

CURRICULUM VITAE

STÉPHANE CÔTÉ

Joseph L. Rotman School of Management
University of Toronto
105 St. George Street
Toronto, ON, Canada M5S 3E6
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FACULTY POSITIONS

2007 - Associate Professor of Organizational Behaviour (with tenure), University of Toronto
2001 - 2007 Assistant Professor of Organizational Behaviour, University of Toronto

VISITING POSITIONS

2008 Visiting Scholar, Haas School of Business, University of California, Berkeley
2008 Visiting Scholar, Institute for Personality and Social Research, University of California, Berkeley

EDUCATION

Ph.D. in Organizational Psychology (2001)	University of Michigan
M.A. in Organizational Psychology (1997)	University of Michigan
B.Sc. (First Class Honours) in Psychology (1995)	McGill University

PUBLICATIONS

1. Refereed Journal Articles

Van Kleef, G. A., & Côté, S. (2007). Expressing anger in conflict: When it helps and when it hurts. *Journal of Applied Psychology, 92*, 1557-1569.

Côté, S., & Miners, C. T. H. (2006). Emotional intelligence, cognitive intelligence, and job performance. *Administrative Science Quarterly, 51*, 1-28.

Côté, S., Saks, A. M., & Zikic, J. (2006). Trait affect and job search outcomes. *Journal of Vocational Behavior, 68*, 233-252.

Côté, S. (2005). A social interaction model of the effects of emotion regulation on work strain. *Academy of Management Review, 30*, 509-530.

Sy, T., Côté, S., & Saavedra, R. (2005). The contagious leader: Impact of the leader's mood on the mood of group members, group affective tone, and group processes. *Journal of Applied Psychology, 90*, 295-305.

Keller, M. C., Fredrickson, B. L., Ybarra, O., Côté, S., Johnson, K., Mikels, J., Conway, A., & Wager, T. (2005). A warm heart and a clear head: The contingent effects of weather on mood and cognition. *Psychological Science, 16*, 724-731.

Côté, S. (2005). Reconciling the feelings as information and hedonic contingency models of how mood influences systematic information processing. *Journal of Applied Social Psychology, 35*, 1656-1679.

Lopes, P. N., Salovey, P., Côté, S., & Beers, M. (2005). Emotion regulation abilities and the quality of social interaction. *Emotion, 5*, 113-118.

Côté, S., & Morgan, L. M. (2002). A longitudinal analysis of the association between emotion regulation, job satisfaction, and intentions to quit. *Journal of Organizational Behavior, 23*, 947-962.

Côté, S. (1999). Affect and performance in organizational settings. *Current Directions in Psychological Science, 8*, 65-68.

Zuroff, D. C., Moskowitz, D. S., & Côté, S. (1999). Dependency, self-criticism, interpersonal behavior, and affect: Evolutionary perspectives. *British Journal of Clinical Psychology, 38*, 231-250.

Côté, S., & Moskowitz, D. S. (1998). On the dynamic covariation between interpersonal behavior and affect: Prediction from neuroticism, extraversion, and agreeableness. *Journal of Personality and Social Psychology, 75*, 1032-1046.

Moskowitz, D. S., Brown, K. W., & Côté, S. (1997). Reconceptualizing stability: Using time as a psychological dimension. *Current Directions in Psychological Science, 6*, 127-132.

Moskowitz, D. S., & Côté, S. (1995). Do interpersonal traits predict affect? A comparison of three models. *Journal of Personality and Social Psychology, 69*, 915-924.

2. Book Chapters

Côté, S., Moon, S., & Miners, C. T. H. (in press). Emotion regulation in the workplace. In C. L. Cooper & N. M. Ashkanasy (Eds.), *Research companion to emotion in organizations*. London: Edward Elgar.

Côté, S. (2007). Group emotional intelligence and group performance. In E. A. Mannix, M. A. Neale, & C. P. Anderson (Eds.), *Research on managing groups and teams, Volume 10* (pp. 309-336). Oxford, UK: Elsevier.

Côté, S., Miners, C. T. H., & Moon, S. (2006). Emotional intelligence and wise emotion regulation in the workplace. In W. J. Zerbe, N. Ashkanasy, & C. E. J. Härtel (Eds.), *Research on emotions in organizations, Volume 2* (pp. 1-24). Oxford, UK: Elsevier.

Saks, A. M., & Côté, S. (2006). Job search. In J. H. Greenhaus & G. A. Callanan (Eds.), *Encyclopedia of career development*. Thousand Oaks, CA: Sage.

Lopes, P. N., Côté, S., & Salovey, P. (2005). An ability model of emotional intelligence: Implications for assessment and training. In V. U. Druskat, F. Sala, & G. Mount (Eds.), *Linking emotional intelligence and performance at work* (pp. 53-80). Mahwah, NJ: Erlbaum.

Reprinted in J. M. M. Navas & P. Fernández-Berrocal (Eds.), *Manual de la inteligencia emocional*.

Côté, S., & Moskowitz, D. S. (2002). How are moods instigated at work? The influence of relational status on mood. In N. M. Ashkanasy, W. J. Zerbe, & C. E. J. Härtel (Eds.), *Managing emotions in the workplace* (pp. 111-134). Armonk, NY: M. E. Sharpe.

3. Book Review

Côté, S. (2002). [Review of the book *Emotions in the workplace: Research, theory and practice*]. *Administrative Science Quarterly*, 47.

4. Practitioner Articles and Technical Reports

Côté, S. (2007, Fall). How anger affects negotiations. *Rotman Magazine*, 74-76.

Côté, S., Sy, T., & Saavedra, R. (2006, Winter). The contagious leader. *Rotman Magazine*, 54-56.

Côté, S. (2004, Winter). Meeting the challenges of the matrix organization. *Rotman Magazine*, 28-30.

Sy, T., & Côté, S. (2004). Emotional intelligence: A key ability to succeed in the matrix organization. *Journal of Management Development*, 23, 437-455.

To be reprinted in J. D. Daniels & J. A. Krug (Eds.), *Multinational enterprise theory*. Sage Publications.

Côté, S. (2003, Fall). Working with emotional intelligence. *Rotman Magazine*, 32-35.

Moskowitz, D. S., Côté, S., Suh, E. J., Zuroff, D. C., & Koestner, R. (1995). *Introducing computer technology: The human factor*. Ottawa: Canadian Centre for Management Development.

PRESENTATIONS

1. Invited Seminars

University of California, Berkeley (2008); London Business School (2007); McGill University (2007); Queen's University (2007); University of Maryland (2006); Erasmus University Rotterdam (2006); University of Amsterdam (2006); Wayne State University (2006); York University (2006); Rice University (2005); Instituto de Empresa (2005)

2. Refereed Conference Presentations

Côté, S. (2008, April). Teaching emotional intelligence in the classroom. In P. Radhakrishnan (chair), *Experiential learning: Grounding ourselves in research*. Symposium to be conducted at the meeting of the Society of Industrial and Organizational Psychology, San Francisco, CA.

Côté, S., McCarthy, J. M., Moon, S., Zhao, W., Miners, C. T. H., & Yip, J. (2007, August). *The conceptualization and measurement of workplace anxiety*. Paper presented at the meeting of the meeting of the Academy of Management, Philadelphia, PA.

Côté, S., & Miners, C. T. H. (2007, August). Emotional intelligence, positive emotions displays, and leadership emergence. In S. Nifadkar & K. G. Corley (chairs), *Emotions research: Pushing theoretical and empirical frontiers*. Symposium conducted at the meeting of the Academy of Management, Philadelphia, PA.

Moon, S., & Côté, S. (2007, August). The relation between emotional intelligence and culture. In J. Sanchez-Burks (chair), *Emotions & emotional intelligence in context*. Symposium conducted at the meeting of the Academy of Management, Philadelphia, PA.

Côté, S., & Golden, B. R. (2006, August). Emotional intelligence and burnout among leaders. In G. A. van Kleef, A. C. Homan, & N. M. Ashkanasy (chairs), *Exploring the role of emotion in leadership*. Symposium conducted at the meeting of the Academy of Management, Atlanta, GA.

Côté, S., & Toh, S. M. (2006, August). Emotion regulation and job satisfaction: The moderating role of the emotional demands of the job. In S. J. Ashford & E. Darling (chairs), *Making emotions work: emotion regulation and its implications for action*. Symposium conducted at the meeting of the Academy of Management, Atlanta, GA.

Van Kleef, G. A., & Côté, S. (2006, June). *Anger in negotiation – sometimes it helps, sometimes it hurts: The moderating role of justifiability and power*. Paper presented at the meeting of the International Association for Conflict Management, Montréal, Québec.

Côté, S., Srinivas, E. S., & Toh, S. M. (2006, May). Emotion regulation and the adjustment of expatriates. In E. Richard & J. C. Wallace (chairs), *New directions in emotional labor research*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

- Côté, S., Lopes, P. N., & Salovey, P. (2006, May). Emotional intelligence and leadership emergence. In P. Papadogiannis (chair), *The impact of emotional intelligence on leadership and workplace performance*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Saks, A. M., & Côté, S. (2005, May). *Socialization via emotion: Effects of socialization tactics on newcomers' emotions and adjustment*. Paper presented at the meeting of the Administrative Sciences Association of Canada, Toronto, Ontario.
- Côté, S. (2005, April). Do emotionally intelligent people manage their emotions wisely? In R. H. Gosserand & J. M. Diefendorff (chairs), *Toward a better understanding of emotion regulation at work*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Côté, S., & Zikic, J. (2004, July). *A longitudinal analysis of emotional intelligence and early career burnout*. Paper presented at the meeting of the European Group for Organizational Studies, Ljubljana, Slovenia.
- Côté, S., & Fassina, N. (2004, July). *Emotion and escalation of commitment to a losing course of action*. Paper presented at the meeting of the International Society for Research on Emotion, New York, NY.
- Côté, S., Saks, A. M., & Zikic, J. (2004, April). An examination of the motivational-self-regulatory model of job search. In J. D. Kammeyer-Mueller (chair), *Job search: Tactics, processes, and outcomes*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Salovey, P., Lopes, P. N., Brackett, M., Côté, S., Caruso, D. R., & Mayer, J. D. (2004, April). The validity of emotional intelligence measured with the MSCEIT in organizational contexts. In D. L. Van Rooy & C. Viswesvaran (chairs), *Emotional intelligence: An unemotional but intelligent evaluation of research*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Sy, T., Côté, S., & Saavedra, R. (2003, April). *Impact of leaders' affect on the affect of group members and group processes*. Paper presented at the meeting of the Western Academy of Management, Palm Springs, CA. Nominated for Best Paper Award.
- Côté, S. (2002, August). *Effects of mood on the discernment of varying levels of employee performance in performance appraisals*. Paper presented at the meeting of the Academy of Management, Denver, CO.
- Côté, S., & Sy, T. (2002, August). *Emotional intelligence: A key ability to succeed in the matrix organization*. Paper presented at the meeting of the Academy of Management, Denver, CO.
- Côté, S. (2002, July). *A longitudinal analysis of the association between emotion regulation and work strain*. Paper presented at the meeting of the International Society for Research on Emotion, Cuenca, Spain.

Côté, S., Lopes, P. N., & Salovey, P. (2002, July). *Emotional intelligence and work group outcomes*. Paper presented at the meeting of the International Society for Research on Emotion, Cuenca, Spain.

Côté, S., & Morgan, L. M. (2000, August). "Put on a happy face!" Stress implications of emotional labor at work. In A. M. O'Leary-Kelly (chair), *Emotional labor: An expansion of current conceptualizations*. Paper presented at the meeting of the Academy of Management, Toronto, Ontario.

Côté, S., & Moskowitz, D. S. (2000, August). *Interpersonal predictors of affect in organizations*. Paper presented at the meeting of the Academy of Management, Toronto, Ontario.

Côté, S., & Moskowitz, D. S. (1999, August). A conditional model of the role of individual differences in organizations. In S. Côté (chair), *Incorporating personality in theories and research on organizational processes: Individual differences in behavior and affect in organizations*. Symposium conducted at the meeting of the Academy of Management, Chicago, IL.

Côté, S. (1999, August). *A conditional model of individual differences in affect*. Paper presented at the meeting of the American Psychological Association, Boston, MA.

Côté, S. (1999, August). *Do public expressions of emotion influence task performance?* Paper presented at the meeting of the American Psychological Association, Boston, MA.

Côté, S., & Moskowitz, D. S. (1998, August). *Life-span fluctuations in social goal-oriented behavior and affect*. Paper presented at the meeting of the American Psychological Association, San Francisco, CA.

Côté, S. (1998, May). *Productivity and affect are associated within short time periods*. Paper presented at the meeting of the American Psychological Society, Washington, DC.

Côté, S. (1998, May). *Étude exploratoire de la relation entre différentes tâches et l'affect dans le contexte de groupes [Exploratory study of the relation between different work tasks and affect in the context of groups]*. Paper presented at the meeting of the Association Canadienne-Francaise pour l'Avancement des Sciences [French-Canadian Association for the Advancement of Sciences], Québec, Québec.

Côté, S., & Moskowitz, D. S. (1997, August). *Affective experiences associated with power in organizations*. Paper presented at the meeting of the Academy of Management, Boston, MA.

Moskowitz, D. S., Suh, E. J., & Côté, S. (1997, August). Are agency and communion gendered constructs? In P. Zeldow (chair), *Agency and communion: Consensus or conflict*. Symposium conducted at the meeting of the American Psychological Association, Chicago, IL.

Côté, S., & Moskowitz, D. S. (1997, May). *Intimacy and power: Motive-based behaviors are (sometimes) associated with pleasant affect*. Paper presented at the meeting of the American Psychological Society, Washington, DC.

Côté, S., & Larsen, R. J. (1997, May). *Frequency and effectiveness of mood regulation strategies: A time-sampling study*. Paper presented at the meeting of the Midwestern Psychological Association, Chicago, IL.

Yakel, B., Côté, S., Finholt, T. A., & Cohen, M. D. (1996, November). *Medicine in the dark: Obtaining design requirements for a medical collaboratory from observation of radiologists at work*. Paper presented at the Computer-Supported Cooperative Work conference, Boston, MA.

Côté, S. (1996, August). Personality, behavior, and affect: A dynamic perspective. In D. S. Moskowitz (chair), *Stasis to process in behavior and affect*. Symposium conducted at the meeting of the American Psychological Association, Toronto, Ontario.

Côté, S., & Moskowitz, D. S. (1996, August). *Consistency in behavior and affect across organizational settings*. Paper presented at the meeting of the American Psychological Association, Toronto, Ontario.

Moskowitz, D. S., Suh, E. J., & Côté, S. (1996, August). *Status and interdependence as influences on agency and communion*. Paper presented at the International Congress of Psychology, Montréal, Québec.

Côté, S., & Moskowitz, D. S. (1996, June). *Differences in relations between traits and aggregated affect scores across organizational settings*. Paper presented at the meeting of the American Psychological Society, San Francisco, CA.

Côté, S., & Moskowitz, D. S. (1996, May). Does the setting matter? Differences in personality processes across home and work settings. In D. G. Winter (chair), *Personality in its many different contexts: Social class, culture, and history*. Symposium conducted at the meeting of the Midwestern Psychological Association, Chicago, IL.

Côté, S., & Moskowitz, D. S. (1996, May). *Récentes conceptions de la personnalité: Analyses idiographiques et nomothétiques [Recent conceptions of personality: Idiographic and nomothetic analyses]*. Paper presented at the meeting of the Association Canadienne-Francaise pour l'Avancement des Sciences [French-Canadian Association for the Advancement of Sciences], Montréal, Québec.

Côté, S., & Moskowitz, D. S. (1995, August). *Personality characteristics and computer use of computer anxious individuals*. Paper presented at the meeting of the American Psychological Association, New York, NY.

Moskowitz, D. S., & Côté, S. (1995, August). *Do interpersonal traits predict affect? A comparison of three models*. Paper presented at the meeting of the American Psychological Association, New York, NY.

Zuroff, D. C., Moskowitz, D. S., & Côté, S. (1995, July). Social interactions of dependent and self-critical individuals: Effects of insecurity in the attachment and social rank systems. Paper presented at the World Congress of Behavioural and Cognitive Therapies, Copenhagen, Denmark.

3. Chaired Symposium

Côté, S. (1999, August). *Incorporating personality in theories and research on organizational processes: Individual differences in behavior and affect in organizations*. Symposium conducted at the meeting of the Academy of Management, Chicago, IL.

4. Other Conference Presentations

Côté, S. (2007, June). *Group emotional intelligence and group performance*. Paper presented at the INSEAD & University of Michigan conference on Emotional Capabilities in Organizations, Fontainebleau, France.

Côté, S. (2007, June). *Teaching emotional intelligence in the core MBA and EMBA classrooms*. Paper presented at the INSEAD & University of Michigan conference on Emotional Capabilities in Organizations, Fontainebleau, France.

Côté, S. (2007, April). Discussant. In H.-A. M. Johnson & P. Spector (chairs), *New directions in emotional intelligence research*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.

Côté, S. (2006, July). Can emotion regulation reduce employees' strain? In A. Rafaeli & D. Zapf (chairs), *The psychology of service: Service climate, service interaction, customer satisfaction and service provider well-being*. Symposium conducted at the International Congress of Applied Psychology, Athens, Greece.

Côté, S. (2006, July). Cross-level moderators of the association between emotional intelligence and individual outcomes. In N. M. Ashkanasy (chair), *Emotion at multiple levels of organization*. Symposium conducted at the International Congress of Applied Psychology, Athens, Greece.

Côté, S. (2006, May). *Group emotional intelligence and group performance*. Paper presented at the conference on Research on Managing Groups and Teams in Organizations, Palo Alto, CA.

Côté, S. (2005, June). *A social interaction model of the effects of emotion regulation*. Paper presented at the conference on Affect and Emotions in Organizational Behavior, Rotterdam, Netherlands.

Fassina, N., Côté, S., & Whyte, G. R. (2005, May). *Emotion and escalation of commitment to a losing course of action*. Paper presented at the conference on the Role of Emotions in Organizational Life, Toronto, Ontario.

5. Presentations Made at Organizations

Emotional Intelligence in the Workplace. Invited presentation, Bell University Labs, June 2007, Toronto.

Emotional Intelligence. Invited presentation, The Shared Information Management Services (SIMS) Partnership, June 2007, Toronto.

RESEARCH GRANTS

- 2006 - 2009 Research Grant: Emotional Intelligence at Work: Associations with Key Workplace Outcomes and Training (\$73,151), Social Sciences and Humanities Research Council of Canada
- 2003 - 2006 Research Grant: Emotional Intelligence in the Workplace (\$80,671), Social Sciences and Humanities Research Council of Canada
- 2002 - 2004 Connaught New Staff Matching Grant: Emotional Intelligence and Job Search (\$30,000), University of Toronto

AWARDS AND FELLOWSHIPS

- 2006 Roger Martin and Nancy Lang Award for Excellence in Research, Rotman School of Management
- 2002 - 2006 Excellence in Teaching Awards (MBA and Commerce programs), Rotman School of Management
- 2003 Nominee for the Aurora Prize (which “recognizes an outstanding new researcher who is building a reputation for exciting and original research in the social sciences or humanities”), Social Sciences and Humanities Research Council of Canada, Committee 21 (Management)
- 2003 Best Paper Award Nominee at the Western Academy of Management
- 2001 Rackham Dissertation Fellowship, University of Michigan
- 2000 - 2001 Research Award, Positive Psychology Institute, American Psychological Association
- 1998 - 2000 Graduate Fellowship, Social Sciences and Humanities Research Council of Canada
- 1999 Travel Award, Society for Personality and Social Psychology
- 1995 - 1997 Graduate Fellowship, Fonds pour la Formation de Chercheurs et l'Aide à la Recherche

TEACHING

1. Courses Taught

Assistant Professor, Rotman School of Management, University of Toronto

MBA program

2003 - 2007 Leadership

Ph.D. program

2006 - 2007 Quantitative Research Methods in Organizational Behavior
2006 Methods and Research in Organizational Behavior

Undergraduate Commerce program

2002 - 2007 Individual and Group Behavior in Organizations

Graduate Student Instructor, Department of Psychology, University of Michigan

1997 - 2001 Advanced Laboratory in Organizational Psychology
1998 Introduction to Social Psychology
1997 Introduction to Organizational Psychology

2. New Course Development

Leadership (core MBA)
Quantitative Research Methods in Organizational Behavior (core Ph.D., with Geoffrey Leonardelli)
The Emotionally Intelligent Manager (elective MBA, with John Oesch)

3. Executive Education

Executive education programs and lectures for: Bell; Sunnybrook Health Sciences Centre; University Health Network; Nortel; City of Toronto Public Health; Law Society of Upper Canada.

Topics: Emotionally Intelligent Leadership; The Self-Aware Leader.

4. Doctoral Dissertation Committees

Chair or Co-chair:

2007 - Sue Moon, Rotman School of Management
2006 - Christopher Miners, Rotman School of Management

Member:

2007 - Michelle Lalonde, Faculty of Nursing
2005 - Berenica Vejvoda, Faculty of Information Studies
2003 - 2006 Robin Church, Rotman School of Management
2002 - 2005 Deborah MacKenzie, Rotman School of Management
2002 - 2003 Peter Heslin, Rotman School of Management

INTERNAL SERVICE

Rotman School of Management, University of Toronto

OBHRM Speaker Series Coordinator (2005 - 2007)
OBHRM Faculty Search Committee (2006 - 2007; 2005 - 2006; 2003 - 2004)
MBA Programs Committee (2004 - 2007)
OBHRM Ph.D. Committee (2004 - 2006)
MBA Integrative Management Challenge Committee (2005 - 2006)
OBHRM Ph.D. Admissions Committee (2004)
Teaching Effectiveness Seminar (October 21, 2004)
Commerce Summer Mentorship Program Presentation: *Emotional intelligence* (July 29, 2004)
Life-Long Learning Seminar: *Emotional intelligence: Implications for business design* (June 4, 2004)

Department of Psychology, University of Michigan

Graduate Committee (1999 - 2000)
Organizational Psychology Area Executive Committee (1995 - 1996)
Organizational Psychology Area Ph.D. Admissions Committee (1995 - 1996)
Departmental Associate (1997 - 1999)
Coordinator, Graduate School Orientation (1998 - 1999)
Coordinator, Organizational Psychology Seminar Series (1996 - 1997)

EXTERNAL SERVICE

1. Ad Hoc Reviewer

Journals

Academy of Management Journal; Academy of Management Review; Applied Psychology: An International Review; Cognition and Emotion; Emotion; European Journal of Work and Organizational Psychology; Human Performance; Human Relations; Journal of Applied Psychology; Journal of Managerial Psychology; Journal of Occupational and Organizational Psychology; Journal of Organizational Behavior; Journal of Personality; Journal of Personality and Social Psychology; Journal of Vocational Behavior; Organizational Behavior and Human Decision Processes; Personality and Social Psychology Bulletin; Work & Stress

Conferences

Academy of Management; Administrative Sciences Association of Canada; Emotions in Organizational Life; Society for Industrial and Organizational Psychology

Grants

Social Sciences and Humanities Research Council of Canada standard research grants

2. Grants Selection Committee

Social Sciences and Humanities Research Council of Canada standard research grants selection committee, Committee 21 (Management), March 2007.

3. Judge

Judge for the Canadian Journal of Administrative Science 2006 Verity International Award for Overall Outstanding Paper in Management.

DISSEMINATION OF RESEARCH TO THE MEDIA

Television

Report on Business Television: AM Business with Amanda Lang

Radio

CBC (national); CBC Windsor; CBC Sudbury: Morning Watch; CHQR 770: Calgary Today; Kitchener 570: Business at Noon

Internet (web sites)

The Economist; ABC News; Workplace.ca; San Jose Business Journal; Rotman School of Management; Harvard University

Newspapers

Globe and Mail; Toronto Star; National Post; Metro Toronto; Montreal Gazette; Vancouver Sun; Ottawa Citizen; Edmonton Journal; Regina Leader-Post; Saskatoon Star Phoenix; Hamilton Spectator; Les Affaires; Investment Executive; The Times (UK); Washington Post; South Florida Sun-Sentinel; University of Toronto Bulletin; Harvard Gazette; San Jose Business Journal

Magazines

Rotman Magazine; University of Toronto Magazine; Profit Magazine; Psychology Today; Scarlett

PROFESSIONAL ASSOCIATIONS

Academy of Management (AOM; Organizational Behavior and Research Methods Divisions);
Society for Industrial and Organizational Psychology (SIOP)