

Constantin Lagios, Ph.D.  
School of Labor and Employment Relations  
University of Illinois at Urbana-Champaign, USA  
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## EDUCATION

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- Ph.D., Human Resources and Industrial Relations** 2023 – present  
*University of Illinois at Urbana-Champaign – Illinois – USA*  
*Advisors: Simon Restubog (University of Illinois at Urbana-Champaign, USA) and Pauline Schilpzand (Oregon State University, USA)*
- Ph.D., Industrial and Organizational Psychology** 2019 – 2023  
*Grade: Summa Cum Laude (with the highest praise; 92.71%)*  
*Psychological Sciences Research Institute – Université Catholique de Louvain – Belgium*  
*Dissertation: Organizational dehumanization: Toward a better understanding of its nomological network*  
*Dissertation Committee: Gaëtane Caesens (Université Catholique de Louvain, Belgium), Florence Stinglhamber (Université Catholique de Louvain, Belgium), Simon L. D. Restubog (University of Illinois at Urbana-Champaign, USA), Stéphanie Demoulin (Université Catholique de Louvain, Belgium), Nicolas Gillet (Université de Tours, France)*
- M.S., Industrial and Organizational Psychology** 2017 - 2019  
*Grade: Magna Cum Laude (with high honors; graduated in the top 8% of my cohort – 17/210)*  
*Université Catholique de Louvain – Belgium*
- B.S., Psychology** 2014 - 2017  
*Grade: Magna Cum Laude (with high honors)*  
*Université Libre de Bruxelles - Belgium*
- Other**
- Summer School, Leadership perspectives** 2022  
*Harvard University*  
*Grade: A*
- Summer School, Strategic management** 2021  
*The London School of Economics and Political Science (LSE)*  
*Grade: A*

## VISITING ACADEMIC POSITIONS

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Visiting Ph.D. Candidate, *School of Labor and Employment Relations - University of Illinois at Urbana-Champaign – IL, USA* (Fall semester, 2022). Faculty Sponsor: Professor Simon Restubog.

## REASEARCH INTERESTS

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Dark side of human behavior in organizations (e.g., organizational dehumanization, nepotism, workplace teasing); trickle effects; employee-organization relationship.

## RESEARCH

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### Peer-reviewed journal articles

1. **Lagios, C.**, Stinglhamber, F., Restubog, S. L. D., Lagios, N., Brison, N., & Caesens, G. (2024). When Organizational Dehumanization Hits Home: Short Scale Validation and Test of a Spillover-Crossover Model. *Journal of Occupational and Organizational Psychology*. Advance online publication. <https://doi.org/10.1111/joop.12493>
2. Walker, D. D., Kim, S. K., van Jaarsveld, D. D., Restubog, S. L. D., Marrone, M., **Lagios, C.**, & Mehdipour, A. M. (2023). It Takes Two to Tango: A Multidisciplinary Bibliometric Review Across Xix Decades of Dyadic Service Encounter Research. *Journal of Service Management*, 34(5), 970-994. <https://doi.org/10.1108/JOSM-08-2022-0286>
3. **Lagios, C.**, Restubog, S. L. D., Garcia, P. R. J. M., He, Y., & Caesens, G. (2023). A Trickle-Out Model of Organizational Dehumanization and Displaced Aggression. *Journal of Vocational Behavior*, 141, 103826. <https://doi.org/10.1016/j.jvb.2022.103826>
4. Stinglhamber, F., Nguyen, N., Ohana, M., **Lagios, C.**, Demoulin, S., & Maurage, P. (2023). For Whom and Why Organizational Dehumanization is Linked to Deviant Behaviours. *Journal of Occupational and Organizational Psychology*, 96(1), 203-229. <https://doi.org/10.1111/joop.12409> (Nominated as a best paper with practical implications for the Managerial and Organizational Cognition Division of the Academy of Management).
5. **Lagios, C.**, Nguyen, N., Stinglhamber, F., & Caesens, G. (2023). Dysfunctional Rules in Organizations: The Mediating Role of Organizational Dehumanization in the Relationship Between Red Tape and Employees' Outcomes. *European Management Journal*, 41(5), 802-813. <https://doi.org/10.1016/j.emj.2022.06.002> (Second Place Winner of the 2023 European Management Journal Best Paper Award)
6. **Lagios, C.**, Lagios, N., Stinglhamber, F., & Caesens, G. (2023). Predictors and Consequences of Work Alienation in Times of Crisis: Evidence from Two Longitudinal Studies During the COVID-19 Pandemic. *Current Psychology*, 42, 22866-22880. <https://doi.org/10.1007/s12144-022-03372-9>
7. **Lagios, C.**, Caesens, G., Nguyen, N., & Stinglhamber, F. (2021). Explaining the Negative Consequences of Organizational Dehumanization: The Mediating Role of Psychological Need Thwarting. *Journal of Personnel Psychology*, 21(2), 86-93. <https://doi.org/10.1027/1866-5888/a000286>

### CONFERENCE PRESENTATIONS

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8. **Lagios, C.**, Restubog, S. L. D., Schilpzand, P., Kiazad, K., & Aquino, A. (2024, June). Breaking the Cycle of Displaced Aggression: A Review and Research Roadmap. Paper accepted for presentation at the 2024 European Academy of Management Conference (EURAM). Bath, United Kingdom.
9. He, Y., Deen, C., & **Lagios, C.** (2023, August). Work Consequences of Intimate Partner Aggression: A Self-Determination Perspective. In Deen, C., & Restubog, S. (Co-Chairs). *The Plight of the Vulnerable Workforce: Theoretical and Empirical Advancements*. Symposium presented at the 83<sup>rd</sup> Annual Meeting of the Academy of Management, Boston, MA, USA.
10. **Lagios, C.**, Stinglhamber, F., Restubog, S. L. D., Lagios, N., Brison, N., & Caesens, G. (2023, June). When Organizational Dehumanization Hits Home: Short Scale Validation and Test of a Spillover-Crossover Model. Paper accepted for presentation at the 2023 European Academy of Management Conference (EURAM). Dublin, Ireland.
11. **Lagios, C.**, Restubog, S. L. D., & Caesens, G. (2023, May). *Trickle-Down Effects of Organizational Dehumanization: A Social Information Processing Perspective*. Paper accepted for presentation at the

21<sup>st</sup> Congress of the European Association of Work and Organizational Psychology (EAWOP). Katowice, Poland.

12. **Lagios, C.**, & Caesens, G. (2022, August). Organizational Dehumanization and Displaced Aggression: A Trickle-Out Model. In **Lagios, C.**, & Caesens, G. (**Co-Chairs**). *Organizational Dehumanization: Its Nomological Network and Measurement*. Symposium presented at the 82<sup>nd</sup> Annual Meeting of the Academy of Management, Seattle, WA, USA.
13. **Lagios, C.**, Nguyen, N., & Stinglhamber, F, Caesens, G. (2022, August). *Red Tape and Organizational Dehumanization*. Paper presented at the 82<sup>nd</sup> Annual Meeting of the Academy of Management, Seattle, WA, USA.
14. Nguyen, N., **Lagios, C.**, Ohana, M., Demoulin, S., Maurage, P., & Stinglhamber, F. (2022, August). *For Whom and Why Organizational Dehumanization is Linked to Deviant and In-Role Behaviors*. Paper presented at the 82<sup>nd</sup> Annual Meeting of the Academy of Management, Seattle, WA, USA.
15. **Lagios, C.**, Restubog, S. L. D., & Caesens, G. (2022, May). *Organizational Dehumanization and Supervisor Dehumanization: Test of a Trickle-Down Model*. Poster presented at the 2022 Annual Meeting of the Belgian Association for Psychological Science, Leuven, Belgium.
16. **Lagios, C.**, Stinglhamber, F., & Caesens, G. (2022, January). *Exploring the Trickle Effects of Organizational Dehumanization*. Paper presented at the 20<sup>st</sup> Congress of the European Association of Work and Organizational Psychology (EAWOP). Glasgow, Scotland.
17. **Lagios, C.**, Stinglhamber, F., & Caesens, G. (2021, November). *Organizational Dehumanization, Supervisors' Abusive Behaviors, and Subordinates' Well-Being and Attitudes: A Trickle-Down Model*. Poster presented at the 2021 Virtual Conference of Work, Stress, and Health.

## RESEARCH AWARDS

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Second Place Winner of the 2023 European Management Journal Best Paper Award

Second place of the Persona Award ("Prix Persona") of the ADP Brubra. The Persona Award honors a Master's thesis from a Belgian University that contributed to the development and promotion of HRM.

## GRANTS

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Pola and Harry Triandis Scholarship (University of Illinois at Urbana-Champaign), Summer 2024. Amount of the grant: \$1,000.

Illinois Distinguished Fellowship (University of Illinois at Urbana-Champaign), three years (2023-2026). Amount of the grant: \$75,000.

Travel grant from the Wallonia-Brussels Federation (Belgian Government) for a six-month research stay (2022). Amount of the grant: €5,000.

## REFEREE ACTIVITIES FOR SCIENTIFIC JOURNALS

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Ad hoc reviewer, Journal of Organizational Behavior

Ad hoc reviewer, Journal of Vocational Behavior

Ad hoc reviewer, Current Psychology

Ad hoc reviewer, European Review of Applied Psychology

Ad hoc reviewer, Psychological Reports

Ad hoc reviewer, Sage Open

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## PROFESSIONAL AFFILIATIONS

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Academy of Management (AoM) – Managerial and Organizational Cognition and Organizational Behavior Divisions, European Academy of Management (EURAM), European Association of Work and Organizational Psychology (EAWOP), Society for Industrial and Organizational Psychology (SIOP)

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## OTHER

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**LANGUAGES:** French (native), English (fluent), Greek (fluent), Dutch (conversational)

**CERTIFICATIONS:** Change Management Foundation (*APMG International* - 2021), Leading Authentically (*The Institute of Leadership & Management* - 2021), Antidiscrimination Legislation in the Workplace (*UNIA, Interfederal Centre for Equal Opportunities* – 2019)

**SOFTWARE SKILLS:** Mplus, SPSS

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## REFERENCES

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### **Dr. Karl Aquino**

Richard Poon Professor of Organizations and Society  
Marketing and Behavioral Sciences Division, Sauder School of Business  
The University of British Columbia, Canada  
E-mail: [karl.aquino@sauder.ubc.ca](mailto:karl.aquino@sauder.ubc.ca)

### **Dr. Gaëtane Caesens**

Professor of Organizational Psychology  
Psychological Sciences Research Institute  
Université Catholique de Louvain, Belgium  
E-mail: [gaetane.caesens@uclouvain.be](mailto:gaetane.caesens@uclouvain.be)

### **Dr. Simon Lloyd D. Restubog**

Professor of HR and Employment Relations  
School of Labor and Employment Relations and  
Department of Psychology (courtesy appointment)  
University of Illinois at Urbana-Champaign, USA  
E-mail: [simonldr@illinois.edu](mailto:simonldr@illinois.edu)

### **Dr. Pauline Schilpzand**

Associate Professor of Management  
College of Business  
Oregon State University, USA  
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