

# **THE UNIVERSITY OF BRITISH COLUMBIA**

## *Curriculum Vitae Faculty Members*

Date: April 23, 2019      Initials: NL

**1. SURNAME:** Langton

**FIRST NAME:** Nancy

**MIDDLE NAME(S):**

**2. DEPARTMENT/SCHOOL:**

Organizational Behaviour and Human Resources / Sauder School of Business

**3. FACULTY:**

Commerce and Business Administration

**4. PRESENT RANK:** Associate Professor

**SINCE:** Jul 1999

### **5. POST-SECONDARY EDUCATION**

| <b>University or Institution</b> | <b>Degree</b> | <b>Subject Area</b>          | <b>Date</b> |
|----------------------------------|---------------|------------------------------|-------------|
| Stanford University              | Ph.D., M.A.   | Sociology                    | 1984        |
| Lehigh University                | M.A.          | Social Relations             | 1978        |
| Lehigh University                | B.A.          | Social Relations and English | 1976        |

### **Title of Dissertation and Name of Supervisor**

The Population Dynamics of Labor Unions: Labor Organization in the Service Sector (1984), supervised by: Professor Michael T. Hannan, Dissertation Chair.

### **Special Professional Qualifications**

### **6. EMPLOYMENT RECORD**

*(a) non-UBC Employment*

| <b>University, Company or Organization</b>  | <b>Rank or Title</b>             | <b>Dates</b> |
|---|----------------------------------|--------------|
| Stanford University                         | Adjunct Instructor               | 1988         |
| Stanford University                         | Post-Doctoral Fellow             | 1986 - 1988  |
| University of Oklahoma                      | Assistant Professor of Sociology | 1983 - 1986  |
| Stanford University                         | Adjunct Instructor               | 1983         |
| Stanford University Department of Sociology | Teaching Assistant               | 1979 - 1980  |
| Lehigh University                           | Teaching Assistant               | 1976 - 1978  |

*(b) UBC Employment*

| Rank or Title       | Dates               |
|---------------------|---------------------|
| Associate Professor | Jul 1999 - present  |
| Assistant Professor | Jul 1988 - Jun 1999 |

(c) *Date of granting tenure at UBC*

July 1, 1995

## **7. LEAVES OF ABSENCE**

| University, Company or Organization at which leave was taken | Type of Leave | Dates               |
|--|---------------|---------------------|
| University of British Columbia                               | Sabbatical    | Jul 2014 - Jun 2015 |
| University of British Columbia                               | Sabbatical    | Jul 2003 - Jun 2004 |
| University of British Columbia                               | Sabbatical    | Jul 1996 - Jun 1997 |
| University of British Columbia                               | Unpaid        | Jul 1992 - Dec 1992 |

## **8. TEACHING**

(a) *Areas of special interest and accomplishments*

Sauder Africa Project (SE101)

Delivery of a business plan workshop for three weeks in Nairobi, Kenya. Work with 10 Sauder students (MBA and undergrad) to deliver the program. Started in 2006. Though I left the program in 2012, it still continues, under the direction of Frances Chandler, and I'm very proud of the work that I accomplished in the creation of the project. We created the curriculum, developed classroom activities, and kept the program running from year to year. I received an award from Sauder for this work in Fall 2013.

Commerce 292

In C292, as an instructor and as the course coordinator, I have worked actively with the other instructors to develop innovative ways to present the material. I developed an instructor's manual for Commerce 292 that contains exercises and readings to supplement the material presented in class. This served two purposes: 1) alert instructors to possible videos, activities and cases they can use in their classroom on a daily basis; and 2) achieve a high level of integration across the multiple sections of C292.

Teaching Materials Development

I have developed all of the instructors' manuals and powerpoint slides for all of my textbooks until the most recent editions. These are widely used throughout Canada.

Organization Behaviour: Concepts, Controversies, and Applications. This textbook has just gone into its eighth edition (May 2018). This is the most widely used OB textbook in Canada. I am the first author on this textbook, and am responsible for most of the work.

Fundamentals of Organizational Behaviour was developed for the college market in Canada. I conceived of the project, took input from focus groups, and produced this manuscript as a new product in the OB market. My fifth edition of this text was published in March 2013. I have developed the powerpoints and instructor's manual for each edition of the four previous editions.

Contemporary Management, 1st Canadian edition, came out at the end of 2001, with a 2002 copyright. McGraw Hill approached me to develop this project because of my success on the organizational behaviour text. I developed the powerpoints and instructor's manual for this edition.

Essentials of Contemporary Management, 1st Canadian edition, came out in early 2004. McGraw Hill approached me to develop this project because of my success of my Fundamentals of Organizational Behaviour text. This text was developed for the college market in Canada. I conceived of the project, took input from focus groups, and produced this manuscript as a new product in the management market. I developed the powerpoints and instructor's manual for this edition.

Management, 9th Canadian edition, came out in March 2009. Pearson Education Canada asked me to take over this textbook franchise in 2005 because it had lost considerable market share to the two management texts I'd produced for McGraw Hill. I left the McGraw Hill project and took over this project. This textbook won back the lost sales quite handily. I developed the powerpoints and instructor's manual for both editions.

Fundamentals of Management, 5th Canadian edition, came out in February 2007 and again in February 2010. This is an abbreviated, skills-oriented version of a management text.

I wrote the case "City Zoo" for use by the JDC West Competition in January 2006. This text was subsequently published in my OB textbook. The 11 page case covers a broad spectrum of OB and HR issues.

I wrote the case "Tech Depot" for use by the JDC West Competition in January 2007. The 9 page case covers a broad spectrum of OB and HR issues.

I developed "Differences in Communication Styles: Asking for a Raise" as a Commerce 292 exercise in communication differences between men and women. I presented this teaching module at the Organizational Behavior Teaching Society annual meetings in June (1994). This was a refereed presentation. Because of the response to my presentation, I was invited to publish this exercise in a cases and exercises text edited by well-known experiential cases writer Dorothy Marcic. (1995)

I developed "Teaching a Class on Gender Issues in Introductory OB Courses: Exercises and Theory" with several other Commerce 292 instructors to guide others in teaching gender issues in Organizational Behavior courses. (Journal of Management Education, 1993)

I wrote the case "Hannah Greene" during a workshop on Writing Cases given at the University of Western Ontario's Business School in April 1993. This case is copyrighted by Western and UBC and has been used in sections of Commerce 292.

I developed "Discrimination in the Lumber Industry: A Teaching Module" to deal with the lack of guidelines for teaching on the topic of discrimination in the organizational behavior classroom. (Journal of Management Education, 1998).

### **Awards**

In spring 2000 I was nominated by a member of the Alpha Phi Sorority to be the UBC entrant for the Alpha Phi Professor of the Year Award. I was selected, and now am a nominee in for the International Award.

In spring 1998 I won the Sauder School's Talking Stick, its most prestigious teaching award. This

award is given for teaching innovation. My developmental work in Commerce 292 and the spinoffs of that work (including the Robbins-Langton textbook) were the impetus for the award.

I have been nominated three times for teaching excellence by the Commerce Undergraduate Society (1988, 1990 and 1992). In 1992 I received honorable mention for teaching excellence from the Commerce Undergraduate Society.

#### Commerce 626

This course has always received very positive student evaluations (in Fall 1993, based on S.I.R. scores it was the highest rated 600-level doctoral seminar offered in the Faculty) and the students have enjoyed the challenge of learning various organizational theories. During the time that I have taught this course, four students have had their papers from the course accepted for presentation and publication in the Proceedings of the annual meetings of the Administrative Sciences Association of Canada (ASAC). Two of these papers also won best student paper prizes in their ASAC division.

#### Other Accomplishments

My teaching accomplishments also have been recognized within the Sauder School in several ways. In 1989 I was awarded a grant to catalogue exercises for C292. I was given release time to develop the interpersonal skills component of C292 during this academic year. Finally, I was asked to serve on both the MBA redesign core task force and MBA core design committee. This led to my teaching in the first offering of the newly developed MBA Core in fall 1995. I received the "Talking Stick," the prestigious Sauder award for teaching innovation.

#### *(b) Courses taught at UBC*

| Session          | Course Number | Scheduled Hours | Class Size | Lecture Hours | Tutorial Hours | Lab Hours | Other Hours |
|------------------|---------------|-----------------|------------|---------------|----------------|-----------|-------------|
| Winter 2017/2018 | COMM 292      | 21.0            | 51         | 21.0          |                |           | 0.0         |
| Winter 2017/2018 | COMM 292      | 21.0            | 52         | 21.0          |                |           | 0.0         |
| Winter 2015/2016 | COMM 292      | 36.0            | 53         | 36.0          |                |           | 0.0         |
| Winter 2015/2016 | COMM 292      | 36.0            | 54         | 36.0          |                |           | 0.0         |
| Winter 2014/2015 | BAHR 580      | 21.0            | 35         | 21.0          |                |           | 0.0         |
| Spring 2014/2015 | SPHA 564      | 21.0            | 30         | 21.0          |                |           | 0.0         |
| Winter 2013/2014 | SPHA 564      | 21.0            | 30         | 21.0          |                |           | 0.0         |
| Winter 2012/2013 | SPHA 564      | 21.0            | 28         | 21.0          |                |           | 0.0         |
| Winter 2012/2013 | SPHA 521      | 21.0            | 28         | 21.0          |                |           | 0.0         |
| Winter 2011/2012 | SPHA 564      | 21.0            | 30         | 21.0          |                |           | 0.0         |
| Winter 2011/2012 | SPHA 521      | 21.0            | 30         | 21.0          |                |           | 0.0         |
| Winter 2010/2011 | BAHR 512      | 21.0            | 15         | 21.0          |                |           | 0.0         |
| Winter 2010/2011 | BAHR 505 (PT) | 21.0            | 35         | 21.0          |                |           | 0.0         |
| Winter 2010/2011 | BAHR 505      | 21.0            | 12         | 21.0          |                |           | 0.0         |
| Winter 2010/2011 | SPHA 564      | 21.0            | 30         | 21.0          |                |           | 0.0         |
| Winter 2010/2011 | SPHA 521      | 21.0            | 30         | 21.0          |                |           | 0.0         |
| Winter 2009/2010 | BAHR 512      | 21.0            | 12         | 21.0          |                |           | 0.0         |
| Winter 2009/2010 | BAHR 505 (PT) | 21.0            | 30         | 21.0          |                |           | 0.0         |
| Winter 2009/2010 | BAHR 505      | 21.0            | 15         | 21.0          |                |           | 0.0         |
| Winter 2009/2010 | SPHA 564      | 21.0            | 30         | 21.0          |                |           | 0.0         |

|                                   |               |      |    |      |  |     |
|-----------------------------------|---------------|------|----|------|--|-----|
| Winter 2009/2010                  | SPHA 521      | 21.0 | 30 | 21.0 |  | 0.0 |
| Winter 2009/2010                  | COHR 402      | 19.5 | 40 | 19.5 |  | 0.0 |
| Winter 2009/2010                  | COMM 622      | 39.0 | 7  | 39.0 |  | 0.0 |
| Winter 2008/2009                  | BAHR 512      | 21.0 | 15 | 21.0 |  | 0.0 |
| Winter 2008/2009                  | BAHR 505 (PT) | 21.0 | 30 | 21.0 |  | 0.0 |
| Winter 2008/2009                  | BAHR 505      | 21.0 | 15 | 21.0 |  | 0.0 |
| Winter 2008/2009                  | SPHA 564      | 21.0 | 30 | 21.0 |  | 0.0 |
| Winter 2008/2009                  | COHR 402      | 19.5 | 25 | 19.5 |  | 0.0 |
| Winter 2008/2009                  | SPHA 521      | 21.0 | 30 | 21.0 |  | 0.0 |
| Winter 2008/2009                  | COMM 590A     | 39.0 | 8  | 39.0 |  | 0.0 |
| Winter 2007/2008                  | BAHR 505 (PT) | 21.0 | 30 | 21.0 |  | 0.0 |
| Winter 2007/2008                  | BAHR 505      | 21.0 | 12 | 21.0 |  | 0.0 |
| Winter 2007/2008                  | BAHR 512      | 21.0 | 10 | 21.0 |  | 0.0 |
| Winter 2007/2008                  | SPHA 564      | 21.0 | 30 | 21.0 |  | 0.0 |
| Winter 2007/2008                  | SPHA 521      | 21.0 | 30 | 21.0 |  | 0.0 |
| Winter 2006/2007                  | COMM 590A     | 39.0 | 8  | 39.0 |  | 0.0 |
| Winter 2006/2007                  | BAHR 505      | 21.0 | 19 | 21.0 |  | 0.0 |
| Winter 2006/2007                  | BAHR 512      | 21.0 | 14 | 21.0 |  | 0.0 |
| Winter 2006/2007                  | BAHR 505      | 21.0 | 21 |      |  | 0.0 |
| Winter 2006/2007                  | BAHR 505      | 21.0 | 20 | 21.0 |  | 0.0 |
| Winter 2006/2007                  | COHR 402      | 19.5 | 20 | 19.5 |  | 0.0 |
| Winter 2006/2007                  | HCEC 521      | 21.0 | 31 |      |  | 0.0 |
| Winter 2006/2007                  | BAHR 505      | 21.0 | 7  | 21.0 |  | 0.0 |
| Winter 2006/2007                  | BAHR 505      | 21.0 | 24 |      |  | 0.0 |
| Winter 2006/2007                  | BAHR 505      | 21.0 | 7  | 21.0 |  | 0.0 |
| Winter 2006/2007                  | HCEC 521      | 21.0 | 31 |      |  | 0.0 |
| Winter 2006/2007                  | COMM 292      | 39.0 | 35 | 39.0 |  | 0.0 |
| Winter 2006/2007                  | BAHR 505      | 19.5 | 7  | 19.5 |  | 0.0 |
| Winter 2006/2007                  | BAHR 512      | 19.5 | 10 | 19.5 |  | 0.0 |
| Winter 2006/2007                  | COMM 292      | 39.0 | 35 | 39.0 |  | 0.0 |
| Winter 2005/2006 -<br>Summer 2006 | BAHR 505      |      | 17 |      |  | 0.0 |
| Winter 2005/2006 -<br>Summer 2006 | HCEC 521      | 21.0 | 24 |      |  | 0.0 |
| Winter 2005/2006                  | BAHR 505      | 21.0 | 30 | 21.0 |  | 0.0 |
| Winter 2005/2006                  | COMM 590      | 39.0 | 4  | 39.0 |  | 0.0 |
| Winter 2005/2006                  | BAHR 505      | 21.0 | 15 | 21.0 |  | 0.0 |
| Winter 2004 -<br>Winter 2005      | COMM 329      | 39.0 | 45 | 39.0 |  | 0.0 |
| Winter 2004/2005                  | HCEC 521      | 21.0 | 24 |      |  | 0.0 |
| Winter 2002/2003                  | COMM 292      | 52.0 | 55 | 52.0 |  | 0.0 |
| Winter 2001/2002                  | COMM 626      | 39.0 | 5  | 39.0 |  | 0.0 |
| Winter 2001/2002                  | COMM 292      | 52.0 | 55 | 52.0 |  | 0.0 |
| Winter 2001/2002                  | COMM 292      | 52.0 | 55 | 52.0 |  | 0.0 |
| Winter 2000/2001                  | BAHR 512      | 36.0 | 18 | 36.0 |  | 0.0 |
| Winter 2000/2001                  | COMM 292      | 52.0 | 54 | 52.0 |  | 0.0 |
| Winter 2000/2001                  | COMM 292      | 52.0 | 55 | 52.0 |  | 0.0 |
| Winter 1999/2000                  | COMM 626      | 39.0 | 4  | 39.0 |  | 0.0 |

|                  |          |       |    |       |  |     |
|------------------|----------|-------|----|-------|--|-----|
| Winter 1999/2000 | COMM 292 | 52.0  | 70 | 52.0  |  | 0.0 |
| Winter 1998/1999 | BAHR 505 | 36.0  | 18 | 36.0  |  | 0.0 |
| Winter 1998/1999 | BAHR 512 | 36.0  | 12 | 36.0  |  | 0.0 |
| Winter 1998/1999 | COMM 292 | 52.0  | 51 | 52.0  |  | 0.0 |
| Winter 1998/1999 | COMM 292 | 52.0  | 52 | 52.0  |  | 0.0 |
| Winter 1997/1998 | COMM 292 | 52.0  | 51 | 52.0  |  | 0.0 |
| Winter 1997/1998 | COMM 292 | 52.0  | 51 | 52.0  |  | 0.0 |
| Winter 1995/1996 | MBA 500  | 336.0 | 75 | 336.0 |  | 0.0 |
| Winter 1995/1996 | COMM 626 | 39.0  | 7  | 39.0  |  | 0.0 |
| Winter 1994/1995 | COMM 320 | 39.0  | 29 | 39.0  |  | 0.0 |
| Winter 1994/1995 | COMM 292 | 52.0  | 45 | 52.0  |  | 0.0 |
| Winter 1993/1994 | COMM 626 | 39.0  | 5  | 39.0  |  | 0.0 |
| Winter 1993/1994 | COMM 292 | 52.0  | 45 | 52.0  |  | 0.0 |
| Winter 1992/1993 | COMM 320 | 39.0  | 27 | 39.0  |  | 0.0 |
| Winter 1991/1992 | COMM 320 | 39.0  | 31 | 39.0  |  | 0.0 |
| Winter 1991/1992 | COMM 320 | 39.0  | 31 | 39.0  |  | 0.0 |
| Winter 1991/1992 | COMM 292 | 52.0  | 42 | 52.0  |  | 0.0 |
| Winter 1991/1992 | COMM 292 | 52.0  | 35 | 52.0  |  | 0.0 |
| Winter 1990/1991 | COMM 626 | 39.0  | 4  | 39.0  |  | 0.0 |
| Winter 1990/1991 | COMM 292 | 52.0  | 39 | 52.0  |  | 0.0 |
| Winter 1990/1991 | COMM 292 | 52.0  | 34 | 52.0  |  | 0.0 |
| Winter 1989/1990 | COMM 292 | 52.0  | 51 | 52.0  |  | 0.0 |
| Winter 1989/1990 | COMM 292 | 52.0  | 51 | 52.0  |  | 0.0 |
| Winter 1989/1990 | COMM 626 | 39.0  | 4  | 39.0  |  | 0.0 |
| Winter 1988/1989 | COMM 292 | 52.0  | 51 | 52.0  |  | 0.0 |
| Winter 1988/1989 | COMM 292 | 52.0  | 4  | 52.0  |  | 0.0 |
| Winter 1988/1989 | COMM 292 | 52.0  | 51 | 52.0  |  | 0.0 |

*(c) Graduate Students Supervised and/or Co-Supervised*

| <b>Student Name</b> | <b>Program</b>       | <b>Start Year</b> | <b>Finish Year</b> | <b>Role</b>                          | <b>Other Supervisors/ Committee Members</b> |
|---------------------|----------------------|-------------------|--------------------|--------------------------------------|---|
| Aman Jhutry         | MBA Industry Project | 2013              | 2014               | Principal supervisor/committee chair |   |
| Anthony Turner      | Ph.D.                | 2012              | 2014               | Committee Member                     | Marc-David Seidel                           |
| Julie Raworth       | MBA Industry Project | 2011              | 2011               | Principal supervisor/committee chair |   |
| Ben Lightburn       | MBA Industry Project | 2011              | 2011               | Principal supervisor/committee chair |   |
| Martina Valkovicova | MBA Industry Project | 2010              | 2010               | Principal supervisor/committee chair |   |
| Eric Demers         | MBA Industry Project | 2010              | 2010               | Principal supervisor/committee chair |   |
| Todd Martin         | Ph.D.,               | 2007              | 2010               | Committee Member                     | Jim White                                   |

|                  |   |      |      |                                      |                                       |
|------------------|---|------|------|--------------------------------------|---------------------------------------|
|                  | Sociology                               |      |      |                                      |                                       |
| Joanna Pedersen  | MBA Industry Project                    | 2009 | 2009 | Principal supervisor/committee chair |                                       |
| Jon Kaida        | MBA Industry Project                    | 2009 | 2009 | Principal supervisor/committee chair |                                       |
| Perry Strauss    | Health Administration, Industry Project | 2007 | 2008 | Principal supervisor/committee chair |                                       |
| Sonia Lamont     | Part-time MBA, Industry Project         | 2006 | 2007 | Principal supervisor/committee chair |                                       |
| Jennifer Duff    | Health Administration, Industry Project | 2006 | 2007 | Principal supervisor/committee chair |                                       |
| Sienna Boothman  | SFU, Masters Thesis                     | 2004 | 2007 | Committee Member                     | Norm O'Rourke,                        |
| Brent Cameron    | Part-time MBA Industry Project          | 2005 | 2006 | Principal supervisor/committee chair |                                       |
| Matt Burns       | MBA Internship Project                  | 2005 | 2006 | Principal supervisor/committee chair |                                       |
| Drew Ratcliffe   | Part-time MBA Industry Project          | 2005 | 2006 | Principal supervisor/committee chair |                                       |
| Clifton Chow     | MSc Thesis                              | 2004 | 2006 | Committee Member                     | Jim White                             |
| Hakak Oczelik    | PhD Thesis                              | 2002 | 2005 | Committee Member                     | Sandra Robinson, Principal Supervisor |
| Kathy Sanerson   | MSc Thesis                              | 2001 | 2002 | Committee Member                     | Phyllis Johnson, Principal Supervisor |
| Jennifer Cliff   | PhD Thesis                              | 1996 | 2000 | Principal supervisor/committee chair |                                       |
| Charles Iacouvou | Ph.D.                                   | 1994 | 1999 | Committee Member                     | Al Dexter, Principal Supervisor       |
| Carol Cole       | Masters                                 | 1998 |      | Principal supervisor/committee chair |                                       |
| Jane Olsen       | Masters                                 | 1995 | 1997 | Committee Member                     | Phyllis Johnson, Pricpal Supervisor   |
| Caroline Depatie | Masters                                 | 1994 | 1997 | Committee Member                     | Robert Sparks, Principal Supervisor   |

|                         |                |      |      |                  |  |
|-------------------------|----------------|------|------|------------------|--|
| Rachana Raizada         | Ph.D.          | 1992 | 1997 | Committee Member | Ilan Vertinsky, Principal Supervisor   |
| Jodie McFarlane Parotta | Masters        | 1995 | 1996 | Committee Member | Phyllis Johnston, Principal Supervisor |
| Suzanne Bradbury        | Masters        | 1995 | 1995 | Committee Member |  |
| Tim Sothern             | MBA Grad Essay | 1994 | 1995 | Supervisor       |  |
| Madan Pillutla          | Ph.D.          | 1994 | 1995 | Committee Member | Keith Murnighan, Principal Supervisor  |
| Richard Stackman        | Ph.D.          | 1992 | 1995 | Committee Member | Craig Pinder, Principal Supervisor     |
| Cathy Reynolds          | Masters        | 1993 | 1994 | Committee Member | Craig Pinder, Principal Supervisor     |
| Jennifer Warren         | Masters        | 1992 | 1993 | Committee Member | Phyllis Johnson, Principal Supervisor  |
| Hisayo Enamoto          | MBA Grad Essay | 1991 | 1992 | Supervisor       |  |
| Elizabeth Lin           | MBA Grad Essay | 1991 | 1992 | Supervisor       |  |
| Nancy Wong              | MBA Grad Essay | 1988 | 1989 | Supervisor       |  |

*(d) Continuing Education Activities*

| <b>Topic/Title</b>                               | <b>Conf./Mtg. Name</b> | <b>Institution</b>          | <b>Date</b> |
|--|------------------------|-----------------------------|-------------|
| Directors Education Program (Vancouver)          |                        | SFU, Harbour Centre         | 2013        |
| Personal Productivity (Spring)                   |                        | Sauder School of Business   | 2013        |
| Personal Productivity (Spring)                   |                        | Sauder School of Business   | 2012        |
| Navigating Organizational Behavior (Spring)      |                        | Sauder School of Business   | 2012        |
| Directors Education Program (Vancouver)          |                        | SFU, Harbour Centre         | 2012        |
| Directors Education Program (Calgary)--June      |                        | Haskayne School of Business | 2012        |
| Directors Education Program (Vancouver)--January |                        | SFU, Harbour Centre         | 2012        |
| Directors Education Program (Calgary)--October   |                        | Haskayne School of Business | 2011        |
| Personal Productivity (Fall)                     |                        | Sauder School of Business   | 2011        |
| Navigating Organizational Behavior (Fall)        |                        | Sauder School of Business   | 2011        |
| Personal Productivity (Spring)                   |                        | Sauder School of Business   | 2011        |
| Navigating Organizational Behavior (Spring)      |                        | Sauder School of Business   | 2011        |
| Directors Education Program (Vancouver)          |                        | SFU, Harbour Centre         | 2011        |
| Directors Education Program                      |                        | Haskayne School of Business | 2011        |



|   |  |                             |      |
|---|--|-----------------------------|------|
| (Calgary)--June   |  |                             |      |
| Directors Education Program (Calgary)--January          |  | Haskayne School of Business | 2011 |
| Navigating Organizational Behavior (Fall)               |  | Sauder School of Business   | 2010 |
| Personal Productivity (Fall)                            |  | Sauder School of Business   | 2010 |
| Personal Productivity (Spring)                          |  | Sauder School of Business   | 2010 |
| Navigating Organizational Behavior (Spring)             |  | Sauder School of Business   | 2010 |
| Directors Education Program (Vancouver)                 |  | SFU, Harbour Centre         | 2010 |
| Directors Education Program (Calgary)--June             |  | Haskayne School of Business | 2010 |
| Directors Education Program (Calgary)--January          |  | Haskayne School of Business | 2010 |
| Navigating Organizational Behavior (Fall)               |  | Sauder School of Business   | 2009 |
| Personal Productivity (Fall)                            |  | Sauder School of Business   | 2009 |
| China Asset Management Program                          |  | Sauder School of Business   | 2009 |
| Directors Education Program (Vancouver)                 |  | Sauder School of Business   | 2009 |
| Directors Education Program (Calgary)--June             |  | Haskayne School of Business | 2009 |
| Directors Education Program (Calgary)--January          |  | Haskayne School of Business | 2009 |
| Personal Productivity (Spring)                          |  | Sauder School of Business   | 2009 |
| Navigating Organizational Behavior (Spring)             |  | Sauder School of Business   | 2009 |
| Attracting, Retaining and Developing Employees (Fall)   |  | Sauder School of Business   | 2008 |
| ALP, Whistler (Fall)                                    |  | Sauder School of Business   | 2008 |
| Navigating Organizational Behavior (Fall)               |  | Sauder School of Business   | 2008 |
| Personal Productivity (Fall)                            |  | Sauder School of Business   | 2008 |
| Roadmap 2, Further Issues in Family Business (Fall)     |  | Sauder School of Business   | 2008 |
| Personal Productivity (Spring)                          |  | Sauder School of Business   | 2008 |
| Governance for Family Business Advisors (Fall)          |  | Sauder School of Business   | 2008 |
| Attracting, Retaining and Developing Employees (Spring) |  | Sauder School of Business   | 2008 |
| Navigating Organizational Behavior (Fall)               |  | Sauder School of Business   | 2008 |
| Roadmap 2, Further Issues in Family Business (Fall)     |  | Sauder School of Business   | 2008 |
| Personal Productivity (Spring)                          |  | Sauder School of Business   | 2007 |
| Attracting, Retaining and Developing Employees (Fall)   |  | Sauder School of Business   | 2007 |

|  |                                  |                           |      |
|--|----------------------------------|---------------------------|------|
| Personal Productivity (Fall)                             |                                  | Sauder School of Business | 2007 |
| Roadmap 1, Issues in Family Business (Fall)              |                                  | Sauder School of Business | 2007 |
| Attracting, Retaining and Developing Employees (Spring)  |                                  | Sauder School of Business | 2007 |
| Roadmap 2, Further Issues in Family Business (Fall)      |                                  | Sauder School of Business | 2007 |
| Goverance for Family Business (Spring)                   |                                  | Sauder School of Business | 2007 |
| Navigating Organizational Behavior (Fall)                |                                  | Sauder School of Business | 2007 |
| Personal Productivity (Fall)                             |                                  | Sauder School of Business | 2006 |
| Personal Productivity (Spring)                           |                                  | Sauder School of Business | 2006 |
| Attracting, Retaining and Developing Employees (Fall)    |                                  | Sauder School of Business | 2006 |
| Roadmap 1, Issues in Family Business (Spring)            |                                  | Sauder School of Business | 2006 |
| Roadmap 1, Issues in Family Business (Fall)              |                                  | Sauder School of Business | 2006 |
| Attracting, Retaining and Developing Employees (Spring)  |                                  | Sauder School of Business | 2005 |
| Personal Productivity (Spring)                           |                                  | Sauder School of Business | 2005 |
| Personal Productivity (Fall)                             |                                  | Sauder School of Business | 2005 |
| Attracting, Retaining and Developing Employees (Spring)  |                                  | Sauder School of Business | 2004 |
| Personal Productivity (Fall)                             |                                  | Sauder School of Business | 2004 |
| Attracting, Retaining and Developing Employees (Fall)    |                                  | Sauder School of Business | 2004 |
| Roadmap 2, Further Issues in Family Business (Fall)      |                                  | Sauder School of Business | 2004 |
| Personal Productivity (Spring)                           |                                  | Sauder School of Business | 2004 |
| Roadmap 2, Further Issues in Family Business (Fall)      |                                  | Sauder School of Business | 2004 |
| Family Business Governance - Directors Edu. Program, ICD | Directors Education Program, ICD | Sauder School of Business | 2004 |
| Roadmap 1, Issues in Family Business (Spring)            |                                  | Sauder School of Business | 2003 |
| Personal Productivity (Spring)                           |                                  | Sauder School of Business | 2003 |
| Attracting, Retaining and Developing Employees (Spring)  |                                  | Sauder School of Business | 2003 |
| Personal Productivity (Fall)                             |                                  | Sauder School of Business | 2003 |
| Attracting, Retaining and Developing Employees (Fall)    |                                  | Sauder School of Business | 2003 |
| Roadmap 2, Further Issues in Family Business (Spring)    |                                  | Sauder School of Business | 2003 |
| Personal Productivity (Fall)                             |                                  | Sauder School of Business | 2002 |
| Personal Productivity (Spring)                           |                                  | Sauder School of Business | 2002 |
| Attracting, Retaining and Developing Employees           |                                  | Sauder School of Business | 2002 |

|   |  |                                |          |
|---|--|--------------------------------|----------|
| (Spring_1)  |  |                                |          |
| Attracting, Retaining and Developing Employees (Spring_2)               |  | Sauder School of Business      | 2002     |
| Roadmap 1, Issues in Family Business (Fall)                             |  | Sauder School of Business      | 2002     |
| Attracting, Retaining and Developing Employees (Spring)                 |  | Sauder School of Business      | 2001     |
| Personal Productivity (Spring)  |  | Sauder School of Business      | 2001     |
| HR Issues in E-Commerce (Fall)  |  | Sauder School of Business      | 2000     |
| P.E.D.: Men and Women in Communication: Taking a Risk                   |  | Sauder School of Business      | May 1998 |
| Hudson Bay P.E.D.: Men and Women in Communication: Taking a Risk        |  | Sauder School of Business      | Jun 1997 |
| P.E.D.: Men and Women in Communication: Taking a Risk                   |  | Sauder School of Business      | May 1997 |
| Hudson Bay P.E.D.: Men and Women in Communication: Taking a Risk        |  | Sauder School of Business      | Jun 1996 |
| P.E.D.: Men and Women in Communication: Taking a Risk                   |  | Sauder School of Business      | May 1996 |
| Leadership and Communication Workshop for Women                         |  | Sauder School of Business      | 1996     |
| Hudson Bay P.E.D.: Men and Women in Communication: Taking a Risk        |  | Sauder School of Business      | Jun 1995 |
| P.E.D.: Men and Women in Communication: Taking a Risk                   |  | Sauder School of Business      | May 1995 |
| Hudson Bay P.E.D.: Men and Women in Communication: Taking a Risk        |  | Sauder School of Business      | Jun 1994 |
| P.E.D.: Men and Women in Communication: Taking a Risk                   |  | Sauder School of Business      | May 1994 |
| Men's and Women's Leadership Styles: Should They Be Different? (Spring) |  | Sauder School of Business      | 1994     |
| Men's and Women's Leadership Styles: Should They Be Different? (Fall)   |  | Sauder School of Business      | 1994     |
| Female Managers in North America: Visions and Opportunities"            |  | Sauder School of Business      | 1992     |
| Project Advisor   |  | University of British Columbia | 1991     |
| Project Advisor   |  | University of British Columbia | 1990     |

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

(f) Other

## **9. SCHOLARLY AND PROFESSIONAL ACTIVITIES**

(a) Areas of special interest and accomplishments

Employment Equity

Gender Differences in the Workplace

Labour Markets

Pay Equity

Satisfaction and Performance

Wage Inequality

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

| <b>Granting Agency</b>                                 | <b>Subject</b>   | <b>COMP</b> | <b>\$ Per Year</b> | <b>Year</b> | <b>Principal Investigator</b> | <b>Co-Investigator</b> |
|--|--|-------------|--------------------|-------------|-------------------------------|------------------------|
| Sauder School of Business                              | Social Power Evolution   | C           | \$8120             | 2012-2013   | Langton, Nancy                | Anthony Turner         |
| UBC, TFLEF   | Rapid Knowledge Transfer in Business Education: Teaching us something in 7 minutes         | C           | \$21,400           | 2012-2013   | Langton, Nancy                |                        |
| Sauder School of Business                              | "Characterizing the Value of Story as a Tool for Reflective Practice for Business Leaders" | C           | \$8120             | 2010-2011   | Langton, Nancy                | Withers, Denise        |
| Business Family Centre, University of British Columbia | "Research on Business Families"  | C           | \$10,000           | 2003 - 2004 | Langton, Nancy                |                        |
| SSHRC grant from UBC                                   | "Understanding the Role of Self-   | C           | \$850              | 1999 - 2000 | Langton, Nancy                |                        |

|  |   |   |          |             |                               |                |
|--|---|---|----------|-------------|-------------------------------|----------------|
|  | Leadership in Entrepreneurial Firms"  |   |          |             |                               |                |
| Social Sciences and Humanities Research Council of Canada (SSHRC)  | Family and Gender Issues area of the "Entrepreneurship Research Alliance"   | C | \$16,667 | 1994 - 1999 | Langton, Nancy; Amit, Raphael |                |
| Social Sciences and Humanities Research Council of Canada (SSHRC)  | "Breaking the Glass Ceiling; Individual, Organizational and Economic Factors Affecting Managerial Women's Full Participation in the Workplace." | C | \$1,875  | 1995 - 1998 | Langton, Nancy                |                |
| SSHRC Research Grant   | "The Determination and Effect of Job Preference: A Comparison of Male and Female Managers"  | C | \$14,250 | 1992 - 1995 | Langton, Nancy                |                |
| Center for Labour and Management Studies, Faculty of Commerce, UBC | "The Glass Ceiling vs Pay: the Effects of Employment Equity on Pay Equity"  | C | \$2,491  | 1993 - 1994 | Langton, Nancy                |                |
| SSHRC grant from UBC   | "The Glass Ceiling vs Pay: the Effects of Employment Equity on Pay Equity"  | C | \$2,322  | 1993 - 1994 | Langton, Nancy                |                |
| Challenge Grant  | "Managerial Preference"   | C | \$1,500  | 1994        | Langton, Nancy                |                |
| Challenge Grant  | "Comparing Male and Female Managers"  | C | \$1,700  | 1993        | Langton, Nancy                |                |
| SSHRC Research Grant   | "Job Preferences, Wages and Managerial Positions: Comparison of Male and Female Managers."  | C | \$8,250  | 1991 - 1992 | Langton, Nancy                | Konrad, Alison |
| SSHRC grant from   | "Job Preferences,   | C | \$2,000  | 1991 - 1992 | Langton,                      |                |

|                                 |   |   |         |             |                |  |
|---------------------------------|---|---|---------|-------------|----------------|--|
| UBC                             | Wage Differentials and the 'Glass Ceiling' for Female Canadian Managers: A Pilot Study" |   |         |             | Nancy          |  |
| SSHRC Travel Grant              | International Conference on Work and Organizational Values                              | C | \$2,100 | Jul 1992    | Langton, Nancy |  |
| 2180                            | "Comparing Male and Female Managers"  | C | \$2,180 | 1992        | Langton, Nancy |  |
| Commerce Faculty                | "Course Development for C292, Organizational Behavior and Management"                   | C | \$300   | 1990 - 1991 | Langton, Nancy |  |
| Challenge Grant                 | "Course Development for C292, Organizational Behavior and Management"                   | C | \$450   | 1990 - 1991 | Langton, Nancy |  |
| SSHRC grant from UBC            | "The Effects of Heterogeneous Work Groups on Satisfaction and Productivity"             | C | \$900   | 1990 - 1991 | Langton, Nancy |  |
| Challenge Grant                 | "The Preferences of Female Managers"  | C | \$1,000 | 1991        | Langton, Nancy |  |
| Challenge grant                 | "The Preferences of Female Managers"  | C | \$1,575 | 1991        | Langton, Nancy |  |
| SSHRC grant from UBC            | "The Effects of Gender Comparison on Satisfaction and Performance"                      | C | \$750   | 1989 - 1990 | Langton, Nancy |  |
| UBC - Faculty of Commerce Grant | "Wage Determination Within Academic Labor Markets"                                      | C | \$1,250 | 1988 - 1989 | Langton, Nancy |  |
| UBC - New Faculty Grant         | "Dimensions of Labor Markets: Does Structure  | C | \$350   | 1988 - 1989 | Langton, Nancy |  |

|   | Matter?"  |   |         |             |                |  |
|---|---|---|---------|-------------|----------------|--|
| International Foundation of Employee Benefit Plans  | "The Effects of Unionism on Employee Benefits"  | C | \$2,500 | 1984 - 1985 | Langton, Nancy |  |
| Junior Faculty Summer Research Fellowship from University of Oklahoma University Research Council | "Occupational Segregation and Wage Discrimination in the Service Sector: A Pilot Study" | C | \$3,500 | 1985        | Langton, Nancy |  |
| Hoover Institution of War, Revolution and Peace   | "Changes in the American Family: Economic and Sociology Interpretations."               | C | \$3,500 | 1985        | Langton, Nancy |  |

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

(d) Invited Presentations

| Institution  | Title  | Date     |
|--|--|----------|
| Faculty of Administrative Studies, University of Alberta, Edmonton | "The Effect of Wage Dispersion on Satisfaction, Productivity, and Working Collaboratively: Evidence from College and University Faculty" | Mar 1994 |

(e) Other Presentations

(f) Other

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

| Role                            | Conference Name         | City      | Date         |
|---------------------------------|-------------------------|-----------|--------------|
| Invited Speaker                 | CAFA Annual Retreat     | Banff     | May 2016     |
| Invited Speaker                 | CAUT Western Regionals  | Vancouver | October 2015 |
| Invited Presentation (Speaker)  | CAUT Council            | Ottawa    | April 2014   |
| Invited Presentation (Panelist) | CAUT, President's Forum | Ottawa    | Jan 2013     |
| Invited                         | CAUT, President's Forum | Ottawa    | Jan 2012     |

|                         |  |                        |          |
|-------------------------|--|------------------------|----------|
| Presentation (Panelist) |  |                        |          |
| Refereed contribution   | 26th Annual International Congress of Applied Psychology   | Athens, Greece         | Jul 2006 |
| Symposium Organizer     | 26th Annual International Congress of Applied Psychology   |                        | Jul 2006 |
| Refereed contribution   | 26th Annual International Congress of Applied Psychology   | Athens, Greece         | Jul 2006 |
| Refereed contribution.  | 26th Annual International Congress of Applied Psychology   | Athens, Greece         | Jul 2006 |
| Refereed contribution   | Eastern Academy of Management  | Capetown, South Africa | Jun 2005 |
| Refereed contribution   | Eastern Academy of Management  | Capetown, South Africa | Jun 2005 |
| Program Chair           | Women in Management Division of the Administrative Sciences Association of Canada, annual meetings |                        | Jun 2005 |
| Refereed contribution   | Annual meetings of the Academy of Management Association   |                        | Aug 2003 |
| Refereed contribution   | Annual meetings of the Academy of Management Association   |                        | Aug 2003 |
| Refereed contribution   | Bi-Annual meetings of the International Society for the Study of Work and Organizational Values    | Warsaw, Poland         | Jun 2002 |
| Refereed contribution   | Annual meetings of the Academy of Management Association   |                        | Aug 2001 |
| Refereed contribution   | Bi-Annual meetings of the International Society for the Study of Work and Organizational Values    | Jerusalem, Israel      | Jun 2000 |
| Refereed contribution   | Annual meetings of the Academy of Management Association   | San Diego, CA, USA     | Aug 1998 |
| Refereed contribution   | American Sociological Association annual meetings  | San Francisco, CA      | Aug 1998 |
| Refereed contribution   | Sixth International Conference of Work Values and Behaviour  | Istanbul, Turkey       | Jul 1998 |
| Refereed contribution   | Annual meetings of the American Sociological Association   |                        | Aug 1997 |
| Refereed contribution   | 17th Annual Entrepreneurship Research Conference   | Boston, MA             | Apr 1997 |
| Refereed                | Annual meetings of the Pacific Sociological Association  |                        | Mar 1996 |



|  |   |                              |          |
|--|---|------------------------------|----------|
| contribution                                     |   |                              |          |
| Refereed contribution                            | Annual meetings of the Academy of Management  | Vancouver, BC                | Aug 1995 |
| Location Committee                               | Academy of Management annual meetings   | Vancouver, BC                | Aug 1995 |
| Academic Reviewer                                | Women in Management Division of the Administrative Sciences Association of Canada, annual meetings  |                              | Jun 1995 |
| Refereed contribution                            | Annual meetings of the American Sociological Association  | Los Angeles                  | Aug 1994 |
| Refereed contribution                            | Annual meetings of the Administrative Sciences Association of Canada  | Halifax, Nova Scotia         | Jun 1994 |
| Refereed contribution                            | Annual meetings of the Organizational Behaviour Teaching Society  | Windsor, Ontario             | Jun 1994 |
| Discussant                                       | Western Academy of Management meetings  | Santa Fe, New Mexico         | Mar 1994 |
| Organized sessions, session chair and discussant | 1994 annual meetings of the American Sociological Association   |                              | 1994     |
| Refereed contribution                            | Third International Conference on Work and Organizational Values of the International Society for the Study of Work and Organizational Values | Karlovy Vary, Czechoslovakia | Jul 1992 |
| Refereed contribution                            | Annual meetings of the Academy of Management  | Miami, Florida               | Aug 1991 |
| Refereed contribution                            | Annual meetings of the Pacific Sociological Association   | Irvine, California           | Apr 1991 |
| Organized a panel on labor markets               | Annual meetings of the Pacific Sociological Association   |                              | 1991     |
| Refereed contribution                            | Annual meeting of the American Sociological Association   | Washington, DC               | Aug 1990 |
| Refereed contribution                            | Annual meeting of the American Sociological Association   | Washington, DC               | Aug 1990 |
| Refereed contribution                            | Annual meeting of the American Sociological Association   | San Francisco, CA            | Aug 1989 |
| Refereed   | Annual meeting of the Academy of Management Association   | Washington, DC               | Aug 1989 |

|                       |   |                                      |          |
|-----------------------|---|--------------------------------------|----------|
| contribution          |   |                                      |          |
| Refereed contribution | Annual meeting of the American Sociological Association                                     | Atlanta, Georgia                     | Aug 1988 |
| Refereed contribution | Annual meeting of the American Sociological Association                                     | Washington, DC                       | Aug 1985 |
| Refereed contribution | Women and Work Symposium  | The University of Texas at Arlington | May 1985 |
| Refereed contribution | Annual meeting of the Pacific Sociological Association                                      | Albuquerque                          | Apr 1985 |
| Refereed contribution | Special Invited Panel at the Annual Meeting of the Southwestern Social Sciences Association | Houston                              | Mar 1985 |
| Refereed contribution | Annual meeting of the Southwestern Social Sciences Association                              | Fort Worth                           | Mar 1984 |
| Refereed contribution | Annual Meeting of the American Sociological Association                                     | San Jose                             | Aug 1983 |
| Refereed contribution | Pacific Sociological Association Annual meeting   | San Jose                             | Apr 1983 |

## **10. SERVICE TO THE UNIVERSITY**

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

| <b>Position</b>   | <b>Committee Name</b>  | <b>Dates</b>    |
|-------------------|--|-----------------|
| Member-at-Large   | Executive Committee, Faculty Association                             | 2015 – present  |
| President         | Faculty Association  | 2010 - 2014     |
| Chair             | Bargaining Preparation and Bargaining Committee, Faculty Association | 2008-present    |
| Vice President    | Faculty Association  | 2008 - 2010     |
| Chair             | Sauder Africa Initiative   | 2005 - 2013     |
| Academic Director | Entrepreneurship 101   | 2004 - 2009     |
| Chair             | Point Grey Faculty Association Steering Committee                    | 2003 - present  |
|                   | Member, 1999 - present   |                 |
| Mediator          | UBC Committee on Sexual Harassment                                   | 1990 - 1992     |
| Treasurer         | Faculty Association  | 2006 - 2008     |
| Academic Director | Business Families Centre   | 2001 - Dec 2007 |
| Member-at-Large   | Faculty Association  | 2004 - 2006     |
| Chair             | OBHR Division  | 2001 - 2003     |
| Member            | Faculty of Graduate Studies Committee                                | 1999 - 2001     |

|                              |  |                          |
|------------------------------|--|--------------------------|
| Member                       | Faculty Committee On Research Development      | Jul 1997 - Jun 1999      |
| Coordinator                  | C292, Introduction to OB and Management        | 1998 - 2003              |
| Treasurer                    | Faculty Association                            | 1990 - 1992              |
|                              | Faculty Equity Committee                       | 1995 - 1996              |
|                              | Faculty Association, Personnel Committee       | 1995 - 1996              |
|                              | MBA Core Committee                             | 1994 - 1996              |
| Member-at-Large              | Faculty Association                            | 1992 - 1995              |
| Coordinator                  | C292, Introduction to OB and Management        | 1990 – 1995, 1997 – 2003 |
| Coordinator                  | Commerce 329                                   | 1999 - 2003              |
| Hearing Panel                | UBC Committee on Sexual Harassment             | 1990 - 1995              |
| Mediator                     | UBC Committee on Sexual Harassment             | 1990 - 1994              |
|                              | MBA Design Core Task Force                     | 1993 - 1994              |
|                              | Resource Allocation Committee                  | 1993 - 1994              |
|                              | TAG Faculty Development Project                | 1990 - 1992              |
|                              | Commerce Undergraduate Curriculum Committee    | 1990 - 1991              |
|                              | Faculty Association, Status of Women Committee | 1989 - 1992              |
|                              | Commerce Study Abroad Program                  | 1990 - 1991              |
| Provost's Advisory Committee | Women's Studies                                | 1989 - 1991              |
| Advisor                      | IRM Option Club Faculty Advisor                | 1989 - 1990              |
|                              | IRM Graduate Program Review                    | 1989 - 1990              |

*(b) Other service, including dates*

Coordinator, Commerce 292 (1990-1995; 1997-2003)

Coordinator, Commerce 329 (1999-2003)

\*have continued to assist current coordinator as needed

## **11. SERVICE TO THE COMMUNITY**

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

| <b>Role</b>                          | <b>Society Name</b>   | <b>Dates</b> |
|--------------------------------------|---|--------------|
| Program Chair (and President-elect), | Women in Management Division of the Administrative Sciences Association of Canada | 1994 - 1995  |

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

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

| <b>Role</b> | <b>Committee Name</b>                    | <b>Institution</b> | <b>Dates</b> |
|-------------|--|--------------------|--------------|
| Member      | Leadership and Innovation Insight Grants | SSHRC              | March 2014   |

|        |  |   |             |
|--------|--|---|-------------|
| Member | Leadership and Innovation Insight Grants | SSHRC   | March 2013  |
| Member | Committee 14                             | Social Sciences and Humanities Research Council of Canada | 1997 - 1998 |

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

| Role           | Committee Name         | Institution  | Dates               |
|----------------|------------------------|--|---------------------|
| Invited member | Arrangements Committee | Academy of Management annual meetings, Vancouver, Canada | Dec 1993 - Aug 1995 |

(e) Editorships (list journal and dates)

| Journal   | Role | Dates    |
|---|------|----------|
| Administrative Sciences Association of Canada Annual Meetings Proceedings, Women in Management Division |      | Jun 1995 |

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

| Journal/Agency  | Role | Dates       |
|---|------|-------------|
| American Sociological Review  |      | 1989 - 2007 |
| International Society for the Study of Work and Organizational Values |      | 2004        |
| Academy of Management Journal   |      | 1993 - 2001 |
| Annual Review of Sociology  |      | 1988 - 2001 |
| Canadian Accounting Review  |      | 1999        |
| Organization Science  |      | 1993 - 1996 |
| Publishers: Allyn & Bacon; West Publishing                            |      | 1990 - 1994 |
| Organization Science  |      | 1994        |
| Social Sciences and Humanities Research Council of Canada (SSHRC)     |      | 1992 - 1993 |
| Transportation and Logistics Journal                                  |      | 1993        |
| Academy of Management annual meetings papers                          |      | 1989 - 1992 |

(g) External examiner (indicate universities and dates)

| Institution                    | Role                | Dates      |
|--------------------------------|---------------------|------------|
| University of British Columbia | University Examiner | March 2016 |
| University of British Columbia | University Examiner | June 2015  |
| University of British Columbia | Chair               | 2013       |
| University of British Columbia | Chair               | 2011       |
| University of British Columbia | Chair               | 2008       |
| University of British Columbia | Chair               | 2006       |
| University of British Columbia | Chair               | 2004       |
| University of British Columbia | Chair               | 2003       |

|                                |       |          |
|--------------------------------|-------|----------|
| University of British Columbia | Chair | Feb 2001 |
| University of British Columbia | Chair | 2000     |

(h) Consultant (indicate organization and dates)

(i) Other service to the community

| Institution  | Role                             | Dates                |
|--|----------------------------------|----------------------|
| SE101 Africa   | Chair, Lead, Administrator, etc. | 2005-2013            |
| CAUT Benefits Trust                                    | Chair                            | July 2009-2012       |
| Entrepreneurship 101 course for the Downtown, Eastside | Organizer                        | Jul 2002 – July 2006 |
| International Policewomen's Conference                 | Featured Speaker                 | Nov 2003             |
| National ACCIS Conference                              | Featured Speaker                 | Jun 1993             |
| UBC MBA Women's Career Function                        | Featured Speaker                 | Mar 1993             |

## **12. AWARDS AND DISTINCTIONS**

(a) Awards for teaching

| Name                                       | Awarded By                                | Date |
|--|---|------|
| Teaching Excellence Nomination             | Commerce Undergraduate Society, UBC       | 2001 |
| Alan Blizzard Award                        | University of British Columbia (MBA Core) | 2001 |
| Professor of the Year Nomination           | Alpha Phi Foundation                      | 2000 |
| Talking Stick Award                        | UBC Faculty of Commerce                   | 1998 |
| Organizational Analysis. Honorable Mention | Commerce 292 and Commerce 320             | 1991 |
|  | Commerce 292                              | 1990 |
|  | Commerce 292                              | 1988 |

(b) Awards for scholarship

| Name   | Awarded By   | Date     |
|--|--|----------|
|  | Sauder School of Business Research Bureau Summer Appointment                             | 2013     |
|  | Sauder School of Business Research Bureau Summer Appointment                             | 2012     |
|  | Sauder School of Business Research Bureau Summer Appointment                             | 2010     |
|  | Faculty of Commerce, Industrial Relations Management Research Bureau Summer Appointments | 2005     |
| Book of the Year Award for Organizational Behaviour, 3rd edition | Pearson Education Canada   | Jan 2004 |
| Best Women's Entrepreneurship Paper Award                        | Women's Business Research  | Aug 2003 |
|  | Faculty of Commerce, Industrial Relations Management Research Bureau Summer Appointment  | 2003     |

|  |   |          |
|--|---|----------|
| Book of the Year Award for Organizational Behaviour, 2nd edition | Pearson Education Canada  | Jan 2002 |
|  | Faculty of Commerce, Industrial Relations Management Research Bureau Summer Appointment | 2002     |
|  | Faculty of Commerce, Industrial Relations Management Research Bureau Summer Appointment | 2001     |
|  | Faculty of Commerce, Industrial Relations Management Research Bureau Summer Appointment | 2000     |
|  | Faculty of Commerce, Industrial Relations Management Research Bureau Summer Appointment | 1999     |
|  | Faculty of Commerce, Industrial Relations Management Research Bureau Summer Appointment | 1998     |
|  | Faculty of Commerce, Industrial Relations Management Research Bureau Summer Appointment | 1997     |
|  | Faculty of Commerce, Industrial Relations Management Research Bureau Summer Appointment | 1996     |
|  | Faculty of Commerce, Industrial Relations Management Research Bureau Summer Appointment | 1995     |
| Best Paper Award   | Women in Management Division of the Administrative Sciences Association of Canada       | Jun 1994 |
|  | Faculty of Commerce, Industrial Relations Management Research Bureau Summer Appointment | 1994     |
| Runner-up, Dorothy Harlow Best Paper Award                       | Women in Management Division of the National Academy of Management                      | Aug 1991 |
|  | Faculty of Commerce, Industrial Relations Management Research Bureau Summer Appointment | 1991     |
|  | Faculty of Commerce, Industrial Relations Management Research Bureau Summer Appointment | 1990     |
|  | Faculty of Commerce, Industrial Relations Management Research Bureau Summer Appointment | 1989     |
|  | Faculty of Commerce, Industrial Relations Management Research Bureau Summer Appointment | 1988     |

(c) Other awards

| Name                         | Awarded By | Date |
|------------------------------|------------|------|
| Stanford University Graduate |            | 1983 |

|  |  |      |
|--|--|------|
| Research Fellowship                              |  |      |
| Stanford University Graduate Research Fellowship |  | 1982 |
| Stanford University Graduate Research Fellowship |  | 1981 |
| Stanford University Graduate Research Fellowship |  | 1980 |
| Stanford University Graduate Research Fellowship |  | 1979 |
| Stanford University Graduate Fellowship          |  | 1978 |
| Lehigh University Graduate Research Fellowship   |  | 1977 |
| Lehigh University Graduate Research Fellowship   |  | 1976 |

### **13. OTHER RELEVANT INFORMATION**

THE UNIVERSITY OF BRITISH COLUMBIA  
Publications Record

Date: April 23, 2019

Initials: NL

**SURNAME:** Langton

**FIRST NAME:** Nancy

**MIDDLE NAMES(S):**

## **1. REFEREED PUBLICATIONS**

### *(a) Journals*

**Langton, N.**, Khan, K., Lusina, S. (2010). FIFA's Football for Health: Applying Kotter's Eight-Step Programme for Transformational Change to a Mass Participation Activity. *British Journal of Sports Medicine*, 44, 537-539.

Lusina, S., Sims-Gould, J., **Langton, N.**, Khan, K., (2010). Considering the team in Research Teams: Enhancing the Quality of Health Research for Aging Canadians. *Canadian Journal on Aging*, 29(2), 1-7.

Ozcelik, H., **Langton, N.**, Aldrich, H. (2008). Doing Well by Doing Good: The Relationship between Organizational Performance and Leadership Practices that Facilitate a Positive Emotional Climate. *Journal of Managerial Psychology*, 23(2), 186-203.

Cliff, J., **Langton, N.**, Aldrich, H. (2005). Walking the Talk? Gendered Rhetoric Vs. Action In Small Firms. *Organizational Studies*, 26(1), 63-91.

Dafna, E., **Langton, N.** (1998). Labor Discrimination in the Lumber Industry: A Teaching Module. *Journal of Management Education*, 22(2), 173-192.

Aldrich, H., Renzulli, L., **Langton, N.** (1998). Passing On Privilege: resources provided by self-employed parents to their self-employed children. *Research in Social Stratification and Mobility*, 16

**Langton, N.**, Konrad, A. (1998). The Impact of Labor Market Structure on Gender Differences in Earnings. *Gender, Work and Organizations*, 5(2), 83-101.

Aldrich, H., **Langton, N.** (1997). Human Resource Management Practices and Organizational Cycles. *Frontiers of Entrepreneurship*, 349-358.

**Langton, N.**, Pfeffer, J. (1994). Paying the Professor: Sources of Salary Variation in Academic Labor Markets. *American Sociological Review*, 59(2), 236-256.

Jennings, D., Egri, C., **Langton, N.**, Frost, P. (1993). Teaching a Glass on Gender Issues in Introductory OB Courses: Exercises and Theory. *The Journal of Management Education*, 17(3), 315-331.

Pfeffer, J., **Langton, N.** (1993). The Effect of Wage Dispersion on Satisfaction, Productivity, and Working Collaboratively: Evidence from College and University Faculty. *Administrative Science Quarterly*, 38(3), 382-407.

Pfeffer, J., **Langton, N.** (1988). Wage Inequality and The Organization of Work: The Case of Academic Departments. *Administrative Science Quarterly*, 33(4), 588-606.



**Langton, N.** (1987). Niche Theory and Social Movements: A Population Ecology Approach. *Sociological Quarterly*, 28(1), 51-70.

*(b) Conference Proceedings*

Cliff, J., **Langton, N.**, Aldrich, H. (2003). On Their Own Terms? Gendered Rhetoric Versus Behaviour in Small Firms. *Proceedings of the Academy of Management Best Papers Proceedings, 2003*.

Ozcelik, H., **Langton, N.**, Aldrich, H. (2001). Does Emotional Climate Matter? A Look at Revenue, Strategic and Outcome Growth . *Proceedings of the Academy of Management Best Papers Proceedings, 2001*.

**Langton, N.** (1994). Understanding the Male-Female Earnings Gap of UBC MBAs: Individual Characteristics Versus Job Characteristics. *Proceedings of the Proceedings of the 1994 Annual Conference, Women in Management Division, 1994*.

Konrad, A., **Langton, N.** (1991). Sex Differences in Job Preferences, Workplace Segregation, and Compensating Differentials: The Case of Stanford MBAs. *Proceedings of the Academy of Management Best Papers Proceedings, 1991*.

*(c) Other*

## **2. NON-REFEREED PUBLICATIONS**

*(a) Journals*

*(b) Conference Proceedings*

**Langton, N.** (1985). Structural Factors Affecting Wage Discrimination in the Service Sector. *Proceedings of the Women and Work: Proceedings of the Second Annual Women and Work Symposium, 1985*.

*(c) Other*

## **3. BOOKS**

*(a) Authored*

**Langton, N.**, Robbins, S., Judd, T. (2018). *Organizational Behaviour: Concepts, Controversies, Applications. Eighth Edition*. Don Mills, ON: Pearson Education Canada.

**Langton, N.**, Robbins, S., Judd, T. (2015). *Organizational Behaviour: Concepts, Controversies, Applications. Seventh Edition*. Don Mills, ON: Pearson Education Canada. [Note: this came out

in March 2015.]

**Langton, N.**, Robbins, S. (2013). *Fundamentals of Organizational Behaviour. Fifth Edition.* Don Mills, ON: Pearson Education Canada.

**Langton, N.**, Robbins, S. (2012). *Organizational Behaviour: Concepts, Controversies, Applications. Sixth Edition.* Don Mills, ON: Pearson Education Canada.

Robbins, S., Coulter, M., **Langton, N.** (2010). *Fundamentals of Management.* Don Mills, ON: Pearson Education Canada.

**Langton, N.**, Robbins, S. (2010). *Fundamentals of Organizational Behaviour. Fourth Edition.* Don Mills, ON: Pearson Education Canada.

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**4. PATENTS**

**5. SPECIAL COPYRIGHTS**

**6. ARTISTIC WORKS, PERFORMANCES, DESIGNS**

**7. OTHER WORKS**

(a) *Misc.*

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**8. WORK SUBMITTED (INCLUDING PUBLISHER AND DATE OF SUBMISSION)**

**9. WORK IN PROGRESS (INCLUDING DEGREE OF COMPLETION)**

(a) *Completed Working Papers*

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