandra Lynn
Social Sciences and Humanities Research Council of Canada (SSHRC)	Trust	C	292500	2000 - 2003	Nakamura, Masao	Potter, P.; Robinson, Sandra Lynn; Nakamura, A.; Vertinsky, Ilan
Social Sciences and Humanities Research Council of Canada (SSHRC)	Distrust	C	54600	1999 - 2002	Robinson, Sandra Lynn	
HSS Small Grant	Trust	C	3,000	2001	Robinson, Sandra Lynn	
Hampton	Toxic Handlers	C	10,000	1999 - 2001	Frost, Peter	Robinson, Sandra Lynn
University of British Columbia	HSS research Award	C	2,000	1999 - 2000	Robinson, Sandra Lynn	

University of British Columbia	New Faculty	NC	12,000	1998 - 1999	Robinson, Sandra Lynn	
HSS Small Grant	Toxic Handlers	C	1,700	1998	Frost, Peter	Robinson, Sandra Lynn
Social Sciences and Humanities Research Council of Canada (SSHRC)	New Faculty	NC	2,000	1998	Robinson, Sandra Lynn	

## PRESENTATIONS

### Invited

<b>Institution</b>	<b>Title</b>	<b>Date</b>
Academy of Management	Paper, Death awareness during Covid	August 2021
Academy of Management	Paper, Task and Personal Ostracism	August 2020
Academy of Management	Paper, Vicarious Leader Shame	August 2020
Academy of Management	Organized and presented in Symposium on Ostracism	August 2020
Academy of Management	Invited panelist, Finding Coauthors	August 2020
University of Washington	10 Principles of Influential Scholarship	October 2019
Academy of Management	Invited Panelist: Unsung Papers	August 2019
Academy of Management	Discussant, Workplace Gossip	August 2019
Academy of Management	Discussant, Workplace Ostracism	August 2019
Academy of Management	Invited Senior Faculty Member, Reviewing Workshop	August 2017
Academy of Management	Invited Panelist, OB Research Incubator	August 2017
Social Exclusion Conference, Lucerne Switzerland	Invited presenter	June 2017
Annual International Symposium located at Shanghai University of Finance and Economics	Key Note Speaker	June 2017
Society of Industrial & Org Psychology	Discussant on Knowledge Sharing	March 2017
University of Central Florida	Seminar speaker	Nov 2016
UBC Psychology Department	Colloquium Speaker	Nov 2015
Queen's University	Colloquium Speaker	Oct 2015
Academy of Management	Invited Panelist on Symposium on Trust	Aug 2015
International Human Resource Development Conference, Cork Ireland	Key Note Speaker	June 2015
American Psychological Science	Invited Symposium Presenter	May 2015
University of Florence	Seminar Speaker	April 2015
Canadian Psychological Association	Guest Speaker	June 2014
Western Academy of Management	JMI Scholar Fireside	April 2014
Concordia University	Guest Speaker	Feb 2014
Western Academy of Management	Guest Speaker	Mar 2014

Hong Kong Institute of Science & Technology	Guest Speaker	Dec 2013
Academy of Management Meeting-Professional Development Seminar	Faculty Panelist	August 2013
Ohio State University	Guest Speaker	April 2011
Dalhousie University	Guest Speaker	April 2011
Hong Kong-Canada Chamber of Commerce	Guest Speaker	Oct 2010
Hong Kong Polytechnic University	Guest speaker	Oct 2010
University of Washington	Guest Speaker	May 2010
University of Michigan	Guest Speaker	April 2010
Academy of Management Meetings	Symposium Panelist	Aug 2009
University of California, Irvine	Guest Speaker	May 2009
Harvard University	Panelist and Presenter	Mar 2009
Wilfrid Laurier University	Guest Speaker	Feb 2009
University of Toronto	Guest Speaker	Feb 2009
University of Alberta	Guest Speaker	Feb 2009
St. Mary's University	Keynote Speaker, I/O Psychology Conference	Mar 2008
Singapore Management University	Visiting Scholar	May 2007
Academy of Management Meetings	Invited Panelist, Junior Faculty Consortium	Aug 2006
Academy of Management Meetings	Symposium Discussant, Youth vs. Experience: Workplace socialization and deviance	Aug 2006
Academy of Management Meetings	Symposium Panelist, Debating Constructive and Destructive Workplace Deviance: Deliberations for the 21st Century	Aug 2005
Academy of Management Meetings	Symposium Panelist, Constructing Deviance Across Levels	Aug 2005
Academy of Management Meetings	Symposium Discussant, What New Visions of Trust Can the Mayer, Davis & Schoorman Model Provide in the 21st Century?	Aug 2005
Academy of Management Meetings	Panelist, Organizational Behavior Junior Faculty Consortium	Aug 2004
Academy of Management Meetings	Symposium Discussant, You Can't Study That: Research on Socially Disapproved Organizational Behaviors	Aug 2004
Ohio State University	Guest Speaker	Apr 2004
Houston, TX	Participant, Research Workshop on Psychological Contracts	May 2002
Ivey School of Business, University of Western Ontario	Guest Speaker	Apr 2002
Academy of Management Meetings	Expert Panelist, Symposium on antisocial organizational behaviour, Conflict Division	Aug 2001
Academy of Management Meetings	Symposium Panelist, Research methods for studying psychological contracts	Aug 2000
University of Washington	Guest Speaker	May 2000
Western Academy of Management Meeting	Faculty Panelist, Junior Faculty Consortium	Apr 1999
Western Academy of Management Meeting	Panelist, New Methodologies to Study Sensitive Topics	Apr 1999
University of Illinois	Guest Speaker	Feb 1999

Indiana University	Guest Speaker	Oct 1998
Western Academy of Management	Ascendant Scholar presentation	Mar 1998
Yale University	Guest Speaker	Mar 1997
Belgian-American Chamber of Commerce	Guest Speaker	Mar 1997
Work and Organization Research Centre, Tilburg University	Guest Speaker	Nov 1996
"Newstalk TV"	Panelist, Segment on workplace violence	Jun 1996
Duke University	Presenter, The Sixth Negotiations Conference	May 1996
Wharton School of Business	Participant, Micro Organizational Behavior Conference	Nov 1995
Wayne State University	Presenter, American Psychological Association Conference on Changing Employment	May 1994

### Other Presentations

Institution	Title	Date
Academy of Management	Vicarious Shame Symposium	August 2020
Academy of Management	Ostracism Symposium	August 2020
Southern Academy of Management	<u>New Measure of Workplace Deviance</u>	Oct 2017
Academy of Management Meetings	Aggression and Construal Theory	August 2017
Academy of Management Meetings	Trust and Distrust	August 2017
Int'l Association of Conflict Management	Emotions, Wait, and Aggression	June 2017
Society of Industrial & Org. Psychology	Discussion	April 2017
Western Academy of Management	Task versus Social Ostracism	March 2017
Int'l Association of Conflict Management	Waiting and Aggression	June 2016
Academy of Management	Narcissism and Social Acceptance	Aug 2015
Academy of Management	Physical Space Territoriality and Performance	Aug 2015
Academy of Management	Felt Trust and Cynicism	Aug 2015
Academy of Management	PDW, Reviewing in the Rough	Aug 2015
Western Academy of Management	Felt Trust of Teams from Top Management	March 2015
Academy of Management	Meta-Perceptions of Trust by Supervisors	Aug 2014
Academy of Management	Compassion at Work	Aug 2014
Euroanaesthesia 2014 Congress in Stockholm	Validation of a questionnaire measuring EXPOSURE to negative intraoperative behaviors."	May, 2014
Euroanaesthesia 2014 Congress in Stockholm	"Validation of a questionnaire measuring RESPONSES to negative intraoperative behaviors"	May, 2014
Society for Industrial & Organization Psychology	Incivility in Organizations (Symposia Discussant)	May 2014
Society for Industrial & Organization Psychology	Territorial Infringement and Performance	May 2014
Positive Organizational Scholarship Conference	Group Level Trust, Focus and Individual performance	May 2013
Academy of Management Meetings	Discussant, Broadening Antecedents and Revealing Processes that Lead to Counterproductive Work Behaviors	2013

Society of Industrial and Organizational Psychology	Organizational Practices for Reducing the Occurrence and Impact of Ostracism	2013
Academy of Management Meetings	Attributions and Ostracism (Symposia)	2012
Academy of Management Meetings	Abusive Supervision (Symposia Discussant)	2012
IACMR, Hong Kong	Trust in the Workplace: The Role of Social-Network Diversity in the Community and in the Workplace	2012
Fraser Health Authority	Ostracism in Healthcare Workplaces	2011
Academy of Management Meetings	West Meets East: Karma's Fruits As Just Desserts	2011
Academy of Management Meetings	The Negative Impact of Ostracism and the Moderating Role of Social Support at Work	2011
Academy of Management Meetings	Hey That's Mine! Territorial Infringement in Organizations	2011
Western Academy of Management Meeting	Excluding and Brooding: The Effects of Rumination and Need for Affiliation on the Relationship between Workplace Ostracism and Performance	2011
Western Regional Canadian Association of Schools of Nursing	Fostering Quality Learning Environments: A Discussion of the Impact of Coworker Mistreatment in the Practice Setting	2011
Academy of Management Meetings	Revenge in and Toward Organizations (Symposia)	2010
Academy of Management Meetings	Metaperceptions in Organizations (Symposia)	2010
Academy of Management Meetings	New Advances in Ostracism Research	2010
Academy of Management Meetings	From Destructive Interpersonal Conflicts to Compassionate Relationships: Bridging the Divide	2010
American Thoracic Society International Conference	Relationship between Organizational Culture and Family Satisfaction in Critical Care	2009
Academy of Management Meetings	They are Talking about Me Again: The Impact of Being the Target of Gossip	2009
Academy of Management Meetings	Ostracism at Work: The Impact of Ostracism on Belonging and Work Contributions	2009
Society for Industrial and Organizational Psychology	The Impact of Winning and Losing at Home on Self-Esteem	2007
Academy of Management Meetings	Symposium on work-life balance	2007
Health Human Resource Conference	Diversity in age, education, ethnicity, and work values: Do differences among nurses in the workplace produce conflict and professional burnout	2007
5th International Nursing Health Services Research Unit Conference, Practice to Policy: Global Perspectives in Nursing	Examining Diversity within the nursing workforce: Do differences in age, education, ethnicity, and work values result in conflict and professional burnout	2006
CASN Nursing Research Conference	Understanding the Influence of Diversity on the Healthcare Workforce.	2006
CAHSPR Conference, Insights,	Diversity in age, education, ethnicity, and work	2006

Interaction and Innovation: New Approaches to Health Services Research, Policy, and Management	values: Do differences among nurses in the workplace produce conflict and professional burnout	
Annual Workplace Integration of New Nurses	Understanding the Influence of Diversity on the Healthcare Workforce	2006
Academy of Management Meetings	Territorial Infringements in Organizations	2006
Society for Industrial and Organizational Psychology	Territoriality as Knowledge Resistance	2006
Academy of Management Meetings	Social Isolation at Work: It's Impact on Performance	2006
Academy of Management Meetings	Reactions to Territorial Infringement	2006
Academy of Management Meetings	Trust that Binds: The Influence of Collective Felt Trust on Organizational Outcomes	2004
Academy of Management Meetings	Deviance on Trial: The Viability of a Positive Deviance Construct	2003
Academy of Management Meetings	Building and rebuilding trust: State of the science, research directions and managerial interventions. (Professional Development Workshop)	2003
Academy of Management Meetings	Judging One's Own Trust Reputation: A First Step in Rebuilding Trust	2002
Academy of Management Meetings	Does Trust Climate Deter Workplace Deviance?: A Longitudinal Organizational Level Analysis	2002
Academy of Management Meetings	Untangling the Knot of Trust and Betrayal in Organizations	2000
Western Academy of Management Meetings	Toxic handlers: Managing evil in organizations	1999
Academy of Management Meetings	The paradoxical effects of prior trust on experiences of betrayal	1999
International Association of Conflict Management	Toxic handlers: Managing the aftermath of conflict.	1999
Academy of Management Meetings	Are part-timers more deviant than full-timers?	1998
Western Academy of Management Meetings	Teaching renewal through relocation	1998
Society of Industrial and Organizational Psychology	Psychological contracts: Pitfalls and opportunities	1998
Academy of Management Meetings	When colleagues become violent: Employee threats and assaults as a function of societal violence and organizational injustice	1998
Academy of Management Meetings	Studying sensitive topics: Pitfalls and challenges (Showcase Symposium)	1998
Society for Industrial and Organizational Psychology	Workplace Aggression	1997
Academy of Management Meetings	Deterring employee breach: Managing the psychological contract and trust	1997
Academy of Management Meetings	Silent discontents: When dissatisfied employees remain silent	1997
Academy of Management Meetings	The development of psychological contract	1997

	breach and Violation: A longitudinal study	
Academy of Management Meetings	Monkey see, monkey do: The role of role models in predicting workplace aggression	1996
Academy of Management Meetings	Harassment, assault and political sabotage: Understanding the nature and impact of interpersonal deviance	1996
Academy of Management Meetings	Deviance as a route to regaining control	1996
Academy of Management Meetings	The development of a measure of workplace deviance	1995
Academy of Management Meetings	To bond and unbond: A sociological perspective on workplace deviance	1995
Wharton School of Business	Workplace deviance	1995
Academy of Management Meetings	Developing a standardized measure of the psychological contract	1995
American Psychological Association Conference on the Psychology of Industrial Relations Under Changing Employment Relationships: An International Perspective	When employers violate employees' psychological contracts: The impact on employees' attitudes	1994
Western Academy of Management Meetings	The darkside of organizational behavior: Explaining employees' destructive responses to dissatisfaction	1994
Academy of Management Meetings	Explaining retreat, voice, silence and destruction: The impact of work context on employees' responses to dissatisfaction	1994
Academy of Management Meetings	Organizational practices and the psychological contract	1994
Academy of Management Meetings	The impact of psychological contract violation on employment relationships	1994
Administrative Science Association of Canada National Meeting	Retreat, voice, silence and destruction: A typology of employees' behavioral responses to dissatisfaction	1993
International Conference for Conflict Management	Dispute resolution mechanisms in work relationships	1993
Society for Industrial and Organizational Psychology	Monkey see, monkey do: Dissatisfaction behaviors from a social information processing perspective	1993
Academy of Management Meetings	The four Ps of destruction: A multidimensional scaling study of deviance in the workplace	1993
First Biannual Conference on Advances in Management	Gender differences in organizations: Two studies of the task/emotion dimension	1992
First Biannual Conference on Advances in Management	Secret tests: Information seeking about relationships within organizations	1992
Society for Industrial and Organizational Psychology	Renegotiating the psychological contract: Where violation becomes fulfillment	1992
Administrative Science Association of Canada National Meeting	Group feedback seeking	1991
Academy of Management Meetings	Psychological contracts and the changing nature of employment obligations: A	1991

	longitudinal study	
Administrative Science Association of Canada National Meeting	Human resource management present and future: Highlights from a western Canadian survey of practitioners' perceptions	1989

### Conference Participation (organizer, keynote speaker, etc.)

Role	Conference Name	City	Date
Facilitator	Academy of Management Reviewing Workshop	Toronto, April 2018	
Small Group on Ostracism, Univ of Basel	Invited attendee and presenter	Lucerne, June 2017	
Shanghai University of Finance and Economics	Keynote Address for Research Forum	Shanghai, June 2017	
Keynote Speaker	Int'l HDR Conference	Cork, Ireland	June 2015
Chair, Organizational Behavior Division	Academy of Management Meetings	Montreal	August 2010
Organizer	Organizational Behavior Division Awards and Celebration	Montreal	August 2010
Panelist	Canadian Industrial Relations Association Meeting	Vancouver	Jun 2008
Panelist	Administrative Sciences Association of Canada Meeting	Halifax	May 2008
Keynote speaker	I/O Psychology Conference		Mar 2008
Program Chair, Organizational Behavior Division	Academy of Management Meetings		2007
Chair, Organizational Behavior Division	Academy of Management Meetings		2006
Organizer of the Doctoral/Jr. Faculty Consortium	Western Academy of Management Meetings		2002
Organizer of the Doctoral/Jr. Faculty Consortium	Western Academy of Management Meetings		2001
Organizer, OB Division Social Hour	Academy of Management Meetings		2000
Organizer of the OB/OMT Junior	Academy of Management Meetings		1999

Faculty Consortium			
Organizer of the OB/OMT Junior Faculty Consortium	Academy of Management Meetings		1998
Co-Organizer of All-Academy Showcase Symposium	Academy of Management Meetings		1998
Co-organizer of All-Academy Showcase Symposium	Academy of Management Meetings		1997

## SERVICE TO THE UNIVERSITY

### Committee Membership

<b>Position</b>	<b>Committee Name</b>	<b>Dates</b>
Director	Sauder PhD/MSc Program	2018- Present
Member	Recruitment Committee, OBHR Division	2019-2020
Member	Appointments, Promotion and Tenure (APT) Associate Professor Committee	2016-2017
Member	Appointments, Promotion and Tenure (APT) Full Professor Committee	2016-2017
Member	Sauder Library Committee	2015-2016
Member	President's Academic Advisory Committee	2015-2016
Member	Research Culture Committee	2014-2015
Chair	Special Division Committee for APT case	2014
Member	APTL	2013-2016
Member	Appointments, Promotion and Tenure (APT) Full Professor Committee	2013-2014
Member	OBHR Recruitment Committee	2013-present
Member	Copenhagen-Sauder Research Fund Committee	2011-2012
Member	Research Committee, Sauder School of Business	2011-2012
Member	Dean's Search Committee	2011-2012
Chair	Appointments, Promotion and Tenure (APT) Associate Professor Committee	2008-2011
Chair	Appointments, Promotion and Tenure (APT) Full Professor Committee	2008 - 2011
Member	Building Committee	Jan 2007 - 2010
Member	Appointment, Promotion and Tenure (APT) Associate Professor Committee	Jul 2004 - Jun 2008
Member	Appointment, Promotion and Tenure (APT) Full Professor Committee	Jul 2004 - Jun 2008
Member	Recruitment Committee, OBHR Division	1999 - 2007
Member	CHCM Recruitment Committee	2005 - 2006
Faculty sponsor and coach	HR Case Competition Team at JDWest Case Competition	2005 - 2006
Division Chair	OBHR Division, Sauder School of Business	2003 - 2006
Chair	Audit Committee of Undergraduate HR Option	2004 - 2005
Chair	OBHR Division Recruitment Committee	2003 - 2005
Coordinator	Seminar Series	Jan 2005 - Apr 2005
Member	Dean's Reappointment Committee	2004
Member	Appointment, Promotion and Tenure (APT) Committee	Jul 2000 - Jun 2003
Coordinator	OBHR PhD Program	1999 - 2001
Member	Awards and Performance Advisory Committee (APAC)	Jul 1999 - Jun 2000
Member	B. Comm Policy Committee	Jul 1998 - Jun 1999

## Other Service

New Faculty Orientation, Sept 2019

New Faculty Orientation, Sept 2018

Faculty guest speaker for Sauder Orientation on Imagine Day, Sept 2018

Faculty guest speaker for Sauder Orientation on Imagine Day, Sept 2016

Participated in Viewpoints special issue on our research, including a write up of my research and a photoshoot

Food for Thought Speaker on Teaching Online February 26, 2015

Faculty guest speaker at Career Night for Psychology Students, March 19, 2015

Faculty guest speaker for Sauder Orientation on Imagine Day, Sept 2, 2014

Guest speaker (on my research) to Faculty Advisory Board, Whistler Meeting, Sept 27 2013.

Featured in full page National Post Advertisement, highlighting nine researchers in Sauder School of Business

Public webinar for the Centre for Healthcare Management Research

Celebrate Research, one of 3 presenters at public session held at Robson Square on March 6, 2012.

One of 12 faculty featured in UBC's 2001 Annual Report

Featured in an interview on UBC's promotional video, used overseas to recruit students to the university

Faculty attendee of convocation 2000, 2001, 2002. 2003, 2004, 2006, 2008,2009

Faculty Participant in UBC Orientation, 2001

## SERVICE TO THE COMMUNITY

### Memberships on Scholarly Societies

Role	Society Name	Dates
Chair	Organizational Behavior Division, Academy of Management	2006 - 2011
Organizer of the Junior Faculty/Doctoral	Western Academy of Management	2000 - 2002

Consortium		
Elected Board Member	Western Academy of Management	2000 - 2002
Organizer of the OB Social Hour	Academy of Management	2000
Representative at Large	Organizational Behavior Division, Academy of Management	1997 - 2000
Organizer of the OB/OMT Junior Faculty Consortium	Academy of Management	1997 - 1999
Member	Administrative Science Association of Canada	
Member	Society for Industrial and Organizational Psychology	
Member	American Psychological Association	
Member	Western Academy of Management	
Member	Academy of Management	

### Memberships on Scholarly Committees

Role	Committee Name	Institution	Dates
Member	Best Paper Award Committee	Journal of Org. Behavior	2017
Member	Best Student Paper Award Committee	HR Division, Academy of Management	2016
Member	Best Paper Award Committee	Academy of Management	2015
Member	Best Paper Award Committee	Admin. Sci. Assc. Of Canada	2014
Member	Cummings Award Committee	Academy of Management	2014
Chair	Best Practitioner Publication in OB Award Committee	Academy of Management	2006 - 2007
Chair	Best Research Paper in OB Award Committee	Academy of Management	2006 - 2007
Appointed Member	Selection Committee for Editor	New Academy of Management Education Journal	1998 - 1999
Appointed Member	Taskforce on Teaching Initiatives	Academy of Management	1997 - 1999
Appointed Member	Committee selecting best published paper of the year	Academy of Management	1998

### Memberships on other committees

Role	Committee Name	Institution	Dates
Commissioner	MLA Compensation Commission	Government of British Columbia	2007

### EDITORSHIPS

Journal	Role	Dates
Journal of Organizational Behavior	Co-Editor, Special Issue on Contextualizing Deviance	2017-2020

Academy of Management Discoveries	Associate Editor	2017- 2021
Journal of Applied Psychology	Member of Editorial Board	2016 - present
Academy of Management Discoveries	Member of Editorial Board	2014 - 2017
Journal of Organizational Behavior	Member of Editorial Board	2002 - present
Human Relations	Member of Editorial Board	2006 - present
Journal of Engineering and Technology Management	Member of Editorial Board	2003 - 2013
Journal of Management	Member of Editorial Board	2005 - 2011
Academy of Management Review	Co-Editor, Special Issue	2003 - 2005
Journal of Management Inquiry	Associate Editor	2002 - 2005
Academy of Management Journal	Member of Editorial Board	1997 - 2004
Journal of Applied Psychology	Member of Editorial Board	2001 - 2003

### External examiner

Institution	Role	Dates
Concordia University	External Examiner- John Fiset	April 2014
Queen's University	External Examiner- Alyson Byrne	Sept 2013
McMaster University	External Examiner	March, 2011
United Arab Emirates University	External Examiner	Dec 2010
Vanderbilt University, Business School	External Examiner	Sep 2005 - Dec 2005
University of British Columbia, Sauder School of Business	University Examiner	Dec 2004
University of British Columbia, Psychology Department	University Examiner	Mar 2004
University of Western Ontario, Psychology Department	External Examiner	Oct 2003
University of British Columbia, Psychology Department	University Examiner	Aug 2001
University of Western Ontario, Psychology Department	External Examiner	Mar 2000
University of Calgary	External Examiner	Sep 1999 - Dec 1999

## SELECTION OF MEDIA COVERAGE

### 2019-2020

CBC Radio, April, Comparing interactions on Zoom to face-to-face  
BC Psychological Association, April, Territoriality among couples during quarantine  
Daily Mail, Times of Israel, February: Coverage of our aggression and waiting study

### 2016-17

MacLeans, Commentary on Senator Duffy coming back to work, April 2016  
Yahoo Finance, dealing with difficult coworkers, May 2016  
Vice, How to spot and deal with a bully (in context of Trump), October 2015  
New York Times, Impact of distrust (in context of Trump), upcoming  
CNN, Toxic Handlers, Jan 2017  
MacLeans, Commentary on Senator Duffy coming back to work, April 2016  
Yahoo Finance, dealing with difficult coworkers, May 2016  
Vice, How to spot and deal with a bully, Oct 2016  
Georgia Straight, Toxic Handlers, Dec 2016  
Business Insider: 7 Signs your Coworkers Think You're Dumb, Oct 2016  
PsychCentral, and IEDP: More coverage of my work on bullying and ostracism

### 2013-15:

Ostracism at Work: CBC Radio, Fast Company, Women's Health, The New Yorker, Daily Times, Huffington Post, Toronto Star, China Daily, Globe and Mail, Hindustan Times, Sydney Morning Herald, Daily Telegraph

Teachers Strike: Global News, Global TV

### 2012-13

Sept 2013: The Province, Huffington Post online, CKNW: My study on territoriality in the workplace  
Nov 2013: Wharton Blog, Wall Street Journal: Hurricane Employees

### 2011-12

Dec 2011: Vancouver Sun, The public's trust takes years to build, but is easily lost, researchers find  
February 2012: Global TV: Vancouver Police Surfing Porn at Work  
March 2012: Postmedia (Vancouver Sun/Calgary Herald): Will Older Workers Get Respect from the Next Generation?  
June/July 2012: Ambient Bullying in the Workplace: Toronto Star, Forbes, Wall Street Journal, Time Magazine, FoxNews, CBSNews, HBR Blog, News1130, Vancouver Sun, News-MedicalNet, Huffington Post, PsychCentral, Human Resource Executive Online, City Town Info Education Channel, Globe and Mail, Deccan Herald, WTOP, British Psychological Society,  
Dec 2011: Vancouver Sun, The public's trust takes years to build, but is easily lost, researchers find  
February 2012: Global TV: Vancouver Police Surfing Porn at Work  
March 2012: Postmedia (Vancouver Sun/Calgary Herald): Will Older Workers Get Respect from the Next Generation?  
June/July 2012: Ambient Bullying in the Workplace: Toronto Star, Forbes, Wall Street Journal, Time Magazine, FoxNews, CBSNews, HBR Blog, News1130, Vancouver Sun, News-MedicalNet, Huffington Post, PsychCentral, Human Resource Executive Online, City Town Info Education

Channel, Globe and Mail, Deccan Herald, WTOP, British Psychological Society,

### **2011-12**

Dec 2011: Vancouver Sun, The public's trust takes years to build, but is easily lost, researchers find

February 2012: Global TV: Vancouver Police Surfing Porn at Work

March 2012: Postmedia (Vancouver Sun/Calgary Herald): Will Older Workers Get Respect from the Next Generation?

June/July 2012: Ambient Bullying in the Workplace: Toronto Star, Forbes, Wall Street Journal, Time Magazine, FoxNews, CBSNews, HBR Blog, News1130, Vancouver Sun, News-MedicalNet, Huffington Post, PsychCentral, Human Resource Executive Online, City Town Info Education Channel, Globe and Mail, Deccan Herald, WTOP, British Psychological Society,

### **2009-10**

April 2009: CBC, The Art of the Good Layoff

August 2009: CBC, Credit Union Urges Customers to Pay More

Feb 2010: Canada.com, Condensed Work Week

Feb 2010: CBC Radio, Fragrances and civility at work

March 2010: Vancouver Sun, Good Bosses Make Employees Feel they are Part of the Solution

March 2010: Globe and Mail, Working in Good Company

### **2008-09**

May 2008: CBC Radio Canada: Discussion of how employees being trusted impacts sales and service performance (based on work of recent Journal of Applied Psychology article).

"Der Spiegel" (May 19th, 2008), summary of the above study

January 2009: Cory Colt Radio Show, Saskatchewan, Implications of firing using facebook

January: Globe & Mail, How managers can handle stress during recessionary times

February: Globe & Mail, Implications of trust and psychological contract change in a downsizing climate

February: Montreal Gazette, How to communicate to employees during organizational change

March: CBC, how to manage during and after layoffs

March: Globe & Mail, the increased frequency and consequences of being a 'yes man' during recession

### **2006-07**

Sept 27: Globe & Mail, Impact of mood on performance at work

Sept 30: Globe & Mail, Territoriality in the workplace

Oct 1: Globe & Mail, "Young Workers Sing the Blues"

Oct 3, Interview, CFMJ, Toronto, The Stafford Show

Oct 3: Interview, CJNI Halifax, The Afternoon News

Oct 7: Interview Global National News, Jealousy in the workplace

Oct 7: Interview CityTV News, Social contagion of school shootings

Oct 9/10: Daily News Nanaimo, Social contagion of school shootings,

Oct 9/10: 24Hrs, Social contagion of school shootings

Oct 9/10: Vancouver Sun, Social contagion of school shootings

Oct 9/10: National Post, Social contagion of school shootings

Oct 10: Interview CKNW, Social contagion of school shootings,

Oct 10: Interview Radio 640 Toronto, Social contagion of school shootings

Oct 10: Interview 66News Calgary, Social contagion of school shootings

Oct 10: Interview News 88.9 Ontario, Social contagion of school shootings

Nov 27: Interview CBC radio, Mob psychology and emotional contagion on the Skytrain

Nov 29: Calgary Herald, Music at work

Nov 29: National Post, Music at work  
Nov 29: Regina Leader-Post, Music at work  
Nov 29: Daily News in Halifax, Music at work  
Jan 20: Terry Moore Show, CFX radio, Victoria, Workplace Bullying  
Feb 14: Calgary Herald, Love in the workplace  
Feb 14: Daily News in Halifax, Love in the workplace  
Feb 14: Saskatoon, Love in the workplace  
Feb 14: Montreal, Love in the workplace  
Feb 14: Regina Leader-Post, Love in the workplace  
April 17: Virginia Tech School Shootings  
TV Interview, CTV News (BC)  
Print interview, Georgia Strait  
Print interview, The Province

April: Virginia Tech School Shootings  
Live TV interview, Global TV News  
TV Interview, CBC News  
TV Interview, CTV (NewsNet)  
TV Interview, CTV (National News)  
Radio Interview, CKNW Bill Good Show  
Radio interviews via CBC syndication: channels in Windsor, Corner Brook, Quebec City, Sudbury, Victoria  
Radio interview, CHQR radio in Calgary

Sept: Be straight with boss after going on bender, experts say  
Ottawa Citizen  
Calgary Herald  
Regina Leader Post  
Saskatoon Star Phoenix  
Victoria Times Colonist  
Windsor Star  
Halifax Daily News

## **2005-06**

1 hour call in talk show on CBC Radio, "Canada One", regarding vacations, leaves, and stress  
Interview- Sun, June 13: Nicholas Read: Grewal's Stress Leave  
Interview- CKNW Radio, Nightline BC with Mike Smythe  
Interview- The Province- Why people flee accidents  
Interview- Vancouver Sun- reactions to betrayal about the Emerson incident

## **Select Past Media Involvement**

Wall Street Journal (Front page), February, 15, 1994; Wall Street Journal, April, 27, 1994; The Economist, December 16, 1995; Washington Post, May 8, 1994; Dallas Morning News, May, 09, 1994; Chicago Tribune, April 27, 1994; Board Room Reports, May 1994; AMA Management Review, June 1995; Training, June, 1994; Corporate Meetings and Incentives, December, 1995, pg. 22-28; Christian Science Monitor, Globe & Mail, National Post, one of 12 UBC faculty featured in UBC's Annual Report Supplement of the Globe & Mail, Sept 18/01, Business in Vancouver, August 2001, UBC Reports (2003), The Province (2003, 2004), Global National News, CKNW Talk Radio, CBC Radio (Morning Show), Newstalk TV, Wall Street Journal, Chicago Tribune, Board Room Reports, AMA Management Review, Training, Corporate Meetings and Incentives, Global National (repeat news segment on coping with stress)

