

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/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)*  
*Psychological Sciences Research Institute – Université Catholique de Louvain – Belgium*  
*Thesis: Organizational dehumanization: Toward a better understanding of its nomological network*  
*Committee: Gaëtane Caesens (Université Catholique de Louvain, Belgium), Florence Stinghamber (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.

## RESEARCH INTERESTS

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

## RESEARCH

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### Peer reviewed journal articles

1. **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* [2021 Impact Factor: 12.082]. Advance online publication. <https://doi.org/10.1016/j.jvb.2022.103826>
2. 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 [2021 Impact Factor: 5.112]. <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).
3. **Lagios, C.**, Nguyen, N., Stinglhamber, F., & Caesens, G. (2022). Dysfunctional rules in organizations: The mediating role of organizational dehumanization in the relationship between red tape and employees' outcomes. *European Management Journal*. [2021 Impact Factor: 6.11]. Advance online publication. <https://doi.org/10.1016/j.emj.2022.06.002>
4. **Lagios, C.**, Lagios, N., Stinglhamber, F., & Caesens, G. (2022). Predictors and Consequences of Work Alienation in Times of Crisis: Evidence from Two Longitudinal Studies During the COVID-19 Pandemic. *Current Psychology*. [2021 Impact Factor: 2.643]. Advance online publication. <https://doi.org/10.1007/s12144-022-03372-9>
5. **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*. *Journal of Personnel Psychology*, 21(2), 86–93. [2021 Impact Factor: 2.081]. <https://doi.org/10.1027/1866-5888/a000286>

## CONFERENCE PRESENTATIONS

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6. 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.
7. **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.
8. **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.

9. **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.
10. **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.
11. Nguyen, N., **Lagios, C.**, Ohana, M., Demoulin, S., Maurage, P., & Stinglhamber, F. (2022, August). *For Who 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.
12. **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.
13. **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.
14. **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.
15. **Lagios, C.**, Nguyen, N., Stinglhamber, F., & Caesens, G. (2021, July). *Red Tape and Organizational Dehumanization*. Paper presented at the 21<sup>ème</sup> Congrès International de l'Association Internationale de Psychologie du Travail en Langue Française [21<sup>st</sup> International Congress of the International Association of Work Psychology of French Language], Paris, France.
16. **Lagios, C.**, Nguyen, N., Caesens, G., & Stinglhamber, F. (2021, March). *The relationship between red tape and organizational dehumanization*. Paper presented at the 2021 Annual Meeting of the Belgian Association for Psychological Science, Louvain-la-Neuve, Belgium.

## RESEARCH AWARDS

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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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Illinois Distinguished Fellowship (University of Illinois at Urbana-Champaign), three years. 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, Psychological Reports

Ad hoc reviewer, Sage Open

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## PROFESSIONAL AFFILIATIONS

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Academy of Management (AoM) – Organization and Management Theory and Organizational Behavior Divisions, Belgian Association for Psychological Science (BAPS), European Association of Work and Organizational Psychology (EAWOP), International Association of Work Psychology of French Language (AIPTLF), Society for Industrial and Organizational Psychology (SIOP)

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## OTHER

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

**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. Gaëtane Caesens**

Assistant 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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### **Dr. Amit Kramer**

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